

*Stakeholder Input Report for*

**Alexandria City**  
**Public Schools**  
**Alexandria, Virginia**

*submitted by*

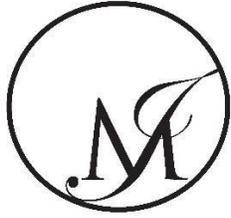


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*January 2023*





# **MCPHERSON *M J* JACOBSON, LLC**

## **EXECUTIVE RECRUITMENT & DEVELOPMENT**

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### **Alexandria City Public Schools Alexandria, Virginia District Stakeholder Input**

#### **Executive Summary of School/Community Input Groups for Superintendent Search**

The consultants (Dr. Ralph P. Ferrie and Dr. Michelle Hamilton) met with stakeholder groups on December 14 and 15, 2022 and conducted face-to-face and ZOOM meetings throughout the division. In the executive summary, consistent themes and ideas are recorded. They represent input that was consistent to all or most of the groups and could be considered to have broad support. The complete lists of feedback by group are also recorded within this document. The survey responses will be included in the final document once the survey is closed and the responses are recorded.

#### **OVERALL THEMES**

##### **1. What makes your community a good place to live?**

Alexandria City is a suburban, urban district in close proximity to Washington, D.C. The location of the city is excellent as there is easy access to the airports, beautiful walking trails, wonderful restaurants and access to the rich history of the area to include the museums and monuments in Washington. In addition, there are outstanding colleges and universities in the area and region. The city's diversity is a strength and even though this is a fairly large city, there is a small town feel as the residents know each other well. The elected City officials are very supportive regarding the school division and have the desire to work collaboratively with the division administration and Board of Education.

##### **2. What makes this a good school district - for students and staff?**

The school division serves approximately 16,000 students and offers extensive educational opportunities for students throughout the system. Again, the division's diversity is its strength and there is a major emphasis on equity throughout the division. Programs such as dual language, partnerships with the Kennedy Center for the Arts, alternative school programs, strong athletic programs, IB and AP offerings, vocational opportunities, the arts, pre-school programs and gifted and talented offerings enhance the educational opportunities for the Alexandria City students. There is a rich tradition in the division and there is a great deal of pride in being a "Titan". Finally, the overall view is that the current Board of Education cares about the education of the division's children.

**3. What are the issues that a new superintendent needs to know about as he or she comes into the district?**

The major issues that were identified by the consultants were as follows:

- a. There is a concern regarding space at some of the elementary schools as compared with other elementary schools within the district.
- b. A new addition is being constructed at the 9<sup>th</sup> grade campus and that building will become a second 9-12 facility. A great deal of planning and communication will be necessary to ensure a smooth transition regarding this change.
- c. Effective, timely communication is necessary to “get in front” of the rumor mill. It is important that accurate information get out to parents/guardians and community members quickly when incidents occur within the division.
- d. The systems (software, policies, etc.) at the central office regarding the hiring process, staff attendance, benefits, payroll, etc. must be modernized and standardized to ensure efficiency within the division.
- e. School safety, whether it is a real or a perceived concern, must be addressed throughout the division.
- f. Continued work must be accomplished in the area of equity throughout the division. There is no standardization of curriculum and programs across the elementary schools, there are two k-8 schools and two middle schools therefore the middle school students experience two different models. The educational opportunities for all students must be addressed in an equitable manner across the division.
- g. The technology infrastructure throughout the division must be evaluated and improved.
- h. Aging buildings must be upgraded to ensure that they are appropriate learning environments for students.
- i. A positive working relationship with the City is essential as the operating and capital budget is funded by the City on an annual basis.

**4. What skills, qualities, and characteristics will the new superintendent need in order to be successful?**

The new superintendent should have experience in a similar diverse, urban/suburban school division and be able to demonstrate a successful record of student achievement in their previous position. An individual that is a champion of equity and equitable practices is essential. The new superintendent should have a great deal of integrity, and desire to work in a collaborative manner within the division and with the City. The candidate should be visible throughout the City and demonstrate the willingness to work with all constituencies throughout the City. A consistent theme within all the groups interviewed is that they would like to see this individual demonstrate a commitment to remaining in the division for a significant period of time. A resourceful, creative superintendent who is a great communicator is also desired by those interviewed during the stakeholder meetings. Finally, the consistent theme from the students who were interviewed is that they would like an individual that cares about them and is responsive to the concerns that they would like to share on a regular basis.



## *Stakeholder Input*

### *Reported as received from each Stakeholder Group*

#### **Bus Drivers and Transportation Personnel**

##### **1. What makes your community a good place to live?**

- Everything you need is available in close proximity
- Close to Washington, D.C.
- Diversity of the community
- Many bus drivers have been with the District for a very long time

##### **2. What makes this a good school district - for students and staff?**

- Bus drivers are dedicated and work hard to ensure that the students get to their schools

##### **3. What are the issues that a new superintendent needs to know about as he or she comes into the district?**

- It has been difficult to recruit and retain bus drivers
- Some hires get trained by the transportation department, get their license and then immediately leave the district for new positions
- Lack of training for bus drivers regarding how to handle discipline issues on the buses
- Lack of feedback from building administrators when a discipline referral is made to the building regarding student behavior
- Parents are demanding and interfering with bus drivers' ability to maintain positive behavior on the bus
- Poor driver morale due to the way they feel that they are treated by the district administration – would like to see the salary issue addressed in the district for bus drivers
- Would like to see the compensation package comparable to other districts in the area
- Additional training for bus monitors

##### **4. What skills, qualities, and characteristics will the new superintendent need in order to be successful?**

- A superintendent that is willing to meet with the transportation department and drivers periodically
- Someone who is caring
- Honesty
- Integrity
- Fairness – someone who treats all individuals in the organization equally

## City Officials

### 1. What makes your community a good place to live?

- Quality of life
- low crime rate
- supportive family members
- no ethical issues
- open spaces and parks to support health and wellness
- offers support for people who need assist
- great economic development
- broad range of restaurant choices based on a diverse population
- close to DC
- community activities every weekend
- proximity to other things
- convenient to public transportation
- highly educated community
- cultural attractions
- history
- quality of life can't be beat
- 3 miles from the nation's capital
- 5 miles from the airport
- highly educated community
- wealth passionate community
- community engagement
- expensive
- diversity
- 147 countries represented in the city
- community that runs well
- significant amount of money to support people in need
- great community
- universities are eager to partner with the district
- very progressive city
- 160,000 people, close knit community
- great deal of wealth as well as low socioeconomic areas as well
- nonprofit organizations
- attract great talent, cultural activities
- great programs for seniors, recreation centers, walk/run trails,
- VA Tech is building a campus with an emphasis on STEM
- Amazon headquarters in Arlington,
- HBCUs are looking to create satellite campuses in the area
- Alexandria Dash bus system is free

## **2. What makes this a good school district - for students and staff?**

- Diversity/different cultures
- IB program, academically challenging programs
- centrally located
- PD
- higher pay salary
- refurbished schools, natural pride to being a Titan, 100 languages spoken in the schools, strong athletic program
- city has resources and support needed
- great environment to work
- new school board that works together
- board members are visible in the community, board is passionate about educating students, opportunity to make a change and be a part of the progression of the city
- building 5 new school buildings, increased capital improvement funds, growing city economically, population growth, 3<sup>rd</sup> fastest growing school system in VA
- lot of community support

## **3. What are the issues that a new superintendent needs to know about as he or she comes into the district?**

- Overcrowding of schools
- understanding planning for additional schools and capital improvement
- understands the workforce, retain teachers and culture to keep staff
- meeting the needs of a diverse population, connect students with business and internship, politics and budgets, outreach and communication with parents and workforce
- diversity, social economic, infrastructure and capacity of buildings, understand the need for schools to meet the learning needs of a diverse students population
- collective bargaining is a new legal concept in Virginia, large schools, large class sizes
- because of the diverse community will need someone to respond to education differently
- understand funds must be expended across the district not just with a certain population
- upkeep of vehicles, older facilities, collective bargaining will begin in January
- diverse languages, safety in schools, SROs are in schools but community feels there is a safety issue, ensure communication is expeditious to parents and community
- truancy particularly with the Hispanic population
- high turnover rate in superintendents and school board members which filters to the district level and school level turnover rates, bring stability to the system, operational side of the district has been a problem, perception of ACPS is negative, lack of coordinating resources
- students should have the opportunity to experience the nation's capital
- 9 school board members, election is every 3 years
- Talent and Gifted program is not diverse- predominately white, heavy immigrant population, growing Afghanistan students, largest high school in VA (4100+), redistricting, one section of the city is divided into 4 schools, neighborhood school are for some not all, lack of communication,

**4. What skills, qualities, and characteristics will the new superintendent need in order to be successful?**

- Outgoing
- creative on ideas on policy
- understand budgets, capital improvement and facility improvements
- communicator and drive communication
- experience with collective bargaining
- patience, ability to listen to a very engaged community, has equanimity, works collaborative with the school board and city leaders, mutual respect
- Understands the big picture, needs to be a community superintendent, connect with the city government
- fantastic communicator, be able to assess a situation and react, comfortable in multiple environments, visible in community, willing to build a partnership with the local universities
- be responsive to all stakeholders, rebrand the current district perception
- manage the resources/budget effectively
- integrity, spirit of cooperation/collaboration
- ability to deal with criticism, “thick skin”
- able to manage the work of the various committees, recruit and retain talent, inspirational leader, propensity to work with a diverse community, listen and use what they heard to make sound decisions, demonstrate the ability to follow through, executer of plans
- experience with a diverse population, personable, outside of the box thinker
- understanding MOUs, understand the concept of shared services
- ability to tell the story of the district, implementation of the International Academy to ensure integration not segregation
- system’s transportation
- HR’s processes and procedures need to be analyzed
- increase Latinos in senior leadership positions
- ability to improve school safety

**Students**

**1. What makes your community a good place to live?**

- As immigrant students, there are great opportunities, diversity, rich history Freedom House
- community is nice, close to DC
- ok to talk about the history
- job opportunities, bus transportation, easy to get around the city
- mundane/ calm atmosphere
- fairly small, able to build relationships, a true community/ close knit

## **2. What makes this a good school district – for students and staff?**

- Can organize clubs based on culture, feel they can become someone (i.e., doctor), a lot of opportunities
- flexibility in selecting a program to address specific individual needs, school schedules allow to work, can figure out what fits you, extra-curricular activities
- Black Student Union allows student to visits colleges/universities
- volunteer club, variety of sports, academic bowl team, debate team, science Olympia, robotics
- teachers and staff connects students to outside events
- in the smaller school settings teachers provide individualized support and resources to students.

## **3. What are the issues that a new superintendent needs to know about as he or she comes into the district?**

- Awareness of cultural differences and diversity. Transitioning from another country is sometimes difficult, separation of international students, parent/teacher conferences for international academy students, helping international parents understand the purpose of the PT conference
- limited accessibility to bathrooms on each floor (2 per floor), several are closed due to potential drug and violence
- need additional counselors based on the number of students, some students have not met their counselor, need staff to support students who want to go to college, AP classes are limited because there is not enough physical space in classrooms to accommodate the number of students who want to be in AP classes
- large class sizes, high school has a hostile/violent environment, SEL lessons, safety issues, gangs, some teachers don't seem to care
- US History curriculum needs to be revisited, taught things that are not true, students desire to know the true issues with offensiveness in part of the curricula, inclusiveness
- communicate issues related to the building and safety, numerous lockdowns but no information was shared with the students
- make students aware of the Satellite program, increase the awareness of the various opportunities for students
- school board members should send their children to ACPS
- security guard turnover rate is high at the high school, security guard can be hostile toward students, sometimes teachers are disrespectful to students and parents

## **4. What skills, qualities, and characteristics will the new superintendent need in order to be successful?**

- Caring, great listener, visible in school events
- honest, leadership skills who can make a difference, communication, motivational, understanding

- know what's going on at the schools, awareness of what the students need, confident and willing to stand up to what is needed to fix the problem, genuine
- understand students are people too, listen and take students' concerns seriously, advocate for me (the student), know how to deal with everyone, following through and being consistent, ability to build a positive relationship with students, hands-on with the students
- ability to hire quality teachers who genuinely care about students, willing to earn the students' trust and respect
- hardworking, getting responses for concerns is so bureaucratic, transparent

## **Central Office Staff**

### **1. What makes your community a good place to live?**

- Very diverse community, urban area feel, but close community, a lot of things to do culturally, various events, shopping
- highly engaged community, people are welcoming
- rich in history, close-knit community
- small geographic space, easy to get around

### **2. What makes this a good school district - for students and staff?**

- Family and community engagement
- a lot of student talent
- has the largest high school in VA, Remember the Titans was filmed there, advanced programs and opportunities (i.e., AP, IP)
- one year-round elementary school with a modified calendar
- family oriented, committed teachers, a plethora of services
- dual language, STEM, AVID, a variety of opportunities, after-school programs, robust programs, advocacy groups
- parental involvement, commitment to equity, anti-racism

### **3. What are the issues that a new superintendent needs to know about as he or she comes into the district?**

- Recruitment and retention, hiring manager doesn't have a lot of input in the hiring process
- communication gap, opportunity to develop more effective processes and systems
- work to be done in the area to support the diverse population, mindful of the narrative area public education, lack of equity in the schools, critical race theory...make the connection to make it palpable, safety and security
- gentrification in the communities, ongoing media requests about safety
- some schools are not fully accredited, a shift in students going to private schools
- support staff lacks tools and resources to be fully efficient...modernize
- a benefits and compensation study is needed to recruit and retain staff

- lost institutional knowledge, work is done in silos, lack of expectations
- parents are angry and outspoken, powerful people are very vocal, not a true system but a system of schools
- lack of accountability, transparency, and cohesiveness

**4. What skills, qualities, and characteristics will the new superintendent need in order to be successful?**

- Friendly, outgoing, approachable
- organized, proactive, problem-solver
- effective leadership traits, accountable, strategic, integrity
- experience as a superintendent in an urban
- fair to all employees, brave, thoughtful in hiring outside of ACPS
- actions align with the talk, hire quality staff not base on their relation
- access what is working and areas for improvement.

**Principals**

**1. What makes your community a good place to live?**

- Accessibility to the nation's capital, rich history, small community, diverse in culture, race, religion and economic status
- commute is easy

**2. What makes this a good school district - for students and staff?**

- Technology is above and beyond
- resources
- small enough to get know everyone and develop relationship with peers, personable to work in the district
- Kennedy Center partnership, arts program, opportunities to partner with community entities and universities
- offers programs to address diverse needs

**3. What are the issues that a new superintendent needs to know about as he or she comes into the district?**

- Motivating staff, recruiting and retaining staff
- academic review, expectations
- reorganize central office, affect change quickly, navigate political waters, high turnover in district leadership
- diversity, ensuring equity across all the district for all students
- overcrowding, increased number of refugees, need to study redistricting
- no historical/ institutional knowledge at the CO, high turnover

**4. What skills, qualities, and characteristics will the new superintendent need in order to be successful?**

- Connection with VDOE, understand the dynamics of Alexandria and APCS
- experience with running a district of this size, EL experience, value school leaders, instructional knowledge, understand budget, proven track record of organization stability, ability to build relationships authentically, take time to get to know your team, responsive and follow up, great listener, highly visible, collaborative, understand what is working well and what is needed
- working for children, personable, follow through with what they say they are going to do, savvy with building relationships with the diverse population
- be able to deal with personal attacks and not take things personally, don't make this a stepping stone for another position, longevity, participate in school events, able to address safety
- trusting your staff and their knowledge, listen to principals who are boots on the ground

**Teacher Advisory Council**

**1. What makes your community a good place to live?**

- Small hometown feeling, tightknit community, diversity, culturally rich area, many opportunities

**2. What makes this a good school district - for students and staff?**

- 21<sup>st</sup> century school district, college and career focus, AVID program to expose students to college, great literacy program (Scholastic and Read 180), high school students have a sense of community and advocacy, afterschool programs provide opportunities beyond academics (i.e., cooking class, arts)
- a focus on equity, training on equity, teacher leadership training, civic program for teachers, culturally relevant, open lines of community and avenue to communicate with building and district leaders

**3. What are the issues that a new superintendent needs to know about as he or she comes into the district?**

- Parents are very vocal
- giving students 50 even if they did not do the work, inappropriate attire
- getting buy-in from all stakeholder, building trust, ensuring all entities are on the same page
- high school has major challenges, new building will be 9<sup>th</sup>-12<sup>th</sup> and change the configuration of the other campuses, scheduling issue at the high school
- staff retention, pay issues, equity with class sizes

**4. What skills, qualities, and characteristics will the new superintendent need in order to be successful?**

- Personable, open to feedback, committed to the district, able to convey their views and stand strong in their views, courageous and willing to cast a vision everyone can support

**PTA Council**

**1. What makes your community a good place to live?**

- Culturally, close-knit community, active parents, diverse community, great place to raise a family, small town vibe, but international experience
- diversity of the high school brings opportunities, new addition to the current high school
- diversity of restaurants, very close to the nation's capital, free museums, great zoo, room to leave your mark for the betterment of families, children and the city at large

**2. What makes this a good school district - for students and staff?**

- Dual language program at two of the elementary schools, integration of art through CETA a partnership with the Kennedy Center, PE program partnerships to teach students how to ride bikes, soccer, partnership with George Washington University
- vocational training, STEM Academy, IB, various academies such as finances and health, core knowledge school, affiliation with the recreation centers

**3. What are the issues that a new superintendent needs to know about as he or she comes into the district?**

- Overcrowding, 4 are heavily over capacity while 4 are under capacity, a need to balance resources, understand the issues and make actions quick, socioeconomic diversity wealth vs. not so wealthy
- high turnover in staff, the best are going to nearby district, staff being over worked, staff morale is low, lost institutional knowledge, rebuild trust, aging facilities
- closing the gap with EL students, school violence, closing opportunity gaps between east and west end, transparency and communication

**4. What skills, qualities, and characteristics will the new superintendent need in order to be successful?**

- Great communicator, longevity, bilingual, experienced district level leader, experience leading a very large high school
- humility, someone not associated with the former superintendent, ability to work with the city council, teaching and administration experiences, experience with equity and make, honest and willing to admit their mistake
- experience with diverse community, experience abroad, cultural context
- fully invested and willing to send their own child to APCS

## **Advisory Committees**

### **1. What makes your community a good place to live?**

- Diverse population, beautiful city
- great recreation centers, walking/hiking trails
- job opportunities

### **2. What makes this a good school district - for students and staff?**

- Access to mental health services, teen wellness center, individual staff members who really care about the students, students can start up clubs with ease, over 120 languages, international academies
- EL students have made progress on standardized tests, students are selected to participate in VA Governor's language academies

### **3. What are the issues that a new superintendent needs to know about as he or she comes into the district?**

- Aging infrastructure of schools, overcrowding
- constantly competing with surrounding district for talent, salary, collective bargaining is new to VA
- poor communication both in a crisis and in the realm of collaboration, parents feel they are not being heard, lacks standardized access to resources across the district, schools operate in silos
- neighborhood conflicts surfaces at the high school particularly in the 9<sup>th</sup> grade, devise a plan to address the issues prior to starting, lack a shared understanding, longitude alignment, lack of access to bathrooms due to fights and drugs in the high school bathroom
- mold in some buildings, facilities do not accommodate the number of students

### **4. What skills, qualities, and characteristics will the new superintendent need in order to be successful?**

- Admit to their mistakes, takes responsibility, communicator, communicate the why, not anti-parent
- listen and take constructive criticism
- care about students' overall well-being, expand access to mental health services, take action to adequately take care of students' health (i.e., Covid)
- approachable, visible, address special education needs, assess the issues and have an understanding of ACPS

## **Senior Leadership Team**

### **1. What makes your community a good place to live?**

- Close to everything (beach, mountain, DC), community has a commitment to health and wellness, walking trails, rich in diversity, distinct city with its own uniqueness, urban/suburban feel, very connected community
- Remember the Titans filmed here, relationships, economic progress, Amazon headquarters, highly educated area

### **2. What makes this a good school district - for students and staff?**

- Innovative school district, have plenty resources, 3<sup>rd</sup> highest Per Pupil Expenditure, competent leadership team
- 5 new school buildings, most people are reasonable and respect the work we do, community resources, partnership with various organizations, great school leaders, avg. 85% positive relationships among the workers, school board is committed to schools,
- focus on racial equity

### **3. What are the issues that a new superintendent needs to know about as he or she comes into the district?**

- High turnover rate, create a division wide focus on the beliefs of equity, over involvement in the day-to-day operation of the division, redistricting, issue of trust, elevate the voices that are not heard, one group is more outspoken than the other
- large population of low socioeconomic
- STEM is only in two schools, disconnect to the alignment to the standards
- 4 middle schools – one is perceived to be better than the others, one high school, new building being adding to the high school
- safety, SROs, what does discipline look like across the board, the negativity gets more, change in the State's accountability system, collective bargaining

### **4. What skills, qualities, and characteristics will the new superintendent need in order to be successful?**

- Willingness to stay beyond 5 years to continuity
- genuine champion for equity, fearless champion to stand for what we believe, advocate for staff, able to recruit and retain staff, able to build relationships, work with the city council
- willing to engage with people, understand and led the high school project, hands-on leader, servant leader
- ability to empower your staff, ability to create and implement effective processes, prepared to withstand criticism, innovative, ability to build trust, result oriented

## **Directors**

### **1. What makes your community a good place to live?**

- Diversity, affluent areas, a lot of opportunities, cosmopolitan region, close to DC
- national museums, beach, mountains, plenty of means of transportation, region values education, high expectations on education, colleges/university

### **2. What makes this a good school district - for students and staff?**

- Opportunity to expose your children to the world, history of being able to support diverse students
- strategic plan is based on equity, innovative and forward thinking

### **3. What are the issues that a new superintendent needs to know about as he or she comes into the district?**

- Addressing diversity, lack of processes and systems which includes documenting, build capacity so if someone is out the work doesn't stop, onboarding is a challenge, recruiting and retaining, salaries are not as competitive
- technology (software, various platforms, infrastructure) needs to be update, instruction, equity is not in practice, data should be discussed frequently

### **4. What skills, qualities, and characteristics will the new superintendent need in order to be successful?**

- Have a vision and strategic plan to address instruction, ability to address HR onboarding, extreme leadership qualities, understand how to lead the cabinet members for maximum functionality
- able to hold people accountable, data driven, proven track record of turning a system around, ability to manage the school division, make a decision and stick with it, bold, brave, experience with managing capital budget, great listener

## **School and Law Enforcement Partnership Advisory Group**

### **1. What makes your community a good place to live?**

- Close to DC, sense of community, small town, beautiful place to live, location, opportunities to affect change, a sense of pride for the city, nice people, great place to raise a family, rich history

### **2. What makes this a good school district - for students and staff?**

- Quality education, a lot of good programs for the students, challenging curricula, good teachers, good school board

**3. What are the issues that a new superintendent needs to know about as he or she comes into the district?**

- TAG program needs addressed to ensure diversity in the program, equity is a major issue, parents feel frustrated and that their issues are not being addressed, loudest voice is really not the challenge
- understand the political environment, minority cares a strong voice on how things transpire
- school safety, COVID impact on learning, learning lost, get more families involved
- how long should a principal be in place, are they progressive

**4. What skills, qualities, and characteristics will the new superintendent need in order to be successful?**

- Understand equity vs equality, political savvy, understand and learn the city
- a love for every child regardless of race or socioeconomic, willing to stand alone, respects and value the staff and students, willing to be transparent about the real issues and prioritize the issues, able to provide staff develop
- able to engage the city and community, strong administrator and organizer, willing to be a part of the community, build alliances, mediator, able to recruit outside of the city, great communicator

**Tenants and Workers United**

**1. What are the issues that a new superintendent needs to know about as he or she comes into the district?**

- Close to DC, sense of community, small town, location, airports, restaurants, people who care about one another, a small urban/suburban community, seems like everyone know one another, the diversity of the community is a strength

**2. What makes this a good school district - for students and staff?**

- The diversity of the student body, the staff diversity, opportunities available to students in the high school, the international academy, the extensive extracurricular offerings

**3. What are the issues that a new superintendent needs to know about as he or she comes into the district?**

- The disparities that exist in achievement among the diverse student body especially related to students of color – black and Hispanic
- The disparities that exist regarding student discipline among the diverse student body especially related to students of color – black and Hispanic
- Punitive measures are implemented as opposed to restorative practices
- The district must implement restorative practices as opposed to just having conversations about these programs

- The district must address the increasing concern regarding mental health issues
- A more holistic approach toward the utilization of available resources
- Must effectively address the achievement gap
- Segregation exists within the district
- A more effective use of resources
- Address the perception regarding student safety

**4. What skills, qualities, and characteristics will the new superintendent need in order to be successful?**

- A strong, independent, creative leader
- Someone with a proven track record regarding the implementation of programs that address closing the achievement gap and restorative practices
- Someone who is creative and can foster staff creativity
- A visionary who can focus on racial injustice
- An excellent listener
- Someone who is honest
- A leader who “knows the way”

*Survey Monkey Results for  
Alexandria City Public Schools*

*December 2022  
January 2023*

*(NOTE—these responses have not been edited,  
they are printed as entered by the stakeholders)*

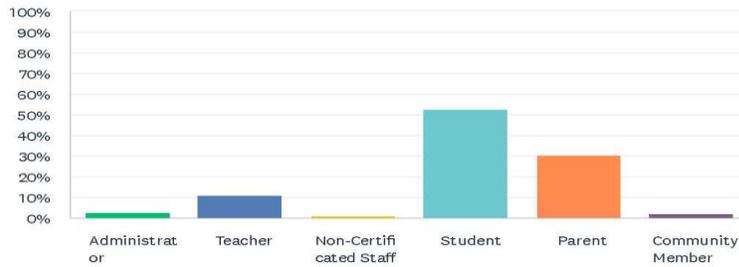
**1,834 English Responses**

Stakeholder Input Form--Alexandria City Public Schools, VA

SurveyMonkey

**Q5 Please indicate the stakeholder group you represent:**

Answered: 1,834 Skipped: 0



ANSWER CHOICES	RESPONSES	
Administrator	2.89%	53
Teacher	10.96%	201
Non-Certificated Staff	1.04%	19
Student	52.51%	963
Parent	30.37%	557
Community Member	2.24%	41
<b>TOTAL</b>		<b>1,834</b>

Q1 Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

one easy values community kind neighborhood walkable well experience  
people nice good friends also idk need environment resources house friends  
different cultures ACPS history small town town feel nice people  
inclusive helpful close diverse community Alexandria diverse  
community diverse sometimes teachers culture great  
people help families N students children many places lot  
involved things community strong diversity  
parks good feel people work community want  
school see good things learn diverse  
one another nice feel safe care opportunities help place live  
Alexandria support safe go friendly sense community live  
giving kind way city nothing supportive school system fun respectful  
parents work together make amazing welcoming really kids One good  
area value education good people respect everyone diverse population clean  
People care love home know engaged

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Q2 Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

supportive excellent make student body principals understand programs  
committed teachers staff middle school love organized  
elementary schools helpful also level kind good people provide  
giving teachers nice henry good families building friends  
teachers care caring great teachers support activities fun big  
help feel good teachers teachers really  
school good want kids dedicated teachers lot  
experience community teaching diverse nothing  
good resources teachers parents school much  
students good education staff education  
good things one learning try many always  
things school engaged needs safe Diversity  
help us people amazing great work hard classes s children  
give us high school seem work food well teachers kind nice dedicated  
opportunities way patrick henry clean ACPS diverse student know  
come nice teachers offer strong teachers school time different  
care students everyone

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Q3 What issues should the superintendent be aware of as they come into the district? (This information is shared with the final candidates.)

leave system way none teach different classes superintendent equity see  
bullying behavior use focus well security violence elementary schools go  
private schools families small problem mental health make aware  
will bad time city one want lot programs district years  
people school system parents change ACPS  
superintendent aware issues etc fights even  
teachers Alexandria schools bathrooms  
students large need buildings kids take  
high school nothing also school district many  
curriculum work things staff still community overcrowding  
middle school address support diversity good don t  
children students teachers know help lack continue learning  
class sizes central office provide much level challenges opportunities  
come big think concerns education look feel issue face seems important  
safety resources

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Q4 What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

families challenges need someone make sure open etc time safety leader  
speak see way education put want someone will one smart  
superintendent needs superintendent will think everyone listen  
keep ability central office learning respectful staff many people  
Alexandria will successful kids willingness parents look  
new superintendent leadership someone  
good listener work idk understanding come  
good district students teaching need transparent  
schools talk community school district  
teachers support nice great know problems make  
background superintendent going ACPS must kind  
building also Open minded experience job skills stakeholders  
person teachers students strong issues help give caring high school  
school system really change able classroom focused mean well  
track record things takes children lot school board communication skills

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## Administrators

**Tell us the good things about your community. (This information is used to help us recruit quality candidates.)**

- Very diverse
- Diverse (in the broadest sense) community near the Nation's Capital. Access to a wealth of community resources both in Alexandria and the surrounding area. So many things to do for free or for a nominal cost. There are established networks with surrounding jurisdictions and opportunities ripe for collaboration.
- give us opportunities to connect with people, to reach for our goals, and makes us feel safe and secure.
- Alexandria is an incredibly diverse city with so many people with different experiences that they bring to our community. From families that have lived here for generations to families that have come here within the last year to make the best life possible for their families, everyone comes hoping to make the best of their time talents and resources for themselves and future generations. In particular, on the west end there are so many people working tirelessly for their families. Alexandria can be extremely expensive for working families, especially those excluded from some federal level support programs, but riding DASH down the N. Beauregard corridor or over along Edsall Road you can see the vibrant community that calls Alexandria home
- its very open and welcoming
- We are a diverse community with over 50 percent of ACPS families speaking another language in addition to English, and 36 percent of our students identified as English learners.
- Alexandria City is a diverse and family oriented community. There is a lot of culture and history that the community embraces.
- The city of Alexandria, VA offers our schools in ACPS a very diverse population of students and families. ACPS is resourceful and prioritizes equitable practices throughout our schools.
- We are a very affluent community. The school division receives great financial support from the community and isn't lacking for top rated personnel and resources.
- Due to this community's proximity to the National seat of government, the demographics boast a high level of well educated and accomplished individuals.
- Economically strong and culturally diverse.
- Good
- Great opportunity to be transformational - large resources and partnerships yet still smaller enough with involved community
- ACPS is a very diverse school district and we have a very diverse leadership team as well as school staff. ACPS is also a relatively smaller school district as compared to neighboring school districts and I think it is easier to form strong school-community relationships and strong relationships amongst staff within the school district.
- My community is integrated of many different cultures, race, social classes, languages. I truly believe that our leaders should have this in mind when they make decisions that can have an affect our community.
- Alexandria is a richly diverse community. It is one of the few school systems that I feel is truly poised to achieve racial equity; it has the resources to do so, it is small enough to do

so, and it has spent years building the momentum and the will to do so. The new superintendent must be fearless in continuing this mission and, at the same time, be very clear with systems and processes to center our equity work around INSTRUCTION.

- Very diverse community, historical city in the heart of the DMV which also lends to a strong community for teaching and learning, good financial support from the City with the endorsement of the community.
- Alexandria is a diverse community with commitment to serving all people.
- cosmopolitan, international, diverse, tech saavy
- Diverse, multilingual, inclusive community Progressive values that embrace all people Proximity to DC and many cultural resources
- Alexandria is small enough that there are opportunities to connect with community groups and members to engage in partnerships and collaborative problem solving.
- Very diverse, multi-cultural community that is actively engaged, invested, and participative in children's education
- ACPS operates 13 LINK Club out-of-school-time programs at Title I schools and community centers city-wide. LINK Club meets an identified need identified in the City of Alexandria Children and Youth Executive Plan for accessible, low/no-cost, high-quality afterschool care during the critical hours of 3:00-6:00pm daily in high-need communities. LINK Club provides tutoring, homework help and project-based learning opportunities offered by ACPS teachers, mentoring, leadership, character-building and a variety of enrichment activities to approximately 800 of our most vulnerable students at no cost to their families. This is possible through funding provided by the VDOE 21st Century Community Learning Center grants and essential partnerships with City of Alexandria Department of Recreation, Parks and Cultural Activities, Alexandria Redevelopment, Housing Authority, Community Lodgings, Homes for Americas and many, many more.
- Alexandria is a gem! It is a true community that is caring and resourceful. Opportunities are here.
- We are a city that participated in the American Revolution, War of 1812, the Civil War and the Civil Rights movement. There are tons of things to see and do and the night life is vibrant.
- Linguistically and culturally diverse Resource-rich Cosmopolitan but still has "small town" feel Easy access to all the metro DC area has to offer
- diverse, energized, creative
- As a whole community is quite progressive inside, DIVERSE language, culture, economic status and educational, attainment and workforce experiences. We believe in invest in college and career advancement, and want all of our students to be successful. We have a unique partnerships connected to local and national headquarters and hope to utilize our partnerships for students to learn and explore.
- Diverse Population/Microcosm of Cultures Historic District Cultural Arts & Visual Expression Vibrant Night Life Unique Boutiques and Quaint Creative Crafts Inclusive & Supportive of Politically Divergent Ideas Environmental Activism/Watershed Ecosystem Proximity to landmarks, monuments, museums
- 1. Diversity 2. Strong Community Engagement 3. Strong Community Partnerships 4. Caring families

**Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)**

- A variety of program offerings such as dual language, International Academy to support newcomers, citywide programs to support certain students with disabilities, mentoring programs, collaboration with outside arts organizations, collaboration with businesses and universities.
- there are good teachers who make learning easier.
- There are some really wonderful things happening in our schools to support our students. Each building has people who are working tirelessly to innovate and be creative in how we support our students.
- diverse
- Racially, ethnically and linguistically diverse
- Alexandria City Public Schools places racial equity at the forefront. Students are our first priority and we ensure that they are safe in a welcoming environment.
- There are many opportunities afforded children throughout the district regardless of financial stability as a result of community partnerships. Hence, our children's school experiences are highly enriched as a result.
- The elementary schools are still on the small side which is unusual nowadays. Principals really do know the names of their students. The secondary schools provide 5 foreign languages, top notch music programs and every kind of after school program. These programs come as standard programming which in most other school divisions nationwide would be seen as "extras" that are always sitting on the chopping block when budgets get cut.
- Because of the above stated demographics, this area has historically expected the best public schools in the nation.
- School leaders and staff who are committed to providing every student a strong education, no matter the student's background or individual challenges.
- Good
- Been working to build a strong school division versus what they have been - a division of schools - in our work to provide equitable opportunities for all children
- We have a growing diverse school district. We have some schools on the west side that have over 50% multilingual learners and some with a student body of close to 80% that are linguistically and culturally diverse backgrounds. We have strong leaders at the schools. Some principals have been there over a decade in leadership roles and strong ties to our school communities.
- Our schools are multi racial, therefore everyone should be treated equally no matter what. This is a job that I feel our leaders are not paying much attention to. This includes students and staff
- ACPS is a special school system. Outsiders I work with regard us as "the small school district with the big heart." I choose to drive a long way each day rather than my many closer school divisions because I feel connected with the mission of ACPS and valued by the organization. I feel well-compensated with the salary I receive; well-respected as an instructional leader with decision-making autonomy; and well-rounded as a human being by the generous leave granted for holidays, spring break, etc. I hope the next superintendent realizes that teachers don't feel well-respected and well-compensated in

other school districts, and investing in our teachers and leaders is our greatest asset as a division.

- Diversity in the schools is also a great asset which represents over 120 countries. Allows for students to respect and learn about students and staff from other countries to support our equity work. The fact that equity is at the heart of all decision-making and is reflected in the strategic plan, a bold statement unlike surrounding divisions. Talented and high-quality staff who care about students and learning.
- Committed educators, professional nurses, social workers, counselors and psychologists in every school.
- diverse, focus on STEM, and career and technical skills (e.g. Governors Academy, Culinary arts)
- Racial equity is at the center of all decisions in ACPS Tight-knit school communities and involved families Hard-working, dedicated principals and staff Because the high school is so large, there's a broad range of courses to meet many interests
- There are a variety of school models - year-round, K-8, Early Childhood Center co-located with an elementary school, Community School, STEM school, dual language programs, International Academy for newcomer ELs, various high school programs such as STEM, Health Sciences, etc.
- Very diverse staff
- We have committed principals that often reflect the communities served.
- It feels like family. You can get what you need and reach who you need to reach concerning issues.
- Top notch schools with great teachers, great leaders and a community that fully supports the needs of our division.
- Opportunity for growth within a smaller system Strong relationships across system Dedicated staff Multilingual, multicultural student population Growing dual language program and other specialty programs
- as listed for community
- Most schools are quite diverse and are supportive to the diversity in theory. We offer a great list of opportunities through a program my studies and coursework as entry points. We have comprehensive schools that are generally well staffed compared to many other local school divisions.
- Student-focused and with high- expectations Core Knowledge rigor achieves academic excellence High level of parent involvement and support Motivated and committed teachers and staff
- 1. Strong leadership 2. Caring teachers 3. Diverse 4. Good facilities

**What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)**

- Better security
- This division, like so many urban districts nationally, needs stability in leadership. Additionally, the incoming superintendent needs to bring out the best in the leadership team and support school leaders. The senior leadership needs a bit more stability as well. There are very few who have been there 10 or more years. We also need a superintendent that will help us focus attention on the important issues. For example, if SOL scores

aren't important measures of division and school performance as evidenced by the strategic plan, then why do we expend countless resources (school and division) trying to calculate and get ahead of accreditation estimates? This is not an easy task, BTW. Why do we have more focus areas than anyone could recite? I think there were 13? last I checked? I don't think a division can successfully manage much more than 5 and dig deeply into those areas with focus throughout the system.

- Just because some voices are the loudest, doesn't mean they speak for all. There are large swaths of our city and our school families that don't get represented in high level discussions about the needs of students. Particularly our Central American families who make up a significant portion of district school population. Recognizing the amazing skills and strengths of this community will be critical to the future success of the division.
- Be aware of the students and what they have going on.
- There is a complete lack of processes and procedures for many things at the school and central office levels. Sorting this out would go a long way in making our division more effective and efficient. Also, communication is an ongoing problem.
- Racial Inequity
- Staff and children continue to recover from the fallout out of the Pandemic, but have the stamina it takes to thrive if provided with the necessary supports such as needed professional learning opportunities and resources for meeting the demands of our children. Teachers and staff are exhausted, but haven't given up because of our love for teaching children. Appreciation goes a long way when making the decision to return to the district each year.
- Our community is very transient due to its proximity to Washington, D.C. It is no fault of the division that people come and go on regular basis due to spouses having to relocate every few years. Due to this, we have challenges in recruitment and retention of teachers and staff. This greatly impairs our institutional knowledge when so many people require continuous onboarding and so many on the "learning curve." Growing our own teachers and focusing on hiring local personnel would go a very long way to reducing the revolving door of interviewing, recruiting and hiring, etc...
- Our chronic absenteeism rates are high and right now only social workers are truly tasked with addressing attendance.
- Recent circumstances in surrounding jurisdictions have reinforced the need to focus on academic achievement.
- Good
- Central Office is very personnel heavy in a few departments and not enough help in others. Budget process needs tweaking including the need to conversations with senior leadership to help prioritize needs. Division needs a greater focus on instructional needs and priorities in funding, agendas, and celebrations. Central Office needs some reorganization. School leadership has evolved over the last two years into a terrific community of practice that has not always been the case. Need to truly move the equity needle - we speak of it but have yet to do the heavy lift to truly move the needle.
- The superintendent should be aware of our growing linguistically and culturally diverse population and multilingual learners. Also, the superintendent should be aware the toll that the pandemic has taken on our staff and school communities. We are still rebuilding and teachers are expressing the need for more built in planning time, like we had during the pandemics (like a half day or even a full day a week of planning time to meet the

demands for a growing diverse population and properly differentiate instruction . Also, teachers have been expressing that we as a district are testing too much and we do not have enough time for instruction. Finally, the superintendent should be aware of our commitment to racial equity at the heart of our strategic plan and be aware of the foundation that has already been established.

- There are a lot of issues within ACPS that is not being looked at and for someone who's been there for years it's disappointed and discouraging. Equality for everyone students and staff within different departments. Give all staff members the opportunity to move up not just some. Make sure that the person you appoint to make decisions i.e Chief is the correct person for that position. Sometimes a person with less education can do a better job than a person who has a Doctorate. ACPS is losing a lot of good and hard working people just because our leaders do not know how to lead they only know how to dictate.
- I think it is very important for the new superintendent to talk with and visit classrooms with the central office instructional specialists to develop a shared, clear vision of what high-quality instruction will look like in each content area. Without this, VDOE accreditation monitors and SOL standard checklists will substitute as our guiding light. It is only with a clear, shared, content-specific vision of high-quality instruction that central office leadership can galvanize leaders and teachers around shared improvement strategies. As I stated in the previous question, ACPS recruits high-quality talent because teachers and leaders like me feel valued and empowered as decision-makers. Recent shifts in leadership have diminished this feeling somewhat. District-level instructional specialists have critical content area expertise and an important role to play in galvanizing the system around instructional improvement. It is important that district leaders work with these instructional leaders to envision the central core of our work: What is it we hope to see as high-quality instruction when we walk into a classroom?
- Archaic technology that has become a retention issue and staff expend too much energy and time. We have technology that no one has heard of before and is not in line with current technology. Lack of true diversity on the senior leadership team (SLT) and cabinet. With a school division that has 38% Latino students, there is one Latino representative on the cabinet, one Latino principal and a 1/2 Latino staff person on the SLT. This is also true of the teaching staff. The number of Latino teachers does not reflect the student population. Representation matters and this needs to be a focus. We also need a deep focus on academics and data-driven decision-making. Currently, we do not have enough time and emphasis placed on academics and data and not holding people accountable that are responsible for these outcomes. We need stronger equity training. We currently have equity training monthly that is ineffective and we do not have a monitoring system that measures the success of these trainings and leans towards looking at Black students and not enough emphasis on ELs or Latino students which make up the largest demographic at ACPS. The equity work is not equitable which is ironic and unacceptable. We need a strong staff onboarding and retention program to welcome staff and keep good staff. Most critical is that we need serious systems and processes. We have limited to no systems and processes which creates issues with efficiency, accuracy and transition when staff move on. We are always reinventing the wheel and have not built capacity. This is critical to run a good organization and successful school division that serves students and families in an effective way.
- We have a substance abuse crisis which is impacting our secondary schools significantly

- media and communications plays a big role, partnerships with city and civic organizations are important, lots of engagement with internal and external stakeholders
- The technology in ACPS is terrible--cheap flimsy devices, an antiquated email system that cannot interact with other platforms and is bewildering to new staff, long & confusing URL, plus the internet service is so bad--particularly in central office and the high school--that it's stressful and a big barrier to staff being able to do their jobs well. There is no culture of accountability within ACPS, even at the highest levels of leadership. There have been no results shared of the impact of DEI training within the school district, despite a huge investment of time and resources into this effort
- Like many organizations, there are systems in place that don't always support the mission and vision of the organization. Sometimes "fiefdoms" get in the way; sometimes its resistance to change or innovation; sometimes it's based on fear of retaliation. I'm fortunate to be in a department that is committed to learning, continuous improvement, and critical examination of the parts of the system we have ownership of and those we can influence. The constant churn in leadership at the Superintendent level and also senior leadership is unsettling and yet I'm not sure that there has been work in identifying the root cause of are turnover rates throughout the division. We also don't seem to have an understanding of the full impact on students of instructional and other licensed staff.
- Student behavior in schools, on school property, and on school buses. Also, the lack of corrective action to address this behavior without parents wanting to sue the district.
- There is still a lot of work to do when it comes to ensuring real, transformative equity. While there has been a focus on equity training for leadership staff, it has not trickled down to the individual schools where there remains major gaps in services, opportunities and outcomes among various groups of students.
- The superintendent should be aware of long-standing traditions that should be dismantled. The way we have always done it does not work any more.
- We have all the same challenges with standardized testing and the Covid bubble, but one of our biggest challenges is the transient nature of our area based upon the number of federal employees that come and go taking our teachers with them.
- Significant achievement gaps High poverty across the system Challenging social-emotional recovery from pandemic Transient students and staff
- history of doing things the way they've always been done, working in silos, culture of blame and evasion, hiring underqualified staff, no and/or broken systems and processes, constantly starting over by not promoting within
- They should understand and recognize the diversity regarding enrollment and the community and know how to ensure action is taken to support all students. They should be boots on the ground to understand and realize the challenges that face the smallest schools to the largest school, and truly know how to bring together partnerships between the community the local civic groups and schools along with families to ensure we are all productively working together for the safety and learning that our students deserve. We should be approachable and available, as well as know how to strategically bring together ideas, departments, liters to all collectively work toward the same goal.
- Nepotism and cronyism at Central Office...too "top heavy" in higher level positions. Need to examine the need for and qualifications of a number of people in positions.....probably just "clean house". Also, the fact that Central Office did not return to in person work while everyone has been back for 2 years...has caused a lot dissension

and low morale among school based staff. Just because you can work remotely, doesn't mean you do.

- 1. Lots of transition (staffing, leadership, etc.) has occurred making for a cloudy vision and forward movement 2. Community is valuable to use as a resource (partners, etc.) 3. Strong experience with leadership. Wants to be given a voice/seat at the table. 4. Moral is down

**What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)**

- I would like to see a leader who leverages the strengths of other leaders within the division empowering them to be bold change agents committed to learning as a model expected across the division. I also believe a successful leader values relationships with all stakeholders and is approachable. Most of all, I want to see a leader who will have my back. I'm committed to the division's success despite great challenges. There are a lot of bureaucratic obstacles that impede my ability to do what I think as a professional will advance the division. There are many times where someone, perhaps a School Board member, asks for something that does not exist already. Before sending someone on a wild goose chase, it might be worth understanding how the requested information will help inform decision-making or if it's just "nice to know". I also think, in the spirit of relationships and care is a modeling of work-life balance. I appreciated that about. He was empathetic and was responsive to staff going through the dual pandemic. Finally, the incoming superintendent MUST be an equity leader. I can't emphasize that enough.
- Previous experience leading a school district as superintendent, and that the previous experience be in a culturally and linguistically diverse school community. Distributive leadership style, facilitator, strong collaboration skills, engages in active listening prior to decision making, emotional capacity for empathy, Supports innovative solutions and seeks to collaboratively problem solve the many adaptive challenges facing k-12 public education in 2023.
- Instructional leader, understanding of diverse community, a cohesive vision, able to communicate the big picture as well as the details especially how anything connects to improving student achievement.
- Visionary, Innovative, Administrative and Financial background.
- Our new Superintendent needs to be approachable by everyone and to have the ability to make connections that are meaningful. The Superintendent must hold to high standards for our children and be supportive of continuing professional growth opportunities for our staff who work tirelessly to make it happen day after day.
- We need a superintendent that has been a former teacher in a classroom - for many years. Not an instructional coach or some kind of specialist teacher, but a real teacher who actually had to meet with parents in parent conferences and had to attend SPED meetings and understands what it takes to be a teacher in the trenches. We have had our fair share of academician and central office administrators. We need someone who understands INSTRUCTION and knows how to implement real improvement in our instruction. Parents and students have an urgency to get on track right now. We can't wait for a fancy 5 year plan to develop. We need a person who understands that we are behind the eight ball right now and can't wait another moment - we need a real teacher leader to do this

job and not an academic politician who sounds great at school board meetings and on self promoting videos.

- Open minded, respecting diversity, promoting equity.
- Steadfast dedication to the primary purposes of public education- promoting academic achievement and motivating students to become accomplished and ready to participate in an increasingly complex world.
- First and foremost, an EDUCATIONAL LEADER with strong background in teaching and learning and a demonstrated ability in using data to develop efficacious improvement strategies.
- Good
- Prior Superintendency is a must - not just interim or brand new. Needs real experience with school boards (not interim). Must truly have instructional leadership experience having done various distinct initiatives dealing with instruction and school improvement. Must have teaching and school leadership experience as well as central office instructional leadership experience. Needs to be data literate. Must have experience in servant leadership as well as transformational leadership - NOT just charismatic leadership - we need substance. Needs to be able to distinguish between facts and best practices versus egos/paranoia and be willing to hold people accountable. Needs to be able to communicate and work with community partners. Needs to be a morally and ethical person who will hold to his/her word, not bend the truth but speak the truth always so as to be accountable and transparent - must be trustworthy without fluff and half answers. Needs to be a good listener and needs to be open to hear differing viewpoints including seeking advice from his/her advisors. Balance - needs to be able to delegate the work to his/her team and trust their work - not get too much in the weeds but always seeking to be informed (having regular update meetings with senior leadership). Needs to walk the walk and talk the talk. Needs to be able to be humble and keep the focus on the schools and not him/herself. Needs to keep his/her ego in check. In the interview process, the candidate should be able to speak to what he/she did with his/her team, not just him/herself - please look for this sign in the interviews. Should have robust resume reflective of various instructional experiences - not just one track down certain lanes. Should have more plenty of years in teaching, leadership, instruction and central office experiences.
- The new superintendent should be committed to serving a growing diverse population that has racial equity at the heart of its strategic plan. Additionally, the new superintendent should have a proven track record of being successful in a major Metropolitan urban school district situated in a diverse community with a fairly large linguistically and culturally diverse population.. Finally, the new superintendent should be committed to staying here for more than a couple of years. We need stability and someone to form strong ties with the community as well and to roll out any initiatives that need time to show effectiveness, usually 5 years.
- He or she should be above all humble. He or she should take time to visit every school within ACPS as well as every dept. Everyone should know our Superintendent I mean everyone students, teachers, bus drivers, cleaning people, etc. not just the high up staff. We are all the same, we work for the same institution nobody should feel better than or no one should make others feel less than. Our new superintendent should start by observing his leaders and the way they work “are they doing a good job?” Are they

making ACPS staff feel good, are they working with them. Check each dept and the conditions they are working on, question the leaders that are under those dept make them accountable of their actions

- I think it is important that a superintendent has a background with at least some years of classroom teaching experience. This perspective is invaluable to understanding the core of our work. At the same time, beyond classroom and administration experience, it is very important that our superintendent has executive training in the complex work of employing systems and processes to improve the organization. In particular, ACPS has begun critical work with utilizing the principles of Improvement Science/Continuous Improvement to help us get better at getting better, but this is not yet happening in the coherent ways needed to realize results. It is important that the new superintendent brings the expertise needed in Improvement Science to lead the system-wide efforts of problem-centered, user-specific disciplined inquiry that will have an impact with this approach.
- A leader with extensive experience leading a cabinet who has served at least 3-5 years on a cabinet and understands how it works, what it takes to lead a good cabinet and who can trust the team and their expertise. Currently, our cabinet is not gelling and needs a good leader to create and build an effective team. A leader who has a proven track record of turning a school division around and has led an accountability team. One who understands data and can work with the cabinet and school-based leaders to keep this work at the forefront. It is one thing to say that equity is at the heart of our work and another to do the work behind that. We need a leader who can prove that this has been at the core of their work as this is one of our biggest areas of focus to get out of academic review. We need a leader who can successfully navigate the relationship between the School Board and supt. ACPS has an issue with the SB crossing lines into operations beyond governance. We need a leader who can keep those lines clear and actually lead rather than follow the Board. This is critical for retention and to retain division leadership as it respects their training and expertise. This is not the case at this time. We also need a leader who understands policy to ensure its fidelity. We also need someone who can keep a calm demeanor, rely on staff expertise and leave egos and power at the door.
- I would like to see a visionary leader who embraces the community and draws likeminded leaders to their team.
- seasoned communicator, experienced in running school systems, personable/approachable, calm/reflective decision-maker, dynamic and inspiring leadership skills
- Leadership ability--willing to take the risk of not being popular in order to resolve problems High standards -- not tolerant or accepting of excuses for mediocre work performances Forward thinking, particularly with technology needs Experienced, especially in working with a School Board and a Cabinet, and able to lead senior leadership to build a culture of collaboration and accountability Supportive of school leaders so they have the staffing and resources they need for our students
- ACPS needs a systems thinker. Someone who can empower staff to take reasonable risks to be innovative and follow improvement science principles. There are some brilliant individuals in the organization who would be fantastic leaders in these efforts as long as they are supported and empowered. I get concerned about the amount of busy work we are asked to engage in. I feel like the community, School Board, and Senior Leadership don't trust staff as professionals and don't always provide a clear direction for how some

of the perceived busy work helps to drive improvement. For example, the SIP/DIP process and template are overly complicated and unclear. School and division leaders are in too many meetings and not easily accessible for the "real work" to get done. And I personally have felt unreasonable squeezed by new urgent requests from the Board for things that may be interesting but not actionable with no recognition of other project timelines that have equal urgency as many have state requirements for deadlines. I would appreciate a leader who can buffer against the busy work and ask how (perhaps privately) that information will be used to improve outcomes for students. I see this happening across departments--not just my own. I also would like to see another Superintendent with the interpersonal skills that Dr. Hutchings brought. He had energy that motivated staff. He was a hugger (pre-COVID) and I so appreciated getting to know him. He was candid and transparent. I really wish he had been better supported because he had every intention when he came in to the role of staying long enough to be Superintendent when his youngest child graduated from the high school. I know we have an interim who is working to keep the ship steady. I think we need to have someone come in and re-energize the staff and perhaps rock the boat a bit to get through what is a challenging time for the division and beyond.

- Prior experience as a principal at least. Friendly and engaging. A desire to bring about change even when there is resistance. A desire to investigate and improve on our high employee turnover.
- Incredible vision / outside the box thinker Ability to make difficult decisions in face of opposition Understanding of the community/history of Alexandria Experience transforming outcomes of at-risk students Strong educational leadership / knowledge of curriculum High emotional intelligence
- The new superintendent should be forward-thinking and brave about making choices that impact the school system. They should not be afraid to borrow ideas from neighboring school systems that have been proven to work.
- A superintendent should have taught in a classroom for 10 years, should have been a building AP and principal for at least 5 years and then have some other central office experience. We need former teachers and principals in central office.
- Bilingual (or multilingual) Values linguistics and cultural diversity as an asset Connection to immigrant communities Focused on well-being of staff and students, high student achievement, and providing a quality education to all students Servant-leadership perspective Sense of humility Takes challenges seriously, and has a positive, "can do," action-oriented attitude Values input from staff with institutional knowledge, but also has unique perspective and experiences in culturally and linguistically diverse school systems Seeking positive publicity for the school system, not themselves
- be transparent be collaborative hold staff accountable be human
- Skill set for bringing multiple stakeholder parties together to collectively work towards the same goal; accessible and creative problem-solving, an active participant in large project development; and selfless, who also understands how to celebrate small wins in big wins of their leaders and teachers; a willingness to approach difficult conversations with a listening ear; a line to understanding what true equity and access means, for all of our students, especially our underserved.

- Visionary Experienced Educator Interpersonal Relationships Great Communicator Public Relations/Community Building Not related to anyone in Alexandria or have any connection to ACPS!
- 1. Clear guidance 2. Strong relationship leadership 3. Collaborative 4. Doesn't need the spotlight 5. Committed to supporting not only building leadership, but division leadership 6. Experience with diverse communities 7. Superintendent experience

### **Community Members**

**Tell us the good things about your community. (This information is used to help us recruit quality candidates.)**

- There are a lot of kind people, there is no stealing, and there are good schools.
- everyone very welcoming and nice and all races get along and support each other
- NA
- Very diverse; many resources
- that we can work together and learn and see how we could all learn the same things but become different people
- We see majority of people contribute to our events and occasions
- historic, beautiful river front, close to many free museums
- Diversity. Opportunities.
- Diverse, historical, friendly
- Many residents are very involved in one way or another in the life of the city.
- Friendly, well educated, generous
- The diversity of the community and the engagement of parents
- I live in the West End of Alexandria. I enjoy the population diversity and the commitment to strong education for students.
- Diverse
- The community is generally welcoming and diverse. There are a wealth of available resources to ensure all in the community can thrive and succeed.
- Lots of resources (financial, people), true belief in and commitment to giving every child a great education and a fair shot at a successful life.
- In some places walkable.
- Welcoming, diverse, cosmopolitan. Alexandrians value things like open space and providing for the needy. We prioritize public school education in the budget. We are a small city with a rich history and a big heart.
- Concerned citizens, historic, proximity to major sites like Washington DC
- great place to live and work
- Mixed use community gives my neighborhood an intimate feel. Having public gathering places makes it comfortable and warm.
- Alexandria is a lovely city to live in, lots of interested citizens and parents. ixi
- Diverse and willingness to spend money
- Alexandria is a well-resourced community with a healthy budget.
- Small, cohesive city. Enjoy living and working in Alexandria. Was always easy enough to get around....until all the bike lanes came. Should revert to two lanes for cars.

**Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)**

- there teachers are so helpful and nice the student are kind
- Caring staff
- The school has very good and healthy food options to eat during your lunch period.
- It's a safe environment
- Provide good education and great safe community
- diversity
- After school programming. Inclusion of SEL into classrooms.
- ES schools are neighborly
- There is a variety of stakeholders who care about the administration and operation of the schools, and ways to improve student opportunities and outcomes.
- Exemplary elementary schools, adequate - iffy middle school (GW), dreadful high school. I had two sons who attended.
- The principals and teachers are dedicated to both the students and the families in the schools
- I believe that the teacher really have the children's best interests at heart.
- Offer a lot of support for families in need
- Schools are generally forward-thinking, embrace the diversity of its student population, look for ways to be innovative in its infrastructure and curriculum. Offer a variety of resources to students and families to address systemic inequities.
- In most cases, kids feel cherished when they are at school. Adults care about them and are working very hard to provide differentiated and appropriate instruction and emotional support.
- Some good teachers and staff.
- Our schools strive mightily to meet the diverse needs of our student population. We invest in the brick and mortar to ensure educational spaces that facilitate learning. We particularly invest in technology and ensure equitable access.
- there are some concerned and interested teachers
- Schools are nestled nicely into their communities
- Sigh . . . unfortunately not too many, if any.
- Great people from custodian's and security to admin staff and Principles. Unique student body. Recent safety concerns in schools. Ability to measure education results/improvement.
- ACPS serves a diverse population of children from all over the world. It is a truly remarkable mix of peoples and very rewarding to be the entry point for many into living their American dream.
- Great teachers throughout the division. Should increase salaries as so many teachers cannot afford to live in Alexandria.

**What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)**

- Youth substance use; youth safety
- A lot of students lack integrity and innovation to our school policies and lack of ...
- The image of the schools from people without children in the schools is negative but the system is good and the students are great.
- Opening doors outside the classroom to supportive organizations. Assist with developing the whole student.
- Overcrowding, large waves of older EL newcomers who have high drop out rates, this is not a reflection of the schools, but it is what it is. Violence and safety is a concern at MS/HS. Many parents remove student from the HS and send to private schools. ACPS performs below neighboring jurisdictions, but spends more \$ per pupil. SB members send their children to private schools, the last Supt sent his kids to private schools. City govt is too involved in school business. City govt defunded SROs
- Approximately 60% of the city's budget is allocated to ACPS, however less than 25% of the city's residents are school age. ACPS needs to be accountable not only to teachers, parents and students, but also to the broader community who show their support through election of city council and school board members and the provision of tax revenue.
- Bullying. Schools are fine for middle of the road students, not for gifted or special needs.
- Need speed bumps on my street S. Pit St. right near the grade school.
- There is hyper community engagement. Some is not informed or pleasant, however, the PTA's in the schools are active and have the best interest of the community at heart, however, they don't always know the best path for communicating their needs.
- The new superintendent should focus on improving the accreditation status of our underperforming schools to bring true equity to all students within the three Districts.
- Financial, there are a lot of positions that are not needed at central office, there is a principal and assistant principal at The Early Childhood Center for less than 300 kids. We have elementary schools that have a principal and assistant principal that serve more than 300 kids grades K-5. I don't see the logic especially since they have someone who is in charge of Preschool and has a coach which is another wasted position when you have a principal and assistant principal. Pre school is important but they don't need a principal and assistant principal. Put one of those admin positions at the high school. There really needs more admin positions at the middle and high school level to support all the fighting, drug use, etc.. at those schools. The way summer school has been run is a waste of money as well. The students are picked based off needs and falling behind yet there is no teaching being done to catch them up just enrichment activities. Pre-school summer is not necessary, those kids are not behind if anything they are ahead especially going into kindergarten with students who have had no preschool experience. That money should be used for elementary and middle school summer school. Please look at how money is being used in ACPS.
- There is a diverse population with both economically sound and economically challenged populations. There are over one hundred different languages spoken within the student population with many EL learners.
- The biggest challenges seem to be 1) the perennial tension between families fighting for "the best for their kids" and the perception that might conflict with "the best for all kids";

and 2) a COVID-exaggerated tendency to value adult needs over children's needs. Kids need to be in school, many hours a day, 5 days a week, many months of the year, being taught by trained professionals. Every time we veer from that, kids suffer. If we need to raise staff salaries by 25%, do it. There's no better way to invest society's money.

- There needs to be a focus on the district using evidence based instructional methods. This is of particular concern for students with disabilities. ACPS is a struggling district and there needs to be a heavy focus on how it can be approved.
- Alexandria City Public Schools, like most public school systems with a significant portion of low income, special needs, and language minority students, can struggle to provide the type of intensive, small group instruction that works best for these students. In addition, the same ills that are pervasive in American society sometimes spill over into the schools and negatively affect educational outcomes and staff morale; gun violence, gangs, hatred of people who don't look like us, etc.
- This is a very liberal city and they will have a real challenge reversing the continued less than hoped for SOL test scores.
- ACSP standard test scores have been miserable in the past and are not far from that now.
- high risks of even taking the job. Look what happened to the last 5
- Poor test scores.. Overcrowding and Understaffing.. Poor parent participation and involvement. Discipline protocol is rooted in a social justice agenda.
- The low academic achievement of the school system as a whole and the kids as individuals; the violence in the schools and the failure to report to the parents - think 9th grade fight that took eons to report this past fall; lack of sufficient resource officers and seeming lack of discipline within the schools, esp. high school and middle school; the school system ignores parents' concerns.
- Based on poor record of outside hires, the new person should be someone promoted from within the current system. No lengthy learning curve.
- Extremely bureaucratic system that rewards longevity and “Who you did favors for” within the system as opposed to actual ability or gifts, very little organization or structure in reality — this system may sound good on paper, but it is a disaster in reality. School safety is a serious concern as violence and drug use are real in the secondary schools. Staffing shortages are bad and worsening as folks burn out.
- Biggest issue is the overcrowding in many of the schools. Need more real campuses. Many issues of violence have come from the communities into the schools.

**What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)**

- Being patient.
- be able to ignore certain things be prepared for fights or arguments there a lot of kids in the area so beware of that
- transparency; communication;
- Leadership, Funny
- Creating bonds learning people’s body language and how they react to stuff
- Provide better and well discipline
- kindness

- Communication. Personality. Relateable.
- Student-focused, Ready for Change, willing to challenge the status quo, need outside leadership for change.
- Successful consensus building, good communication skills, willingness to promote transparency, experience with strategic planning and creative use of limited resources, personal and professional integrity, cultural sensitivity, ability to consider multiple stakeholders' input and feedback, ability to maintain what's working and adjust/reconsider what's not.
- Flexibility, open mindedness, good listening skills,
- Just be honest
- Good listening skills, the desire to learn about the communities and the families in various schools, understanding the stress facing the principals and the teachers on a daily basis and realizing that there is an enormous economic disparity within each school.
- Critical thinking, pragmatism, commitment to purpose, purpose to provide quality education to the students in ACPS, and a love of children.
- Communicative, Ambitious COMMITTED to ACPS
- Recognize and embrace the diversity of the student population. Be open to distribute resources to ensure the best student outcome for all regardless of economic station. Look for ways to embrace technology for student enrichment and the most efficient administrative functions. Ensure recruitment and retention functions encourage diversity in all personnel groups to reflect the composition of the student population.
- 1. They should be proven leaders in preparing students for the world after 12th grade.  
2. They should have a track record of leading schools successful in student achievement.  
3. They should not be focussed primarily on so-called "equity." Rather their interests should be focused on ensuring all ACPS students graduate reading at the level necessary to succeed in whatever post-high school educational or vocational endeavor the student's choose. ACPS has lost track of this vision and needs to get back to serving it's students educational needs.
- I would say an unshakeable commitment to making sure every child gets the instruction and support he or she needs (prioritizing closing gaps but not to the extent that moderately and high achieving students are penalized) + an ability to communicate with/manage/inspire all of Alexandria's adults (ACPS staff, parents, community members) in a way that brings us together pursuing that goal. It can't just be rah-rah, though - there's got to be real substance happening.
- The Superintendent needs to be willing to partner with parents.
- The new superintendent must believe that all children can learn and that our failure to teach them says more about us than it does about them. He/She must like children more than paperwork. He/She must be dynamic enough to engage all stakeholders. He/She must have a proven track record of success in multiple educational settings and in more than one district. He/She must have been a classroom teacher, a school-based administrator, and a central office administrator both in order to have credibility with all ACPS employees and in order to have the type of boots-on-the-ground experience that will lead to wise decision-making. He/She must understand that a school system superintendent's job is to help shape the vision of the district as well as to help guide all stakeholders to do their part in the fulfillment of that vision. The new superintendent must be a pragmatic visionary whose basis for decision-making is the best interest of our

students. He/she must not be someone who just wants to use this job as a stepping-stone to a superintendency in a larger district.

- I want someone who will stick to academics and stop or stay away from the schools teaching or being involved in any way with the contentious social issues/programs that are problematic these days.
- Background in restorative justice practices; a deep understanding of the long term harm to our youth that can come from utilizing officers who have the backing from the state to use violence to maintain order.
- A passion for education, an ability to withstand criticism, an ability to set aside the ideology of diversity, equity and inclusion and instead focus on making students successful.
- improve student learning
- I like the interim Superintendent Dr Kay Wyatt..
- Open minded, willing to listen to parents, not be as "woke" as the previous superintendent, willing to listen to all points of view not only those which align w/ the person's thinking and to do so respectfully and not be dismissive of parents,as the former super was
- Great communication skills and the ability to get along with everyone
- This person should be strong enough to lead a weary community. This individual should be willing to take a hard look and stand on school violence, safety, and decorum. The individual must be experienced in dealing with folks who like to talk a lot about equity but do not worry too much about how to retain burning out faculty. The individual should be able to bond with actual boots-on-the-ground faculty and staff and be contrary to the "I'll sit in my office all day" attitude - a real hard worker and veteran educator.
- Must have a background that has had similar demographics. Has to be very personable. Need a veteran presence; someone with experience.

### **Non-Certificated Staff**

**Tell us the good things about your community. (This information is used to help us recruit quality candidates.)**

- I feel as though that we have a good community. Every community could always use change and upgrades.
- Good community
- Everyone is will to go that extra mile to succeed! That's the best way i can put it.
- Nice walking community
- I work with caring and professional colleagues who advocate for our students. I work at ACHS.
- supporting, kind, and helpful.
- We have a strong community, very involved with the schools.
- I dont live in this community.
- N/A
- Diversity, not just racially but financially as well.
- Diverse

- Alexandria is a close community that has a mind of its own. It is small enough to know the whole city and it is a great place to live.
- City with small town vibe
- Dedicated, hard-working, ready to participate in a larger cause
- the diversity of our communities
- Alexandria is one of the most diverse school systems in the area.

**Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)**

- Our school is amazing the staff and students are awesome.
- Excellent staff excellent administrators
- Here at FTDAY we have a tremendous staff from the Principal all way to Custodian's its a very tightknit group, its a pleasure working with all of them.
- Special Ed teams are very supportive
- I work with caring and professional colleagues who advocate for our students. I have a lot of respect for and the admin team. I am a proud alum and am a parent of alumni children. I want the many good things that happen in our schools to be promoted in the community.
- Tolerance, patience, and acceptance.
- ACPS
- Local
- Nice staff
- Teachers really do care. In their own way, but they care. Schools are also up to date with technology.
- Diversity
- I think that we have great teachers who work extremely hard to work with all students. There can be many challenges for teachers at this time but they are working hard.
- The teachers and staff are exceptional (I am an ACPS employee and parent with three children attending ACPS)
- Diverse, community-oriented, focused on excellence
- our students need a great deal of love our staff are doing their best caring educators
- Our school system does a good job of leveraging the latest available technology to help prepare our students for an increasingly tech oriented world.

**What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)**

- That there needs to be another HIGH SCHOOL in our district
- Better pay for paras/teacher assistants people at target mcdonalds and walmart make more than us.
- Not really familiar with district have only been here a short time. I would suggest to ask question and listen to what the people are saying.
- Funding and sustainability of out of school time program, and PD for support positions

- Morale issues due to staff shortage, security shortage, discipline issues, LARGE high school and class size. Losing good teachers and admin to neighboring school districts. Human resources are important. Competitive salaries and benefits for staff. On Boarding of new staff.
- Bad air quality, old buildings, molds, and large class sizes.
- equitable across the board continue with MRAs ,bonuses, raises ;for paras revamp pay scale-increase in pay recruit more people of color-black teachers to reflect the community/ school,
- Racism is very prevalent and overt. The superintendent should be aware of this because I think that they will have to address this in short order.
- Drugs are plaguing our community. Violence is also an issue. Also, there needs to be more accountability for when students act up. A lot of times there are no repercussions for bad behavior which foments more bad behavior and victims not wanting to come forward.
- Diversity
- There is a portion of the community that is more privileged than other parts and with it comes parents who advocate for what they want. For those in the communities with the most needs, they are often silent on their needs, and advocacy on behalf of their community may be a small amount.
- Seriously? Where to start... let's start with the over capacity high school.
- Pressing need for internal focus on process, guidelines and procedures
- turnover of staff how some administrators disrespect their educators balance of workloads
- Due to the pandemic our student body needs to be taught to reacclimate to learning and operating in a structured learning environment.

**What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)**

- Add more HIGH SCHOOLS and security office
- The ability to consider other opinions, options, and most of all communication.
- Honest, strong leadership and management skills
- He/she/they must understand that size of our schools, our community, and the challenges that come with leading the diverse community with the commitment to the years it will take to be effective. This leader's priority should be to invest in their role and our commit to our community and that this isn't a stepping stone to the next best job. Our kids matter.
- Problem solving, and promote diversity.
- treat all people with respect regardless of the position be a great listener especially toward teachers a great communicator a people person ;friendly; understanding, boost teacher morale/hold administrators accountable as you would a teacher
- Student/People first, Steady, fair, high morales, forward thinking, beyond reproach.
- I'm content with the current interim superintendent but if she is not picked, I would prefer someone bilingual, someone younger, preferably with a psychology background.
- Open to and understanding different cultures and people of diverse background

- I think that the superintendent needs to be welcoming, open to relying on staff, and keeping his/her foot in the door of schools so that he/she is seeing what school-level staff see. There needs to be a continuation in the equity work so that the ways of the past do not continue. The superintendent needs to have a sense of humor, not too much of an egotist, and enjoy the challenge of working in education.
- Be able to handle the high maintenance, and entitled parents.
- Board should insist incoming Superintendent expand staff within office of Superintendent. Arlington, Fairfax County, Prince William County schools all have multiple officers within the Superintendent's office with titles like deputy superintendent, chief operating officer, and chief of staff, and while some of that seems to be driven by the need to manage schools dispersed across a larger geographic area (in the counties), some of that is clearly operational. The next ACPS superintendent will already have more than enough externally focused imperatives on their plate—some number of staff, within the office of the superintendent who answer to no other staff within the division but the superintendent, would be best situated to organize cross-departmental work to be efficient and mission focused and would quickly be able to take advantage of new processes, technologies, resources, etc.
- honest leader, good communicator, listener, respectful, self-control,
- To be willing to create a culture where our student take more accountability for their behaviors and successes. Also a willingness to support our teachers and administrators when they are trying to create a positive learning environment, even in situations that may not be popular with the parents.

## Parents

**Tell us the good things about your community. (This information is used to help us recruit quality candidates.)**

- We are a walkable city close to DC.
- The good things about my community is the calmness, easily accessible transportation, quiet and peace, constant representation of police and the fire department being blocks away. Overall I feel very safe.
- it nice i guess good people
- The good thing about my community is that we have some good people ,here are people that respect one another and how they can express their feelings .
- Diverse and woke community
- It is distinct with an HOA, parks, playgrounds, trail, community center, coffee place, restaurant, and nearby sevices and restaurants.
- Many residents are highly educated, great employment opportunities, good education opportunities, high housing values
- Small Town
- Diverse and amp with opportunities to learn from different cultures
- Many residents are highly educated, great employment opportunities, good education opportunities, high housing values
- I have so many friends in my community that are from my country.
- noting

- nothin
- im a good person
- its ok.
- Lots of nice families and hardworking people.
- Alexandria is diverse, growing and developing, full of cultural opportunities, with close access to many urban amenities as well as access to nature and open space.
- n/a
- Programs for children in need.
- Parents in the same grade and class stay connected to discuss student life.
- The community is diverse in terms of age, ethnicity, and income. Residents enjoy plenty of green space and amenities for kids and adults.
- Diverse, well-educated, caring
- Everybody helps out with things and has positive energy.
- Two words — diverse and caring
- Alexandria is a combination of several smaller communities, each with its own character, charms and challenges. Each of these towns is landlocked within the confines of Fairfax County, Arlington, and the Potomac River. This often brings unexpected relationships, interactions and yes, sometimes confrontations. We have so much to learn from one another and it seems like our public schools are a wonderful place for that to happen. I also love that our schools offer so many options and opportunities for our students. The vast majority of our teachers, parents and administrators value a quality well rounded education above politics.
- Diversity of all sorts; strong economy; engaged city officials; active public dialogue and engagement
- It's a beautiful town, with a increasingly unsafe and diminishing public school system.
- Our community is very safe and clean. Easy to get around. Nice schools and teachers. the. Community help each other. a lot of nice small shopping areas.
- Benevolent, caring, supportive to a fault.
- Our community is great and very helpful and always here for our children
- Peaceful
- the desire to focus on excellence
- Very kind and respectful people around.
- We live among socialized people most of them are our native speakers and it's easy for my family to hang out with.
- Alexandria is a great place to live. A smaller city in the national capital region, providing the benefits of both closeness and manageability in a community and access to the greater region with its museums, venues, and activities.
- Alexandrians have pride in their city and value its ethnic and socio-economic diversity.
- Our community is located next to the hub of the US Government and that brings people with such varied talents and backgrounds to the area. We are vibrant and diverse. We have an engaged and enthusiastic public school support system. Our community is dense and walkable.
- People are invested in what happens to the school district and pay attention. Some Parents are involved to a large degree. Parent education level is high
- Everyone has been very helpful and courteous.

- Friendly neighbors who care about the well-being of everyone in the community. Extraordinary involvement and support of public schools by parents, PTAs and local businesses. Small town charm with global perspective, as well as easy access to big city culture, the great outdoors, and travel hubs (train, rail).
- Our community is very diverse in several areas and people are generally friendlier than other nearby areas.
- Sociable
- The community is very walkable and the kind of place where everyone knows everyone.
- We are diverse ethnically, racially and economically. We never seem to think about the strengths in that, only the problems.
- People for the most part are nice and respectful.
- They care
- Culturally diverse in regards to race, education and economic status.
- Artistic, historic community that values education and our kids
- The good thing about my community is that it is a diverse and easy to integrate community.
- Citizen engagement. Civic minded programs and services. Manageable size and scope of community.
- Great facilities and work/life balance
- Nice area and nice people. But very bad traffic :(
- Diverse, caring,
- Taxpayers fund the school system but get very little in return. There needs to be an absolute change and overhaul to ACPS.
- We have a large community of immigrants from all around the world. Many from Central American. They bring cultural and linguistic diversity.
- Peaceful. However too much smokers and can't breathe fresh air.
- Alexandria is a great place to live. A smaller city in the national capital region, providing the benefits of both closeness and manageability in a community and access to the greater region with its museums, venues, and activities.
- Safe, hard working, progressive, and accountable.
- Excellent
- Engaged, diverse, educated, tight-knit
- Diverse, vibrant, colorful and inclusive
- Alexandria's greatest strength is its people. We are a diverse community with people from all over the world.
- I don't have many good things to say about my community because I'm fairly new. I appreciate the distance to the highway, the transportation service and grocery/shops. Haven't been a victim of any crime or negative instances.
- Multi-ethnic, professional,
- Diverse community with pockets of various ethnicities. Accepting of all races, genders, and backgrounds.
- Diverse, dynamic
- It's in the city
- very active community and can get engaged if you need to
- not so great

- It's a good and safe neighborhood where people can walk their kids to Samuel Tucker and play with them in the parks and in the playgrounds where everyone feels welcome.
- Peace, friendly and supportive
- We are a very close family oriented community.
- The city is beautiful with well maintained historic homes, ample walking and biking opportunities, and a river.
- It's a great community with a lot of opportunity and people who are ready to jump in and help there community flourish
- We have a diverse, urban, livable and engaged community.
- There's alot of kids of all ages it's resourceful.
- Amazing city, proximity to DC and our own history as well. Incredibly engaged parent community waiting to be activated.
- They care
- Big city with a small town field. A large number of community members work for the overall good of all the City's children. Community members seem open to progress and moving forward.
- Less crime involved.
- Inclusive, diverse, willing to work together.
- The City of Alexandria is an interesting place to live. There are a variety of things for adults, kids and families to do. There are parts of the city that are very walkable - meaning you can walk a few blocks to get a casual dinner or run errands.
- Diversity
- We should have a logic code in the society, people help each other
- We have to code the logic in society.
- Tight-knit, look out for each other, generally friendly, and kind. Looking past our immediate (wealthy) neighborhood, the City as a whole is incredibly diverse and I like that about where we live. It's also walkable and easy to connect with people from other parts of the City (if you try a little bit).
- We love Alexandria. It really does balance smaller town charm with bigger city amenities. The history and culture are amazing.
- Parents are very involved and want to see improvements in the public Schools system.
- Lots of parent and community involvement in the elementary school
- I have been living in the community since I migrated to the United States with my family. By far the safest to far. Have lived in different apartments complex in the city through the years.
- It's diverse. A rich community of different people to have relationships with.
- Lots of parent and community involvement in the elementary school
- Supportive and diverse
- People care about our community and about maintaining it as a great place to work, live, and learn.
- Diversity, high educational levels of population (at least bachelors if not masters/doctorates), near DC with amazing amenities as well as employment opportunities, close to a variety of outdoor options - mountains, beaches, rivers, the Bay, etc., involved public.
- Diversity and close proximity to a major STEM-based and public sector workforce.

- Safe. Great neighbors. Close knit. Wonderful place to walk. Proximity to old town/King St. Great parks. Beautiful.
- Walkable (depending upon neighborhood), diverse, definitely historic, well-educated.
- Involved and supportive community.
- Neighborhood camaraderie, diversity, walkability, connectedness
- So, coming out of the 2020-21 school year, when we bravely shut down schools and locked disabled children out of therapy...our kids have fallen behind. (We said this would happen.) What is being done for remediation? Where's the extra tutoring? Where's the extra attention?
- I don't understand how this relates to the search at all. If you're trying to seek input on the qualifications and skills of our desired superintendent why does this question matter all?
- Alexandria is a thriving, diverse community. People here care, but it is economically and racially segregated, white and wealthy in Old Town and Northridge and racially diverse and poorer in Chirilagua and the West End. This reality is reflected in our schools.
- Small town feel within the greater DC metro area.
- Multicultural & funded well
- Alexandria has a diverse citizenry that enjoys proximity to reliable employment, varied outdoor recreation options, robust public transit resources, and world-class cultural institutions.
- Kids are always in the right.
- So many things to do and community events (tree lighting etc) and parks and Rec classes.
- vibrant, involved parents, diverse
- Diverse population, lots of history and culture, close to Washington DC, community support of public schools
- People who live in Alexandria love it. Lots of locally-owned businesses thrive here because of the strong support from local neighborhoods. Alexandria itself is small, so it's easy to be familiar with the whole city.
- Alexandria is a diverse city. Many people in Alexandria care about the city and want the city to be a good place to live.
- Friendly people, diversity.
- Diverse, involved, community-spirited/ focused
- not a lot the school system sucks and many people don't move to Alex bc of th schools Alexandria is a small school system and should have a superior educational system but they don't. God forbid that if all the school age kids went to the schools instead both other schools the system wouldn't be able to handle it
- Community is ethnically and culturally diverse and we represent over 100 nations in our school system. Students who graduate from ACPS are far better prepared for life than a community with cookie cutter demographics.
- Historically interesting, charming buildings, cultural diversity, natural beauty.
- Beautiful area and good resources available. Want to continue to be a city that attracts business and investment.
- Lots of different opportunities and experiences, involved parents, proximity to history, culture, and civics, geographically compact, transit access
- Diverse, driven, educated

- Alexandrians prefer to pretend that the schools are good than demand that they actually are good. Reading and math proficiency for economically disadvantaged kids in the single digits is completely acceptable here. Reading and math isn't a priority but parents don't care.
- Alexandria is a diverse community. Diverse in population, needs, income...you have pockets of elite, pockets of low income and pockets of in between. There is an opportunity for the new superintendent to radically change the way we teach and operate the schools to meet these diverse needs and the reality of two parents working with longer school days.
- Educated population
- Diverse community, people want to interact and be a part of the school, dedication to learning and seeking out opportunities for our kids to be the best they can be
- A very diverse community and student base
- Walkability to stores, restaurants, close to running trails, parks. Trees in the area, not all bulldozed for new builds, somewhat safe.
- Close community where people know and look out each other Many families have lived here for years with multiple generations Diverse community both economically and culturally Historical Lots of public transportation Close to lots of things
- Rich diversity Historic charm Proximity to DC - museums, culture, national landmarks
- Good thing about our community diverse and great city
- Vibrant, diverse, historic, friendly
- Lots of different people and cultures, engaged families
- The average IQ in Alexandria is high.
- It's the best school and the best teacher
- It's a good community.
- I do appreciate how much help there is for families as far as getting resources.
- The diversity
- seminary Rd
- Vibrant, diverse, historic, friendly
- Close knit, mostly families with kids and similar desires out of daily life. Mostly nuisance crime with a distinct lack of low-level incidents (noise, fights) and high-level (violent crimes).
- Diverse community, people want to interact and be a part of the school, dedication to learning and seeking out opportunities for our kids to be the best they can be
- Its a great place to live! Lots to do and see. Cultural events, entertainment, etc. Good people, families made up of government workers, career military folks and association executives.
- Caring community. Supportive local government. Diverse families.
- Diversity is key.
- Vibrant, diverse, historic, friendly
- Engaged group of students and parents who are interested in education and community.
- Safe for kids to walk to school. Police always present on cross walk.
- The good thing about Alexandria is that people like to help others and there is a spirit of service. It is a relatively safe community and our children feel comfortable here.
- Caring community. Supportive local government. Diverse families.

- Ability of the wealthy to help the less fortunate
- Alexandria is tolerant and diverse. It is an urban community with a tremendous amount of human capital and financial resources. The school system is vastly underperforming the potential of the community, so you as superintendent have a tremendous opportunity for a turnaround success story.
- Caring, inclusive, diverse, safe
- Engaged and generally open minded
- Desire for a very excellent education system.
- Helpful and clean
- Invested and educated community members
- It's Alexandria, the community is diverse and driven with excellent opportunities for all to succeed
- Diverse and welcoming.
- I like the diversity of my community.
- We have a great community that wants to be involved. We have numerous volunteers and people who are invested in our community
- We love the small-town feel of this city.
- Eve token cares about our families here
- Diversity
- Our community is very good less noise helpful people and less crime friendly people
- Diverse, lots of parks, walkable
- Communication, Friendship and getting together
- Community safety
- Diverse. Many citizens who are active and committed to public education.
- We know our neighbors, we are there to help when neighbors are in need, we pitch in and assure all children in our neighborhoods have what they need by heavily supporting the school social workers with giftcards and making sure that wish lists are fulfilled.
- I live in the North Ridge neighborhood. It's safe and friendly. My kids can walk to their school, George Mason Elementary. My 4th grader just joined the ACPS city-wide orchestra and had her first practice last night. She loved it. Overall, we enjoy and appreciate this community.
- walkability. local businesses.
- The community where I live is diversified because of this we experience different culture, language.
- Great community involvement and pride in the city. Lots of bright committed people that want schools to be successful.
- Educated and involved parents
- Parents are very involved and committed to helping improve schools.
- sense of pride in Alexandria; ethnically and socio-economically diverse.
- Community can be very engaged, with very diverse perspectives. Students have so many opportunities for learning outside the classroom and future path options post-graduation.
- They are good and make student families gave up to date information
- Diverse and family-oriented
- My community conveniently has highway access, schools, churches, senior living and shopping. As well as a variety of races, ethnicities and religions. The streets are clean,

especially for city living. And, throughout the day, no matter the weather, you will see people out running, walking and biking.

- They help each other with food, uniforms, costs. Kids are friends with each other. The parents are friends with other parents. Parents help their kids to succeed in school!
- Our community is diverse, representing many cultures and across socio-economic backgrounds and we celebrate this great diversity.
- Good sense of community, neighbors who care about each other
- Our diversity and desire to help our neighbors.
- Friendly, nice
- Diverse communities live in this area who belong to different countries and belief systems
- Diverse populations Willingness of families to contribute time and funds to support schools Commitment by city government to capital funds so that schools and community centers have high quality equipment
- We moved to Alexandria because it was a walkable neighborhood with a community feel. We can easily commute to our jobs in DC by bike or metro and if the metro is down, Amtrak and VRE. We love the small neighborhood feel but the urban environment. There are people from all over the US and world and it's very international but also Alexandrians whose families have lived here for generations. This is honestly a community who will give you the shirt off your back and then some. I love the small family owned businesses and big city feel of Alexandria. You can really count on the community. They take the environment, health and social and emotional needs seriously.
- It's diverse culturally & economically.
- Diversity
- We have many involved parents. The ability to raise funds from community to give teachers and students things that (for whatever reason) the City budget neglects. Our students have good values of friendship and inclusion.
- Here in Alexandria we have a low crime community!
- We know our neighbors, our neighbors know us. We walk to school and are greeted along the way. We aim to be part of a community that is better because of the diversity.
- Multi cultural
- West End is diverse in culture, socioeconomic strata and ethnicity.
- I love the diversity of Alexandria especially on the West End. We have people from all over the world, all walks of life. and all views. I love living close to Washington DC. Our community is progressive and caring. ALX is a small city that is dynamic. I love that we have Old Town but we are more than that.
- Our community is kind respectful, we are diverse community. We love it
- Values, family
- The City of Alexandria is diverse in all segments (racial and economic). However, those same segments work together daily. As a result our schools are strong competitors to private education. In addition, the City has a number of pocket enclaves that captures unique neighborhoods and cultures
- There is diversity of every type in our district and everyone is welcome.
- Better facilities like shopping, healthcare and other social infrastructures

- There is a real sense of community in the City of Alexandria. People know each other. We live in the Del Ray/North Ridge area and we recognize friends everywhere we go in the neighborhood. People care about one another and there are lots of community-centric events constantly happening. People like where they live and care about protecting this small town feel that is unique and special.
- Close knit, community based. Investment in supporting public education.
- There are a lot of very committed teachers, parents, community organizations and others who want to see students in this community succeed.
- The City of Alexandria is diverse in all segments (racial and economic). However, those same segments work together daily. As a result our schools are strong competitors to private education. In addition, the City has a number of pocket enclaves that captures unique neighborhoods and cultures
- Even though it is a city, there is a small town vibe centered around neighborhoods and schools. Mostly walkable, especially Old Town and Del Ray. Outdoor, park culture especially for children in Old Town as houses are small and yards are small or nonexistent. Helps to foster sense of community.
- Safety for children, parents and teachers that keep a watchful eye over the well-being of our youth.
- City has its own identity, but is also closely connected to DC. Lots of citizens with influence in government and industry. Racially diverse population with large immigrant community
- We are in agreement on most things happening in the schools.
- Diverse families, small urban/suburban type environment, great recreation options, lots of well utilized outdoor space, feels like a community where you often see people you know but also enough space to meet new people
- Community spirit, diversity, resources, access/proximity to federal and local government and a multitude of colleges and universities
- Our neighborhood is a multicultural neighborhood with different income levels
- Warm, friendly, diverse, great amenities in the city for culture and proximity/importance of the area to our country. Many parents in the ACPS are public servants (Active duty military, civil service, law enforcement, foreign service etc.) They are high achieving, committed parents. We also have very hard working parents who are not public servants, but nonetheless struggle to make ends meet every day. This is also part of the "good" we don't want to lose or let down.
- A diverse and inclusive community with access to enormous higher education and employment opportunities
- Everybody lends a helping hand.
- Diversity, safety, multimodal connectivity
- Strong connection between neighborhood and schools
- The community is engaged and they want the students to do well.
- Engaged families, diversity, resources to support students and families.
- Diverse. Connected. Big city amenities with small town feel. Everyone is local.
- It seems to be a caring and welcoming community.
- The City of Alexandria is diverse in all segments (racial and economic). However, those same segments work together daily. As a result our schools are strong competitors to

private education. In addition, the City has a number of pocket enclaves that captures unique neighborhoods and cultures

- Diverse, welcoming, parents are involved and want to be consulted, children are advanced, creative activities and support sought, community innovative and well connected, cares about all members, inclusive of all people
- It's diversity, adults who care about kids, a pride in sense of place, its connection to history, a strong desire to do better for our kids
- Our community is one of the best community in Alexandria, the way that community is designed is awesome, everything is around and easily accessible.
- Friendly, small town feel
- Diverse
- People know each other well
- Diverse, progressive, committed to welcome and inclusion
- Diverse, well educated, and community minded
- Diverse
- The community would like to see change in the schools and more progress in meeting educational goals.
- Safe
- People care about each other and the children in our community.
- Respectful neighbors
- The community is diverse with kids from all over the world and very welcoming to everyone. People are friendly and volunteer helping others.
- We have a diverse and caring community who care about public education, equity and embracing different cultures. It is a great place to live with nice people and a variety of experiences near by.
- Diversity, involved families, good (but worth improving) public transit, convenient location to DC and other parts of the DMV, great restaurants, parks, trails.
- (1) Close in suburb; (2) strong community resources and commitment to service; (3) good parks, reasonably nice recreational fields and facilities; (4) good mix of shops/restuarants/small businesses
- Governor Youngkin and the direction he is taking our state.
- Alexandria is a diverse and educated community that is involved and supportive of its school system. It's a great place to live with its long and rich history in our nation.
- Our community is diverse, equity minded, and kind.
- The diversity.
- Irrelevant to your assignment
- Walkable, diverse, proximity to Washington DC and all of its museums, restaurants and monuments. King Street/restaurants and shops.
- -The parents in this area are highly involved in their children's lives, education and activities -There are significant resources in this area that if appropriately allocated and deployed could turn ACPS into a respectable and even one day excellent school system
- Parents seem very involved in the schools and want to make them better.
- Alexandria is the best combination of a big city and a small town. We have a ton of diversity with a ton of supportive and interconnected community resources. You also will

find yourself running into tons of people you know while running an errand on the other end of town! Best of both worlds.

- Proximity to DC, small town feel, restaurants, shops.
- Diverse. Connected. Near so many opportunities for cultural exchange. Recession-proof.
- Diversity and respect and celebration of culture; supportive spirit and treating other community members and students as family; community with a mindset to help and hold-up; inclusive
- diversity with shared community interests as common ground, neighbors who care for each other and our community.
- Our community is diverse with families and students from many countries, who speak many languages, as well as racial and socioeconomic diversity. The teachers and staff I've met seem compassionate, knowledgeable, and motivated. Parents are involved in the PTA. Our community seems safe (except for traffic- people drive too fast and skip lights).
- Diverse community that values its schools, many partners that are involved in the PTA and its fundraising
- Diverse, supportive of each other
- Diverse, highly educated, professional, and socially conscious population
- Good kids Excellent curriculum Caring families
- We have a very giving community and one that truly embraces diversity and inclusion. We also have really involved parents who care about the children's future and education.
- Unity, growth, identify, diversity, forward looking
- Diversity
- Good kids Excellent curriculum Caring families
- I really like the diversity in my community because it allows everyone to feel accepted and come together as a strong community. I also, like the unity in my community.
- It's a safe community
- Diverse, supportive
- Walkable, safe
- diversity (racial, economic, cultural), resourceful, generous
- Diverse, community focused, proud, strong history.
- The Community we are living it's called Lynbrook at Mark Center, they are respectful neighbors, the best area with beautiful nature, easy accessible to market, shops and schools.
- Friendly, safe community
- We have a diverse and Kind community. People are friendly and the are is beautiful. We have a lot to do and see in our city as well as we are border Maryland and Washington D,C.
- Small town feel with big city amenities. Outstanding cultural, historical and outdoor activities in close proximity.
- Diverse, highly educated population, a richness of cultures, ideas, and professional backgrounds, community-oriented, volunteer-minded, lots to access to resources
- Alexandria is a diverse community with a small town feel but access to many opportunities. Family and community are very important to those that live here.

- It's incredibly diverse and compassionate.
- The diversity
- Highly educated community that cares about education and how their children do in school. Alexandria has active parents and active students. It is a very diverse community in a fairly small geographical area. This made it easy to quickly maneuver to online school during the pandemic.
- We are one of the most diverse communities in the state, which is great for our children and families to learn from other cultures. The community is generally very supportive of our schools.
- Diversity, opportunities for kids, engaged community, small size
- City with a small town feel
- High tax base
- Incredible cultural, racial, and economic diversity. Good sense of community in many neighborhoods, with schools being anchors of that sense of community.
- Close knit and engaged community, lots of things to do, close to DC and old town and good restaurants, pretty!
- N/a
- Families are friendly and value academics and raising well-rounded children.
- Great community, very friendly and family oriented.
- Diverse and engaged
- We have resources. Transportation, trash collection, stores to shop schools that have resources like tutoring and special needs.
- There is a strong sense of community in the City of Alexandria. Parents and community members are here to help and want to be involved. There are neighborhood listserves where community members speak about community issues regularly. If the school system needs help or has challenges parents and caregivers are here to help.
- Community is the good thing about our community.
- Resources, culture, access to east US, big small town
- Friendly, safe community
- In our community we have more Afghans who speak Pashto and since we are new to the country it's easy for my family to adjust and communicate in the language they understand.
- diversity, friendliness
- The needs more improvement
- My Community have a good carecter, peace , respect ather
- We have a diverse community that cares about their students.
- Diversity - both ethnicity and income
- My community is academically focused on kids who want to succeed and supports them in getting into college.
- Diverse and cares about student learning and wellbeing
- Diversity
- Alexandria is a small, diverse city with many points of community connection and division.
- Diverse

- We are smaller than most communities in the area, and can band together to make change (sometimes more easily than others). We have a spirit of generosity. We appreciate the old and the new. We have a growing commitment to diversity.
- Friendly
- Just recently moved here but so far so good.
- Family are genuinely motivated to help their kids succeed.
- We are all involved and want the best for our students.
- Small school. Feel like we know the teachers well.
- Our community is kind and helpful and people genuinely want others to do well.
- Community pta can and does raise money to partner with the schools.
- City with a small town feel
- Affluent and Diverse
- Diverse Easy access to Old Town and DC Lots of parks
- Walkable, safe
- Families are involved
- great restaurants, city that in many ways feels like a town, great opportunities to get involved in the community, close to DC, only a couple hours from Blue Ridge Mountains, close to multiple great universities, tons of great free museums in DC and great culture, good public transport
- Our community is diversified, and inclusive.
- Alexandria is a diverse community with involved parents who care about our schools.
- The first good thing about our community a candidate would notice is the diversity of it not only in the diversity of culture, race and ethnicity but in the financial diversity. Many hardworking people from all walks of life flock to this area for the opportunity to be a part of something fruitful and productive alongside lifetime residents.
- Our community is diversified, and inclusive.
- Diverse, highly educated, professional, and socially conscious population
- Diversity
- Incredible diversity, resources, partnerships with businesses and other schools and universities , rich opportunities for learning by being so close to Dc
- All of the residents leave Alexandria during the holidays to visit their hometowns. Nobody recognizes that some parents are from here.
- We must have someone who recognizes the vast diversity that our community has.
- Our neighborhoods are clean, safe, and provide a family friendly atmosphere.
- Diverse and supportive of public schools.
- N/A
- Alexandria is in an excellent location, close to DC but still has the feel of a smaller city with history and character. There is an endless array of activities, restaurants, events, places to see.
- It is very diverse and includes many cultures, with children from many backgrounds and different languages
- Alexandria cherishes it's diversity - is honest about its past and works hard to create an inclusive community where all feel welcome.
- Wonderful sense of community and access to world class museums, schools and activities.

- My community is very diverse with a strong interest in EL services, community engagement opportunities and after school partnerships.
- They recycle.
- Our community is diverse, safe, and inclusive.
- Alexandria is a progressive city made up of people from all over the world. It has one of the best educated adult populations in the country.
- Beautiful architecture and green spaces; livable; sense of community; diversity.
- Our community is extremely diverse and that makes it very unique and gives our children insight into a world that can coexist. The variety of languages, religions, and culture is special and also makes for unique difficulties.
- My community is family oriented and very diverse.
- The good things about my community is that there are plenty of activities for children and adults to participate in.
- I like living in a walkable, tight knit and diverse community.
- Involved, caring community
- Ethnic, racial and socioeconomic diversity. Significant resources to fund a wide range of academic and vocational classes. shared sense of community resources throughout Alexandria. Wide range of academic programs, from early education reading programs, International Academy, to TAG, to AP classes.
- this is the community from many different cultures, religion where everyone respects on another
- Very diverse in all respects.
- Direct access to the mayor.
- The diversity of our community is unparalleled. For the most part, we live respectfully of our different cultures.
- The good thing is the diversity, people are living with out any discrimination which is a plus point for the community.
- Diverse, small enough system to be nimble, large enough to lead
- Our community is supportive, diversity and multicultural areas.
- Involved, caring community
- I like living in a walkable, tight knit and diverse community.
- I see that our community is a very diverse one, both in socioeconomic, cultural, and religious ways. I also see a high level of tolerance for this diversity.
- Small, inclusive community with good access to the rich resources of the DC metro area.
- Alexandria is lovely.
- A focus on accountability. i.e. meritocracy and performance on SCHOOL WORK - Reading, Writing and Arithmetic. STAY AWAY FROM SOCIAL PROBLEMS and ISSUES. Focus on the basics.
- Values diversity, expects excellent education for all children, has respectful conversations about equity (even if get contentious sometimes), high-quality teachers, well-resourced, sophisticated communication platforms
- Highly educated, values learning, close-knit.
- We have amazing teachers that care for our awesome students.
- Caring teachers, good principals,
- There is a large population of supportive parents, teachers, and community groups.

- Tight knit community. Great local events (farmers market, restaurant weeks, bar crawls, art on the ave, first Thursday, etc). General commitment to community wellbeing.
- Huge sense of community and spirit of generosity.
- There exists a strong and committed community that is supportive of school excellent in Alexandria
- Friendly, helpful
- Culturally diverse; lots of exposure to the arts; enjoy all 4 seasons; centrally located to enjoy the beach, the mountains and lots of history
- Everything is good .I didn't see any bad things
- We are an inclusive community where people feel respected and accepted for who they are. We celebrate diversity and see it as a strength, not a detriment.
- It has a small town feel for a large population.
- Diverse community. The community supports the public schools.
- Its Clean & Im Good Neighborhood & Good People
- Alexandria has a beautiful historic downtown. There are multiple areas for walking and biking. The city offers multiple types of cuisines and independent boutiques.
- Our community is very diverse, very supportive of one another, very eager to help and give our feedback- even when not positively.
- my community is filled with parents that has something to say. However we also fill like our voice does not matter.
- the community is passionate about their commitment to ACPS
- Families - we've been best friends with our West End families since all our girls started at Tucker Elementary in 2012. We love the friends we have made through our ACPS schools. It continues because our girls also do ASA soccer together too - Community = Friendships!
- A large area with many different cultures and people
- Our community is relatively small and friendly. It is an interesting mix of long-time, multi-generational families and recent transplants, as well as a large-ish transient population. There are a lot of vocal, well-educated residents as well as a large population of recent immigrants who are obviously less vocal but have many needs. The disparity between those that pay property tax and the school population is a huge challenge.
- It's a welcoming and friendly place. Small enough that there's a true sense of community, and you tend to run into the same people. But big enough that everyone can comfortably "find their niche" and friend-group. Best of both worlds being a culturally rich, self-contained community with a strong identity, but 20 minutes from everything that Washington, DC has to offer.
- Alexandria is a beautiful city with a deep history and an evolving community.
- Diversity, highly educated, resource rich, high quality of life.
- Diverse, friendly
- It's a beautiful place to live.
- It's a beautiful place to live and the City is very well run.
- Diverse social, cultural and economic backgrounds. Community resources (recreational, transportation, shopping, dining, entertainment).
- Alexandria is a geographically small city but with many distinct neighborhoods. Its dense population contains many professionals connected with federal work and large

commercial enterprises, but also a diverse community of hard-working immigrants from around the world who came to the U.S. to provide better lives for their children. Of note, though, simple arithmetic demonstrates that ACPS parents are easily outvoted by adults who are not ACPS parents. There are parents who are very involved in their PTA or speak to the board regularly, but their efforts do not necessarily make much impact when the voters don't really pay much attention, leading to general uniformity on our elected bodies.

- Lovely and welcoming place to live
- Strong PTA organizations at many of the elementary schools.
- Committed parents, walkable, diverse
- Walkable, bikeable and people care about one another.
- This is an incredibly diverse community! We chose to be here so that our kids will grow up with many different people from different backgrounds, including different states, countries, languages, religions, and cultures. People care about the schools and families want the schools to provide a quality education for all students. About half of the people in Alexandria have been here for many, many years -- and the other half may fluctuate for a variety of reasons, but we all benefit from each others' experiences.
- There is no “community”, there are many disparate communities. There is good in some and bad in many.
- Engaged, diverse
- Giving- Generous
- Engaged Informed
- That we keep going and are committed to maintaining our small town connection no matter how much change happens around us.
- The diversity of our student body and parent and overall community - not just racially and ethnically, but socio-economically.
- Alexandria is beautiful. vibrant small city that has access to all that is fantastic about VA and DC. It is also a friendly , very community oriented with very involved and active citizens. We care,,,,,especially about our children and students.
- Very engaged, educated and diverse community. Solid support from city officials for the school system. Great partnerships with businesses and higher ed communities in the region. Great location right outside of DC balancing the best of urban amenities but small town feel.
- Families are from around the world, around the United States, and some have been in Alexandria Virginia for generations. Families span a broad range of socio-economic statuses.
- Very close knit feel- just a great community
- Good services, established communities that support multi-generational relationships. Consistent economy.
- Our community is diverse and generally welcoming. We tend to celebrate and elevate each other and honor cultural differences.
- Close community.
- Rich cultural heritage; deep civic and parent engagement; incredible connections to industry and community organizations; relatively small school district given the size of the surrounding districts

- Caring, invested, diverse
- Diversity, Inclusion, strong sense of community

**Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)**

- Diversity. Dedicated teachers and staff.
- Security being the first point of contact is reassuring. The concern of some teachers - positive response from teachers, specifically .
- basket ball and cool teacher
- The good thing about my school is that I have friends that are always there to support me in anything and how they have my back just in case anything happens and how they have so much respect towards me.
- Caring and woke teachers- encourages students to think outside the box
- It keeps families informed. It has personnel resources such as social staff. It has events recognizing the international community. It hosys after school programs It has Encore.
- Great education for kids in AP and Honors programs.
- Our teachers
- Diversity and opportunity to learn from different cultures
- Great education for kids in AP and Honors programs.
- current teacher and school administration are great (Polk elementary). walking distance from home. our children are definitely learning and feel safe.
- Alexandria schools offer many of the same things the city does. The population is diverse and full of families and students hopeful for their futures.
- n/a
- The roofs do not leak.
- Principal is personable, knows the students by name, and is passionate about her job.
- The teachers are highly qualified and seem to stay for longer than teachers in other districts. The administration (at least at our children's school) supports the teachers, students, and families well and really enables the success of the school. The K-8 schools provide a familiar, stable "school home" for students.
- Supportive, provides free breakfast and lunch
- People help each other out and there are lots of kids having fun with there friends and teachers are really helpful to parents and students.
- Same as above. ACPS is incredible. It has its challenges, yes, but does not lack in people willing to help kids.
- Our schools are wonderfully diverse sites of a very good education for students who are willing to learn. Teachers and administrators do all they can to reach the more reluctant students and our counselors, teachers and parent populations make every effort to focus on the whole child so the student can come to school prepared to learn. As a whole, the vocal parent population is very supportive of teachers. The PTA funds teacher grants and the asks are so much fun to read! We have some very creative and talented educators who mostly ask for specific teaching materials for their programs. This year we were able to fund everything!
- High quality, dedicated staff and administrators; good investment in technology tools.

- It's in walking distance of my house. My kids seem to enjoy school.
- Patrick Henry is very safe, friendly, good record and clean. The teachers treated every students equally.
- We know we can't compete against other northern Virginia jurisdictions. So we have learned not to compare ourselves
- Very good
- not much, they are a mess
- The good place for gaining knowledge and develop talent. Teachers are very kind and very professional.
- Our son school is good
- Kids seem generally happy and engaged in schooling.
- The schools do a good job of flagging the abilities of different students and providing resources for them. I say this as the parent of one child who is considered gifted and another who has been diagnosed as having autism.
- Our schools are diverse. Our staff is caring and committed. There has been a renewed focus on maintenance so schools are becoming more modernized. Our teachers are some of the best in the region. We have strong student support staff.
- Only have experience with elementary school—good relationships between parents and teachers. Good PTA.
- I am very please about how the school helps keeping the children safe and helping the kids on the right path of success.
- Can only speak for the one elementary school we know, Mt., Vernon Community School, PTA, Mount, Where, The teachers are exceptional, the community is real, and the commitment to social emotional learning matters.
- My son has shown so much improvement in his schoolwork. I hope education is the focus rather than pushing any social agendas as demonstrated in other school districts.
- Very friendly
- I love the diversity (especially bilingual school!) and close-knit community of the school.
- Teachers are great and principal. Our PTA is really engaged and we do a lot to help kids get food security and technology access for learning.
- I love when our son is excited about a class because the teacher is interactive and genuinely likes what they teach.
- They are supported by the community
- Outstanding partnership with the Kennedy Center, which provides a wonderful balance between academics and the arts.
- Some great teachers and lots of room for you to make your mark
- My daughter's school is very welcoming and has wonderful teachers.
- Personable child centered faculty and administration. Students have strong school pride.
- Dedicated teachers
- The teachers are great! They care about the students, but the high school is bad. Scores are very low and need another high school.
- Majority of teachers are exceptional, principals are fantastic, excellent opportunities for electives and unique programs
- Great school with community activities and great curriculum

- ACPS is lacking in providing a quality education and a good learning environment for students. Leadership is awful. You need a new Superintendent who can elevate this very subpar educational institution.
- The teachers are amazing. Devoted to the kids and patient with their needs.
- Organized and communicate each and every information.
- Kids seem generally happy and engaged in schooling.
- High quality and high character teachers
- Excellent
- Committed teachers and principals,
- Great education and excellent teachers and supporting staff
- Though it doesn't always reach it's goal, our school strives for the success and learning of each child. It's staff go above and beyond to try and give the students a positive experience.
- I really appreciate the distance of the school, the concern for students and the communication.
- Multi-ethnic, good standards, good teachers.
- Great locations with good teachers and good use of technology.
- Committed teachers, culturally rich
- Everyone is diverse
- Great teacher and involved administrators.
- the Alexandria schools are great but the students are not so great.i feel like students are sooo lost with thier phones back in my days we weren't allowed phones in school!
- The school board responded to overcrowding at Tucker by authorizing the hiring of an additional kindergarten teacher. That allowed class sizes to decrease and gave teachers greater flexibility to differentiate between their students—giving attention to those students with special needs while still challenging students who had advanced further.
- The schools are all about the kids and big on including the parents. I like that no matter what happens whether it's a field trip or an event or even something pertaining to the child the parents always get the first call or note. It forces the parent in a positive way to pay attention to the child.
- Secure, good stuff and successful children
- It's close to home, the field and outside is wonderful, building is large and spacious. Staff needs to be replaced. Especially the principal and vice principal.
- There are many highly involved parents.
- The faculty at the schools really try to separate the kids based on races, but this should not be The Model.
- We have a diverse student body, filled w passionate and smart kids, teachers and staff
- That it's a community of different people from different back grounds.
- My school (MVCS) does an incredibly job of activating parents and bringing together a community of families with mixed levels of resources.
- They are supported by the community
- The teachers work very hard and they make great connections with their students. They work hard to lift up those willing to try to do better.
- Easy assignments.
- Good opportunities for AP courses, school spirit is high

- The quality of teachers at Charles Barrett is amazing! The teachers truly understand how students learn and build powerful relationships with each of their students. My daughter likes her teacher so much that she spent her own money, unprompted, to buy the teacher's favorite treats for the teacher's birthday!
- Diversity
- We should communicate well in school and learn lessons.
- The teachers and the principal(s) are wonderful. They work hard to serve our children and meet them where they are at. They are also try to find creative solutions to problems when the district or the school board aren't being especially supportive.
- We have had a very good experience at Charles Barrett. My understanding from others is that the elementary schools are the highlight of the ACPS system.
- We have some dedicated teachers. They are being stretched to the limit with the new policy that increased class sizes in Alexandria schools though.
- Strong teachers who are listened to by administrators
- Currently have a son with special needs in the ECC/VPI at John Adam's the teachers at that program at simply the best. Word cannot describe them what a goog job they with these children
- Medium to small size elementary schools. Easy to access teachers and administrators.
- Strong teachers who are listened to by administrators
- Excellent teachers that really care
- Staff seem dedicated to keeping the school performing great academically and being a place for personal development for all students.
- Amazing and dedicated staff, many different opportunities for classes, strong athletics, diverse student body, parent-support and volunteers.
- Diversity and commitment to positive change.
- LCTA is well regarded. All other schools (Washington, Alexandria City HS) are not well regarded and need a great deal of attention on academics, retention, and security/safety. Our family (and many others we know) are not comfortable with our children attending these schools and will either move or seek private education if they remain so poor in academics, teacher quality, and safety.
- Not much, they need some work. did a lot of damage.
- Diversity, community engagement, teachers, bilingual education
- Instead you've just got our kids plugged into these blasted chromebooks, using speech-to-text and pretending they can write. Please, no one ever taught them.
- Same comment as above
- Great teachers. Engaged parents. An entrenched and defensive bureaucracy at ACPS headquarters.
- Great teachers doing amazing things
- My children are learning.
- Alexandria city schools are supported by a strong relationship with the city council and city manager who prioritize public education; they also have dedicated support from parent and community organizations that run tutoring programs, organize volunteers, distribute funds and supplies to needy families, fund scholarships, and organize enrichment events. Local organizations headquartered here such as the Patent and Trade

Office and National Science Foundation have outreach programs that put scientists and practitioners in classrooms for enrichment activities.

- Yale or Jail. The White kids are left alone to fend for themselves so they can take what ever classes they want. Other kids a left to fend for themselves to act anyway they want.
- Great teachers. Engaged parents. An entrenched and defensive bureaucracy at ACPS headquarters.
- Nothing. They are free. They are horrible. Not enough teachers and all the resources go to immigrants. Average kids totally forgotten. And overcrowded and too big.
- offers kids a lot of opportunities not offered in smaller communities or private schools; diversity
- Diverse student and staff population, well-funded schools, increased effort to upgrade facilities
- The high school offers a fabulous array of diverse, high-quality programming that really let kids explore different areas of learning. The teachers across the whole district are kind, dedicated, and supportive.
- The diversity in the schools helps students learn to live among and get along all different kinds of people. From my own children's experiences, I feel as though my children have been challenged in many classes and have a good base knowledge to support them with their future plans.
- Some good teachers, some good opportunities, mostly good high school facility (although crowded and restrooms are not good)
- Diverse, excellent teachers
- that we have gang rapes, stabbings, shootings, murderers that many parents feel they can't send their kids thru all or part of the system is terrible
- I struggle to answer this question. I'm so sick of our schools caring more about equity and inclusion than having their students actually excel in academics. I can't point to much good right now.
- Fantastic and dedicated teachers and administrators, commitment to the arts and robust programs supporting them, recess at every elementary school,
- Diversity of thought and experience and background. Focus on growth mindset and community building at elementary level. Wide variety of courses offered at high school.
- Diverse student body, quality staff and teachers, school leadership connected to school community, PTA involvement
- Engaged teachers and community
- No soap or towels in bathrooms. Water is scalding at times so I guess that kills germs. The overcrowding in the elementary schools has been solved by lots of people leaving and continuing to leave.
- There is an opportunity to change the reputation of Alexandria public schools to be on par with the private schools in Alexandria. The good news is there is space that can be utilized to build bigger or more schools, and staff more highly skilled teachers.
- Individual school are in many cases academically sound
- Wonderful staff at Douglas MacArthur- really amazing team and diverse background of students and teachers
- The community is significantly invested in our schools.

- Quality principal and teachers who truly care about the kids well being and education. Opportunities for those that are more advanced to get ahead and not have to stay with the average.
- Diverse community Lots of options for different programs Bilingual programs Some exceptional teachers
- equity focused racially and socio-economically diverse caring school staff investment in new buildings
- The school System is great
- Committed staff, diversity of student body
- Solid facilities, lots of engaged teaching and other staff
- Our schools receive a lot of money from the taxpayers.
- Good school and good tet
- This school is is not far from my house and a good school service with every thing that when it's comes to how to greet with everyone in the school. Teachers are very polite and respectful 🙏.
- My son recently started at John Adams ECC. It is way better than the GW location so I hope someone is able to better that situation.
- My son goes to Joannes Adam elementary, I have very bad experience when they did the observation that's my son autism classroom
- Committed staff, diversity of student body
- James K Polk - Close proximity. Good class sizes. Good balance of safety and accessibility. Proactive administration. Caring teachers. Hammond MS - getting too big. Drop-off/pickup logistics a nightmare. Grounds not being maintained well (trash, etc). Some issues with groups of students lingering after school.
- Wonderful staff at Douglas MacArthur- really amazing team and diverse background of students and teachers
- Diversity, Good teachers AP courses!
- Caring teachers. Engaged parents.
- We love Achs
- Committed staff, diversity of student body
- Parents and students who want to learn in an innovative and progressive environment with strong PTA and community support.
- Good dedication teachers, and hard working. Good communication skills with parents.
- The good things about the schools are the teachers and staff. At both Mount Vernon and GW our children have had good teachers and counselors.
- Caring teachers. Engaged parents.
- The teachers are wonderful
- The facilities are fine. Some of them are brand new. There are also a number of good teachers.
- Bilingual, safe, caring, local
- The teachers care
- Good people trying to perform in turbulent times despite contrary political headwinds
- Communication is ok. Notifications about the school/district are great, especially for weather events.

- Diverse and teach diversity and cultural awareness, uses core knowledge and has good TAG program
- Education is still adequate
- Diverse, welcoming, passionate and kind teachers.
- The teachers really work with the parents to provide a positive environment for the students and when problems arise, they work with the parents to resolve things peacefully.
- The school cares about each student individually
- long-time friends, diversity
- Our schools care about kids. We work together to give all students what they need
- Diversity is included with mild acceptance
- The best school John Adams which can raise the child to upper stairs my son in 2 months learned so many things and teachers are so kind
- Communication, information, weekly newsletter from the teacher and events
- School safety standards
- Extremely diverse population, diverse course offerings.
- Elementary schools- remain neighborhood based, this allows for our kids to develop social skills and relationships at an appropriate scale for their ages. Local elementary schools are the cement for neighborhoods and help connect families. Middle school- I'm sorry, but I have very little 'good' to say about middle school, the transitional age and shifts into more responsibilities for 6-8th grade are tough, and the size/structure/facilities make these 3 years harder than they should be. High School- I've yet to have a child in HS, I do believe there are multiple opportunities for the gifted/talented/Honors levels, and that the cultural diversity of the school provides a well respected lens into the diversity of our population. Sadly I feel that far more kids are marginalized than should be, that IEP/529's and alternative learners are effectively 'dropped' in middle school, and support from 6-12 leave a lot to be desired.
- My kids are in 1st and 4th grade at George Mason Elementary. The principal is a steady force. I've gotten to know her through my participation in the PTA, and I think she's doing a good job. My kids have benefitted from great teachers. They love school and they're learning a lot.
- We loved Virtual Plus+.
- The school is found where diversified communities are living. So that is the opportunity for good experience.
- We have had high quality teachers and a diverse curriculum that provides a high quality education. The arts program is exceptional and demonstrated by many accomplishments earned at district and state competitions.
- Our school is diverse and generally well run but teachers don't stay. What incentives will the new super institute ?
- Caring teachers and principal. An active PTA.
- The teachers at our elementary school are fabulous and work very hard to help catch our children up from the learning loss during virtual school.
- Our particular school has substantial parental involvement.
- Schools are part of the neighborhoods, and very much a part of the community. We have lots of outstanding teachers and our kids have unique opportunities.

- They are excellent .
- Dedicated administrators and teachers who truly care about students.
- The staff at Patrick Henry Elementary/Middle cares about the students and are always looking for ways to keep them engaged. Even with the restraints of the pandemic and budget. Students are greeted by name by staff members that are not their teacher. The school also cares about the students families. They organize food distribution and clothing collection. Throughout the school year parent input is requested. The building remains secured throughout the day and is always clean.
- The school helps students who need supplies. Teachers want the students to succeed!
- Our schools do their best to provide well-rounded services and support to students (and families where appropriate) whether it's meeting academic needs, social and mental health needs. Our schools provide a sense of community and belonging. Our teachers and staff make the schools better - I've seen and worked so many dedicated professionals who care for our students wellbeing.
- Many great teachers and great kids
- We have great teachers who stay when we have strong leadership in the school. Our elementary schools feel to me like the tightest of the school communities,
- Great teachers , school events...
- Staff is accommodating and helpful
- Commitment to creating welcoming environments for all students Investment in diverse opportunities for post secondary preparation Diverse programming at elementary schools with modified open enrollment available
- The best part of our school is the people. The teachers are long term and diverse (we could use more men!). The principal advocates for her staff and students, getting additional teaching skits that were removed from the budget. Our PTA makes sure every child has books from the book fair, that all students can attend field trips and that the most at risk students receive after school tutoring and scholarships for after school activities. My children loved the small size and that we are made up of two neighborhoods, Parker-Gray and Rosemont. My kids know everyone in their class and pretty much the entire school. You can walk to the playground, park or rec center and have instant playmates. The school is the center of our community. We have lots of free and low cost school events like movie night, math night, the fall and spring festival and opportunities to meet other families and students.
- Schools are diverse with teachers that care about the success of their students; so much do that many of them use their own money for supplies.
- Diversity
- We have teachers who care deeply for students. We have involved parents. We have the ability to fundraise in the community
- I can only comment on the bad....and that is how the schools doesn't really have free tutoring for our children!
- The majority of our children's teachers have been strong communicators, excellent teachers. The facilities have had some upgrades over time.
- Teachers are very good but they need more support from higher up
- We have excellent teachers but losing good ones due to overcrowding

- I love the diversity of our schools, especially on the West End. Our teachers, administration, and staff are committed to helping all students. The energy of the teachers who are here is unsurpassed. They do their best in an overworked and imperfect system.
- Nothing good except the principal and teachers.?
- None
- The public schools are highly competitive and encourage academic performance. The teachers seem to really like the kids they are instructing.
- The teachers and staff are dedicated supporting and celebrating each student
- It's clean and organized in every aspect
- Teachers really care about their students and ensuring their success. My child loves going to George Mason Elementary every day and is excited to learn and see his friends. This is entirely because of the environment the teachers and staff create.
- Teachers teachers teachers!!!!
- There are a lot of good hard working teachers.
- The public schools are highly competitive and encourage academic performance. The teachers seem to really like the kids they are instructing.
- Lyles Crouch is our elementary school. The Core Knowledge curriculum is exemplary and the students are all held to a high standard as well as accountable for their actions. The culture of hard work, striving to do your best, and being a good citizen is much appreciated. All students no matter who they are or where they come from are held to the same standard and expectations. Support is given to help find success.
- Attentive teachers & communication with parents.
- School is large enough to provide many different and interesting activities for students. Many networking opportunities
- The teachers care about the students' ability and tenacity to learn.
- First year in ACPS but very pleased with the schools so far. Good teachers, Responsive administration, and a joyful community environment
- Diversity
- Patrick Henry ES has been a blessing especially keeping children together through the 8th grade. The teachers and administrators are top notch
- Options for courses of study, programs, sports, clubs.
- The teachers and the students are outstanding. The administration is bloated and focused on building out their own bureaucracy. A new superintendent needs to downsize administrative bloat.
- -Teachers care about the kids' education. - The different encoré classes they have -
- Inclusive, responsive, proactive
- Fantastic diverse program.
- There is a commitment to have state of the art buildings.
- Dedicated teachers
- Diverse. Community connection (everyone knows everyone). Improving. Excellent teachers.
- The elementary schools seem to do a decent job of educating students.
- The public schools are highly competitive and encourage academic performance. The teachers seem to really like the kids they are instructing.

- Creative, special (core knowledge), diverse, inclusive, caring, families engaged, happy environment
- A lot of diversity, a commitment among families to public education, compassionate leaders
- The teachers and administrators are very cooperative and responsive and their behavior is outstanding, the style teaching and communication is excellent.
- Good teachers, involved PTAs, wide variety of course offerings
- Elementary and Middle School have been well run and operate well despite poor central office leadership....MH & ACHS are an abomination and lack competent leadership. During Covid, there was a mass exodus especially from the high school - the high school has yet to recover from the disastrous leadership during Covid that left our most vulnerable students completely neglected.
- Teachers and staff are friendly
- Dedicated teachers and support staff.
- Diverse
- Teachers do care
- The district is well-funded and diverse.
- The building is new and clean and close to my home.
- Staff are committed to teaching and learning for every child despite challenges caused by central office, the school board and the superintendent.
- Good teacher, principal, staff and everybody. Rules and the direction
- We have had only one teacher and teacher's assistant at Tucker Elementary so far and they are a wonderful team. My son has a varied day, has learned a lot and had fun while doing it. The teacher seems to be able to teach to kids of varying levels very well.
- We have high quality teachers and principals, highly diverse student population, and parents and school board who care about improving our schools and student lives.
- Diversity - global in nature. Generally well performing with a variety of extracurricular activities and programs.
- (1) Per capita spend per pupil is high compared to many other communities/Well-resourced school district and tax base; (2) Diverse demographic mix of students
- Our school is diverse and most teachers put students first.
- Diverse school system with students and family from around the world. Many different languages and cultures are represented at our school. Very educated and involved parents. We have parents who are leaders and workers in many government departments from NASA, to DOD, and State Department.
- Most of our schools are diverse environments, reflective of the world we live in. We love that our children are exposed to kids with different backgrounds and home languages every day, which we believe will help them grow into kind, accepting, social justice minded adults.
- The dedication of the teachers.
- Some of the schools are considerably better than the ACPS central office.
- Very strong teachers, lots of resources and opportunities, invested families/PTA
- -Ours is just about the only good elementary public school in ACPS. -The parents drive significant resourcing and funding in areas where ACPS is wholly deficient.

- Teachers who stay many many years and have taught entire families. Involved parents. A great playground which also serves as a meet up spot for kids outside of school hours to continue bonding. Locked exterior doors at all times and a secure entry system. Core Knowledge curriculum. A wonderful, big library.
- Teachers seem genuinely involved in students well being.
- They do a lot with a little, deeply caring teachers, great student support teams, richly diverse student body
- Diversity, politically savvy and "woke" student body, high poverty eliminates some of the pressures on students seen in wealthier districts.
- Diverse. Walkable. Excellent educators. Lots of amazing resources and talent to assist students. We love our Dual Language program.
- Regarding our local elementary school - It's as close to a family as a school can get; small size translates to small class sizes and more resources for each kid; superior leadership rooted in deep respect and care for staff and families - principal knows every child and family by name and greets the students with warmth and affirmations of their worth and potential; excellent staff retention; spirited environment with fun, creative events; diverse cultural representation and student integration (minority-majority school)
- CB does an excellent job of living out the emphasis on equity in our schools. Teachers, administrators, and families are happy to give their time and resources to make it possible for all students to have access to high quality academic and community experiences within the school.
- The teachers and staff I've met seem compassionate, knowledgeable, and motivated. Parents are involved in the PTA. We haven't experienced any bullying (in kindergarten and first grade).
- Involved parents and community, diversity is valued
- Diverse, lots of offerings for students
- Supportive and nurturing; ACPS is a place for all but needs the resources and expectations set to give all the education they deserve
- Good kids
- I'm very grateful for Mount Vernon community school being a Spanish immersion school. Learning a second language is becoming more and more important and this is an amazing part of our school system.
- Warmth, community, engagement
- Very little at this point, which is very sad as it's such a vibrant and involved community that deserves far better education and transparency.
- Good kids
- ACPS schools have some of the most supportive and kind staff ever. They provide a lot of support for children and parents that come from immigrant background which I appreciate so much.
- Teachers are very eager to teach the kids. Schools are safe and clean.
- Committed teachers, community-focused
- The teachers
- low student-teacher ratios, small elementary schools, teacher and school staff attention to individual students

- Family oriented, partners with community, cares about the mental well being of kids, experienced teachers. (Elementary) Decreasing violence, some strong teachers, elementary school groups seem to come together (middle school).
- The schools that my sons are going Francis C. Hammond Middle School and John Adam Elementary School are best school as we know, therefore thanks for the teachers, school management, workers, and other staff for their best job and efforts. To be honest the way my sons are educated is the best in region.
- Brooks is a wonderful school with good class size for your children. It's within our community which is well kept and the school guys right in.
- The teachers are so committed to the students and they work incredibly hard to overcome challenges.
- That list has dwindled. I am a former employee and sadly slowly chose alternate options for our school-age children The positive is the faculty and staff are mostly dedicated, hard-working ppl who care about the children. The facilities are good, there are good opportunities for children to succeed for those who know how to seek them out. There is a place for everyone's talents and abilities.
- I have a ninth and eleventh grader. They have amazing teachers and teams that provide the support they need. My children had great experiences in their elementary and middle schools too.
- The high school has done amazing and dedicated teachers.
- There's diversity, languages and different ways to learn other cultures
- High quality teachers, parents who care, students who are motivated.
- Our schools have great PTAs who do a lot of fundraising for school activities and programs. They also help to get the schools the other resources they need. There are also some stellar teachers.
- Dedicated teachers and leaders, a wide array of programming, community engagement
- A lot of class choices
- Lots of room to improve.
- Serve as community anchors. Often do a good job serving an extremely challenging group of students.
- Excellent principals and teachers, great AP offerings at the HS level, amazing extracurricular opportunities.
- Very responsible and resourceful
- Elementary school teachers are talented and passionate about their work.
- Great school, super nice teachers and staff.
- Engaging parents
- Qualify teachers transportation to and from school, regular communication, sports and activities and safety
- I have three children who attend ACPS and one things I have noticed about every school is that there is staff who are knowledgeable and care. Most staff I have met seem to want to make a difference and help.
- Can't think of anything.
- Teachers care about students, funding is good (should be better given tax base)
- I like staff, i like how organised they are , but need more attention from teachers 
- They are good

- AP variety. multiple foreign language opportunities.
- Very respectful staff
- Good education, very good activeteis, Good teachers and princibles
- We have incredible teachers that truly care about our students. They are willing to put in the extra work and work with every student based on their needs.
- Our teachers at the high school are the best asset ACHS has. Some need to go, but most are amazing and bring 110% to our students every day. The AP teachers in particular have been amazing.
- Same as above
- Diversity, dedicated and experienced staff, one connected high school, extracurricular opportunities
- Our school system is one of great opportunity with many AP and DE options at the high school level and deep disparities, especially between ES schools that feed into Hammond and those that feed into GW.
- Diverse, caring teachers, programs available due to proximity to DC
- Elementary schools have a sense of community and generally (but not always) reflect their neighborhoods in terms of diversity. They help students feel connected to eachother, to their city, and to their neighbors.
- Teachers and staff seem to care about families.
- I love how organized they are and they keep parents involved
- Many teachers are genuinely motivated to help kids succeed.
- Diverse, good educators, lots of activities through the city rec programs.
- The school teachers, staff and faculty are all determined to bring excellence to the students.
- Tag program
- A lot of class choices
- Diversity
- Care about students and go the extra mile
- The teachers
- Great teachers and administrators that care for the kids
- There are a billion choices for kids at the high school level, tons of activities, and lots of opportunities to connect kids with things in DC and the local community
- Our schools provide wide range of courses for students.
- Schools have excellent teachers and create a warm and welcoming environment for students.
- I attended Charles Barrett E.S., Hammond M.S., and Minnie Howard and T.C. Williams H.S. My children have and are attending William Ramsay E.S., Hammond M.S. and Minnie Howard and Alexandria City H.S. I would like to say about William Ramsay the first and most important good thing about it is the principal Mr. Rothouska. Good leadership, integrity, dedication and genuine commitment has created an environment there amongst the staff and students that allows me to appreciate being able to send my children there everyday. That is the standard that should be used in recruiting quality candidates.
- Our schools provide wide range of courses for students.

- Supportive and nurturing; ACPS is a place for all but needs the resources and expectations set to give all the education they deserve
- The principal at William Ramsey ES is wonderful.
- Many dedicated and highly educated teachers,
- My child was only physically assaulted in school.
- Our schools are high needs and we must have someone who is willing to listen to those in leadership positions at the schools to make the best environment for ALL students. We also have one IB school. If we want to gain the biggest benefits from IB we must have IB at the high school. Otherwise we can do IB “things” without paying the money. IB at the PYP and MYP levels are best practice if we are not paying for the assessments, and again the biggest benefits to students and families comes from the high school Ib courses.
- Facilities are nicer than most schools. However, advancing students education, and pushing them to learn and excel to their highest potential, does not seem to be the priority.
- Amazing principal who is now departing. He attracted talented teachers, built partnerships between staff, families, and administrators, and communicated often and regularly.
- N/A
- Our schools are filled with diverse students and teachers. We have dozens of different home languages, and families who celebrate their heritage.
- The teachers are dedicated and title 1 funding is available to assist with providing needed resources.
- We have one of the most diverse school communities with a broad swath of offerings. Our high school rivals community colleges and while large when that is considered the few incidents that garner negative reactions are statistically very low.
- Dedicated teachers and active participation from parents.
- We have a lot of outstanding classroom teachers. The high school principal is good.
- My community is very diverse with a strong interest in EL services, community engagement opportunities and after school partnerships.
- They are open and provide food and bathrooms for kids.
- Our schools emphasize the importance of being good citizens, being kind, using kind words, and taking care of our community.
- The teachers work hard despite challenging conditions.
- Inclusive; compassionate; strong academics without high pressure.
- I believe the majority of our administrators and educators care deeply about the success of all children. Being in a k-8 that has a uniform policy, I think it puts children on a level playing field as they walk in the school and would encourage that at other schools. Our school is doing more in school events to include parents and the participation has been high. I receive regular communication from teachers. I have access to grades.
- The schools in my neighborhood provide a quality education. My schools are very important to the well-being of my community.
- Unfortunately I don't have anything good to share about the schools.
- We have a caring principal, many invested parents and some great teachers.
- Engaged, caring teachers
- See above.

- John Adams school is so far good and welcoming. it is Parent centered school where parents have space to say and decide what our kids should learn
- Fairly transparent.
- Frequent communication with staff.
- The educators seem aware of your child and their specific needs and proactively advocate for your child.
- Teachers attitudes and oveall school management are amazing , teacher are doing well with students, they are supportive and talented who meet the very individual students expectations.
- Children’s garden liaisons, dual enrollment w community college, bus system, great arts programs
- Our school's staffs and teachers are very nice and are respectful.
- Engaged, caring teachers
- We have a caring principal, many invested parents and some great teachers.
- Much of the staff at our ACPS elementary school is bright and hard working, and seem so dedicated to the kids. They volunteer their time for tutoring, for after school clubs, and it shows that in spite of the environment, they are truly dedicated to learning.
- Qualified teachers and engaged students from a wide range of backgrounds; diverse array of curriculum offerings including advanced languages.
- We have schools.
- They are ok.....
- Engaged families and principals and teachers who really care and believe in kids. Schools value the cultural that their kids bring to school. The schools are committed to continuously improving. Schools are community hubs.
- Kind teachers
- We support our families in a variety of ways: academics, food, clothes, seasonal support.
- William Ramsay has a top notch team.
- Most teachers are dedicated, experienced, and good role models.
- Diverse. Teachers are fantastic.
- Lovely teachers who are committed to the kids and teaching
- There are a number of very talented teachers who prioritize their students
- I generally like the elementary schools. The education level is good, the teachers are motivated andvthey engage the students well.
- Teachers are top notch.
- This School is good .all the school stuff they helping us politely and professionally .special in the morning and afternoon bring our kids to school and take back Home .
- At the King St. campus high school, students have lots of opportunities to study all sorts of things in which they have interest such as stage craft, automotive design or environmental science. Also, there are lots of clubs in which students can participate.
- They are really trying to be equitable. They are really trying to teach instead of just trying to get the kids to test well.
- I love the teacher and staff for help my children stay on task in the school
- Many teachers are dedicated to providing students with a high quality education.

- Our schools have awesome staff members. Amazing teachers who love their profession and want to see their students achieve everything and anything. Some schools could use better leadership but even without it, they are a safe and nurturing place for all students.
- The staff at my home school is very supportive of the children in our community. Pre-pandemic the staff would come into the communities to welcome children and parents back to school and answer questions parents may have
- Excellent and committed teachers for the most part. Administration of the High School is outstanding. Inclusive culture at the high school.
- the diversity and level of commitment from some of the staff
- We have THEE best teachers! and admin support. All of our ACPS schools (Tucker, Hammond, ACHS) have yielded respected and smart teachers, incredibly supportive Principals, who have the patience of the Gods. The teachers do truly amazing things in the classrooms, and I know they care about my child as a student and fully support her education and forward growth. College Career Center, as a high school Mom, I appreciate every hour and hard day they put in to the success of our students. I am so pleased with this "service" and I continue to get the best guidance in making so many decisions throughout high school. The resources they provide are invaluable!
- Many schools are being rebuilt. We have a large amount of students, staff, and parents who want our schools to succeed.
- Can't think of any.
- They serve average and high achieving students fairly well. They have failed and continue to fail students with disabilities-test scores for this population tell that story. There are lots of families willing to engage and be involved when it benefits their children, which leads to huge inequity that many don't even understand or realize exists.
- ACPS is has a diverse student population with strong international communities as well as a deep rooted African American community. The schools are well-funded and new facilities are on the horizon.
- Mostly supportive families that desperately want public education to work. PTAs that work tirelessly to support their respective schools, even when some principals don't prioritize family engagement.
- Good teachers,
- Quality, caring teachers and involved PTAs
- Sadly, not much at the moment. I'd say the elementary schools are fairly good but after that it's a mess.
- Diverse social, cultural and economic background of students. Reading curriculum is strong. Quality of teachers is generally good. Good offering of elective and honors/ap classes. Good music programs. Good offering of afterschool athletics at high school.
- The schools are generally staffed by motivated people who want to be there. Many of our teachers live in the neighborhood--one that I know teaches in the same classroom she was a student in decades ago. They are community anchors.
- Extremely strong and dedicated teachers who know and understand our community
- Many elementary have long-term dedicated staff members.
- GM has excellent teachers who should be trusted to do their jobs.
- Quality teachers and academic learning. Part of a community.

- There are many, many dedicated teachers and staff members in ACPS schools! There is also a solid foundation in the instructional technology aspect, by which I mean that there are many tech tools available to support students' learning and the infrastructure of technology integration specialists available to support teachers is fantastic. ACPS also values professional development, and provides effective and useful professional development opportunities.
- Nothing, which is why we need a new superintendent
- Unique, caring, diverse
- Diverse
- Caring staff
- Diversity helps all students learn more about the world around them and prepares them to be more successful in an increasingly more globally connected world.
- Most of our schools are incredibly diverse, with some elementary schools being more predominantly white or segregated between a "majority" and a "minority" who don't always socialize together. Parents are engaged in the wellbeing and success of their children here, and can be supportive of the schools in helping this on a school-wide level.
- Not much--it is a tough district. The drawback of the area is that it is expensive. Many that can afford the area can send their children to private schools. There is a disparity in Alexandria between social economic status--it shows in the school population.
- Caring staff, diverse populations, continued capital investment in schools, programs to meet all types of learners
- The teachers and principal (ACHS) are amazing - smart, fun, caring, dedicated.
- My sons elementary school is a joke- biggest one in the district (guess which one that is) a requirement for dual language is a horrible idea- it actually has been proven in studies to not actually help- but hinder students desire to learn another language. And considering the demographic of the school its a crutch to help lower income students pass classes. It used to be a lottery for students to do dual language- and then it changed. My oldest son's school is a wreck- the only High School (guess what school that is). Teachers are solid- the students are out of control- and it seems just a mess.
- TAG and music programs are good and provide an alternative outlet for more gifted students
- Our schools are diverse! They are culturally inclusive and try to be responsive.
- Fairly intentionally celebration of the rich cultural diversity in schools; strong talent pool for educators and leaders; excellent after school programs;
- Offer a wide array of classes, activities, sports, and clubs
- Caring staff, diverse staff, wide variety of programs/classes, focus on academics

**What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)**

- Diversity. Dedicated teachers and staff.
- Security being the first point of contact is reassuring. The concern of some teachers - positive response from teachers, specifically .
- basket ball and cool teacher

- The good thing about my school is that I have friends that are always there to support me in anything and how they have my back just in case anything happens and how they have so much respect towards me.
- Caring and woke teachers- encourages students to think outside the box
- It keeps families informed. It has personnel resources such as social staff. It has events recognizing the international community. It has after school programs It has Encore.
- Great education for kids in AP and Honors programs.
- Our teachers
- Diversity and opportunity to learn from different cultures
- Great education for kids in AP and Honors programs.
- current teacher and school administration are great (Polk elementary). walking distance from home. our children are definitely learning and feel safe.
- Alexandria schools offer many of the same things the city does. The population is diverse and full of families and students hopeful for their futures.
- n/a
- The roofs do not leak.
- Principal is personable, knows the students by name, and is passionate about her job.
- The teachers are highly qualified and seem to stay for longer than teachers in other districts. The administration (at least at our children's school) supports the teachers, students, and families well and really enables the success of the school. The K-8 schools provide a familiar, stable "school home" for students.
- Supportive, provides free breakfast and lunch
- People help each other out and there are lots of kids having fun with their friends and teachers are really helpful to parents and students.
- Same as above. ACPS is incredible. It has its challenges, yes, but does not lack in people willing to help kids.
- Our schools are wonderfully diverse sites of a very good education for students who are willing to learn. Teachers and administrators do all they can to reach the more reluctant students and our counselors, teachers and parent populations make every effort to focus on the whole child so the student can come to school prepared to learn. As a whole, the vocal parent population is very supportive of teachers. The PTA funds teacher grants and the asks are so much fun to read! We have some very creative and talented educators who mostly ask for specific teaching materials for their programs. This year we were able to fund everything!
- High quality, dedicated staff and administrators; good investment in technology tools.
- It's in walking distance of my house. My kids seem to enjoy school.
- Patrick Henry is very safe, friendly, good record and clean. The teachers treated every student equally.
- We know we can't compete against other northern Virginia jurisdictions. So we have learned not to compare ourselves
- Very good
- not much, they are a mess
- The good place for gaining knowledge and develop talent. Teachers are very kind and very professional.
- Our son school is good

- Kids seem generally happy and engaged in schooling.
- The schools do a good job of flagging the abilities of different students and providing resources for them. I say this as the parent of one child who is considered gifted and another who has been diagnosed as having autism.
- Our schools are diverse. Our staff is caring and committed. There has been a renewed focus on maintenance so schools are becoming more modernized. Our teachers are some of the best in the region. We have strong student support staff.
- Only have experience with elementary school—good relationships between parents and teachers. Good PTA.
- I am very please about how the school helps keeping the children safe and helping the kids on the right path of success.
- Can only speak for the one elementary school we know, Mt., Vernon Community School, PTA, Mount, Where, The teachers are exceptional, the community is real, and the commitment to social emotional learning matters.
- My son has shown so much improvement in his schoolwork. I hope education is the focus rather than pushing any social agendas as demonstrated in other school districts.
- Very friendly
- I love the diversity (especially bilingual school!) and close-knit community of the school.
- Teachers are great and principal. Our PTA is really engaged and we do a lot to help kids get food security and technology access for learning.
- I love when our son is excited about a class because the teacher is interactive and genuinely likes what they teach.
- They are supported by the community
- Outstanding partnership with the Kennedy Center, which provides a wonderful balance between academics and the arts.
- Some great teachers and lots of room for you to make your mark
- My daughter's school is very welcoming and has wonderful teachers.
- Personable child centered faculty and administration. Students have strong school pride.
- Dedicated teachers
- The teachers are great! They care about the students, but the high school is bad. Scores are very low and need another high school.
- Majority of teachers are exceptional, principals are fantastic, excellent opportunities for electives and unique programs
- Great school with community activities and great curriculum
- ACPS is lacking in providing a quality education and a good learning environment for students. Leadership is awful. You need a new Superintendent who can elevate this very subpar educational institution.
- The teachers are amazing. Devoted to the kids and patient with their needs.
- Organized and communicate each and every information.
- Kids seem generally happy and engaged in schooling.
- High quality and high character teachers
- Excellent
- Committed teachers and principals,
- Great education and excellent teachers and supporting staff

- Though it doesn't always reach its goal, our school strives for the success and learning of each child. Its staff go above and beyond to try and give the students a positive experience.
- I really appreciate the distance of the school, the concern for students and the communication.
- Multi-ethnic, good standards, good teachers.
- Great locations with good teachers and good use of technology.
- Committed teachers, culturally rich
- Everyone is diverse
- Great teacher and involved administrators.
- the Alexandria schools are great but the students are not so great. I feel like students are sooo lost with their phones back in my days we weren't allowed phones in school!
- The school board responded to overcrowding at Tucker by authorizing the hiring of an additional kindergarten teacher. That allowed class sizes to decrease and gave teachers greater flexibility to differentiate between their students—giving attention to those students with special needs while still challenging students who had advanced further.
- The schools are all about the kids and big on including the parents. I like that no matter what happens whether it's a field trip or an event or even something pertaining to the child the parents always get the first call or note. It forces the parent in a positive way to pay attention to the child.
- Secure, good stuff and successful children
- It's close to home, the field and outside is wonderful, building is large and spacious. Staff needs to be replaced. Especially the principal and vice principal.
- There are many highly involved parents.
- The faculty at the schools really try to separate the kids based on races, but this should not be The Model.
- We have a diverse student body, filled w passionate and smart kids, teachers and staff
- That it's a community of different people from different back grounds.
- My school (MVCS) does an incredibly job of activating parents and bringing together a community of families with mixed levels of resources.
- They are supported by the community
- The teachers work very hard and they make great connections with their students. They work hard to lift up those willing to try to do better.
- Easy assignments.
- Good opportunities for AP courses, school spirit is high
- The quality of teachers at Charles Barrett is amazing! The teachers truly understand how students learn and build powerful relationships with each of their students. My daughter likes her teacher so much that she spent her own money, unprompted, to buy the teacher's favorite treats for the teacher's birthday!
- Diversity
- We should communicate well in school and learn lessons.
- The teachers and the principal(s) are wonderful. They work hard to serve our children and meet them where they are at. They are also try to find creative solutions to problems when the district or the school board aren't being especially supportive.

- We have had a very good experience at Charles Barrett. My understanding from others is that the elementary schools are the highlight of the ACPS system.
- We have some dedicated teachers. They are being stretched to the limit with the new policy that increased class sizes in Alexandria schools though.
- Strong teachers who are listened to by administrators
- Currently have a son with special needs in the ECC/VPI at John Adam's the teachers at that program at simply the best. Word cannot describe them what a gooo job they with these children
- Medium to small size elementary schools. Easy to access teachers and administrators.
- Strong teachers who are listened to by administrators
- Excellent teachers that really care
- Staff seem dedicated to keeping the school performing great academically and being a place for personal development for all students.
- Amazing and dedicated staff, many different opportunities for classes, strong athletics, diverse student body, parent-support and volunteers.
- Diversity and commitment to positive change.
- LCTA is well regarded. All other schools (Washington, Alexandria City HS) are not well regarded and need a great deal of attention on academics, retention, and security/safety. Our family (and many others we know) are not comfortable with our children attending these schools and will either move or seek private education if they remain so poor in academics, teacher quality, and safety.
- Not much, they need some work. did a lot of damage.
- Diversity, community engagement, teachers, bilingual education
- Instead you've just got our kids plugged into these blasted chromebooks, using speech-to-text and pretending they can write. Please, no one ever taught them.
- Same comment as above
- Great teachers. Engaged parents. An entrenched and defensive bureaucracy at ACPS headquarters.
- Great teachers doing amazing things
- My children are learning.
- Alexandria city schools are supported by a strong relationship with the city council and city manager who prioritize public education; they also have dedicated support from parent and community organizations that run tutoring programs, organize volunteers, distribute funds and supplies to needy families, fund scholarships, and organize enrichment events. Local organizations headquartered here such as the Patent and Trade Office and National Science Foundation have outreach programs that put scientists and practitioners in classrooms for enrichment activities.
- Yale or Jail. The White kids are left alone to fend for themselves so they can take what ever classes they want. Other kids a left to fend for themselves to act anyway they want.
- Great teachers. Engaged parents. An entrenched and defensive bureaucracy at ACPS headquarters.
- Nothing. They are free. They are horrible. Not enough teachers and all the resources go to immigrants. Average kids totally forgotten. And overcrowded and too big.
- offers kids a lot of opportunities not offered in smaller communities or private schools; diversity

- Diverse student and staff population, well-funded schools, increased effort to upgrade facilities
- The high school offers a fabulous array of diverse, high-quality programming that really let kids explore different areas of learning. The teachers across the whole district are kind, dedicated, and supportive.
- The diversity in the schools helps students learn to live among and get along all different kinds of people. From my own children's experiences, I feel as though my children have been challenged in many classes and have a good base knowledge to support them with their future plans.
- Some good teachers, some good opportunities, mostly good high school facility (although crowded and restrooms are not good)
- Diverse, excellent teachers
- that we have gang rapes, stabbings, shootings, murderers that many parents feel they can't send their kids thru all or part of the system is terrible
- I struggle to answer this question. I'm so sick of our schools caring more about equity and inclusion than having their students actually excel in academics. I can't point to much good right now.
- Fantastic and dedicated teachers and administrators, commitment to the arts and robust programs supporting them, recess at every elementary school,
- Diversity of thought and experience and background. Focus on growth mindset and community building at elementary level. Wide variety of courses offered at high school.
- Diverse student body, quality staff and teachers, school leadership connected to school community, PTA involvement
- Engaged teachers and community
- No soap or towels in bathrooms. Water is scalding at times so I guess that kills germs. The overcrowding in the elementary schools has been solved by lots of people leaving and continuing to leave.
- There is an opportunity to change the reputation of Alexandria public schools to be on par with the private schools in Alexandria. The good news is there is space that can be utilized to build bigger or more schools, and staff more highly skilled teachers.
- Individual school are in many cases academically sound
- Wonderful staff at Douglas MacArthur- really amazing team and diverse background of students and teachers
- The community is significantly invested in our schools.
- Quality principal and teachers who truly care about the kids well being and education. Opportunities for those that are more advanced to get ahead and not have to stay with the average.
- Diverse community Lots of options for different programs Bilingual programs Some exceptional teachers
- equity focused racially and socio-economically diverse caring school staff investment in new buildings
- The school System is great
- Committed staff, diversity of student body
- Solid facilities, lots of engaged teaching and other staff
- Our schools receive a lot of money from the taxpayers.

- Good school and good tet
- This school is is not far from my house and a good school service with every thing that when it's comes to how to greet with everyone in the school. Teachers are very polite and respectful 🙏.
- My son recently started at John Adams ECC. It is way better than the GW location so I hope someone is able to better that situation.
- My son goes to Joannes Adam elementary, I have very bad experience when they did the observation that's my son autism classroom
- Committed staff, diversity of student body
- James K Polk - Close proximity. Good class sizes. Good balance of safety and accessibility. Proactive administration. Caring teachers. Hammond MS - getting too big. Drop-off/pickup logistics a nightmare. Grounds not being maintained well (trash, etc). Some issues with groups of students lingering after school.
- Wonderful staff at Douglas MacArthur- really amazing team and diverse background of students and teachers
- Diversity, Good teachers AP courses!
- Caring teachers. Engaged parents.
- We love Achs
- Committed staff, diversity of student body
- Parents and students who want to learn in an innovative and progressive environment with strong PTA and community support.
- Good dedication teachers, and hard working. Good communication skills with parents.
- The good things about the schools are the teachers and staff. At both Mount Vernon and GW our children have had good teachers and counselors.
- Caring teachers. Engaged parents.
- The teachers are wonderful
- The facilities are fine. Some of them are brand new. There are also a number of good teachers.
- Bilingual, safe, caring, local
- The teachers care
- Good people trying to perform in turbulent times despite contrary political headwinds
- Communication is ok. Notifications about the school/district are great, especially for weather events.
- Diverse and teach diversity and cultural awareness, uses core knowledge and has good TAG program
- Education is still adequate
- Diverse, welcoming, passionate and kind teachers.
- The teachers really work with the parents to provide a positive environment for the students and when problems arise, they work with the parents to resolve things peacefully.
- The school cares about each student individually
- long-time friends, diversity
- Ou schools care about kids. We work belated to give all students what they need
- Diversity is included with mild acceptance

- The best school John Adams which can raise the child to upper stairs my son in 2 months learned so many things and teachers are so kind
- Communication, information, weekly newsletter from the teacher and events
- School safety standards
- Extremely diverse population, diverse course offerings.
- Elementary schools- remain neighborhood based, this allows for our kids to develop social skills and relationships at an appropriate scale for their ages. Local elementary schools are the cement for neighborhoods and help connect families. Middle school- I'm sorry, but I have very little 'good' to say about middle school, the transitional age and shifts into more responsibilities for 6-8th grade are tough, and the size/structure/facilities make these 3 years harder than they should be. High School- I've yet to have a child in HS, I do believe there are multiple opportunities for the gifted/talented/Honors levels, and that the cultural diversity of the school provides a well respected lens into the diversity of our population. Sadly I feel that far more kids are marginalized than should be, that IEP/529's and alternative learners are effectively 'dropped' in middle school, and support from 6-12 leave a lot to be desired.
- My kids are in 1st and 4th grade at George Mason Elementary. The principal is a steady force. I've gotten to know her through my participation in the PTA, and I think she's doing a good job. My kids have benefitted from great teachers. They love school and they're learning a lot.
- Our schools are unsafe places where teachers are not trained to prevent the spread of disease. Our schools are unsafe places where teachers are not trained to prevent bullying. Or teachers do not understand what gifted children experience. Our teachers do not understand what children with disabilities experience.
- He/She should consider that the community is from different level of education, income group, and living standard.
- 1. Schools are not safe. There are fights literally every day in school. At ACHS, they do NOT check student IDs and there are no metal detectors despite students bringing weapons to school. There is also no accountability of trouble makers. They get a slap on the wrist and are back in school a couple days later. 2. There is a lack of oversight for key programs at ACHS. Two examples are a. Student Services position is not filled. There appears to be lack of resources to address the large number of disruptive students in the buildings and lack of interest in finding realistic solutions. There is an over reliance on administrators and staff to address physical violence instead of doing what they were trained to do. b. There is no leader for the overall Arts curriculum. The impact is loss of continuity btw elementary, middle, and high schools. Without leadership and renewed commitment our great arts teachers will either retire, leave, or be let go.
- Diversity, inclusion, lack of accountability, gangs, crews, lack of action and disconnected admin to parents to teachers and broken, nonsensical communication and money issues
- Loss of learning due to the pandemic for our elementary school children. Overcrowded classrooms. The challenge of such an overwhelmingly large high school.
- A lot of people seem to want to put police back in schools. This is a bad idea because of the disproportionate negative effect it will have on students of color and minorities such as gender non-conforming students. At the same time, students (and these groups in particular) need stronger supports in and around schools. The new superintendent should be committed to exploring the research around alternative, non-police-based, resources

for students (and educators and other staff), and to implementing appropriate systems for our community.

- Overcrowding of our schools is a major issue facing the district. Overcrowding does not impact all schools equally as the majority of the overcrowded schools are in the west end in areas that have more minority and lower income populations. This is a serious equity issue and does not support ACPS equity for all initiatives.
- Children are very far behind in their education and need extra support to catch up. COVID funds could be used better to help with this. I'm also very concerned about safety as my children move up to middle school. At this point I would never send my children to the high school due to the large size, gangs and violence at it. Something should be changed to make smaller high schools and reduce the large numbers of teenagers that cause trouble.
- The rise in violence in some of the schools and the lack of communication about such events.
- Sensitivity to perceived withholding of information; over-communicating as much as possible and as much transparency as possible to build trust. Reputation of schools is not always the truth inside the schools, but there are some very loud opinions here. Meeting the very different needs of a very diverse population is both a challenge and opportunity. Retaining our best teachers and principals is a nationwide issue but it really hurts to see so many leave, particularly mid-year. Be aware of the common perception of headquarters bloat, and take a critical evaluation of central office staffing and effectiveness. Better communication and coordination with city government would also help.
- Nothing
- Competition from neighboring districts. Several of my neighbors have moved to Fairfax or Arlington because they don't want their kids going to school at ACPS schools.
- Our district struggles with overcrowding due to continuous immigration and proximity to federal employment.
- Some teachers work for a short time and leave. And majority are young. Nothing wrong to be young. No one hires old teachers? (They don't have the energy?) I heard that the teachers are not paid enough to work just one job.
- Equity remains an important issue for our district especially the elementary schools in the West End area.
- Very few sports opportunities for HS students because the school is so big and the teams are so small, also not much for MS students. GW is falling apart. Special ed services are appalling. HS and MS bathrooms are disgusting, not maintained and students use them for smoking and drugs and tear them apart. Some teachers need to be retired. Not enough non-academic opportunities in HS (e.g., no woodworking and other manual activity classes), but also academically talented kids don't have as many opportunities as they should. The HS is huge and yet has a remarkably small number of offerings.
- We have very large schools - especially middle and high school - with a need to create more engagement at the middle and high school level from our families and teachers. Retaining good teachers is a challenge - and that's for many reasons but fluctuations in leadership certainly don't help.
- Bullies, drugs
- Improve quality of teaching

- Communication is a weak point - communications from Central Office about student learning are jargon heavy and off-putting to many; proactive communication is very uneven. Unclear instructional expectations - I can't confidently say what the goals are for either of my children, other than benchmark testing that they are doing well - but what is that definition of doing well?
- The past superintendent was working on a bunch of side hustles while working as superintendent. It was disappointing as he was an ACPS grad and could have been a real role model and asset to our students and school community. There is a lot of divisiveness around overcrowding, perceived violence and potentially criminal activity, the large size of schools, the fact that the superintendent tried to censor and intimidate school board members, staff and parents and many c-suite staff left the school division due to his management style. Central office is too heavy and our teachers are not paid what they deserve. Our schools look dismal and in disrepair and student academic achievement is not the priority. Equity is a great initiative but not if it means that our schools are not accredited or provisionally accredited. It's upsetting to hear that wonderful staff and involved families leave our schools because of perceived safety issues and inferior academics. ACPS needs to focus on academic excellence and helping student achieve academic success. That should be it's top priority. A HS of 5200 students is too large. Students miss out on academic and athletic opportunities. The population size is too large. There should be a second or third HS and also address overcrowding. I personally have colleagues who live elsewhere and send their students to ACPS schools using family addresses. There is no discipline. Uniforms are removed or made optional and seen as passé. There are no consequences for being tardy and chronic absenteeism is a major concern. We have a lot of students who are in abject poverty with a myriad of issues facing them and their family. We are a district with great resources and internal assets but we don't utilize them.
- Awareness surrounding the difference in socioeconomics effecting academic progress in student achievement following the pandemic. I'm black and upper middle-class; both my kids are excelling in school. Don't instill in BIPOC students that they're not "achieving" when many of them are.
- So many. Such a variation socioeconomically. The schools are JUST.TOO.BIG. So many of the problem are because of this.
- We perceive lower achievement and lower quality schools between ACPS and neighboring districts of Arlington or Fairfax County. For example military friends moving here choose those communities often only because of the school quality. The pandemic times highlighted parents' belief that the Superintendent doesn't care what parents want/think/feel. I believe he had one sole focus on racial equity that blinded him to the totality of our communities. Similarly, I feel there is focus on teaching to struggling kids while allowing high-average (not TAG) kids to coast along unchallenged because their scores are good enough. Our schools don't take enough advantage of the money that could be available in public-private partnerships to enhance things (like wobble-chairs as a small example). Many schools have terrible HVAC and infrastructure (even mold) issues.
- ACPS in-person school schedule is incredibly inconsistent. It's rare to have two full weeks in a row. consistent and reliable school schedules benefit students teachers and parents.

- My comment above
- Our students deserve a safe walk to school (for example, noting our city has failed to provide a safe passage on Seminary road in front of Hammond and sidewalks in front of Polk) . Our teachers need smaller classroom sizes to be able to differentiate learning so all students can access their education and have curriculum scaffolded., we don't need to pull "TAG" kids out of class, we should be teaching to many more at that high level. The reading curriculum keeps changing and it is hard to show that our elem students are progressing. Our LGBTQ+ community needs support, better representation, and safe spaces. The new superintendent needs to be very clear to support our community and our students rights to be called by their preferred names and gender.
- What to do if kids behaving inappropriately and causing staff to quit which is putting many other kids on hold in their education which is not fair.
- We have 3-4 schools that are overcrowded and then 4-5 schools that are well under populated
- School board places a higher emphasis on political correctness than education.
- One of my main concerns is the teacher shortage. My son has had a long term sub for an English teacher for this year. While the sub is a retired teacher, it is not the same. Next, Alexandria is not just Old Town. While OT may have 50/50 white/non-white, the West End has 15/85. Our schools have different needs and have different resources. The West End requires more! Our international community is a magical resource and requires nurturing. Finally, while more money is wonderful, teachers need housing and easy commutes. Hopefully, the school system can encourage the city to increase affordable housing for our fabulous teachers and staff.
- We don't want to have the same superintendent who likes media than their students and parents. Don't hire enter superintendent for permanent. Dishonest person will not acceptable. We aren't asking to hire social media personalities. superintendent should communicate in person face to face with all parents.
- Lack of school and school choice
- Know how to engage all segments (racially and economic) of the City equally. Such engagement can be socially or School visits. Also, frequent visits to underserved neighborhoods will go a long way towards overall engagement at school(s).
- Privilege continues to push back on progress for the sake of comfort and that's not a good enough reason to not grow
- Ethics and behavior of students as they are from diverse cultures and take into consideration their values
- School violence is a major issue for upper grades. There is a lot of unrest surrounding school construction projects that are upending student schedules and family schedules. Additionally, Alexandria desperately needs a second high school. ACHS is dangerous and much too large. Our students should not be forced to attend the largest high school in the state by far. Particularly when they are not safe exactly because the school is too big.
- The high school is well overpopulated and students have diverse needs. We do not have enough varied programs to meet all of our students needs. There is a "one size fits all" approach for all student in our extremely overcrowded high school "network". Many kids are falling through the cracks and not getting a true equitable high school experience and education.

- The increased violence in the high school, as well as the massive size of the high school which doesn't help with managing the very wide range of student needs. There is a large number of students in ACPS who are incredibly talented and driven academically and that too often gets overlooked with all of the social issues in the school system. Those students who are doing the right things, and have the potential to truly stand out academically deserve attention and focus of the district as well.
- We really need a leader who will stay with us for a long time. This is a hard job and there's a lot of work to do, but someone who is committed to staying here and making some longstanding changes really has the opportunity to make a big difference in our city.
- We have 4 gangs. Kids can't read or do math. Too much social justice without thinking of the consequences of victimhood and low expectations.
- Schools performing really poorly relative to per pupil spending.
- Diversity means huge challenges. Alexandria has all the problems of a big city in a relatively small community.
- Diverse community that needs a strong leader.
- None
- Knowing that there is has been some issues with the class capacity being crowded.
- Facilities are dated
- Challenges, kids face at home, identifying, travel, students, and, addressing their needs, special needs programs are still need it and coaches should be highly engaged with seniors, as many of their parents may not have gone to college
- \*Safety and violence are a major concern of mine in the middle school and high school.
  - \*It seems that there is inconsistency on rules and expectations in different classrooms
  - \*staff and the school board seem to be defensive and try to cover up problems instead of listening with an open mind
  - \*in the middle school and high school the only time you hear from teachers is at teacher parent conferences so a parent won't know about a problem until something bad has happened or well into the first quarter
  - \*cell phone in middle school and high school seem to be a distraction for student- although there is a no phone policy at the high school my student is always on his phone and some teachers say he would finish his work in class if he weren't on his phone - where is the accountability for the student and staff here
  - \* some teacher seem to have low academic expectations for their students
  - \*some teachers in the high school struggle with classroom behavior and say that their classrooms are very loud, disruptive, students aren't paying attention or listening- these staff need training and support so that they can run classrooms where students are respecting classroom rules and learning.
  - \*students are getting passed through grades when they can't read or write well
  - \* I think accountability of students and staff seem to be an issue but also provide the support, guidance, and appreciation they deserve.
- Should be concentrating on learning not being woke. Teachers should be keeping grades up to date and communicating with parents. More things should be done with pencil and paper. I love that kids get a computer and then can't type. I love that teachers don't ensure class participation because kids are just watching content on the computer. It seems all lessons are now done watching videos on the web other than being taught in class. No text books isn't helping anything. I don't know why we have teachers if everything is being taught on Brain Pop. The school district shouldn't defy our

governor's attempts to make the school system better. Special treatment for a group of kids is discrimination to others. Forcing Spanish down my kid's throat isn't helping learning.

- Woke run a-mock, teachers and students know it but special interest and optics rule the day. Small town politics still rule the school despite population - looks like a big city school system, run like a fiefdom.
- The candidate needs to support a zero tolerance for gang affiliation with expulsion as a consequence. The fighting at ACPS schools is unacceptable and alarming.
- Kids interested in sports should be provided the facilities. Without paying. Inter school level contests.
- the city continues to build more housing without an increase in necessary school buildings
- More pay for teachers
- To find out about what is happening in the district
- Smaller class sizes needs to be a priority. There are major overcrowding issues particularly on the west end, at the majority of title one schools where small class sizes are necessary for learning advances. Redistricting needs to be a priority to help with the overcrowding/overcapacity. The lines during redistricting need to take into where they draw the lines. The way they are currently drawn the lines separate community members in neighboring schools, where you could live on the same street as someone in the same neighborhood and go to a different school! Transparency across the division including with school teachers and front office/superintendent. We need ability to be transparent so information flows accurately
- Our students are 1.5 years behind socially and academically due to previous super being unwilling to open schools and only provide two hours of sub par online learning. Teachers are now using chromebooks to teach in classroom so there continues to be learning loss as this is sig less effective for elementary students.
- Violence in the schools by a minority of students who ruin the academic experience for the rest. ACHS MUST find a more effective way of removing (yes-removing) repeat offenders who refuse to fall in line or respect other students, teachers, or the school system. The current system is entirely inadequate and is causing students and high-quality teachers who have other options to leave.
- Very divisive community that has not been supportive of the recent superintendents nor of prioritizing compromise to find solutions to the many issues facing students.
- Equity for all strategic plan and vision was wonderful in theory but was not effectively communicated, implemented or received by all
- ACPS has the challenges of a big-city school system but with some parents who expect a affluent suburban public school experience.
- N/a
- The scaling of schools in Alexandria is in a precarious state. I feel comfortable with my children's elementary schools, but I'm concerned about how large the middle and high school settings will be, and how little connection those schools seem to have to their communities. While there are many opportunities for families to connect with their elementary schools, meet staff, and even visit the building, I don't feel like those opportunities exist at higher grade levels. There is a lot of effort around family engagement, but it doesn't always feel complete. Events regularly draw the same families

- usually white and higher income. Events are announced with a week or two notice, and often aren't described in detail - families can't plan to participate, or even always understand what their role is in the event. We should be doing more to make sure all families can be a part of the school community, and recognizing their assets.

- Not sure.
- Haven't had any thus far (new family)
- The system has a history of adopting and then dumping curricula. The schools are terribly over crowded. ACPS administration is ineffective. A small, but vocal minority will try to dominate every decision.
- Working with many diverse and socio economic backgrounds
- Alexandria's talented and gifted program is quite poor. We have a 2e child in third grade with a 99 iq scoring 99 and 98 on national tests and there is essentially nothing being done for him. Yes there is TAG but it is insufficient and he is bored most of the time. He has sailed through many of the curriculum, particularly online self paced, and frequently has nothing to do but read a book. We've repeatedly asked to have 4th or 5th grade assignments provided but to no avail...
- Security is paramount and communication with parents and students is ESSENTIAL.
- We need a second high school. The middle schools are failing. Why can't we turn gw and Hammond into high schools
- We have 4 gangs. Kids can't read or do math. Too much social justice without thinking of the consequences of victimhood and low expectations.
- Teachers ought to be more responsive
- Covid recovery dollars appear largely unspent and kids are very far behind. Also school crowding and safety. And special Ed funding and resources are dismal. Pay teachers more of bonus them.
- Kids need psychological help. Many families need more guidance and help on how to keep kids away from trouble
- There is a gigantic chasm right now between what people in the buildings feel they need and what central office thinks they need. For example, the district TAC committee where staff can submit concerns goes like this: staff submit concerns, people on the committee send them in, people on the committee show up and get lectured to by CO staff about why staff shouldn't ask that or don't know what they are talking about. People in the trenches don't feel respected or listened to, and this is honestly causing retention issues. We are trying to tell CO what we need and what is causing stress and it feels like screaming into the void. There is also a gulf between the community in general and CO. Parents feel they get PR buzz and not accurate information. There is a real need to rebuild relationships.
- Safety is a big concern
- We have suffered from having past superintendents more concerned with their own image/career than our schools. This has disillusioned our community, and created significant distrust in the actions and decisions of the ACPS central office.
- There is a long standing feud between students from Hammond M.S and George Washington M.S. South side verses west side that seems to clash when they are brought together at Minnie Howard for 9th grade. I think it is important to find someone who has the wisdom and insight that it takes to guide and unify these children who are from the same community.

- Safety is a big concern
- We need to better support our best teachers with financial resources for their programs and pay so that we rewarding excellence and inspiring excellence in our students. Students can tell the difference between an excellent teacher and an acceptable one. We need to show students that ACPS develops and retains excellence and they should strive for that in themselves too.
- My children got to Francis Hammond MS and William Ramsey ES. Francis Hammond needs some serious work! There are fights daily and it seems like no one cares. Kids pick on each other. My child has had several items stolen from her desk during class. Also, there is no drama club. The arts are so important!!! It's an outlet for kids!
- Lack of equity across elementary schools-some Schools have PTAs that raise close to \$100k and those with a high number of kids Living close to the poverty line don't have that kind of pta discretionary support and there is limited sharing of resources among schools. Central office staff is viewed by many staff and parents as largely unhelpful and over staffed. Lots of administrators but unclear what they do. Directives come out of central office with little Focus on including teachers. Discipline is a mess at the high school.
- Teachers have zero control of the classroom despite a ton of resources. Most of the students are from single parent 'families.' Often, immigrants are without any parents.
- High needs schools, they should recognize that surrounding districts (arlington, Fairfax) have better reputations thank us (not that they necessarily better but they are perceived that way). We need to be at that caliper. A lot of our community chooses private because of what they see/hear on the outside.
- Elevate school curriculum to advance testing scores and knowledge gained among students. Emphasize STEM studies amongst students. Allow hard working students to excel and reach their full potential, rather than ensuring equity above all else.
- Diversity is a pro and con - the district needs to meet the needs of ALL students, which is a challenge. The district is growing too big too quickly - only one high school? Which leads us to security issues - staff and students need to feel safe. Fights break out and teachers aren't always respected. Classes are too big and equipment is lacking.
- The school buildings are falling apart, violence is commonplace and ACPS and the city council covered up the rape of a child in a school bathroom in 2021.
- The diversity can bring strain. The high school seems to be over-full, and can have tensions that turn violent. Unfortunately, there have been several sobering incidents that reveal social tension and more serious issues faced by our students, teachers, administrators. Additionally, although ACPS provides a great education, our test scores do not tell our whole story. Hopefully, candidates seeking to work here will be aware that in a district with such diversity, test scores may not show our students' strengths.
- Overcrowding and equity of educational delivery
- This system needs long term leadership in order to move forward. There has been way too much upheaval at the leadership level for decades. We also have a school board problem - this city would be served better with at least 6 year terms for school board members.
- The superintendent should be aware of the lack of quality education and bullying and at William. Ramsey.

- ACPS by all accounts should be a top notch school district. It has all the resources and advantages it could want. However, it has an ineffective board and no leadership towards that end. Elementary schools students are way behind and way over the state average for teacher student ratios. Middle school and high schools are grossly overpopulated and becoming dangerous. Many parents are leaving a community they love because of a lack of transparency and high academic achievement. I love some aspects of our community but I have instructional specialists teaching my kid instead of teachers and a lack of communication all around. When I compare what others in the DMV area are getting from their elementary school to ours, it's really a huge difference in quality. Shrink class sizes, hire more and better teachers, build more schools, use the money and location you have to become a top notch school district — not just one barely getting by.
- Security concerns; Lunch & Learn merits; disconnect between Satellite school and main high school schedules
- Safety at large high school, Minnie Howard, middle schools, and need for SROs balanced with racial equity considerations - our very unique community needs a specially tailored approach to safety. Eliminating SROs by an overly powerful City Council based on pressure by certain social forces and without regard for the schools was an example of a Superintendent being overpowered by those other than school leaders and many parents. On the other hand, a hard handed approach by SROs also is not the answer. We need a strong Superintendent who looks out for the interests of all students.
- The Most important and sensitive issue is Parents must have authority on what their kids learn in school
- High school too big. Few options except to consider private. Pressure on leaders to bring up low students.
- Fairfax County Public Schools has completely banned seclusion. Alexandria's House Representative Beyer advocates for prohibition of seclusion in American schools in Congress. Seclusion is also banned in public schools for the entire state of Maryland. ACPS still allows seclusion. ACPS should prohibit seclusion for the safety and care of students.
- The over crowding due to immigration and disparate incomes is palpable. Certain schools should not be made to bare the brunt of the influx of children. All of our children suffer for this.
- Towing company is too smart here, this advise the future residents or future co worker to take this point as much as serious they can, otherwise their car will get tow in seconds. 😊
- Safety and security has not been fully implemented at most schools.
- They should be aware of our school's safety and how to succeed our students.
- Security concerns; Lunch & Learn merits; disconnect between Satellite school and main high school schedules
- ACPS by all accounts should be a top notch school district. It has all the resources and advantages it could want. However, it has an ineffective board and no leadership towards that end. Elementary schools students are way behind and way over the state average for teacher student ratios. Middle school and high schools are grossly overpopulated and becoming dangerous. Many parents are leaving a community they love because of a lack of transparency and high academic achievement. I love some aspects of our community but I have instructional specialists teaching my kid instead of teachers and a lack of

communication all around. When I compare what others in the DMV area are getting from their elementary school to ours, it's really a huge difference in quality. Shrink class sizes, hire more and better teachers, build more schools, use the money and location you have to become a top notch school district — not just one barely getting by.

- The superintendent should be prepared to embrace parents more openly in developing policies, and do this in more ways. For example, have more committees that parents join, have more surveys that allow working parents to have a voice, even show up to PTA meetings! The diversity in our students means diversity in the families that support them, but I fear the superintendent may only hear from the most outspoken (but perhaps not representative parents) and not always the parents who may have good ideas but no way to be heard. Parents are not the enemy, and though there will always be parents who represent the extreme sides of any issue, that isn't a reason to cut parents out of the conversation completely, which appears to have happened in the past. If parents feel ignored, they aren't going to want to work with the school system, which hurts the system. In the same vein, more transparency is needed. Parents will find out about incidents at school, and attempts to stem the information builds a culture of distrust.
- Insufficient school funding, overcrowding, and sociology-cultural diversity have led to problems with violence.
- There are gangs and violence at ACHS. There are too many students at the King Street campus. We need a transparent and accountable school board and superintendent.
- No matter how hard people push weird social issues stay on target to education- reading, writing and arithmetic maybe add civics and how to be a great US Citizen.
- We have spoken a great deal about equity. It is fuzzier what that means in how we're providing an excellent education to all children. Equity doesn't mean equal, but sometimes that's how it plays out. Moving beyond talking points to real change is the next step for a superintendent. Additionally, our school leaders and teachers have told us that they struggle in how to meet the needs of all children - those already achieving at grade level, those who have unfinished learning, those that have social and emotional needs. Differentiating instruction based on strong curricula remains a priority. As a parent, crisis communications from ACPS are not a strong suit. I feel the district isn't always telling us the truth and they want to sugar-coat things. This breeds distrust. Communications are very polished, but not always authentic, particularly when it comes to safety. Finally, we seem like we're always playing catch-up with what other districts in the region are doing. We should be a leader in the region for what an excellent education for all kids looks like, not a follower.
- The importance of SEL, need to teach critical thinking.
- Our West end schools are over crowded & often Title 1, they need different supports, our buildings need updating, staff morale is low, and we need curriculums. Equity doesn't mean lowering standards and making everything the same. We need to differentiate to meet the needs of ALL students.
- There are issues of focusing on the non West End (primarily white) schools. City officials rarely venture out of the Old town/del ray area to engage with parents and community. They back out of PTA meetings for West End Schools, etc.
- The one high school "connected campus" concept that was touted by the prior superintendent is not feasible given the large size of the student population and the significant security hazards experienced in recent years associated with large groups of

students. The incoming superintendent should be willing to champion the establishment of multiple high schools in ACPS.

- Communication could be improved. Inequality between schools within the district. Class sizes at 26+ in some schools (particularly those with underserved communities/high number of English language learners) and closer to 15 at others in the adjacent school zones
- The decision to have just one high school should be revisited. The projected size of the high school seems unmanageable, especially since there are already so many safety issues (assaults, fights, drugs, etc.).
- Solving security issues without jeopardizing the school environment for non-offenders. The elimination of lunch and learn as part of the security toolkit penalizes high performing/committed students. At same time local news should not be leading with fighting at MH or rape allegations that were covered up
- Crumbling education standards, not up to par compared with schools from other areas of US and world; gang activity; school fights
- Our school system is losing families to local private school. Many of these families have contributed their time in the past and were previous supporters of public education. Families are concerned children are not being challenged. Our schools, particularly middle & high, have a bad reputation.
- Helping the community
- There are concerns about discipline and behavior at the high school, middle school and even elementary schools. I have a friend who has been a substitute in ACPS and students behaved so poorly in classrooms that now the only grade she will sub in, is kindergarten. When I have been in GW middle school during class changes, it has been chaotic. Having taught at a middle school in FCPS, Glasgow MS, we eventually had students walk to the right and even put down tape in the hallways to remind students. At first there was push back and it took time for students to get used to the behavior, but eventually they did and hallways were less chaotic. I am also concerned about the violence at the Minnie Howard campus and the KING St. campus. I wonder if more aggressive discipline plans need to be implemented.
- Education and Safety
- The wealth disparity is extremely wide, which makes it difficult to be equitable. The easiest example is by parental/guardian engagement. It's harder for working class parents to find the time for any involvement. So I feel like their voices aren't heard.
- ACPS is still using Lucy Calkin's Reading Units of Study. This curriculum does not support The Science of Reading. Teachers are expected to teach phonics, but the Units of Study do not encourage using phonics skills to read. As a Reading Specialist and Literacy Coach, I am very worried for not only my child, but all of the children in ACPS schools. Arlington and Fairfax county are way ahead of the research on effective reading instruction. Why is ACPS so behind?
- N/A
- The district is focused on equity (unclear how that aids in outcomes) and not providing the best education in northern Virginia. Alexandria SOL scores are below the state average.
- equality (social class, race, gender and tag vs. regular ed) Good use of funds. I feel that some funds are being misused or routed to fund things that aren't really working. repair

damage caused by quarantine when Covid hit. Mental health, economic stability in student's lives/homes help teachers fund classroom needs instead of using funds for other things. focus on gap (race, East side schools vs. west side)

- As a Alexandria resident I do not feel anything in this city is equitable. We can't expect the school district to practice something that is not practice throughout the city.
- Gang problem that no one mentions. Great schools for neurotypical kiddos that would do well anywhere. Not as good for kids who aren't neurotypical. Advanced classes and college prep are excellent. School board micro-management (ie. weights of summative and formative assessments). Facilities issues: Intractable bureaucracy that cannot repair issues at schools. (Took 8 years to fix flooding issue at Barrett, and was still done poorly.) Middle school mold problem may not even be fixed yet.
- the schools are not safe. they cannot continue to educate children with this model- they are terribly overcrowded, and administrators in the schools have to dedicate much of their time to safety and security and monitoring hallway. They cannot be instructional leaders if they are having to the policemen. They cannot support the teachers if 90% of their time is spent investigating, chasing and prosecuting kids.
- The fighting, the terrible attitudes of the students. From my daughter's perspective, it's only about 25% of the students who are disruptive. Sad that it has to make local news, I hate seeing that on TV!
- Largest Public High School in the state of Virginia. With years of lack of discipline, respect, and consequences for the behavior of the students. Too many years of teaching the students to have a chip on their shoulders and not how to rise above their circumstances.
- "Snakepit" reputation, very aggressive and vocal mostly white parents, East End/West End segregation is very real and unaddressed. We have suffered through several years of "showmen" superintendents who were only interested in self promotion. This needs to stop if there is to be any progress. Alexandria can't just continue to serve the high achieving students. It needs to be a division that serves ALL STUDENTS in a meaningful and relevant way
- There is a tendency to put "equity" over "excellence", and "political correctness" over "school safety." These are terrible tendencies that require a bold leader to undo them.
- Teacher pay scales must be adjusted so that ACPS retains our mid-career teachers who had steps frozen around 2010. Parents wish to have more direct communication from the Superintendent about safety issues. The educational design team must look at ACHS and find ways to provide 21st century opportunities for students in smaller learning communities and sites. The high school is too large.
- That our system struggles with the balance between appropriate discipline for student misbehavior (or violence in some cases) and maintaining a positive learning environment for students who want to learn as well as teachers and other staff who want to work with students who are respectful and hungry to learn. Additionally, there is this weird dynamic of the Board exercising minimal oversight of ACPS and very little effort by ACPS (or the Board) to communicate in a transparent way with the public. Particularly when something bad happens. Radio silence until the community moves on.
- Create more middle, high schools, the current model is not working
- People move out of the city and put their children in private schools when they reach middle school and high school because the schools are over crowded and dangerous.

Alexandria needs to make changes to plan for the future, invest in the schools and be willing to educate all of Alexandria's children.

- A lack of accountability, transparency, and a meaningless focus on equity. ACPs talks about equity but there are no measurements for success for it. They are lowering standards and the whole the majority of students work hard there are those disrupting the schools. There is no accountability. If they cared about Equity they would have opened the schools and took care of kids with socioeconomic disadvantages, instead they said the kids will be fine. They are not and it's evident in scores and behavior.
- #1 Issue: Lack of action by teachers and staff to adequately address (and thereby tolerate) disruptive student behavior at Hammond Middle School. Behavioral problems are not being properly dealt with, leading to an unsafe environment where good students are victimized, learning is affected, and behavioral issues escalate. #2. Racism is rampant at Hammond Middle School and, again, teachers and staff seem unaware or unwilling to address it. Students, including white students, who are minority at the school, are routinely (daily/weekly) taunted with racist remarks and tropes. #3. The math curriculum in ACPS needs improvement. Much less time and effort is spent on math compared to reading/writing. Teachers discourage students by suggesting math is 'hard'. Student math grades are not in synch with their results on national standard tests (eg grades in class are significantly higher than marks on standardized tests). Students are being passed along in math without being taught all the skills they should know for their grade level. A cultural shift is needed to adjust attitudes and bring the math curriculum up to state and national standards. Math is not 'hard'. It is just another skill students need to do well in life.
- Safety in ACPS, both real and perceived, is a massive issue, as a quick Google search will demonstrate. Many families are uncomfortable sending their children to the middle and high school campuses for fear of violence, but have no other realistic option. There are a variety of causes (gangs, mental health, etc.) but ACPS data collection has been historically very poor, so it is difficult to argue which ones are most impactful, and thus hard to formulate an effective response besides "all of the above". Secondly, academic performance was already poor before the pandemic, which only accentuated existing trends. Fundamentally this is because ACPS has spent decades teaching young children to guess at reading through three-cueing approaches and, later, "balanced" literacy that failed to balance with phonics. Young children who don't learn to actually read grow into high school students who aren't interested in school and get into trouble. Reforming this will be difficult in the face of massive institutional resistance within ACPS, as many teachers and reading instructors were trained this way and believe in its effectiveness, but all the science indicates they were trained wrong. Regardless, a change to reading curricula must be made if our kids are to have any chance of improving their performance at scale.
- The school board is extremely weak in standing up for and understanding teachers as well as REAL student need. Teachers are not informed about what is happening. Leadership does not respond to parent contact consistently.
- The high school locations and dedicated middle schools suffer from severe overcrowding and school violence. There is a severe lack of student discipline, respect and accountability. The two dedicated middle schools do not have equality of educational and extra curricular programming. Special Education general inclusion and dedicated

programs are not equal among schools, including elementary and secondary. There is a loss of students from higher performing elementary schools moving to private/parochial or other local school districts after 5th grade, due to middle school overcrowding/violence/school performance.

- The main office has to find away to balance their promise of equity with the need for discipline. Children cannot succeed in life without discipline...adulthood requires discipline, the workforce requires discipline. As an observer, especially at the high school level, it appears that discipline is being thrown out in favor of equity and equitable grading. That is a disservice to students who's only structure may come in school. Schools are too big, plans to downsize class sizes are scarce. It's absurd to think the city should only have one high school.
- We have a school safety problem. Gangs and crews are getting into fights in and outside of school. Police presence and SROs are not having an effect.
- Interactions among people of different races can sometimes be fraught with layers of meaning that are hard to fully comprehend and respond to immediately. Historical struggles are more visible than they are in any other place I've lived or worked. That said, there's a delicate balance to be had between kindly supporting historically underserved populations and not actually holding the kids back from achieving real success in school and beyond by pushing them into the next grade level (or anything their brain isn't yet ready for) over and over again. Future candidates should be conscious of making sure the people advising them are considering true equity in their decisions, not just equality. In such a diverse school district, things don't need to be equal. There are absolutely kids who need more support! But a superintendent who is \*trying\* to do the right thing in all situations will be able to balance the needs as best they can -- and the community will support them if they are working for the good of all people. A superintendent coming into any school district needs to know that overwhelmed staff members are 100% less effective than those who are supported and given a "right-size" job. For example, giving teachers classes of 34 students or very little prep time (or no lunch break!) is going to destroy your people. They will leave. They will also leave if you choose not to give them step increases, because the people who have worked in ACPS for more than a year or two have been severely held back from the pay rates of other school districts.
- Wokeness, Marxism, indoctrination, grooming, toxic feminism, leftist groupthink teachers, CRT
- Reputation issues, disorganization
- over crowding, safety (violence in schools)- Need more schools that are smaller so enough staff have control over kids
- Classroom sizes post COVID are too large
- The equity 2025 campaign is performative. There are more simple equity changes to make without a campaign or studies. Like stop letting schools with wealthy PTAs finance better playgrounds and activities st their schools only. Also. Those of us who have been here a long time are out of patience and lack confidence. This is the eighth or ni th superintendent since my kids started ACPS. I just hardly care any longer because I have zero confidence anything will change.
- While parent engagement here is one of the city's strengths, it can also be one of its greatest challenges. As a parent, I don't always feel as though all of my fellow parents

care about the schools overall (staff, teachers, administrators, equity for all students with different needs, safety amid the pandemic) as much as they care about the needs of just their own children. Parents here can behave as though they have all the answers, trying to push their individual needs and desires on the entire school or division, assuming what they want for their child is what's good for all children. This often overlooks equity and consideration of underrepresented groups, and the loudest parent voices are usually the most affluent/privileged and predominantly white. They will expect the Superintendent to be able to solve all problems for all kids at all times, while pushing against them rather than supporting them. This also leads to blame for EVERYTHING that doesn't go "right" in their eyes to be placed on the Superintendent. I've lived here for 4.5 years and have been a parent in several other school districts in other states. I've never experienced a place like Alexandria where it feels like parents are so contentiously against the Superintendent, rather than doing all they can to support the Superintendent in their success - which will benefit all students and those who work in the schools on behalf of our kids. It feels, instead, like Superintendents here are set up to fail from the beginning because of lack of parent support. When people here say, "Alexandria can't seem to keep a Superintendent for very long," I wonder if they think to ask themselves, "Could it be because we don't support that person from day one?"

- you have a huge problem with teacher retention, and many in high school do not show up for class and too many substitutes. You have a Gigantic problem with special education; Fairfax is being sued for civil rights violations and I have heard a suit is being formed for ACPS.
- achievement gaps, school safety issues, vocal community for better or worse
- We need to keep teachers focused on teaching... we need to lessen and eliminate the distraction of violence and unrest from their world. Likewise... for the kids. ACHS is just too big. It's unmanageable... and intimidating for kids. The size limits opportunities for kids (such as, making sports teams, leadership).
- For what we spend on students- I believe in the neighborhood of 19,000 per- we rank in the bottom of expected scores. Why do you think there are 3 private schools in Alexandria and only one in Arlington County- go figure- public school education can actually be effective if you take time to draw out a plan
- Crime and behavior, particularly at ACHS. Overwhelming pivot to diversity at the expense of the student's experience at school. Outgoing super profiting off books about diversity instead of addressing persistent issues within the school system.
- This is a LARGE district. While our community is diverse, this isn't represented in comparative population in the schools. Several schools are located in affluent areas, but realistically serve a much less affluent cohort. However, due to the physical location, the school may not qualify for additional education funding (Title 1). There is a significant military-connected population in ACPS. However, there doesn't seem to be a lot of outreach or support built into the schools.
- Test scores are lower in our district than in the neighboring Northern VA school districts. There is not equity for all - minority students (who are the majority of students in the district) have more opportunities, than the white children (who are the minority). High teacher turnover.
- Significant divide between the haves, and have-nots; growing mistrust from parents due to poor communication during the pandemic from the previous leadership; inequities

across the district in terms of staffing positions, class sizes, etc.; growing concern about how well the district is meeting the needs of students with disabilities;

- Suffering from huge pandemic learning losses that current Board and Central Office staff will not address; overcrowding; decline in standards and achievements in the name of a false kind of equity ("if we dumb things down enough, no one will fail," but no one succeeds, either).
- Improve performance for minority students

**What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)**

- Please, no more self serving, self promoting people who are not interested in hearing from white parents. No more ego but someone who listens to students and parents and has EXPERIENCE as a superintendent in a district similar to ACPS. We need someone who has a proven track record--so please take time and really look for someone who is experienced--not just hiring the known factor. Someone who supports kids who wants to learn with extended lunch at the high school level and 8 class periods. Someone who is dedicated to serving all kids (not just one group) and can help our international community; someone who sets a tone of discipline in the schools and is an advocate for teachers. Someone who can see the big picture--not just someone who reacts out of ego or fear or only listens to central office people who are so out of touch. Someone who will spend his time at schools not for a photo op and self promotion but to see what our kids need as students. Someone who will bring foreign language instruction to the elementary schools.
- Genuine care and concern for THE STUDENTS. Willingness to find out who these teachers are - they represent her. What the students think and feel about their experiences at their school.
- there good thing about this school
- Effective management skills, willingness to listen to all stakeholders (parents, students, teachers) in making decisions from that listening posture. Relentless pursuit of academic excellence (which isn't mutually exclusive to joyful learning). Increased opportunities for kids "in the middle" (who don't qualify for services OR TAG programs) to still receive the opportunity for growth and challenging material. Dividing the kids between TAG and non-TAG in elementary school starts the process of limiting those kids' potential down the road. More experiential and "doing"-based learning at the elementary school level, less teaching to the test. The onslaught of standardized tests in elementary school have sucked the life out of what used to be a time of wonder, curiosity, and creativity. My third grader has already developed significant test-taking anxiety and there is an over-emphasis on test prep to the detriment of self-motivated, joyful learning which hurts kids down the road when we realize they lack the self-initiative to learn and try. Please bring experiences and creativity back into education for our youngest learners.
- Not sure
- Astute in business and education. Fair without race biases
- Is empathetic, listens and communicates out often. Is present and available.
- The ability to sideline his/her political beliefs and prioritize education quality over racial diversity and inclusion. The ability to make honest assessments of what's happening in

schools and make an real attempt at fixing major problems (kids skipping school, vaping and pot smoking in school buildings, fighting, gang activity)

- Prayerful Investment - Children enrolled in our schools Wise as serpent and innocent as a dove Less talk more productive/practical action
- Boldness, a non-conformist and absolutely unequivocally dedicated to the academic and educational excellence of children. Return to equipping our kids with literacy and a return to basic education. One who is open to technological progress but recognizes the damage technology and screentime does to children. One dedicated to elevating books over screens.
- The ability to sideline his/her political beliefs and prioritize education quality over racial diversity and inclusion. The ability to make honest assessments of what's happening in schools and make an real attempt at fixing major problems (kids skipping school, vaping and pot smoking in school buildings, fighting, gang activity)
- A good education and a good experience.
- A visionary innovative leader who values transparency.
- no
- very good skills
- no skills:(
- i dont know.
- 1. qualified administrator 2. experience in leading large organization 3. professional/certified educator 4. strong communicator 5. commitment and willingness to follow through on decisions 6. empathy
- The superintendent should be energized to reinvigorate ACPS. Alexandria families often feel that private school is their best option, and my hope is that opportunities for attention and differentiated education are made available and attractive within city schools.
- being kind, and treating us with respect.
- kind, caring, comforting, fun, and exciting.
- Communication skills, toughness, fairness (REAL FAIRNESS, not prejudice against caucasians and Hispanics disguised as “dismantling racism”), and the willingness to consider that ACHS is simply too large to manage.
- Recruiting skills to find, hire, and retain teachers.
- The new superintendent should have a strong track record in administering school systems. They should also be experienced at working with stakeholders with a diverse set of views and identifying plans that satisfy the core concerns of each group.
- Probably give longer due dates for signature forms or flyers that parents or guardians sign for students.
- Someone without a huge ego. That does not work. Someone who does not think he or she has all of the answers on day one. Someone who has a proven track record of innovative thinking who is not afraid to make tough decisions. A big intellect with an equally big heart.
- No matter what, the candidates must have experience dealing with their very strong school board. The candidates must be able to work with and stand alone from the board as needed. The candidates must have experience with very large high schools or even colleges. I don't think a commuter campus type of school would translate well here. Candidates must be able to work with the city as a whole (see above comments). So

much of our division's control comes from the city via funding, land usage, etc that the future Superintendent must be able to bridge the gap between households without students, households with public school students, and households with private school students. The city as a whole must learn to recognize the need for strong and successful public schools.

- Willingness to engage all stakeholders in dialogue and solution development. Transparent communicator. Champion for youth, staff, and the community.
- Be genuine and be vested in the community. A PhD does not impress but results do.
- Knowledgeable, respectful, eager to listen and help the students concern, treat everyone equally, will to learn everyday and a believer.
- Success elsewhere. Ability to accept criticism without demonizing parents, racial groups, society writ large, and privileged students. The superintendent must accept the situation, work to make positive across the board color blind progress. Must put their own kids in the school system and accept that their job hinges on the improvement in test scores as well as student outcomes. The superintendent needs to consider a new high school. The new superintendent needs to worry about facilities. He she they then needs to be earnest, and accept all people and not put social crusades before education. We are talking reading, writing, etc
- Being kind and helpful
- Support more for Autistic kids.
- show this you expect great things out of the kids versus excuses
- Good leadership, solve problems, good communicator, relation builder and perspective.
- social, time specific etc.
- Ability to meet demands from all sides. Do more, better, faster, with less.
- The ability to communicate large amounts of information succinctly. ACPS does a good job of getting information out, but much of it is of the "too long; didn't read" variety. State the point and move on. Stop the verbal diarrhea.
- Excellent communications skills. Conflict resolution skills. Adept at hiring talent. Strong advocacy background.
- An ability to talk to parents without talking down to them. Be able to handle highly charged public debate with kindness and skill.
- Making sure the kids get all possible help to succeed in schools district.
- Openness to multiple points of view (even if they are different from his or her own); innovation (willingness to experiment with the kind of experiences schools need to offer today to prepare kids for success in their future); transparency; family engagement; prioritizing students needs.
- The new superintendent should be transparent and a great communicator. Unbiased.
- Caring, responsible, culture sensitive
- They need to be child-led and caring while at the same time able to pull together staff to get things done. Put the children first above all else.
- I would like a superintendent that has experience bridging the political and expertise necessary to get our schools into better shape. And we cannot have some white man in an ivory tower who hasn't gotten his hands dirty in thinking of systemic racism and how it has played out in K12. But also how to manage an elected school board, somewhat powerless city council, and a too-powerful city manager. As well as has built

relationships with social services, nonprofits, etc. Who can help us work through the issues plaguing schools. And I want someone who can get it done, not JUST okay politics. Oh and if they have kids, have them IN public schools and themselves, be a product of public schools (k-12).

- Patience and a skillful communicator with adults and children alike.
- Self aware, compassion, consistent, instructional leader, equity minded
- Understand how to balance the needs of those requiring more academic help, those that are talented, and the majority of those in the middle who frequently get lost in the mix. Be able to listen to the community but be able to make the right decision based on experience and knowledge.
- The new superintendent needs to be able to foster relationships within the Alexandria and greater DC area to ensure that the students have access to all that is available in this area. Additionally, this individual needs to have lots of experience working with families of all different backgrounds.
- Value the teachers, value the kids, value the staff and find a way to reward both. Learning is not not easy business.
- He/she should have to have the qualities of leadership such as caring, respect and good management skills.
- Education focused - academic excellence Businesses focused Community builder Focus on Child at heart
- Child and learning focused who is interested in collaborating with parents, not preaching to them.
- Hopefully different from Hutchings. Worry about the kids and not your resume.
- Process oriented. Big picture awareness of what resources are needed and where.
- Patience, excellent communicator and listener
- People person
- Strong, ethical, have moral and values. Cares about providing students with an educational foundation that sets them up academically to go to college and beyond. Right now, ACPS is one of the worst school districts in the DMV
- Cultural and Diversity proficiency. A strong advocacy heart.
- Dedication and attention to the details
- Ability to meet demands from all sides. Do more, better, faster, with less.
- Get the little things right. Parents want the buses to run on time, the schools to be safe, the teachers to be present, and the grades to be promptly reported. We also want teachers and administrators to be responsive to inquiries. Lastly, you get paid to say, “No!.” Don’t be afraid to use that power. Strong leadership means you can’t be everything to everyone.
- Patience, invested in schools and actually making our student’s learning experience better, empowering teachers and principals more.
- Open minded, highly sensitive to the students and academic community needs
- Number one, please don't come in with a pre-existing agenda. Take the first year or so to talk with a hear from stakeholders. Build off what success and strengths are already present. Number one priority and need now in my mind is staffing. Good teachers and staff are overwhelmed. Let's try to get them settled.
- The new superintendent should possess the skills of patience, understanding, hearing not only what the parents feel but also taking a genuine interest in thr students and what they

feel. He or she should come out from behind the office doors and go inside the schools - see what's going on.

- Being politically correct and woke ends up providing more time and effort for smaller segments of the student population, neglecting the majority of students.
- Children come before parents. Keep an even demeanor and forget about any personal agenda.
- Committed to equity, in for the long haul, knowledgeable about special education
- Understanding of the diversity
- Think outside the box, be tech savvy, multicultural background
- weapons detectors for the entire Alexandria schools
- Commitment to giving teachers stability and time to devote to their lesson plans.
- Like I tell my son everyday before he goes off to school.....Remember to show Love Respect and Honor and your day will fall right into place.
- No comment
- Be genuine, transparent, poses skills on how to address students and parents, real consequences for terrible behavior. **HOLD STAFF ACCOUNTABLE WHEN THEY ARE WRONG AND TAKING PART IN CRIMINAL BEHAVIOR AND ACTIVITIES. ACCOUNTABILITY ACCOUNTABILITY ACCOUNTABILITY!!!!**
- The superintendent should be willing to demand excellence from students even if it requires more effort. ACPS is far below surrounding districts current and our students deserve higher expectations.
- Diversity equity and inclusion should be a priority and the ability to identify with all types of people.
- Strong communication skills, commitment to Diversity, Equity, Inclusion and Accessibility. Transparency
- Communication!
- strong well spoken. Determined. Understanding for all different colors of people. Able to make a change to positivity for our youth with a understand that it is all our youth.
- Bias for action and change. This district should have the resources and family support to be great, but it falls short. Willingness to shake things up and do things differently. Willingness to balance what gifted kids need with what kids with economic or language challenges need. Openness to new ways of educating.
- Self aware, compassion, consistent, instructional leader, equity minded
- Someone who has worked in a large district and someone who is bilingual, preferably Spanish. Someone who is not inserting their own interest over the interest of the students. Prioritizing safety, our high schoolers should be able to use bathrooms and not be exposed to drug use and violence. This may mean taking a harder stance and maybe having someone who knows how to raise up those students struggling with drug abuse and violence.
- Excellent Communicator and Relationship Builder. Think Critically. Make Sound and Swift Decisions. Leadership. Ability to Solve Problems.
- Leadership and dominance.
- Active listener, compassionate leader, and someone who prioritizes safety and security for students.

- Transparent to both students, parents and staff. Communicate in a timely manner about upcoming challenges.
- advocate for the west end schools
- Transparent, open, creative, kind, interested in advancing equity, emotionally intelligent, a good learner that is interested in using data and current research to make decisions.
- STRONG leader willing to get this system back on track. ACPS should be as well run and well respected as Montgomery County schools, if not more so. There is a LONG way to go before that happens.
- Selfless. I hope our next superintendent will not push their personal political priorities and ambitions on the school.
- Listening to parents and thinking about the impact of decisions (including not make if decisions) for years down the road. Being strategic is key.
- Be divas as the city of Alexandria is very divas with different cultural and ethnicity
- Communicative, friendly, empathetic. Not afraid to get in the mix and to meet people where they are at.
- Listening to parents and thinking about the impact of decisions (including not make if decisions) for years down the road. Being strategic is key.
- A superintendent should put the broad-ranging education of students first, rather than political agendas or trending fads. Experience as an educator is critical.
- Candidate must actually listen and respond to the concerns of parents. Candidate must have ACPS work with the city to get to the roots of why there have been problems with violence in and around the schools - what kinds of problems are children and their parents facing at home that the city could help with?
- \*Needs to understand Alexandria population - very wealthy, highly educated and low-income and may or may not have finished high school - needs experience with all populations. \*Realize that there will be students who take all AP classes and others who really need a strong tech ed program - which we do not currently have adequate space for - needs to prioritize both. \*Needs to be an effective speaker. \*Needs to have a thick skin. \*Needs to be out in community and require Central Office staff to be in schools - not just to observe, but to be in lunchrooms, help at events, etc. - Central Office staff has been too removed.
- They should be aware of the overwhelmingly popular language of young people - Hip Hop culture. Further they should be a champion of STEM and the arts. Our students who aren't permitted to go to a school like TJ should have similar or not better opportunities than those afforded to their students.
- Able to coordinate effectively and meaningfully with other state entities (including Law Enforcement) to ensure improvement at schools that need it.
- The need to administer justice, tough love, and to eliminate excessive bureaucracy. The front office staff is bloated and not enough resources are sent to the actual schools and classrooms. Everyone is a consultant or a specialist and not an actual teacher.
- Willing to fight the City Leadership and City Council.
- Openness, commitment to equity, engagement with parents
- Transportation is a complete circus; you need to increase driver pay. And can we do something about the violence at ACHS? How can children be expected to learn if they don't feel safe? How can teachers be expected to teach if they don't feel safe? There's

been incredible damage done to the children of Alexandria. I hope to God the next man or woman you attract to this role is able to compensate.

- Someone who prioritizes the children especially children who are behind. Someone who isn't afraid to do bold and big things to make gains for the kids. Someone who's just interested in using common sense. (Ie our old super wouldn't let schools open windows during covid bc some students might have allergies. Like, honestly).
- The ability to meet people where they are. To meet the needs of ALL students/families not just some at the expense of others. A strong productive relationship with the City Council is absolutely essential.
- Communication skills are key. Must listen and be committed to keeping parents and community updates on actions.
- Ability to recruit AND RETAIN effective leadership Ability to recruit AND RETAIN quality teachers Strong communication skills and good "bedside manner" An interest in engaging with and learning from community groups and stakeholder groups who have been working in Alexandria throughout the tenures of many superintendents Proven strategies of lowering the adult-to-student ratio across all schools (smaller classroom sizes or more opportunities for smaller group learning on a regular basis) Understanding of urban and/or older school districts (someone from a brand new school district in a brand new suburb may have trouble here)
- It doesn't matter - the right and left parents can't agree. AHRA Grassroots,&Tenant workers runs things - so they will decide what happens
- The ability to meet people where they are. To meet the needs of ALL students/families not just some at the expense of others. A strong productive relationship with the City Council is absolutely essential.
- Someone who thinks smaller is better and cut out a bloated budget so that money is used to pay for schools and sewer infrastructure, not stupid things like bike lanes.
- be accountable to the students, parents and community.
- Good listener. Acts on feedback from the community, rather than giving lip service to their opinions. Proactive communication, rather than reactive decisions with limited communication. Ability to inspire, recruit, and retain top level admins and teachers.
- The ability to put "aces in the right places"--to find and retain high quality administrators who can set a supportive, communicative tone to encourage our teachers.
- experienced and proven success in a similar type of school district (urban, diverse, large) Someone who has had experience in the classroom (preferably not just a very short time) not just administration someone who understands that teachers are very busy and cannot always try out new initiatives--focus on what already works, not always on new things someone who holds their employees accountable someone who is seen, in the schools and in the city
- Hard worker, eager to meet students and parents, capable of understanding a broad range of issues and coming up with solutions to promote learning for ALL students.
- Be transparent with parents, strong advocate of parents, kids, and teachers equally, have children who have gone through public school system, high-level of education
- don't hire a person that went to the schools. they must be able to work well with the school board and not let them control the super. Get rid of the school board because you get people who no one runs against them and you dont get top quality. School,board members should not have kids in the school or family members working there bc they

are only interested in their personal interests. Two term limits for school board members and they don't have to be consecutive. Be able to take a hold of the excess personnel in the administrative and put more emphasis on teachers. get rid of excess personnel that are not needed

- Someone who actually CARES about our scores in reading, math and writing. Someone who wants to breed EXCEPTIONAL students. Someone who places the emphasis on the students' physical well-being AND academic excellence.
- #1: Commitment to kids getting a good education in Alexandria. Secondary: Energy, good communicator who DOESN'T use educational jargon when talking to parents/students/community, realistic about what can be accomplished.
- Open Minded. Experienced educator who was previously in schools and has first hand knowledge. Humble and willing to listen. Wise to hire experienced, thoughtful high level administrators and principals - team player. Experience managing large budgets & facilities. Student-first mindset.
- Real world experience over theory and high-minded ideas, dedicated to building well rounded students, connected to school and community
- Should have student achievement as a top priority
- Radical, revolutionary, future forward mindset, new age, young... someone who understands how kids needs to learn to be competitive and contribute to society in the future. Someone who at the core understands that it takes two parents working to run a household and school hours need to be extended so that each kid has adequate time on each subject. Someone who understands overcrowding is extremely detrimental to young kids.
- Willingness to fire bureaucrats
- Education background and experience in the classroom- background working with groups and collaborating to solve complex challenges. Self starter who looks for innovative and unique ideas to always go above the required and find the best solution for all versus checking a box to complete the task.
- Ability to reform and trim the system's bureaucracy. Ability to think strategically. Ability to recruit high quality teachers and recognize underperforming teachers and administrators.
- Hold students and parents accountable. Lessen the pressure on teachers and staff. Engage the community. Be as bullish on hiring top talent as you are on building and renovating new schools.
- Ability to do strategic and crisis communications. Lack of understanding of the importance of communicating with the staff and community should be a deal breaker. Someone who gets politics and can skillfully navigate the school board and local officials. Someone who has a bold vision of where we can be in 10 years and some concrete ideas for how to get there.
- Good communicator Someone who is dedicated to the city and not use it as a stepping stone. Experience addressing racial and equity issues Experience recruiting and maintaining staff ( expresses a dedication to staff) Willingness to meet with and go into the community on a regular basis Open to feedback and listens to staff parents and students Experience working in a similar setting and successful programs
- equity focused - but able to meet the needs of both our underserved communities and the more affluent communities a challenge we're facing now is that we must prioritize the

needs of our underserved students/schools (students of color, students from low-income families, ELs, SWDs) - but there has been growing tension/frustration from some of the wealthier/whiter families after extended school closures. Balancing the need to retain these families in the district and avoid "white flight" to private schools, while prioritizing the needs of underserved students will be hugely important!

- The superintendent closely work on between teachers and students the staff in Alexandria city high school compass
- Ability to have thick skin - some of these parents are too much. Ability to listen! Previous superintendent did not listen well. Vision for future to address long standing problems
- Strong empathetic leader, influential communicator (to a wide variety of people- parents, school board, school staff, teachers), focused on vision AND how to get there
- They should be a benevolent dictator. Ultimately, they should abide by the School Board's guidance. However, they should provide their input to the Board to help the Board craft their guidance.
- Handling Mach better kids with disabilities
- I think it is ok
- Compassion, ability to make tough decisions, transparency, and family members attend the schools as this was the biggest slap in the face by the last superintendent.
- The superintendent she never Respond to my emails all my complain I never get the chance to talk to her I called her so many times to make an appointment should never get back to me
- Ability to have thick skin - some of these parents are too much. Ability to listen! Previous superintendent did not listen well. Vision for future to address long standing problems
- Understanding they work for the school board and the community, not the other way around. More of a focus on enabling teachers and staff to be successful instead of spending time pushing an agenda. Progress and reform is fine, but the basics like education, staffing and facilities needs to be the priority. Experience leading a district with a full spectrum of demographics - race, income, culture. We have to balance the needs of all students.
- Education background and experience in the classroom- background working with groups and collaborating to solve complex challenges. Self starter who looks for innovative and unique ideas to always go above the required and find the best solution for all versus checking a box to complete the task.
- PHD in Education Experience in Alexandria schools or a school district similar in demographics
- Proactive planner and communicator. Acknowledge and talk to parents when there are problems. We will respect that and try to be part of the solution then.
- High academic achievement for all kids.
- Ability to have thick skin - some of these parents are too much. Ability to listen! Previous superintendent did not listen well. Vision for future to address long standing problems
- A selfless leader who wants to build and improve the quality of our schools, engage with the community and parents, and has the experience to be transformative and motivated. This must be combined with someone who has the managerial skills to address numerous stakeholders and diversified interests.
- Communication is important, good leadership ,Equality for all.

- The successful candidate must be able to communicate with and engage with the ACPS community, specifically with parents who have lost faith in the system. Teachers and principals are carrying ACPS on their backs. The administration has very little credibility with the community and this must be restored.
- Decisiveness, empathy, the ability to be an active listener and the ability to work collaboratively with all stakeholders.
- Proactive planner and communicator. Acknowledge and talk to parents when there are problems. We will respect that and try to be part of the solution then.
- Must be able to build an actual team. One based off of merit and cohesion. Not one based off of “data driven responses.”
- The superintendent should know how to change the culture of a school system. He or she should bring a priority focus on safety, student achievement, and learning outcomes. The superintendent should be committed to increasing the use of measurable goal setting for educators and students and holding staff accountable for results. Quality testing should be embraced. These priorities will in turn maximize equity. The superintendent should have the conviction that nothing should stop Alexandria from becoming the best school district in the DMV to get an education, regardless of your race, ethnicity, or income level. To achieve that vision, the superintendent should be willing to propose and push forward bold changes, such as charter schools, breaking up ACHS into two schools, introducing teacher pay systems to reward performance, rezoning school boundaries, and replacing principals of underperforming schools.
- Focus on diverse community members and ensuring inclusion. Trust educators while inspiring them to strive to meet all children where they are --- from special Ed through gifted --- and find the resources to help them do so.
- A Superintendent who is a first generation immigrant to the US would have a perspective very useful given the ACPS student population.
- Excellent relationship building with the community and the teaching staff. I don’t think the teaching staff has felt very supported by previous superintendents
- That they be judged by the content of their character by delving into their past successes. They must be apolitical and concentrate on excellence and safety in the schools. There cannot be excellence if it does not exist at the top. They must be willing to stand for the students not some political agenda. A real get it done educationally attitude. They must stand above the storm and function completely in what is best for the students. We need competency and proven success in their career as administrators. They must put their children in acps as an act of faith in their own time as superintendent. They must be responsible for what happens in the schools. They must hold our children as priceless individuals to be nurtured and promote safety through partnership with acps. We cannot have another hire that is all talk and looking for their next job
- Someone who is a logical thinker. Someone who is not a political thinker. Someone who is a hard worker and actually cares about the community’s safety and well being. If this person fits what you’re looking for, they should be paid well to maintain a great work ethic.
- Diplomatic, communicative, needs to visit each school frequently and be present and accessible, attend flagship school events, be available in person not just on zoom, must be outgoing and friendly and hardworking to gain respect from teachers and staff. Care more about improving ACPS rather than their next steps or themselves. It’s a tireless job so

must be energetic and devoted to the job and communities. Should care about the diverse community and bridge understanding among a broad group of diversity culturally and socio economically. A good listener! This is key super needs to learn and listen and not let their own ego get in the way of helping a struggling school system. The future super needs to be willing to make dramatic changes to improve school's quality and safety and understanding of finances and where to invest. Not just by looking at testing scores and economics but meeting with Principals, teachers and students at each school and listening. A super that understands the problems teachers are facing now with overcrowding, increased IEP's, Covid and social media effects on students mental health , etc. A huge amount of empathy is also important! We need someone that will get in and learn quickly and not get caught up in too much bureaucracy. Make things happens and communicate to the parents and staff!

- The new superintendent should be excellent at running a school district, which means educating students, not just increasing funding. That is the most important aspect of the job.
- Candidates need to have a vision to improve educational resources, the passion to fight to hire staff that are motivated and want to push students and the tenacity to fight an entrenched staff that want to drive all students to the middle
- Having a good plan for the high school and how to improve the safety of the students. Is having one large highschool the best for the city or should there be more options. The most important qualities for a leader would be transparency, open to working with the community and parents and a servant leadership style (by that I mean leading by example).
- They should see all people, especially the children as a valued part of the community. They need to be transparent, honest, have integrity, possess great interpersonal communication skills, have the skills to look beyond our differences and find more common grounds. This way he or she will see humanity when they look at the children and/or their parents (guardians). This person should be an example of humility, strength, and real inclusiveness.
- They should be hands on - listen to feedback from teachers and students. Help teachers to see they are valued through pay and benefits (that were recently reduced)
- Someone who knows good instruction Someone who can restructure the division The school system needs to be dependable
- A open, listen, but come with new ideas that are willing to try and support that are good for kids.
- Understand the Pluricultural characteristics of the community, availability to receive feedback from the community, open doors for taking in person concerns and complaints
- I personally dont have any issue the have best ways to teach our kids
- Cultural and multicultural challenge, good communication skills and open
- More experience about community administration
- We need someone who can walk and chew gum - someone who can reach and deliver excellent results for a student population with extremely diverse needs. This means recruiting and retaining excellent teachers of all stripes - those who can inspire the lowest performers, those who can ensure average students do not fall through the cracks, and those who can challenge and improve the strongest, most gifted, Ivy-league bound students. Alexandria has many well-resourced families who could easily leave the

system for private school. We need them to stay in - so that they can help lift standards for all.

- first most they need to understand how learning has changed over the years, and that learning is not a one size fits all model, that learning needs to be dynamic and flowing, allowing for those seeking more challenges to excel, while assuring that those who are in the bottom of the bell curve have every opportunity to excel as well. They need to understand that when it comes to IEPs and general education classrooms, just because a child can physically behave in a gen ed/aka least restrictive setting, does not equate to the child being capable of learning in the environment.
- A genuine interest in hearing from and responding to students, parents/guardians, and the community. Strong educational leadership experience. A sincere desire to say in the superintendent role for at least 5 years. A real commitment to equity -- not just a "check the box" commitment. High expectations for ACPS staff and students. Great ideas for recruiting more high quality teachers to address the teacher shortage.
- scientific literacy. standing up in defiance to state authority. commitment to end racial segregation in our elementary schools (for real this time).
- Setting time /schedule and Getting the community to discuss on education and other related issues that can strengthen the education quality. to listen
- 1. We need a leader who can define a new vision of success and guide the school system to enact this vision. 2. They will need to shake up establishment that is bound and determined to undermine education in the schools. 3. We need to reward and promote leaders like former Charles Barrett Principal Seth Kennard, Lois Berlin, and Dr. Mazur who have all left or are leaving ACPS. 4. Stop hindering performance, progress, and safety with the "equity for all" slogan. Get City Council and the Mayor out of education as they are sacrificing our kids future for their political experiments. 5. Start by making students accountable for their actions and make school safe. My kid should be able to use a bathroom at school and not worry about being jumped. He refuses to use public restrooms because of vaping and trouble makers that own these areas.
- Ability to be agile. Think in the moment be transparent and have actual measurable goals, not satisfying last place in the area, educate and policy background caring about all students not just those who look like them. Fix the district. Last place is not okay.
- Forward thinking. A consistently good communicator - including listening as well. Experienced and familiar with the type of challenges the city faces. Collaborates well with teachers and other staff. Looks at the perspectives of all parents and teachers. Is familiar with best, research based educational practices and giving students enrichment opportunities
- Prioritizes clear and upfront communication; willingness to acknowledge and address concerns of the community even if there is not an easy or immediate solution;
- Be a good listener to parents concerns and ideas, be compassionate to families who have concerns about the school not meeting their child's needs and be focused on education and safety rather than politics and diversity for politics sake.
- Communications is most important and an ability to separate the grain from the chaff and communicate succinctly.
- Communication, transparency and trust-building, ability to engage very different parts of the community, building relations both inside and outside the school community to gain broader support for school needs and tell the good stories about our schools.

- Working with staffs and student families
- Empathy / high emotional intelligence; experience working in a diverse district
- The new superintendent should be a proactive, hands on, person. They should possess advanced problem solving and communication skills. This person should be outspoken and fact driven. They should also be methodical in their thinking and value risk mitigation.
- Willing to communicate with principals, staff, teachers, parents, students to hear their points of view, even if they are different from his/hers.
- The following qualifications would make a new superintendent successful here: deep understanding of our community, great advocacy skills to secure needed resources for our district, strong ability to listen to the voices of parents, teachers and students, excellent communication skills, strong academic background and experience in running a school or other similar entity, excellent leadership skills and ability to bring together a diverse community.
- Be able to communicate and get along with many different constituencies, put the students and staff first rather than his/her own agenda.
- They should have qualities of servant leader and be willing to stay to build confidence with our teachers and admin. They should be passionate about embracing the diversity of our community and helping our most vulnerable students along with creating pathways for different types of learners and those on different post high school paths.
- Open with kids teach them life lessons and teach them to share and be humble
- Must focus on competency and capacity of teachers
- Instructional leadership Ability to communicate effectively with diverse stakeholders Ability to leverage the diversity of the community and the community's resources for the betterment of all students
- We need a change maker for superintendent. Someone who will change the narrative and create a culture of success and not victim mentality. We need someone who will not make excuses but address challenges head on. A superintendent who is focused on academic achievement and social emotional learning and who values educators, principals and admins and parents and caregivers as students first teachers. We don't need someone who is trying to create a persons or brand or working on side hustles.
- Culture awareness & an openness to trying new approaches to academic achievement in all socioeconomic categories. Don't just say "black and Hispanic" kids are failing; consider the complexity of the academic environment.
- Open minded. Not more interested in writing a book than in this very hard job.
- No personal agenda, not seeing this as a stepping stone to something better. If they have kids they need to attend ACPS - no exceptions. Integrity. Listening to parents.
- A focus on academics and a credible, consistent student attendance calendar.
- Being able to stamp out bullying and gangs
- Bilingual or aware of the impact that reaching our families in their dominant language supports student learning. Money, budget savvy Trauma-informed Experience with working with facilities, City managers. Listen and work with teachers, assistant teachers, specialists and staff Partner with special education experts to make our schools inclusive. Be an ally to the LGBTQ+ community.
- Able to support staff and student that want to learn and be there.

- Candidate must be able to rally the board to move forward with redistricting so that we achieve equity and to balance racial and socioeconomic needs in our community. Candidate must have the backbone to stand up to naysayers and naydoers on the board. Candidate should have children who are also enrolled in public schools so that they are vested in the schools success. Candidate should be a former teacher with experience in collaboration with multiple entities to achieve meaningful change. Candidate must have experience dealing with urban schools and the specific needs of children who do not have cars and rely on public transportation.
- Committed to educating (not indoctrinating) our children. Leave any political agenda at the door. Teach reading, writing and arithmetic. Allow parents to teach values to their children. No political correctness.
- One of the skills that the superintendent needs is to understand and navigate that a small but vocal group of parents here who resist change and who also resist diversity. I want this superintendent to STAY and be committed for more than one term. ALX is not a stepping stone!!! I would like the superintendent to have administrative, classroom, and obviously good personable skills. THANK YOU!
- Honest, respectful for all parents, speak from heart and open. Knowledge of different cultures and help the problem.
- Innovative, open to change
- Other than having requisite academic credentials, it wouldn't be a bad idea if the incoming Superintendent spoke a foreign language to encourage foreign language skills of students
- Humility, collaboration, listening and learning.
- Broader knowledge of social science
- Being responsive to the community while also knowing when to take a stand. Neighborhood associations are important but sometimes have a way of standing in the way of change and progress and doing what's best for our kids.
- Assertive, clear, organized and personable. Capable of breaking free of past ways of doing things. Good Thinking outside the box skills.
- Please, please please recruit individuals who are both experienced in and committed to being in an urban school district with all of the challenges that brings. Please do not bring someone in from some small southern VA division or someone who was mid-level in a small division elsewhere. And, someone who is able to (and has track record of) walk the talk of equity not just at a surface level. Someone who has proven experience successfully leading teams of people by inspiring them, who people want to work for, who truly listens to stakeholder groups (teachers, parents, school leaders) and who recognizes that leadership is the key to this school district becoming what it should.
- Other than having requisite academic credentials, it wouldn't be a bad idea if the incoming Superintendent spoke a foreign language to encourage foreign language skills of students
- Direct, honest, resourceful, putting the needs of students above the bureaucracy, not afraid to make tough decisions like cutting positions from central office or elsewhere that are not needed, not overspend, operate within a budget, set a tone of high standards and excellence for both students and staff, be professional and not run away from criticism
- Logical problem solving and creative analysis, collaboration with families to ensure a holistic education model.

- Relate to parents. Treat the city as a community. Stand up to bullies. Do not look at this job as a stepping stone. Understand that your community has diverse viewpoints and they are worth listening to.
- I think the new superintendent should have applicable experience for the job. I can appreciate a person more if they are a parent also.
- Would be great if they were from or had worked in Alexandria. I think it's important that the person at the highest level at an organization has actually spent time with or in that organization!
- Ability to reach out to and communicate with all members of the community. Ability to promote the school system to the community. Ability to lead and support teachers and staff in a manner that makes them feel as valued as they deserve. willingness to listen to all stakeholders. Establish a morale and mindset that makes all stakeholders feel proud of the public school system in our city.
- Be open and available to engage parents personally. Be honest about the real challenges and plans. Listen to the parents when they say something isn't working. Put your kids in public school - last guy didn't and it didn't go well for him in terms of his credibility. Be intelligent and bring in best practices. Don't be afraid to learn new things and above all engage all the stakeholders: Staff, students, city, parents etc.
- An understanding of the educational needs of the students. The students do not need to be indoctrinated in progress politics. They will get enough of that in college. Focus on education
- The new superintendent needs to be willing to listen to the community rather than just always talk. You must be available to hear school & PTA concerns. The previous super had a dummy email address that was a complete joke. The community will be your best friend, if you're open and honest with the community. We aren't going to like every choice you make-- but if you explain why you're doing it for the benefit of our kids, that will go a long way.
- - bilingual - be caring and actually care about kids - be a voice and change what needs to be changed
- Be a minority
- Able to communicate and listen
- The superintendent needs to bridge groups. We can't just focus on the lower levels, but rather provide enrichment activities for students across the spectrum. We should pushing students to reach their highest levels. We also need a superintendent that will look for partnerships to provide enrichment activities for all.
- Administration skills, team building and external communication skills
- Excellent communicator. Consensus builder. Respect differences in schools and school populations. Work to engage low income families. Comfortable with responding to a highly educated populace.
- A superintendent needs to be able to squeeze money from the city; effectively communicate with the community; be accessible to parents and other key stakeholders; be accountable to them as well; take into account the concerns of all school families rather than particular groups.
- Other than having requisite academic credentials, it wouldn't be a bad idea if the incoming Superintendent spoke a foreign language to encourage foreign language skills of students

- Enthusiastic, flexible, wants to change things but also consults all parties involved including parents and teachers before making decisions and makes sure to get people on board, unbiased, doesn't favor any groups, prioritizes safety of all and mental well being, an advocate who puts children first (even above parents and teachers), reasonable, cares about special needs and advanced placement programs (as well as kids who don't fit in these groups), experienced in schools and preferably caring for a child and teacher at some point, familiar with or shows willing to get to know community
- A commitment to transparency, a willingness to engage in longstanding debates (such as the one high school), the ability to earn the trust of teachers and parents
- May be periodically meet with students during the lessons and have little chat with students. More supportive for the teachers.
- Receptive to community input, long term interest to remain in community, putting school before self when making school related decisions.
- The new Superintendent must be from outside the City and be willing to do the hard work to reform and make massive changes to a school system that's been seriously damaged from recent leadership.
- Leadership and ability to make decisions benefiting that benefit students and not special interests groups
- Leader who can advocate for the more vulnerable populations of students.
- Leadership empathy
- Strong mediator, well versed in social justice and equity, and special education needs. Have the backbone to stand up for the marginalized students.
- Communication, openness with all stakeholders, background in education, preferably from an urban district, no connection to the former superintendent.
- Hard working.
- Willingness to seek out and listen to unpopular or unusual points of view to make sure smaller less vocal groups are not further marginalized in the community.
- Strong communication skills, including sharing information with schools and PTAs about class sizes which is not public information currently; ability to balance different needs at different schools and to make sure all schools' needs are being met equitably.
- Transparency, good communication with staff, school board and parents, care about all stakeholders, good problem solving skills, strong strategy skills to create vision to achieve goals, prioritize & juggle competing needs
- Good communication, willing to listen to all stakeholders - not just loud upper middle class and wealthy white families who have more time to agitate than the working poor and immigrant families.
- (1) Strong commitment to transparency and willingness to be frank and honest in communications with staff, students, families, and the greater community; (2) Ability to deftly navigate likely investigation(s) by the Commonwealth's AG's Office; (3) Experience at another school district where candidate successfully implemented change to close the achievement gap/reduce congestion in schools/demonstrable commitment to transparency in stakeholder communications, etc.
- We need a candidate with no agenda but to help students.
- We need a superintendent with good leadership and communication skills that will foster a community built on open and honest communication to tackle our toughest challenges.

The new superintendent needs to have strong administration skills over expertise in education. We need a person who can oversee and manage the budget, facilities, personnel, and education program. We need a leader who can form and oversee a team of experts who are prepared to grow our school system and solve our most challenging problems to create a world class education system.

- The new superintendent needs to be committed to evoking change in an urban environment. They need to be flexible, but also able handle criticism, because there are a lot of loud voices and it's impossible to make everyone happy. It would be helpful to find a multilingual speaker to better connect more of our stakeholders. They also need to be committed to carrying out their term. If they sign for 5 years, they need to stay for 5 years. And most importantly they need to strongly believe that all children in Alexandria deserve a top notch education.
- Makes decisions based on facts and research rather than politics of the moment. Engages the community.
- Focus on traditional academic achievement
- Investment in staying in the job for several years, effective communicator, follow through (not just saying what people want to hear/using the right buzz words then taking NO action),
- Strong administrator enforces rules
- -Hyper focus on improving education of Alexandria students -Avoids distractions of "popular" short term projects -ACPS is in the unfortunate position of not offering high quality public schools aside from one or two in elementary and middle schools. That's unacceptable given the resources in this community. ACPS needs a clean house and full turnaround (unfortunately the school board which also needs a clean out may limit their success)
- Putting our CHILDREN first. Their safety, their development, and their education. I would like to have a superintendent who has experience teaching in the classroom and knows what our teachers need.
- Be fair. Realize that people who live in the West End are just as smart and students are just as eager to learn as those in Old Town and Del Ray. They just need a chance and equal resources as the East End schools.
- Be willing to see what is working first (take time to really review ACPS as-is) before implementing changes. Make incremental changes when possible (don't "throw the baby out with the bath water"). Just because something worked in your previous school division does not mean that it will be the best fit here. Assume positive intent when reviewing the decisions made by school admin, coaches, and teachers. They are on the front lines and see the needs of their students and families first.
- Solid administrator, demonstrated success rebuilding districts, sends kids to public schools (if they have children); experience in high poverty districts, foreign language acument..
- Humble. Wants to LISTEN before speaking. Experience as a teacher. Invested and devoted to our community (maybe even from ACPS?). This is their career goal- not to move on to a bigger district. Binlingual or committed to language diversity.
- Integrity; an equity mindset; lived experience in the public school system; preferably, someone from the community; fortitude; empathy; evidence informed and directed; not a white man

- -stronger leadership skills with an ability to see and seek what is best for the COMMUNITY beyond their personal goals and priorities. -a specific vision of what ACPS should look like and the ability to formulate a plan towards moving in that direction -ability to understand and lead in the execution of district wide goals at both a macro and micro level- they need to see the big picture and have a strong understanding of what is required to achieve these goals and encourage individual schools and their leadership to implement the changes necessary while providing the resources necessary. -personal and professional interest and investment in our local community and improving ACPS -past, proven experience successfully working in ACPS or in environments with challenges similar to those faced by ACPS
- Good listener, skilled at delegating and empowering others, skilled at communication with diverse families and students
- Please make sure this person is sensitive to DEIA issues. It would be fantastic if we could hire another person of color who has a social justice mindset and wants to make sure our schools produce children, who are taught to be good, kind, thoughtful, caring citizens.
- Visibility. Direct involvement in the schools and with parents. Area knowledge. Belief in science and willing to enforce health protocols including COVID protocols.
- Meet face to face with teachers regularly - they are the ones in the trenches who know how things work and what will work with students. Listen to them. Act on their recommendations. The current Central office leadership does not seem to be doing this and seems very out of touch.
- Good communicator, responsive to concerns and valuing of parent engagement. We need someone who creates a climate of accountability—mistakes happen, but we need to acknowledge them and learn from them and emphasize that we need to strive to avoid them to serve students well. For example, it was not okay that PPE was not ordered in a timely fashion for music programs in 2021 and students lost three months of music education. But there was no accountability for that failure. Just hands thrown in air and no effort to problem solve—the students just lost out educationally and the culture of ACPS accepted that. Not so in neighboring jurisdictions. This is just one concrete example that I have first-hand knowledge of as a parent who made inquiries on multiple levels while we waited months for the students to start playing.
- Educational research empathy for students
- We are looking for superintendent who can balance high level academic performance, demanding constituents, and the needs of a diverse population. It's critical that a superintendent advocate for the school system and resources. We also really need someone who is transparent and believes in the school system. We dealt with a lot of lack of transparency in the past and it was really harmful for building trust in the community with the school system.
- Focus on academic excellence and driving better learning results. Alexandria schools already excel as a welcoming community space, but schools need to do more to drive stronger academic growth and results. We need a superintendent who wants to educate and train citizens of the world, with an equal attention and chance for everyone. The last superintendent was far too focused on social change and related issues....some of this was warranted by our nation and community's complex and sometimes ugly history, but his attention was not enough on driving academic excellence, which is ultimately what schools should emphasize more than anything else

- A legitimate desire to change the system. The ideal candidate MUST be unafraid to have difficult conversations.
- Educational research empathy for students
- Having a strong understanding of diversity, equity and fairness is super important. Additionally, they have to be competent, compassionate and an active member of the community he's involved in.
- To Listen and address the needs of the teachers in the school system
- Engaging, ability to listen to various stakeholders, strong basis in educational research
- COMMUNICATION and respect for teachers and parents. Truly listen.
- trustworthy and genuine (not just charismatic), skilled at and willing to get to know people in schools and communities, bridge builder, resourceful, collaborative
- Big thinker, strong communicator, respectful to families, does what is right for the kids'
- Strong Leadership, Hands on, be accessible, Be flexible, listen to all opinions , remember not only underserved children need focus
- Resourceful Leader Decisive Listener
- A good listener A very hard worker. Not afraid to make hard decisions. Solid judgment, Problem solver, urban school experience, professional, community, and civic-minded
- This should NOT be a place for someone to grandstand and use this position as a stepping stone for their next educational endeavor. This person should be truly invested in the community and ALL the families that make up that community. This person needs to be invested in ALL students and willing to think outside of the box to meet the needs of those students. This person needs to be transparent and honest. Alexandria has been gaslighted enough and seen to much controlling of the narrative from its central office. This person should be someone new and should not have had any work experience with previous leadership.
- Savvy with a very diverse and engaged community. Alexandria has a large community of highly successful people, many of whom send their children to ACPS. The next Superintendent shouldn't assume they know more than the community, but rather leverage the wide and deep expertise.
- Compassion for everyone, determination to solve issues and not sweep under a rug
- A Superintendent needs to convince the School Board and community that Safety Resource officers need to be reinstated to bring order and safety back to the school. My son is a Senior at the high school and he has great teachers, but says that it is only a matter of time before they have a shooting there...and it won't be for an outsider, but a student. If you look at the school system's website "Equity" is the only word you see. The city has it wrong, the majority of the students are of color. We need to focus on "Education" and "Safety".
- We need a very strong leader who is not afraid to regain order in the schools and put rules in place and adhere to them. They need to walk the fine line between being strong and firm, but also open to input to make improvements.
- Open and honest communication especially about difficult or sensitive topics, humility, ability to listen
- Someone that doesn't hide the fact that the school is Yale or jail.
- Enough performative value signaling; focus on academic!

- Honesty. Not a politician. Willingness to confront problems head on rather than through polling and avoiding major issues.
- Excellent communication skills, emphathetic, able to be passionate across a wide range of areas to look out for all students, move the community forward
- N/a
- Knowledge of dealing with a diverse community of students and families.
- Excellent Communicator
- Caring, professional, connect it visionary, resourceful
- \*assertive \* able to hear hard things that may challenge their views \*someone who is inspiring - who can't speak to staff and inspire them to do their best \*-someone who understands that team work makes the difference \* attitude makes all the difference, someone with a positive attitude \*someone who can change, adapt to change, and prepare others to change \*someone who is passionate about academics and wants to raise the bar \*
- How about someone who wants our kids to compete in the marketplace with a focus on education and not someone who wants to give trophies to kids for picking a bathroom.
- Visionary not trend following. Savvy but principled. Allow teachers to put Students first. Outcomes matter more that criteria. More mental health and practical guidance for kids.
- Focus on math, science, language arts and the academic success of the students.
- Strong public relations and excellent academic
- understand that there are various subgroups among the student population with specific education needs that require targeted interventions. we need a superintendent who won't make broad statements about "the students" as if they were one big homogenous blob.
- Security needed in the school
- To know haw to communicate the people
- Active listener; Empathy; Able to admit mistakes; team player; experience with diverse populations; focus on equity; interest implementing STEM and other activities to make ACPS competitive with other surrounding school systems; experience with reducing class sizes and enhancing learning; ability to promote strategies to increase test scores
- Leadership. Ability to make hard decisions. Ability to manage principals so that we no longer have a system of independent schools all doing whatever they way and have a school system.
- The new superintendent needs to focus their attention solely on the schools (not PR or book deals), needs to focus on kids that excel or come from moderate and high-income homes as well as those who don't (which is currently all that is discussed in public) and must have absolute transparency with parents and the community. There is zero trust after the last superintendent. That needs to be won back. The current silence from the temporary superintendent and school board is the wrong direction.
- An ability to be extremely conversant about process and truly open to listening to parent input as decisions are being made, rather than putting out after-the-fact information. Advanced experience in civic engagement where disparate parties are at the table. Someone who is not using the position as a stepping stone to a different job.
- Excellent Communication skills, experience with diverse and ELL communities, ability to partner with parent groups, ability to assess needs of all schools and plan for equitable distribution of resources, experience with relationship building, flexibility, a good listener

- Superintendent needs to be decisive while also being politically savvy. She must simultaneously juggle equity, high academic standards and community safety. She will need to be able to put out fires while pursuing a long-term vision.
- Diverse, educated, caring, good listener, active participant in the community, able to draw boundaries
- The new superintendent should be a convener - they need to bring together administrators, teachers, and parents so that we all feel like our voices and expertise are being heard and incorporated into the school system. They need to be progressive in their thinking - this is a city that has been expanding its commitment to diversity, equity, inclusion, and accessibility. We need to continue that commitment in everything, especially with looming threats from the Youngkin administration to whitewash our curriculum. They need to make a plan for fixing the infrastructure of our schools. Much has been done in the last several years to improve the size and quality of our school buildings, but there is MUCH more to be done, especially with middle schools.
- Enjoy people. Especially elementary school children.
- The new superintendent should possess great leadership skills, open to others' opinions, trustworthy, and family oriented.
- Resilience and a backbone.
- Have an ED.D, come from a diverse background community, ability to think outside the box, technology savvy.
- The individual should be empathetic, compassionate, consider things through various lenses, and never rush to judgment. The person needs to be able to find solutions to very complex challenges each and every day. Finally, the person has to want to be embedded in the community in order to truly serve the staff, faculty, teachers, students, and families.
- Needs to have been successful. We don't need another guy looking to make a name for himself having no interest in doing the work. Candidate must have children enrolled in schools
- Someone that doesn't hide the fact that the school is Yale or jail.
- A heart An appreciation for the diversity in Alexandria
- COMMUNICATION and respect for teachers and parents. Truly listen.
- Experience handling troubled population Willingness to expel troubled kids Transparency while communicating with parents Strong commitment to public school system (ie not have own kids in private schools)
- Honestly Ability to effectively delegate Great listening skills Organizational skills in depth understanding of teaching and classroom management In depth knowledge and experience working with minorities and English learners Ability to engage stakeholders across socio-economic lines By the way, I am a parent, community member, and teacher, but question #5 won't let me choose more than 1.
- Providing students with a safe and secure environment is the most important
- Our next superintendent should try to build on the strong relationships at the building (school) level to improve connections with parents and the broader community. Superintendent should seek to empower individual educators and building principals to do the work needed to improve our schools. Superintendent should put the collective school system ahead of themselves personally to showcase our district.

- Good moral character. They must show that they care and have a personal stake in improving the culture of learning in our community. Experience, discernment, steadfastness, the ability to listen, process and consider the concerns of parents, students and staff and fight to include them as much as possible in decision making.
- Providing students with a safe and secure environment is the most important
- Good communicator, responsive to concerns and valuing of parent engagement. We need someone who creates a climate of accountability—mistakes happen, but we need to acknowledge them and learn from them and emphasize that we need to strive to avoid them to serve students well. For example, it was not okay that PPE was not ordered in a timely fashion for music programs in 2021 and students lost three months of music education. But there was no accountability for that failure. Just hands thrown in air and no effort to problem solve—the students just lost out educationally and the culture of ACPS accepted that. Not so in neighboring jurisdictions. This is just one concrete example that I have first-hand knowledge of as a parent who made inquiries on multiple levels while we waited months for the students to start playing.
- They need to fix things and help recruit the right teachers. They need to care about the safety of our children.
- Be willing to listen to those closest to the ground and make hard choices at central office. Be willing to clean up central office.
- No more woke, overpaid administrators.
- They need to be someone that has strong leadership skills and is not afraid to do what is in the best interest of STUDENTS, not parents and school board members.
- Common sense, and getting our schools teaching and studies back to the basics that are necessary to ensure our future leaders and workforce are on par with other, higher scoring education systems in other countries.
- Leadership to attract and retain talented staff. Ability to build partnerships between staff, administrators, and families. Communication and openness - ability to build trust. Positive and tough-skinned.
- Don't cover up serious discipline issues.
- He/she must be very clear and transparent in communication with families and staff, especially when speaking about district policies and decision making. He/she should be very thoughtful in pursuit of educational equity. He/she must emphasize recruitment and retention of the area's best teachers and school staff. ACPS is often rated second-best behind FCPS, and that needs to change.
- Transparency, humility, approachability
- Dynamic leadership and coalition building skills.
- Academically focused with a plan to repair the learning loss from COVID to raise math, reading and science scores.
- A history of transparency with parents when issues arise. Not part of a wall of silence coordinated with the school board.
- Commitment and longevity. We need someone who wants to be here for the long haul. We will not be able to make the necessary changes without a long term commitment to this district. We also need someone who is innovative and interested in creating a strong learning environment for students that is base on best practices of instruction, not just teaching to the SOLs. We need someone who will be tough on violence and

disobedience in our school, someone who will support teachers and provide consequences for students who do not complete work. We need someone who values learning over test scores and understands that growth is learning. We need someone who is strong enough to stand up for our school district and make tough decisions that are best for our community.

- A strong sense of self and an agenda to defeat Marxist teachers and administrators and to improve school curriculum. An understanding that some parents of minority children actually want their children to learn and not be instructed to hate America and other people. Also, bring back/strengthen the vocational program.
- Be a good listener, and listen to all perspectives (not just the loudest ones). Be innovative.
- - focus on education and wellbeing of the entire school population - lead by example and not put own children in local private schools instead of the public ones you manage - prioritize the voices of parents with children in ACPS - not use ACPS as a petri dish for social experiments - not use ACPS as a stepping stone to a political career - not moonlight as a for-profit consultant using City resources
- Focus on instruction/education of ALL children. Let's bring kids up to grade level while also challenging those ready to go further. Hiring - let's bring great staff into the city. The nationwide shortage of teachers is of major concern so we need to make teaching attractive. Hold parents accountable while also serving ALL kids. We need things for kids to do so they don't choose to do things that will lead to trouble. More (and exciting) after and before school activities for parents who need that support. Parenting should not be the responsibility of teachers. If a child is disrespectful, it should not be tolerated. Give a warning with notes and/or a phone call to the parent. Get the city to provide parenting classes to level set expectations for parents. Community involvement - let's get our kids to fully understand the value of giving back to the community. Engage in learning activities that also give back and show the results. If kids are their actions and the results are good, we are instilling that in them.
- Effective, open door communication. Empathy, compassion and open minded about the students and people in the community. Non bias and have a love for our children and community.
- Hopefully the new superintendent will be a forward thinker who will be visible at the schools. He/she should make efforts to recruit quality educators and provide the resources needed for children to succeed.
- The new superintendent should NOT just offer political statements that say nothing. They need to be transparent, make tough decisions, hold people accountable, and look at the schools from a parent's perspective. We should attract the top talent, have our kids in small classrooms, try out interesting modes of educating our students for a new world. They need to balance the importance of equity and inclusion with academic excellence and social emotional support. These kids are suffering and it's at crisis level and we need someone who will act smart and act fast.
- Integrity, candor, communication
- Leader, Educator, Listens to current teachers and administrators and families (before implementing change or bringing in his/her own people)
- besides academic qualifications, superintendent should have skill of listening and solving any arising issues on the interest of the community/parents
- Build partnerships with neighboring districts.

- Be open and responsive. A good model is the city mayor who listens to and answers his constituents' questions. The mayor will respond to you in-person, via virtual meetings and via email!
- An understanding of the community they serve. Someone who cares more about the minds of students and their mental health rather than worry about what they identify. Someone who takes the whole child and their future under consideration.
- Having experience of working with diverse community, well know the cultural sensitivity of resident and students.
- Someone who is strong in what they stand for and careful in what they fall for. Clear, professional communicator- not slang, not talking down.
- Some skills that the new superintendent should have is Experienced, Knowledgeable, Respectful and Honesty.
- Integrity, candor, communication
- The new superintendent should NOT just offer political statements that say nothing. They need to be transparent, make tough decisions, hold people accountable, and look at the schools from a parent's perspective. We should attract the top talent, have our kids in small classrooms, try out interesting modes of educating our students for a new world. They need to balance the importance of equity and inclusion with academic excellence and social emotional support. These kids are suffering and it's at crisis level and we need someone who will act smart and act fast.
- Humility, and a willingness to change course if a policy or program isn't working. Innovation and openness to new ideas and methods of learning (that are science based), and also a strategy for addressing a growing population and working with students affected by the pandemic.
- Strong commitment to diversity and inclusion, creative ideas for public-private partnerships and ways to advance state funding commitments.
- Someone who is invested in the success of ACPS schools rather than building personal brand or self-promotion. Someone who has A DEMONSTRATED track record of mitigating violence in schools.
- Communication and Clear thoughts about the number one goal which is to educate people. Stop communicating in six different languages. That has to cost a fortune and we are all Americans, and our National language is English.
- Authenticity, honesty Expert in instruction Strong leadership skills in managing large teams to greatness; holds all leaders in central office to high standards Servant leadership - strong partner with principals Empathetic communicator
- Ability to work with diverse communities and to keep ACPS schools competitive with other public school districts.
- Someone who knows research based strategies, someone who is going to get into the classrooms and really see what's going on, be involved, someone who isn't going to jump onto the latest bandwagon, someone who is going to make a difference not come here with their own agenda.
- A look at the whole picture.
- Humility, willingness to listen to community members, and actually respond to community members concerns with concrete actions that reflect the needs of our student body.

- Focus on teachers — recruit and retain the good ones. Give them what they need to Succeed and be happy (smaller classes, more resources, etc). New superintendent should also assess the need for another high school and plan for the increased enrollment that we are seeing in the younger grades.
- Humility, compassion, transparency & openness. Interest in working with parents, kids, teachers, and the board to come to solutions together.
- A leader who clearly and transparently communicates. Elevates the academic excellence.
- Be motivational and engaging all groups of society, be outspoken about school system real problems, not hidr information from parents and guardians
- proven effective communication skills; articulate
- it should be professionally and positivity
- New super should NOT BE A SOCIAL JUSTICE WARRIOR , but a highly qualified educator and administrator
- ACPS is a diverse community and requires someone who has lots of experience working with students from different backgrounds and cultures. Also, someone with lots of empathy but also someone who is willing to make tough decisions and stand up to parents who aren't willing or able to accept consequences for their child's behavior.
- Please just give us someone who is invested in the kids and community and not someone interested in furthering their career.
- Diverse background, speaks a second language, strong understanding of effective instructional strategies, an understanding of The Science of Reading and up-to-date reading research.
- N/A
- We need a superintendent focused on improving the proficiency of students so they will be successful adults.
- Listen to everyone, ask for help and feedback, but also know when to make an executive decision for everyone's needs. Visit schools, ask students and families as well as staff. Not just keep looking at reports and analysis. Do not work for ACPS if you would not send your own children here.
- I would like for the superintendent and school board member to come into all of the communities in the city and take to parents and community members, before being elected.
- Trauma-informed. Teaching experience. Strong leader that is not intimidated by competent underlings. Can work and manage a bureaucracy. Is responsive to parents.
- Dedication, hardworking, the ability to put others first- willingness to partner with staff and not blame
- COMMITMENT to our students and our school district! not in it for themselves, but truly want to see our school district succeed.
- Leadership, Administrative skills, high morals, the ability to speak and communicate with parents, teachers, and students, the ability to see the big picture and work towards that goal,
- Focus on academics bShould not have a political or social agenda. No “woke” candidates please. It is time to stop indoctrinating children with a leftist political agenda.

- Thick skinned, not offended easily; humble; a good listener; open to new ideas; not self-serving; able to handle LOTS of difficult people; self aware; discreet; confident; energetic.
- The courage to place academic excellence and school safety above a misplaced fealty to "equity at all costs."
- Experience as a superintendent is a must, because our current central office staff are very new to their roles. The superintendent will be exposed to political pressures, but must refrain from acting upon political interests and instead focus on student learning.
- A belief in the public's right to know the good, bad and the ugly of ACPS. Someone who listens to the legitimate complaints and actually works to solve them. Someone who can rise above the political wars that are distracting K-12 education and actually build confidence in ACPS. The person needs to have extremely strong leadership skills and have a sense of accountability. When there are controversies, the superintendent needs to address them publicly and head on.
- High work ethic, background in education and strong understanding of the current challenges we are facing regarding or schools
- Able to engage and communicate openly and effectively with the community. Willingness to plan for the future and see ACPS as a school district that is able to teach all the children of Alexandria. Willingness to do what is right for the children of Alexandria and build another separate high school. The city needs smaller schools to keep students safe and provide needed resources and opportunities for students to succeed.
- Strong leadership skills. The ability to lean into change and make hard decisions like dismantling the central office staff and starting fresh with people who care about education not their pet projects they got masters in that mean nothing in the real world. This person does not have to have a useless PhD. They should be managers and known as getting stuff done.
- -leadership experience in a large diverse school system, including economically disadvantaged students -accountable for results: demonstrated success in reducing the occurrence of disruptive behavioral incidents and increasing academic performance. - someone who is willing to recognize problems and fix them, not just pay lip service to a vision or ideal -Someone who will focus on creating a culture of excellence that students are proud to be a part of
- The optimal superintendent for ACPS will have the ability to ignore the cultural zeitgeist and focus instead on education. This would contrast with certain other individuals who have held positions of responsibility around here. The optimal superintendent will be curious and willing to ask questions that may make the institution uncomfortable, such as really getting to the bottom of why Lyles Crouch Traditional Academy has generally outperformed the other elementary schools, or understanding the true diversity of our student body besides categories like Asian or Black that are so broad as to be almost meaningless in this town. The optimal superintendent will also be humble, and the average parent will struggle to remember the superintendent's name. The taxpayers do not fund this office for anyone's self-promotion.
- Equity minded but with a better picture of some acute inequities on the school system that were swept aside previously (especially the needs of students with significant disabilities)

- The Superintendent must possess the skills to be honest about the state of education and the negative and unsafe learning environment present in ACPS middle schools and high schools. Parental and community concerns need to be publicly acknowledged and not labeled as privileged view points. Parents should be encouraged to participate and give feedback to all levels of school administration and school board, without having a central screening department.
- Communication skills, ability to evaluate situations from a parents perspective, willingness to collaborate
- How to make schools safe. Discipline.
- A new superintendent needs to be willing to be visible and engage with many different members of the community. The superintendent needs to be able to surround themselves with people who will encourage and support them, and also tell them the truth. To be most successful, this person will need to be able to craft written and verbal messages that are honest, open, and feel like you're talking with equals. A former superintendent popped into my classroom one time and danced with my newbie language learners - they couldn't understand a word he was saying, but they understood his willingness to join in their brain break and made them feel included here. So a superintendent who is willing to dance is on my list!
- Not Woke, not a Marxist, not a feminist, not LGBTQ+, a leader, a good communicator, a good administrator.
- Innovative, communication, experienced
- determined, thoughtful, tenacious
- Understanding that they answer to the Board and not the other way around Diplomatic Dedicated (no other employment during tenure)
- Patience. Open to learning from community members more than outside consultants. Desiring results more than personal credit. Don't blacklist parents who express constructive criticism (which is the culture).
- Experience in racial and other aspects of equity, including working with kids and staff from all backgrounds, levels of learning and ability, a real understanding of the hard work of racial equity, working with communities who come from other countries. Someone who has a strong backbone and can be prepared to make decisions on behalf of ALL children, not just those children whose parents are vocal, privileged, and affluent.
- this is a tough job, not many stay in the job more than a few years. Be realistic, the school board will make you crazy--they prefer to have a puppet in place so they can be the voice behind the curtain--so the candidate will have to not only have to a good administrator but an excellent small town politician--and know what this entails otherwise they will get frustrated like the rest and move on.
- cultural competency; strong leadership, management, and communication skills; a partner with staff and families (and the School Board)
- A strong listener, communicator and organizer. Humility. An advocate for teachers and students first. A track record for community outreach, and academic excellence as the priority.
- Be a leader- hold people accountable- fire people if you see the need. Stop sugar coating the issues and stop blaming 'demographics'.
- Accountability would be the most important trait and something not demonstrated as much as it should be. Diversity should be handled differently and not made the one and

only focus of the school system. More focus on STEM and basic learning of life skills, less focus on tests.

- Commitment to our schools Practicing what you say Transparency in action and documentation Ability to act politically but with compassion Ability to take a broad view and balance it with a narrow focus if needed
- Someone who wants to improve the education in the schools - increase knowledge and student skill level. Someone who will work to retain good teachers.
- Excellent communicator; a relationship-builder; equity-seeking, commitment to personalized learning; innovative
- Should be able to work with different constituencies with differing concerns; should be deeply concerned about educational rigor; not be afraid to face entrenched interests; be creative; care about the kids, not so much about their career or next gig
- A genuine concern for the students and their families

### **Students**

**Tell us the good things about your community. (This information is used to help us recruit quality candidates.)**

- My school has the best teacher
- My school is a better and a secure environment and I feel safe to learn in my school (Francis c Hammond middle school.)
- I get to meet my friends and learn new things.
- idk
- we good
- nothing
- i have places to study and do my work.
- I have lots of friends I have fun in school.
- I don't about a skill
- Empathy, good accent from teachers, and support
- idk
- great leader and chill
- no fighting and cutting line
- i dont get this one either :)
- to do all the stuff a teacher tells u to do.
- we need more field trips, be able to use phones at lunch
- Idk
- of the school, Wi-Fi is the issue in my school
- Some students who are not paying close attention to what our teacher is simply saying, thus irritating him/her.
- idk
- i dont really know i dont pay attention to the problems of the school
- skipping line for the busses
- i dont get it :)
- To make sure there ID is with them.
- to many fights

- Nothing
- I don't know because my school has no wi fi
- My schools are great, fantastic, and wonderful. My teachers are very kind to me.
- its been quiet and a lot of people started showing up to class
- its okay
- My Friends
- its really fun here and i love it
- My friends
- the lunch
- My friends
- there is no violent.
- A lot
- Caring teacher and nice people in the school
- its very friendly and i love it here
- there help in class works.
- my friends
- It's very diverse
- It's safe
- they r very supportive of me.
- There are none
- the teachers are cool i like and etc.
- My community is very diverse.
- evrything
- evrything
- food and friends
- Its a good community
- they're very nice
- nothing
- my friends
- we need more field trip
- its helpful
- their fresh salads
- its helpful
- It's helpful
- People in my community are kind
- Its clean and students help each other.
- it's clean
- Everyone's very helpful
- the pizza
- nun
- ummmm idk
- the kids are supportive to each other no a lot of bullying
- my name is kamyra people say im petty
- it alraight

- i dont know
- GW was better tbh
- They are nice and helpful.
- Me why because I'm a good kid I think and I do my word so as my classmates
- I can interact with people and have fun in ways other than being at home doing the same thing all the time
- what I have
- the amount freedom on Chromebooks
- They are very nice.
- somebody actually comes out of their house
- Its a very nice community
- Its a judgement free zone and its very quite
- the community is uh very nice and stufff.
- Most of the teachers are helpful and open to questions.
- Super friendly and chill.
- kind and respectful
- idk??
- It looks pretty. the community is nice
- my community is very nice and friendly
- everyone is happy and safe friendly enviornment
- Well I like that we don't have to wear uniforms.
- I like how they made the schedule and there teaching is fun mostly.
- our community is mostly safe and has no problems with buses.
- My community is kind, calm, and safe.
- the school is 5 minutes away from my house
- It's friendly
- its fun
- Everyone is very welcoming and dedicated.
- There community jobs and colleges and help kids out with jobs
- Supportive
- I really like my friends. They are my favorite part of school.
- its nice
- sewey
- Basically everything. Family/friends, home, school, food, clothing, drinks, basically the necessities.
- There isn't really anything special about my community.
- The teachers are nice and help us. We get a good amount of lunch time. And the teachers teach in ways that are fun and easy to understand.
- its nice people
- People help each other.
- you work together
- the community id really good and the teachers
- Alot of really good peope
- They work together

- We work together sometimes
- I like how people are nice and fun people
- they can help you out
- It is good.
- The people in the community are very passionate about what they believe in and for the most part, we do what we can to lift each other up and support each other.
- Haven't had any bad interactions with any staff or students (yet).
- As a queer non-binary student, I feel more accepted in this community than in the community I grew up in.
- My community is friendly.
- helpfulness, we're there for one another, fight for the right things.
- nice
- It's a community that is mixed with different cultures
- Everyone works together to make something good for our community
- My community is a very good community. The people around us are so quiet and friendly. I enjoy living in that community.
- i don't
- its diverse and you can meet many new people
- It's a very humble place.
- The community works together
- its a family community
- i feel safe
- Supportive
- I feel safe with my community.
- supportive
- sociable
- Lucy and learn
- I like the teachers at this school
- friends
- in our community we have good people and nice people.
- this is a good community
- people help each other, and it is safe.
- there is not a lot of crimes
- my community is great
- My community is pretty normal
- Some of the only good things about my community are that the neighbors are very nice.
- Its good people take their dogs out to play with other dogs including mine people hold the door they are very nice
- I like the 2 week break on Christmas.
- I like how were able to get taught new things
- I like my house
- It is safe.
- There are a lot of activities

- The good thing about our community is that there are stores to buy food nearby. Also, hospitals aren't far away, so you can seek medical attention not that far away. This community is giving back as well.
- Good things about my community is the verity of diversity in Alexandria.
- To be completely honest hammond is the worst school ive ever been to not only my personality changed but also my behavior ive gotten in trouble, been blamed, and has almost been jumped
- The staffs in this community are super sweet and vary helpful
- people are helping our community and there are treating people with kindness and there helping picking up litter
- my friends are helpful.
- the schools are good and they have free food there is a lot of playgrounds and there is a lot of good places to eat.
- They clean the trash and they also keep the community safe
- City public schools and other great places in Alexandria are made great for men kind.
- is so good because the schools geve us free food and we help homeless people
- lots of people are really nice especially to kids
- stros and friends and schools and homes.
- whats good about are community is that we have police to protect the world
- they do not throw thrash a lot.
- to help people
- we help each other and are nice
- Sometimes my mama helps me what my home work I'm ready to go tonight love
- My little dog
- the parks are fun and
- We read books and help homelees people
- we get free lunch we do't need to pay.
- They outdoors
- Things that I like about my community is they offer a lot of stuff if you dont have it
- the animals
- The Community is really good because it's amazing.
- the good thing about my community is that it is a safe place for me to study at
- There are no good things
- they help us
- its good its fun and i hope it stay like this
- We have dash buses and its free to go on
- i enjoy the food and walking lastly teachers
- I enjoy the food, walking is fun for me in this community.
- Our community is nice. It has a great environment and the people around are nice well some of them are.
- it is very nice and people get along.
- The people are nice.
- It is safe
- A good thing about this community is that there is a lot of nice people around.

- idk
- the people
- the people
- It's Pretty Safe
- there are many safe way to get to school
- I Don't Know
- The area is pretty clean, the people are nice, there's lots of greenery
- very nice
- There are many safe and free ways to get to our schools.
- some people the schools the teacher.
- The only good thing i could think of would be the fact that i know the other children in my neighborhood fairly well
- It's a good environment because everything goes by smoothly and peacefully
- nothing
- there is many transportation resources and
- the people
- idk
- n/a
- It has some good people
- That it's very kind and comfortable
- There's nothing good
- good people exist.
- Some people
- no comment
- I like that everyone can be come friends easily with one and other.
- the people
- The people, Schools
- that they are really nice to me and everyone
- it's fun
- we play soccer
- There is diversity
- Fun, Happy, Joy
- There's good people
- it's safe
- Safe
- I feel safe around the cops and others in the community and never feel worried
- Its good its just the crazy stuff and the crazy fights happening sometimes
- I feel safe when there is laws and the laws help people to do the right thing.
- i's good i guess but they just have to clean up the community
- I feel safe in the community.
- The teachers are very nice and supportive and are willing to give help, and the equipment and lockets are nice
- There is a lot of people being respectful.
- it is safe.

- Its a nice community Idk
- I personally think its really clean compared to other places and i think its very neighborly and are always there to help.
- Most people are nice.
- It's Good That There are Security Guards.
- It's filled with nice people
- the community is very nice and helpful
- The teachers teach well
- It is good
- Goofiness.
- there is nothing good about my community
- goofiness
- nice people
- there nice
- people actually support each other
- its a good diversity
- idk
- Diverse group of individuals who support each other
- people support other people
- Diverse group of individuals who support each other passionate about our history
- diverse group of individuals who support each other.
- My community has lots of diversity.
- having fun
- that it is a healthy community
- (Most) Teachers are understanding and don't yell.
- the security in the school
- I don't know but maybe
- The food.
- Some good things I think about Alexandria is that it is not too crowded and the diversity
- It's cool I think it's fun around here I guess it's kind of boring but it's cool there are a lot of nice people around here.
- One thing good about my community is that we are very diverse nobody looks the exact same.
- Everyone cares about each other and always say good morning or good afternoon when walking past each other at a certain time of day.
- Some of the good things in our community are that we have a nice environment with our friends and teacher.
- The good things about my community is that there is a lot of diversity in all the schools and everyone is very caring about each other.
- The good things about my community is that there is a lot of diversity.
- safe
- Something good about my school is most people make strong decisions
- i do not know
- The diversity in our schools and how the teachers actually teach us

- my community has a soccer field.
- A good thing about the community is that we help each other whenever there is something bad going on in our education or mental health
- the school
- My community helps out by cleaning the trash on the floors and they make it safe to go outside without feeling like your in danger and my school also helps with that.
- There are helpful and kind people.
- The fast food restaurants
- There's happiness there's helpfulness and its fun
- Some good things about our community is that there are mostly friendly people in our community. And our community is not just one race it's multiple races and religions.
- The good things about my community is that people help each other, and that people are kind to each other.
- most of the people are pretty nice, and we have alot of parks, like ben brenman
- Good things about the community is that there are parks so you can play or do any kind of sports. There are grocery stores so you can shop and get anything you like. My favorite thing is probably Beatly Library because its quiet and calm and you can pick any book that you like to read.
- The good things about our community is that our community is welcoming, safe to me
- They are kind,They are helpful
- NA
- The good things about the community is the loving people keeping you safe and helping you.
- they're good and we have more time with all communities that need to have help
- The food.
- There is a pool.
- Some good things about my community are that there are very nice people but there can also be some bad people.
- The community has been good but what sometimes scares me is walking alone at night to my home from school because I see people who smoke or are drunk and they just come up to you and don't know what they are not doing
- the teachers are nice and the staff does everything they can to help us out
- The good things about my community is they are super nice and kind and if they have pets and are really sweet!
- Good things that we can do in our school are to not talk when the teachers talking, not be disrespectful to others, and more.
- the goods things about this city is everything its my hometown
- The good things about the community Alexandria to me are the people. Most people in Alexandria are welcoming and at the schools many people are kind and can show you around.
- where i live i hear trains and cars passing on and on.
- Some schools in ACPS are really fun for children to be in and it educates our scholars.
- Our community always helps others. Also they don't bully anyone.
- a good thing about this community is that it is kind
- One good thing about my community is I know a lot of people in the district.

- what's good about this community is some people are nice to one another
- nice people
- My community is calm and nice kinda loud sometimes but other than that pretty chill.
- The good things in our community are that we always help each other when help is needed and always be respectful of each other.
- in my neighborhood every body is kind and we dont litter
- we have classrooms
- NA
- The good thing about our community is how everybody is friendly so if you need help you will just have to ask and you will get help.
- The park
- playground
- The people are nice, friendly, and helpful.
- Our Community is good because we got people helping us, if we are feeling down then our people/community can bring us back up.
- Everyone is friendly and kind.
- We all work hard to achieve our hardworking goal, and we are pretty persistent as well.
- There's a lot of trees, Mcdolnalds, Internet.
- a lot trees a lot of flowers a lot of stores parks
- The good things about my community is that every body is nice and respectful.
- Good things about my community are that people are helpful,funny,and people are mindful.
- Nice and independent people
- the good things about my community is that some of our 5 belows,targets and skyzones are really big and we have cool places
- Some goods things about my community is that most of the community is kind and nice
- One good thing about my community is people respects others.
- clean, nice people
- good because some of my friends live in my building so i can go to their house and they can come to mine.We usually play games when we visit each other and sometimes go outside to play football or "soccer"
- I have Rats, Ladybeetles, an Cockroaches. :)
- Some good thing about my community is everyone is nice.
- A good about our community is that their are plenty of people to keep us safe.
- My community is good.
- It is very quiet and safe and big things happen every once in a while.
- The good things about my community are there are people you can trust.
- clean, nice people
- everybody is funny and all the teachers are very nice.
- my community helps one another when they need help
- The kids in my community are kind and nice. We play outside alot.
- Good things are like having good friends and getting help from those friends and teachers.
- Nice people and make good friends.

- there is good people
- A very helpful kind community that I can trust.
- Friends.
- there is a lot of trees where i live
- The good thing in my community is that everyone works hard.
- N/A
- The good things about my community is our schools or places were we can jest play at.
- we care about one another
- the people
- we respect eachother
- The buildings
- I don't know.
- the one good things about my community is good i pay attenion in class and focus and submit working assignment and my goal is to get an A in all classes
- teachers are nice and there are nice people
- The good things about this community are that I have friends
- I don't know.
- well we have kind and nice people like family and friends
- the playground is very fun, i guess
- N/A
- kindness, funny
- In my community we help in educational ways like helping kids learn.
- There is a lot of minority
- NA
- We have healthy grass. Something else is we have healthy people.
- where i live i have a lot of friends and can go to their house
- No trash near my home and Nice rec center
- people being nice
- people are respectful to others in my community
- They are kind and helpful.
- It is peaceful great and fun
- They are really nice and they help you.
- Good things about my community is most people are nice and if your new to the school its easier to make new friends.
- we are repectfully to eachother
- Not good at all
- There is not that much violence It's a nice clean community
- People in my communiity are respectful and helpful
- We have good homes
- There are really nice and good
- we have helpful people and green healthy grass.
- N/A
- My community very diverse.
- we can all agree on one thing.

- good behavior
- One good thing about my community is how they treat other.
- n/a
- N/A
- There is nice people.
- Friendly,kind,Respect,generous,hospitality and culture people.
- We have a wide range of talents and experiences, we care about important issues and will voice our opinions
- Have good friends and teacher
- nothing
- no
- A nice community
- Have good friends and teacher
- Keeping everybody safe.
- It's semi-friendly
- everything is close
- The weather.
- I don't really focus on my community because I usually keep to myself.
- Safe
- It's peaceful
- I like my friends in school and sports
- When parents cant always take care of their kids some recreation centers will.
- It's a wonderful community so far.
- I really love that diversity in this community and enjoying when living together.
- people look out for eachother sometimes
- Everyone nice
- -Very diverse -Good food/restaurants
- Friendly environment such as playgrounds, dog parks
- The community around the school is mostly safe and holds a lot of resources.
- helpful teachers good social services and counselors
- Helpful teachers, good social services and counselors.
- My community is very welcoming.
- kind and organized, accepting.
- I live around old-town. At that place, there's a lot of nice people, talents (like making art), restaurants, one place that is about art and other different ways about art, and a beautiful view of the river or ocean.
- The stores, and the distribution of medical care.
- It is sometimes peaceful, people are polite, and nice neighborhoods, cities and buildings, and there is a lot of access of necessities.
- people help each other sometimes
- good people overall
- nothing
- It is very diverse and has good restaurants.
- The people are kind

- starting conversation or having conversation with them is very fun.
- Wide diversity, good food, and historical places.
- i dont know
- People are really kind
- Good food
- My community is very diverse and welcoming. It offers a lot of space to thrive and learn.
- good food
- Large diversity; Many opportunities. I think it's metropolitan too.
- There is a since of commuinity here
- The community is mostly supportive, always there to help you if you need something.
- Good food.
- People can help people out and there are lots of places to walk
- Our community is very friendly.
- Everyone is welcoming and accepting of different cultures and perspectives.
- There are a lot of nice people
- no
- nothing
- idk
- The people and organization
- Everyone is welcoming and accepting of differences.
- Its great, theres nice and thoughtful members
- The people are nice and friendly and I like how most people know each other
- the food
- idk.
- The community voices problems.
- Some people are helpful here.
- lgbtqa+ support
- The good things about our community is that everyone is at one school and makes it feel like a big family
- I like how its isn't dirty.
- It's good
- the people
- The good thing about my community is that you can make friends easy.
- you can make friends and relate to one another
- A nice community
- Our community has good malls and movie theatres, our community also has good food places to go eat out.
- One good thing about my community is that the dash bus is free so I can visit places around Old Town without having to pay.
- The community here is pretty "normal" most of the time from what I have seen, I don't really get into any problems because I keep space from everyone if they aren't a friend.
- It's supportive.
- Our community is friendly and very collaborative.
- N/A

- Noisy but fun
- Our community is very diverse which means that there is a lot more culture too.
- Most people are open to helping people out, whether it be with classwork or if someone dropped something.
- we help as much as possibly
- There's a lot of people and most of them are generally good people.
- nothing
- Everyone is nice.
- Our community is very inclusive.
- easy to commute
- a good thing about my community is that sometimes they give out food for people who need it
- no
- The people help out in whatever the community needs helps with. It also many centers and extra help for any circumstance or problem.
- certain people care a lot and will make it known how much they care
- The community is good everyone is great the counslors, and teachers are vert helpful.
- People mostly are nice until you do something.
- Local parks, everything is close, good public transportation
- When it comes to security, people of older age seem more professional, as compared to the younger security guards.
- My community is peaceful and does not have that much activity
- Our community is united and supportive.
- Our Community has nice people.
- It nice
- It is very diverse in races and cultures.
- the people are cool
- Good opportunities for students for instance: jobs students can work at the young age of 16 and get experience for their future.
- The sense of community (friendliness). Mostly calm.
- Our community is very large and diverse.
- There are many opportunities
- I don't know
- Nice community
- I like the friends I have here.
- friends
- there are a lot of things available for people of all races and age
- The teachers are nice sometimes
- I do not have any idea.
- Friendly people
- The dash bus is pretty cool.
- The care of buildings and landscape.
- Their is a sense of community in the school. There are all sorts of events and activities that make everyone grow closer.

- There are many opportunities and people are welcoming.
- most of the people in school are kind with they help me on homework or if I have any question.
- The humans are headed through the system efficiently.
- IDK
- they are reliable
- i like the our people
- Everything is close.
- nothing special
- It is a hardworking community
- - We all have fun together and support each other.
- lively school
- my community is very diverse. it allows me to become more educated on different cultures and ethnicities.
- I love my community
- The community looks out for each other
- the people
- The people are nice to each other
- I like how diverse my community is.
- Our community is good because people are active in it.
- i don't really know. have only lived here for 4-5 months.
- is a quiet place
- Diversity, supporters.
- Students can (and should) be relentless with activism, whether it's in general or related to the school (ACHS).
- the dash buses are free
- Everyone is friendly(?)
- The community is big and diverse
- We are provided with a wide range of electives to give students the chance to find classes that fit their passions and talents
- Very diverse.
- Teachers helping students
- We cooperate with each other in times of difficulty
- As a whole, Alexandria is a very safe, clean, respectable city. Everyone here is very respectful and just overall good citizens.
- my community is diverse.
- diverse
- I like how diverse our community is.
- Nice people who help each other
- Open and comforting
- We are all unified, its safe,low crime rate,peaceful,secured
- Lot's of good people, cool people
- Lots of different types of people.

- The local restaurants, the various organizations that strive to offer low income residents various opportunities, and the diversity in schools.
- Very diverse. Mostly trustworthy people.
- one good thing about community their is a lot of help
- One thing that I like about my community is that people try to help each other out when they can and people care for one other.
- They are caring helpful nice to one another.
- We have some small businesses
- Many people are friendly and reach out.
- Very nice people
- places to go
- Nothing
- Friends
- People share their different opinions and ideas.
- Nothing
- idk
- The good things about my community is the amount of support.
- You can meet a lot of sweet individuals, willing to help you out whenever they can. Especially the students.
- Sometimes people are friendly.
- We have a wide range of talents and experiences, we care about important issues and will voice our opinions
- The good thing in our community is that there are many more people helping others with work, etc.
- people actually use the recycling bin
- There is a lot to do in the area. With lots of transportation options.
- The good thing is every one is nice specially the teachers and the cancelers
- A lot of community services.
- We have lots of nice spots as well as small businesses.
- we have more
- We have nice clubs.
- Some positive/ good aspect of this community is that it is very diverse and it allows everyone to learn about different cultures and traditions.
- A good thing about my community is that everyone tries to help each other.
- Helpfull
- n/a
- Alexandria has a lot of history, and a lot of good people. We also have proud groups representing the community like bands and theatre in the schools, etc.
- There's a lot of diversity in my community, everyone was very welcoming when I first moved here, and lots of families are generally very hospitable- inviting us to be present, and guiding us through traditions shared by the community.
- making friends is easy
- - Very nature incorporated - Many volunteer groups one can join - Very diverse in areas  
- Well maintained in areas

- some people
- the companionship and the help that people can bring
- The teachers and counselors are supportive.
- We work together well
- our community service is everything all good . I want to said the for our community Alexandria public high school. the bus sometimes doesn't have good behavior and there should be bus com on time for students
- It has taken measures to become a safer community.
- bad
- Fun
- I love how everyone is mostly open to new ideas
- From my personal community, I love because they are similar to me.
- It's quiet and calm
- It is very diverse in every aspect
- Diverse for the most part
- it sucks
- What I like about my community is that I see people who look like me. I have peers who are from the Latinx descent and I can confide in and find support.
- people are mostly respectful to each other, they can be funny, and people are quite tolerating of many things
- i dont know
- it is safe environment
- We haven't had a school shooting yet.
- it is friendly, and helpful.
- IT is good
- I know most of the people in my community since I have been going to school with them for 9 years.
- Diverse.
- The diversity of the community, the nature
- Our community is a very good community and a fun one.
- For the most part, its safe and calm. There are a lot of positive energy.
- i think its a little problematic but also calm
- My community has a lot of recreation centers, and the youth are usually involved in them in one way or another.
- idk
- The diversity.
- Our school community works to support all learners. We have a lot of outreach via the FACE center and through schools.
- The neighbors are very nice and they help each other out.
- the closeness to DC and museums
- N/A
- N/A
- Diversity.
- where i live it pretty quietly

- People care about their governments and schools.
- People are from everywhere and are mostly welcoming and friendly.
- It's an extremely big community and very diverse, there will always be a group someone would be able to fit into.
- The strong connection that communities have based on location, culture, language, etc.
- Our school district is diverse, all our students have tremendous potential, and most staff are hard working and strong willed.
- we are satisfy from the community which we currently living, Clean, quiet good people around and peaceful.
- teachers are friendly, kind, and help full. Some of the students are also kind and listen in class, not talking in class.
- Our community has lots of events that have happened and are held here such as First Night, parades, and lots of different activities at the REC centers.
- We are loving
- Our community is open, diverse, and innovative. ACPS values respect and equity.
- N/A
- Very diverse
- There are friends, and fun stuff to do.

**Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)**

- Its also very diverse
- Fun activities
- The science teacher in 7-2 is the BEST. I prefer old teachers bcs they are more relaxed abt the rules and aren't as strict and uptight as new teacherrrrs
- None
- sometimes they nice
- My school is very diverse.
- nice teachers
- nice teachers
- Most teachers understand when work is late and if something caught you up. The students are 50/50. Some are bad, and some are good.
- Our schools are not that bad but there are good teachers
- they have great communities and the food is good
- I cant think of anything good about this place
- the lunch
- people
- The teaches
- some of the staffs are chill
- the lunch ,teacher
- the teachers ad student are nice
- The launch
- The teachers.

- good teachers
- its where all my friends are
- person
- nun
- my people
- nice to eat
- my school is a good school
- its alright
- i dont know
- art class
- They are nice and when we need the help we ask and they will help.
- The teachers and staff are great
- We get Chromebooks which is nice because writing is painful after too long, the teachers are nice and usually forgiving rather than giving us zeros for silly reasons
- My friend
- you learn from school
- Some of the teachers are really nice.
- P.E work is a little bit easy
- Most of the teachers here are very nice and helpful.
- The staff are nice and so are the teachers
- the good thing about hammond is like the teachers like i mean the 6-1 teachers are nice and very very helpful and stuff like that.
- The school is a pbis school and the only school that gives opportunities for all degrees and classes.
- clean, good rules, and chance to win scolar ships
- Good education
- my friends
- The teachers are nice, we get rewards.
- my schools have good and fun teachers
- great food
- No uniforms and we get our own computers well not ours forever but y'know.
- The teachers are really nice and the other schools I've been in hasn't had after school but this school does and i love that we can go play the activities for after school for me i'm a big fan of after school.
- Good teachers, and good classes.
- My school teaches me new things.
- 4-minute "breaks" in-between class periods
- Nice teachers
- pe is fun
- The teachers are kind but have clear rules/boundaries that the students should not cross in the classroom.
- They supportive,They help students out
- We are cute

- I love the communities. While some people are real jerks, sometimes there can be some wholesome communities. I love my French class because everybody is there for each other.
- they teach us things
- The classes make sense, my teachers are nice, I have good friends.
- There is a Basketball court and a soccer field here.
- teachers are nice.They know everything about the subject there teaching. The teachers give reasonable deadlines to finish something
- nothing
- P.E is okay.
- teacher are helpful
- they try to help students
- i get to see all my friends
- Teachers are helpful
- Nothing
- its fun I made a lot of friends
- good service
- Sort of safe.
- The teachers for the most part really care and want the best for the students.
- Nothing. It feels like any other public school.
- The school has amazing outlets for POC kids that want to connect with their culture and ethnic/racial community. (EX: Black Students Union, Chinese Club, Social Justice Club, LGBTQIA+ Club, etc.)
- Trust able teachers .
- Wide variety of opportunities, many classes that you can take compared to other schools.
- organized
- The school is really big it has lots of students that come from different countries.
- All of the teachers are good and are very supportive to us
- the school has many opportunities and programs
- I love being in my school and I enjoy being here because this school has very friendly, kind and caring students and teachers. Most of the teachers understand me and are kind to me.
- i like the lunch of school is 75 mint
- good thing about my school to be honest is only the helpful teachers
- They have great programs, staff members
- My school has alot of fun activities an classes that makes it difficult to miss them
- The school cares about the students
- its big
- it is nice
- We are cute
- Teachers are nice, councelor will definetely help you with every problem.
- friendship
- All the fights
- I like the space and freedom within the school

- lunch
- i has a lot of good teachers and nice teachers.
- its fun
- It's fun, and we learn a lot.
- good teachers
- the teacher make us learn more thing every day
- It's pretty peaceful around
- A good thing about our school is that it is very clean and controlled.
- They have nice good teachers
- I like wearing what ever we want on Fridays.
- i like music class
- I like this school
- We can learn.
- They help with not only work but feelings too
- The good thing about our schools is that the teachers are caring and kind, and the students as well.
- The good thing about Alexandria schools is that they provide AVID which is a elective choice that gives us trips and prepares us for our future and gives a scholarship to us once we are about to graduate.
- It's clean
- Our school helps lots of diffrent people, like they teach Español to English. I also like how the doors are open for everyone along with diffrent active places to go for after school
- we all learn new things we help our friends and we have fun at the playground and we get free healthy lunch
- i get to go outside for recces and i get to go to my robotics club.
- there is free food the teachers are really good at teaching the kids everybody is nice and not mean its fun to play at the playground at recess and there are fun camps for after school.
- The school is safe for everyone
- Jefferson Houston is great for the kids that are in kindergarten to 8th grade.
- ther are good teacher on the schools and they teche us how to read
- most schools have free lunch. there are spirit weeks.
- we can learn and have fun.
- they help us learn they give us food and we have fun
- My school gives me free food .
- to help people when they fall
- we lern how to read more and more and the teachers are nice so nice
- The school helps me when I need help %
- The teachers help me read
- my schools is create I learn so much come to are school its the best school
- The people are nice in the school and being kind
- they make us lean math and reading
- They give us food,Buses so we can go home,they give us recess.

- How they handle certain situations
- Things that I like about my community is they offer a lot of stuff if you dont have it
- nothing
- Alexandria City Public School is a really good school, it has some nice teachers and the classrooms are also nice as well.
- the good thing is that I usually have fun at school
- getting a ride to school
- the classes and the teachers
- its amazing we learn alot of things in this school
- The teachers know how to teach
- you get most of the time good food
- Teachers are nice and there is good food.
- My school is not good not bad. It has some days that I hate and some days that I love it. The teachers are great around the school.
- it has good teachers.
- pe
- teacher helps students
- The teachers teach well.
- It is safe,we have courts and fields
- A good thing about my school is that I have nice teachers and nice friends.
- the teacher are nice and fun
- my friends
- the teachers
- After School Sports Activity
- the teachers are nice and very helpful. the students are okay.
- I Don't Know
- They provide as much resources as they can, the teachers are nice, they keep the school clean
- the schools are okay
- The teachers at my school help, and make sure that every kid knows what they are doing. There is enough time in between classes to go to the bathroom, etc.
- the teachers some of the students
- none, there are constantly fights, we have run out of cooked lunch multiple times, and all the water fountains and bathrooms are not working.
- I get a good education because my teachers explain well
- they have good teachers
- The teachers have our best interests at heart
- nothing my friends
- nothing
- good things about this school is that if you need someone to talk too theres always someone for you
- it has good food sometimes
- The teachers
- nothing

- fights don't happen that often.
- Some people
- no comment
- The schools i went to was really fun because we get to do something we choose when a teacher proposes a option that we like.
- they wants to be successful in life
- they care about students, they want us to have the best education
- the good things in school are all about the students and teachers cause the teachers teach really well and I can understand them.
- there's good people
- seeing my friends
- There is diversity
- The provide different. programs for you to join
- it's spacious
- is the best school
- its not good and its not bad
- The Teachers are excellent and they can get through difficult situations
- Its ok the food is ok the teachers are nice everything is good
- That they have cameras in the school and it makes me feel safe because they can see who bully peoples.
- it's stable the teachers care about us the food is okay but the fighting is not good
- There is not much homework.
- The hallways are clean, and we have good staff and equipment
- It helps us learn in many different ways.
- it helps us learn more things.
- I learn things properly and I am not afraid or worried when I go to school.
- the teacher have very fun ways of teaching and always make sure you're okay, the people there such as students are always there to help. They also have lots of fun activities.
- Most teacher are helpful and nice.
- All the teachers are very helpful and kind.
- It has good teachers
- i like my school because of the nice teachers that help if you need help
- its a school
- Language Arts, Science, Math, Health/PE, Family/Consumer Science, History
- I have friends
- Weekends And Schedules.
- there's nothing good about our schools
- leaving on Friday
- teachers
- they teach us
- have so much fun
- i dont know
- there's nothing good about school
- teachers

- technology
- they are SOME good people SOMETIME fun
- teachers teach us in their own unique way
- They have (most of the time) an organized schedule for each student.
- learning new things
- my friends and some of the teachers
- The staff are really nice, sometimes. The students are mostly a problem.
- The building is nice.
- dress code
- Its clean
- No fights in Patrick Henry.
- Some good things about the schools is the oppurtunitys we have
- The schools are good I guess I don't appreciate how they make us wear uniforms but I guess it's cool Patrick Henery is probably the safest school in my opinion.
- One thing that is good about my school is that we are kind to each other. Another thing is that we all get to have a say in our school. Also none of our teachers are laying around so that is good too.
- There are a lot of teachers that reassure students how they are feeling, and also they give us review packets before a big test.
- I like that our school is diverse and very educational. I also like that the teachers are always very kind and helpful to the students.
- There are lots of teachers that make sure to care about their students feeling and make sure that we are always prepared for anything.
- The good thing about my school is that teachers care about students care.
- Something good about my school is that teachers care.
- teachers are nice
- That we have a retake policy and that we get to have after school curriculum
- I like that the school let us play soccer at PBIS.
- The good things about my school are the excitement, fun, and pbis events that take place sometime.
- we have nice teachers
- My school has nice teachers and proper lunches also my school makes sure no one gets bullied and hurt but it does sometimes happen.
- They have many materials from us to learn with like ELO Entermurals and more.
- Something good about my school is the park and my friends
- you are able ti make lots of friends easily they are all welcoming and there are good helping teachers.
- Some good things about our school is that our school has very neat and organized lessons planned. Our schools have very hardworking staff, teachers and principals.
- The good things about my school is that people are very generous and kind. Teachers make the learning fun and educational at the same time.
- Recess. Also there's a basketball court that we use for soccer most of the time.

- Good things about school is that there are a lot of kind teachers and a lot of students to make friends with. All the times for the schedules are very organized making it easy to pass through the day.
- some good things about our school is that we get to have dress down days
- i learn a lot of things, i meet a lot of people,i learn to focus
- some good things about my school is its fun and i feel safe also nothing bad happens
- The good things about my school is the loving teachers and the overall administration helping me.
- Are school is good and fun just there kids who are doing things that they not need it to do that and the same in the bathroom and lock the bathroom because there playing in the bathroom
- No fights in Patrick Henry.
- I can see my friends.
- we have a park to run around in our school
- I don't know
- My school is a very nice school because not much bad stuff goes around here but it is a very strict school we have to wear a uniform no phones allowed even in our pockets and I don't think that is fair and someone needs to speak with our principle.
- the layout of the school is easy to remember
- The good things about my school is they have a really nice building and the staff and teachers are nice and they will help you
- The good thing about school is that it gives us the education to learn about new things.
- The schools I've been to are all good schools because 1. They all have some sort of cool animal as their logo. 2. All the teachers are nice ( well maybe not all teachers , but most of them are nice) and cool .3
- the good things is the days where there is every friday there is a new special dress event
- The good things about our schools are they take any offensive or rude language or actions seriously and they always are there to help the students.
- that sometime we don't have go to school
- you get to play soccer outside during recess and P.E is fun also the teachers.
- Teachers take good care of our scholars and students care for each other too.
- They have rules in which we listen to and if we do bring our phones we can put them in our lockers in silent mode
- a good thing about my school is that it teaches me well
- One good thing about my school is the teachers are good at teaching and you can understand stuff faster.
- the good thing about school is that it helps u learn new names
- kind teachers
- The schools that i have went to have been giving very good education and learning skills.
- The good things about our school are that everyone is friendly here and always tries to be safe
- i think it is fun we dont have to wear uniform on Fridays
- We have food,classrooms
- I get to see my friends and sometimes I actually want to go to school, and some of the teachers are pretty fun.

- The 2 good thing about our school is how the teachers are very nice and how you can relate with them.
- art and p.e.
- basketball court
- They give us free food and outstanding education.
- one good thing about our school (ACPS) is that our school can fit Kindergarten to 8th grade. So it is a pretty big school.
- Everyone is helpful.
- Our staff is nice, kind, and only restricts us to certain things that are off limits, and they always have perfect timing.
- It's big and really cool.
- its really cool and its big basketball court
- The good things about my school is that people are kind,respectful, honorable and safe.
- Good things about my school are PE and Art.
- Good thing about Patrick Henry is that you can make friends easily and theirs good service.
- the good things about our schools is that we are W's,top G's,legends and just overall valid sigmas
- Some good things about patrick henry is that Patrick henry is that patrick henry has many good staff and they have many kind people
- on good thing about my school is we work hard to get smart.
- In my school it is nice the teachers are friendly and for me, I really like this school and because it is fun to be here Patrick Henry
- nice teachers and kind students to make friends with
- ive only switched schools 2 times once in my old school were it was so much more fun we had feild day where we would wear our swimming clothes and there would be toys,pools,games,etc it was all on a big field.Then this school sometimes un because of PBIS events and other stuff.
- Out-of-classrom like lunch, and recess
- Some good thing about my school is the teachers are nice.
- A good thing about my school is that all teachers and counselor allow students to learn in a way that can benefit them and have a good impact on their life.
- It is a really big school and it's a good school.
- N/A
- The good things about my school are there are a lot of teachers that can help you with anything.
- nice teachers and kind students to make friends with
- We all get the chance to go on fields trips to the movies and celebrate at the end of each quarter with special activities.
- we would help each other on work and we would cheer each other up on days or times we feel bad
- It is a great school. The teachers are kinda strict. Too much work.
- well we have good teachers and good students and good princables and a good learning place.

- Good thing about our schools are there are very nice people and they will help you out if you anything.
- we can reward at the end of the month
- Good teachers,good students, and kind parents.
- none.
- after school sports
- The good thing about my school is that they help me when I need it.
- my friends
- Good things about my school is that it is large and the students are smart.
- we are a diverse school.
- the teachers
- we have good teachers and students
- The colors
- Nothing no one is welcoming and the teachers should be good with kids and not get mad at them easily teachers should have patience with the kids and be fair and don't favor the girls.
- The good thing about our school it a good school
- the school is new its like 3-4 years old
- I have friends
- I don't know
- well, we have okay food activities and whatnot
- they hand out icream that cost 1 \$
- N/A
- amazing, fun classes
- In my school every teacher is unique and kind.
- N/A
- NA
- We have a good education.
- i can make a lot of friends
- Good play area
- talking to my friends
- my friends
- They have kind people.
- It is a very good school you learn a lot and have fun
- It's good that it has much space for people to learn
- A good thing about my school is we all eat the same lunch and other don't get better and the uniform so if a person doesn't have a lot of cloths they can just wear uniform
- N/A
- Friends
- Teaches us well Safe
- I like my friends
- We have good education
- The school is incredible and I learn a lot
- We have good education.

- It has uniform.
- We wear unifroms.
- its very clean
- good students
- One thing about my school are the teachers that educate us.
- my friends
- N/A
- The teachers are nice and fun
- its big
- n/a
- Good teachers freedom,and beautiful classes.
- We have lots of opportunities for many people and their interests, our STEM programs are strong as well as our Music and Arts program
- It's really big and nice
- nothing
- good people
- The teachers
- its really big and nice
- It's really big and nice
- Good Athletes
- The many opportunities and options we have as students.
- the techers are okay i dont have a problem with any of them
- Some of the teachers who offer help.
- I like that there are various clubs here and the in PE there are more activities for you to choose from.
- the councilors actually care about you
- Classes are enjoyable
- I have nice teachers
- um..
- I love the school locations and the staff as well.
- The school is really good in terms of regular follow up and communication/notification.
- They have an amazing algebra teacher
- Nice teachers
- - Field trips opportunities - Lots of elective options - Sports teams - Musical departments
- different people from everywhere and updated school learning
- Our school has plenty of helpful education resources such as our library and the variety of classes at our school is also good.
- spacious classrooms good academic teachers
- Spacious classrooms and good academic teachers.
- There are many clubs in the school to be a part of.
- all pof oppurtunities like sports. prepares us for college.
- Good things about my school is that, the teachers really do push you to work hard and be the best of yourself.

- They provide the environment to be ready for when entering a 9-5 workforce.
- The school is very organized when it comes to schedules, the academic learning is alright, provides varieties of choices when it comes to classes, clubs, etc. and safety measures.
- different types of classes
- friends
- nothing
- We have good teachers and good programs to help us with college.
- the counselors are kind and helpful to new students like me.
- The school bathroom they are very clean and no one is vaping inside the bathrooms.
- Wide diversity, GHSA, and language options.
- nothing
- They have really good teachers
- Some of the Teachers, elective choices, and Field trips.
- My school has a lot of diversity and offers a lot of opportunities to learn and try new things.
- field trips
- There is a lot of opportunities with programs. Also a lot of diversity.
- We have a sense of community and this a good school
- The options of electives and courses to challenge yourself.
- Governors Health Science Academy
- My teachers are kind but this school is super nasty
- There is lots of violence at the AC high school.
- Everyone is supportive and helpful whenever help is needed.
- There are a lot of nice staff members
- good people
- The only good thing is the end of the day and breaks (esp summer break)
- idk
- The people
- I enjoy my classes.
- They care about our mental health
- The amount of variety in classes
- teachers
- good teachers and lessons helpful, also easy to get help if you need it.
- The social interaction and friends you get to see. The programs and clubs you can join.
- I don't have anything good to say about our schools.
- decent teachers
- The Teachers, Some Students, Principal, and etc
- You can make friends easily
- Nothing
- the teachers and communication
- The good thing is that the teachers are nice.
- provide support if needed
- The teachers
- The counselors are lovely, and your ability to make new friends is great.

- One good thing about my school is that there are a lot of different after-school clubs and activities to get you involved.
- The Staff here are nice and very helpful, I personally have no problems with this school and I enjoy my time here.
- My friends are there.
- My school is very good and focuses in giving help and support to the students that need it.
- It is a very diverse school
- It's quite sometimes
- Many opportunities and extracurricular activities.
- Most teachers care about their students and want them to do their best.
- the school is really big
- 1. They aren't crumbling apart. 2. The teachers are good.
- they suck and i hate them all and if you cant handle me being honest then dont ask me to answer it
- It's pretty clean for the most part.
- The elementary school system is quite effective.
- there is a lot of freedom in our school
- it's big
- something good about my school is that its big and has a gym in the school if any student wants to use it
- no
- There are many resources and opportunities provided to students as well as extra help and support.
- (most of) the teachers want to make a difference
- There are many resources to get help.
- i guess if i had to say i like all the security and police officers
- Teachers are great
- The community is usually clean, I would only say that the bathrooms need to be more clean and attended for more often.
- They got trophies!
- Our schools have good teachers and also provide us with good education and staff members.
- My School is a safe environment for learning.
- my school is a safe environment for learning .
- It boring
- The space in classrooms.
- its not
- My school has lots of good things for instance: clubs, Tutoring, office hours for students, and extra help and support from teachers and counselors.
- Many opportunities are available for learning. Vast diversity, easy to connect with people similar to you.
- Our schools provide lots of opportunities.
- Again, there are many opportunities. As well, they are very diverse

- I guess we're learning and the teachers are pretty avid about it
- Very diverse
- the school is nice
- friends
- the giv a good education
- It has a bunch of electives
- My school cares about each student and is aware of every single part of it.
- There are some kind and friendly teachers.
- A large number of electives. Zeezee bars in the cafeteria.
- How big the building is.
- Not much "bad" things happen here, It's big and able to give all sorts of classes.
- There are many activities that I can participate in.
- I don't know
- The school is made of bricks and glass.
- IDK
- The mathematics we see in our schools is at a very high level when we see it in America.
- Big and nice
- Different subjects that are being taught.
- Good teachers
- the teachers are very caring
- diverse
- - Good support system.
- teachers are helpful and friendly
- they prioritize learning for students
- My School has respectful teachers
- Our schools have a good sense of community
- diverse
- The teachers are great
- I like how students have a lot of say
- Our schools are good because they are like a tiny bit safe not really though
- its organized, there is no time to get lost.
- is very safe and has great education
- Diversity clubs
- It offers a wide selection of classes to take. It allocates Chromebooks to every student.  
The library has a decent selection.
- in my school there a lot o helping hands around
- It's very diverse and inclusive.
- Has a student voice and student representatives
- I like how we have a sense of community especially through our sporting events
- Many opportunities.
- I guess the size
- The teachers really thrive to help students learn
- Academic excellence is more or less expected, and for the most part, the students at Alexandria schools strive to achieve academic excellence.

- Many extracurricular.
- various programs
- I like how many sports are available at AC high school, I like that there is lunch and learn, and there are many clubs.
- There are some good people, clubs, extracurricular activities, etc.
- Strong community and open
- good teachers,helpful staff,good teaching,nice school hours,big classroom.
- Somewhat clean, good people, cool people
- Lots of different types of people, wide range of classes and opportunities.
- The library that has a ton of resources, the various and diverse classes a student can take, and the amazing orchestra.
- Also very diverse.
- a school of protection extra help from teacher and friends
- One thing I enjoy about our school is that it is very diverse and there are so many different unique people so everyone can find their own group/friends in our school.
- Everything is good we chilling
- Some nice teachers, but not all.
- The people are nice
- Very nice people
- seeing friends
- There is nothing good
- Many classes and career opportunities.
- The diversity
- nothing good around here
- nothing
- A good thing about our school is it's diversity.
- We have quite a few days off within the school year, excluding breaks.
- Teachers are good teachers and some students are ready to learn but not all students just some put effort in the classes.
- We have lots of opportunities for many people and their interests, our STEM programs are strong as well as our Music and Arts program
- The good thing about my school is that we have teams or resources if we are stuck with a subject or are in need of help or to talk to someone.
- Some teachers are pretty understanding and kind
- Most of the teachers are passionate about their jobs.
- The good thing is every one have the same opportunity
- A lot of opportunities, like after-school clubs and sports teams.
- Very little. We have some nice curricular activities although we could have more.
- the people are nice here
- Our school is very lively. (maybe a bit too much)
- A good thing about this school is that it some of the teachers really are able to connect with the students.
- A good thing about my school is everyone respects each other.
- Goo teachers

- n/a
- We have a lot of high-performing groups. The fine arts programs, sports, and academic teams are areas of pride for us.
- Again, a lot more diversity and acceptance compared to where I moved from. Most students are very welcoming and enthusiastic. It was easy to make friends and the counselors here are very helpful and strive to make the school as comfortable as possible.
- everyone works together
- - Lee-way with assignments because of the due date vs the deadline - Work not being allowed to be assigned during holiday breaks - Care about students and it shows
- the activities
- organized and secure
- It is very diverse
- The school is very good i liked it but i want from school extra help extra teachers or something that if students need helped with anything there should be tutor outstanding tutor there. The rest school is good and the teachers have nice behavior .
- It has been trying to become a safer environment but kids inside the school don't really allow that.
- also bad
- Freedom
- Friends.
- The college and career center has amazing teachers and provide adequate assistance.
- It's good
- The administrators are trying their hardest to keep safe
- Nothing at all
- it also sucks
- The schools have tons of resources for students. For example, the curriculum allows students to take a multitude of courses that they could possibly be interested in.
- everyone's chilling with each other, everyone has respect, and also tolerate most things
- nothing
- it is fun to be at school
- The library is great.
- they provide help outside of class
- It is good the wifi/ service sucks it should be better
- Nice teachers.
- Diverse.
- Opportunities provided to students (programs, scholarships etc)
- The teachers are nice and its a nice environment.
- It's very diverse and friendly.
- the schools are clean and well protected
- Our schools are really diverse and usually represent a lot of races proportionally.
- good education
- Many different classes offer more opportunities for the students.
- Our school community works to support all learners. We have a lot of outreach via the FACE center and through schools. There is recreation facilities available too.

- The environment is very friendly and there are more SROs in the school.
- the AP courses
- We have really good teachers that care about us. 8/10 of my teachers I love
- N/A
- Diversity.
- i can't think of any
- The fact that students are able to choose what groups they interact with by what classes they choose to take. If students do not want to attend classes with druggies and gang members they don't have to because they can take AP and Honors classes.
- They pay for AP exams
- The school provides an amazing amount of extracirriculars to participate in. It also allows students opportunities in getting help with a school subject.
- Creativity and diversity of students, clubs that bring people together who are interested in advocating for an idea or pursuing the same interests, and the variety of career based electives available to students
- The buildings are easy to navigate and school security does a good job with hall sweeps. The janitors/custodians do a good job, but there aren't nearly enough for the size of the schools and amount of students.
- Out son Sohaib going to the school with passion and that makes us so pleased and happy and we are thankful of the school administration and specially the teachers who really doing their best to take care of the children.
- T.C. Willam high school has a good community.
- I am currently a student at Alexandria City High School. Some of the good things about the school are the wide verity and selection of classes available. For the most part, we have teachers who like to teach and care about me as a student and a person.
- teachers are nice
- Our schools have some of the best education systems and resources for every student. There's a lot of strong opinions and forward-thinking, especially in young people who attend these schools.
- They're very diverse and there are so many unique cultures. And there are so many unique opportunities and things that students can freely participate in.
- All inclusive
- Mostly friends and fun.

**What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)**

- The dean that's a girl threatens to give suspension even though we did nothing. The girls bathroom is a little bad.
- nothing
- Ummm the lack of teachers and the student body. The student body is very.... interesting and there r 0 school events. Middle school is very uhhhh interesting. Beware of the vapors, Hiv carriers, smokers, the drug addicts, ppl who lost their virginity in middle school, ppl who fail general ed, the ppl who can't read, the ppl who cuddle at school.

- 1. fighting 2. arguments 3. teachers abusing their power 4. depression 5. chaos in the hallways every single day. 6. students arguing with teachers 7. teachers picking arguments with other students 8. sexism 9. counselors that pick and choose.
- the food is trash they dont let us use our phones they fight way too much they are way too strict with phones and headphones
- Fights, students wandering around during lunch, not in a classroom don't have a classroom they just wander around the school for thirty minutes a day, a lot of students talk a lot during class.
- rude students
- rude students
- Drug addicts that shouldn't be in middle school, vapers, smokers, popcorn-lunged people, HIV positives, people who have aids, people who have STIs, nasty people who have lost their virginity already, people who change their hair color every other week, burnt-out gifted kids (a whole lot), and an insane amount of psychopaths.
- To find a solution about the fights in the schools
- they fight too much
- The school is very ghetto beware of fights and nasty students
- Nothing
- we need more field trip
- nothing we
- i don't know
- Nothing
- noting
- Nothing
- Violence.
- gang violence
- N/A
- people
- to many fights
- teachers
- some students purposely push your buttons. other student here (i'm ballet stuffing idc) give us a break during school
- I love the pizza
- idk
- i dont know
- I cant get lunch because of the id system it takes hours, and we have no breaks, cant even go outside the whole day. Atleast last year we got a breather im sitting for like 7 hours and i get up to stand in a line for 30 minutes and eat for 5. Want something to be aware of??? gives us time to relax and go outside. you preach during seal to exercise outside of school but ive been nonstop working for 7 hours. i wish the spending went to something other than security but thats an america problem
- There is a a lot of cursing and fighting.
- Lots of fights and stealing
- Bullying, vandalism
- anger issue and anxiety



- uh to much homework
- fights
- Students jump other students.
- 1. There is a severe lack of mental health resources and the ones we have aren't as strong as they could/should be. Counselors have not been able to really help students during mental health crises (i.e a student comes in with a panic attack and the counselor says "how has your college planning been, let's work on it" instead of asking how they could help). We have like one school psychologist for a school of about 4,000 on one campus.
- 2. The wifi is abysmal. It's so spotty and erratic. There are times our Chromebooks can't even connect to do schoolwork and there is never a signal in many of the halls and classrooms, so should an issue arise, whether it be personal or schoolwide, there is no way to effectively communicate. Sometimes students can't send or receive any texts/emails/calls which can be terrible if there's a family emergency or something.
- 3. The bathrooms at ACHS are always closed despite what security and admin say. Some bathrooms have signs saying "this bathroom is closed, try these other bathrooms", but then those are closed too. I shouldn't have to take an expedition that takes 10-15 minutes just to find a bathroom that I can use. What if there's a feminine emergency or someone is sick? I understand they're trying to crack down on smoking or whatever, but you can't take away every bathroom.
- 4. SROs and Security NEED better mental health training. They cannot just come up to a student and start yelling at or berating them. If a student clearly has a pass or can prove they have senior privilege that lets them come in late, they can gently request to see a schedule or a pass. Some students have severe panic or anxiety issues and/or fear of cops so when they have this person with a gun on them start berating them, sometimes they breakdown or go non-verbal and instead of understanding the issue, the SROs think they're ignoring them or being rude. They have no clue how to be with scenarios of a mental health crisis.
- 5. Communication needs to improve. Often times, we don't find out about changes til the last minute. Like today, MAP testing got cancelled and they decided to go back to the regular schedule. Families weren't told until 9 am. Some students missed 1st period or had to rush to get ready for 2nd period because they have senior privilege. They always wait til the absolute last minute to inform us of changes. Or some teachers/counselors don't communicate or respond to messages at all.
- Class skipping
- Be prepared for the capacity of the students you have to oversee. Also, fights are inevitable for high schools and middle schools but I feel as if there could be more of a Restorative approach when handling fights or verbal/physical altercations.
- Multicultural schools.
- Violence, problems with security around the school, unclear rules that we all follow.
- school trends and safely
- Making holiday days for Muslim students to celebrate their holidays in. Also getting a better net work
- Be aware of the issues in the schools in the district
- safety issues, overpopulation, space, mental health of staff AND student
- i have no clue
- Many fights break out at Alexandria city high school and violence happens at this school make sure these things don't happen.
- Handle the amount of crime rate there.

- They should be aware of the mental health issues students are facing
- That all of these kids need help with staying on track
- safety
- We don't like our past one because they took away lunch and learn
- Safety
- WE WANT TITAN LUNCH i get my school work done then and can talk to teachers and host my club
- doordash and food delivery services should be allowed
- Disabled kids
- Some people are more well behaved than others, you should expect problems
- wifi
- That they don't send their kids to a private school, and take the students opinions into consideration.
- in our community we have a lot of kids that needs to be respectfull.
- no issues
- people bullying each other
- lunch is too short
- they bathroom get locked because they break they bathroom and darw on the walls
- We don't have ample time for lunch
- In the school district, one thing that the superintendent should be aware of is how to make school more fun.
- The lunchtime is too short and unfair
- I wish we had a whole week off on thanksgiving. I want to wear what ever we want the whole week.
- bad students in class extra lunch time
- They should make school easier
- Time we have for lunch.
- The time we have for lunch is unfair
- The superintendent should be aware of multiple people asking questions.
- The issues that the superintendent should be aware of is how much tests get passed around throughout one school year, we need another food vendor because they are starting to serve spoiled milk and uncooked food to us.
- The school has disrespectful kids, terrible fights, people who smoke, and people who are over all just bad
- Some kids in this school are trouble makers and can be vary rude to staffs.
- the superintendent has to know the kids not to fight and the kids have to follow the rules and for the kids to behave well and not to say bad words
- i have no issues.
- some of the kids are mean.
- some buddy puch a hole in the boys bathroom
- I don't have any prob's.
- ther a little of bullying
- the computers break a lot so i think were running out.
- People write bad words in the bathrooms.

- the issue may be if all the schools didnt list
- I do not have any problem
- when the person that have issues beause when they i go on the bus
- no problem
- Shoes and heels heels
- Someone punched a hole in the bathroom wall we need more subs
- at rcess watching the kids
- I have no problem
- old food from lunch
- Favoritism in the school system
- A issue is dress coding
- its horrid the waters bad, the bathrooms are guarded by the teachers, where not allowed to use the bathroom unless we have our agendas which is easy to lose and we shouldn't have to ask to go to the bathroom because its a human right, the people smell like they haven't taken a shower in months try giving out deodorant, the dispensers in the bathroom don't work, the teachers give us to much work and projects to the point we are stressed 24-7 and I've seen people crying in the bathroom over the stress. we cant even talk even when the teacher is sitting at their desk working. we wake up to early and some kids have to stress about finishing a project when the were working on it all week and stay up all night and then have to wake p at 6-8 when our brain takes 30 min to fully wake up. the buses need an upgrade i swear ive seen and had to sit in the most crusty dusty musty bus ever for like a week, not to mention the dismiss us to late from everything to the point when we get our bags from out lockers and go to the bus its already left, not to mention the teachers yell at us for being late when it wasn't even our fault, and then there are kids being racist, homophobic, body shamming(ive once got body shammed by a substitute teacher), not to mention its all boring and most of the kids either look angry or depressed, and the management is really rude, not to mention the teachers are nosy more nosy then the nosyist person in the world like leaning into the conversation to hear, and then the teachers yell at you and always have a angry look on their faces and expect you to talk to them, the lights are to bright its like a hospital, not to mention the air someone needs to do something about the air cause there something in it like i could be having the best hair day and the second i get in the school air my hair frizzes up like a chihuahua, and the critira is so hard and they expect eveyrone in the school to go
- The issues would be some teachers are really strict and also have to wait for 10 minutes to go somewhere.
- vandalizing bathrooms
- when we use our phones
- nothing
- hoodies on
- There are fights
- there is too many kids in the school and hallways are most of the time crowded
- They should make safer for students help discipline the students so they can be respectful
- They should be aware of a lot of cussing, fighting, flirting, and the kindness of people around the school.
- there are no metal detectors.

- people vandalize bathrooms
- people that vape and all the exposing accounts on instagram
- there are to many fights
- It gets too boring sometimes
- When you come in the district is some of the violence.
- the fighting
- people can be annoying.
- nothing
- nothing
- there are many fights
- I Don't Know
- The fighting
- fights
- There are fights often and the security officers are always together.
- I don't know.
- the students are rowdy and rude.
- Some kids can be immature
- nothing
- people need to clean up after their pets and need to clean up after themselves
- no
- food
- the kids. they terrible.
- they need to stop giving bad pizza for lunch
- There's no issues
- everything
- School violence
- Violence
- bullying.
- People get into trouble easily
- the food, the building, some of the teachers, some of the kids
- School lunch
- The students that are fighting
- nothing much really
- she should know that she should
- none
- i dont really know
- the substance abuse
- I don't know
- kinda violent
- Vandalism is a pretty lousy problem in the community
- fights
- They should make the price less and there should be less people fake things.
- how it smell and the fighting

- We should have escalators at school to prevent traffic jams and we need more circle pizza and tater tots for school lunch. Also there is some violence.
- Vandalism is an issue that is prominent in middle schools and I also saw it in the bathrooms at Samuel Tucker ES
- There is a lot of fighting and racism.
- there is a lot of fighting and racism.
- I'd like escalators
- students can be extremely disrespectful to others leading to conflict.
- People bully too much in our school.
- we should be able to sit where we want at lunch
- the bulllys
- theres a lot of fights and bullying
- Bullying,Hitting, Not Being Respectful, Not keep your hands to yourself
- Protecting anginst treats
- Fights.
- fights school shootings drugs etc
- forced to have to wear pe clothes and locker and bullying and fighting
- backpacks
- The backpack
- fight
- let us wear hats and headphones also bring bookbags to Class
- idk
- fights
- fights
- fight kiddish boys
- fights
- Lots of traffic at the beginning of the day. Bunch of fights, lack of staff, small hallways but lots of kids.
- i don't now
- the teachers behabiors
- Bullying and violence.
- Bullying cOuPIEs Racism Fights Bullying Bullying Bullying Bullying Bullying
- Crowded hallways, vandalism, fights at school, stink/smoke bombs, and bomb threats are not strangers
- fights
- We should have uniforms .
- The bad food.
- I dont like the food we eat and we need more field trips
- I don't think there are any serious problems at Patrick Henery but at other schools, I feel like there are some issues with school shootings and school threats and much more but those are the most important ones.
- Something the superintendent should do is make sure that there are no harm in the schools.

- Issues like bullying for simple things is spreading a lot very fast. Kids are also becoming overwhelmed,so a free period can really help kids start with a fresh mindset again for atleast 30 min-1 hour period.
- The food is not super nutritious or tasty. Sometimes we have multiple tests in one day and it is very stressful for me. I think that we have more tests (unit tests, map test, sol tests) than in class learning time. I also would like the library to have better books for middle school age kids.
- In other schools in this district there have been multiple issues dealing with fights and at these schools there may not be good food that we would not eat.
- The issues that the superintendent should care about is violence, bullying,and more subs.
- fights
- new laptop
- That the workload on the students get exhausting and the stress of keeping your grades up can consume you
- this is a diverse community
- The superintendent should be aware of the problems with the schools hallways because they are pretty thin
- the uniform
- The issues the superintendent needs to be aware of is bullying and some aggressive behavior from some of the students.
- school lunch and stairs
- I think they should know that there are very loud goofy and welcoming kids here
- Some issues they should be aware of is that some schools have a lot of fighting and bullying.
- The issues the superintendent should be aware of as they come into the district is that sometimes students can bully each other, and some technology can be difficult to work with.
- the superintendent should be aware of the FAKE MEAT (adjacent chicken) in our school lunches
- Some problems that I think the superintendent should be aware of is like some of the students fighting or saying mean things to the other students which can sometimes cause a fight.
- fighting, students making students sad about them selves
- Bullying,mean words being said, people being racist,unfair rules ,unfair treatment
- NA
- The superintendent should be aware of the students because the students can fight any time and what students do.
- bad because we need to be no were because we need to be safe.
- The bad food.
- They should be understanding and there are a lot of fights.
- there are fights in others schools between students
- I don't know
- He or She should be worried about our safety and our schools and changing some policies at Patrick Henry School.
- the school is loud and there aren't many but some truble makers we also

- Some issues are that people are littering and pollution
- Good behavior, proper language, and more.
- Troublemakers/class clowns .
- i think its the school lunch the lunch sucks bro they said they wanted it to be healthy but it looks so bad plus when we had chocolate milk it was solid chocolate milk so it was like a block of old chocolate milk and they removed the joke milk carton thingy with the jokes on it
- There are no issues I think the superintendent should be worried about.
- mabey that we not need math
- equal fights and have better lunch.
- Some kids get hurt and have fights. Some kids pass away and kids say words that there not supposed to say.
- people could be gaging and might disturb other classes
- One very big problem in the acps district is school shootings
- In school i don't think middle school students should wear uniforms anymore.
- idk
- Some issues here are that students kinda play around and are not quite when there are supposed to be
- They have fights in school, people are mean.
- NA
- The issue the superintendent showed try to fix is no uniform.
- school lauch
- the under cooked food the fake meat
- One negative thing about this school is we have some class clowns in our school.
- We should be aware of making more places a smoke free zone, since some people are smoking too close to where Children go to school.
- Fights, druggs, no uniform
- fights drugs smoking in the bathroom no uniform
- The superintendent should be aware of the lack of respect for some students.
- School Lunches,fights,and more under cooked food.
- they're is no issues i know beyond me.
- Some issues the superintendent should be aware of when they comein the district is they have to be aware of students doing bad things
- one thing the superintendent would be aware of is some student work different then others and it is okay to.
- not to dirty but mainly the cafeteria and the food they serve
- UNIFORM
- There are no issues that the superintendent should be aware of.
- I think bullying, issues on the bus and something that is affecting your learning.
- They should make less homework.
- Bullying and unfair treatment.
- they should aware of students' behaviors.
- not to dirty but mainly the cafeteria and the food they serve
- The school lunch is trashy material , please fix it.

- there are times where there will be conflicts with students and sometimes people use unkind words
- P.e only and not dance. less work. no uniform.
- I dont think theres problems for the super intendent.
- There are alot of fights at the other schools but Patrick Henry has no fight and is safe
- bad food, bullying
- Some students steal from people and also some students can be very ignorant and destructive.
- NA
- school can be dangerous sometimes
- They should be aware that the school food is really bad.
- N/A
- The students may not be the kindest of people and the cafeteria food is not the best choice.
- n/a
- i don't know
- School can be dangerous sometimes
- Bullys
- Fighting cursing
- i don't know
- none
- How some teachers treat students and racism.
- we need cleaner bathrooms the bathrooms are disgusting it has peed on the floor, and mold even the toilets are dirtier.
- very bad kids
- unfairness,racism,invasion of privacy,and peer pressure in the school.
- good work
- That some students don't always behave.
- invasion of privacy and racism
- NA
- Bad behavior.
- very loud kids
- Give us better Breakfast and a soccer flied
- fighting
- people ruin the bathrooms
- That there should be no fighting.
- When we switch classes it gets a little nosie in the hallways
- No issues
- Issues is that people are always playing in the bathroom (boys mostly) and are always messing up the bathroom they key or someone always has to lock it.
- N/a
- I dont know
- Traffic there's a lot of traffic in the roads sometimes
- I dont know

- Bullying, Weapons, Violence, no good school food
- none
- Bad behavior.
- School bathroom
- N/a
- People can be mean and say the wrong stuff to someone not knowing how they feel
- Bad behavior
- The things people bring into schools.
- the unifrom
- the mental health of students and teachers
- Bathroom treatment
- i dont really care
- school lunch
- improving the academic performance of underprepared students. ... Facing the effects of poverty on student learning. ... Recruiting and retaining quality teachers.
- Drugs, gangs, LGBTQ+ discrimination, mental health, ect.
- To mucho fights
- i dont know
- noen
- Fights
- to many fights
- To mucho fights
- IDK
- That some students are reckless
- gang violence and drugs in school
- The violent/gang related issues that some students include themselves in which puts others at risk.
- I don't think they should be worried about anything to be honest.
- The kids are wild and a lot of them are disrespectful
- scanning for your id is a good way to prevent skipping but it takes a long time to get to place now.
- the school is not safe
- The ID checking takes up time from lunch
- It's great and no much issue to be reported
- No comment
- Overcrowding in the schools (Samuel Tucker Elementary School)
- That most kids are messy in a behavioral way
- There are many kids
- Discrimination, online/social media bullying, unorganized and unreasonable teachers.
- Fights and other incidents at schools have led staff/administrators to not trust and respect students as much as they should. Also, whenever there is a fight of some sort, rules are changed that impact all students, and it is frustrating to those who are already following expectations and have nothing to do with these incidents.
- Violence

- Many students are engaging in fights or blatantly disregarding the rules. This has caused the school to create complicated systems, to try and handle these kids, that have also negatively affected those who were following the original rules. There is also an issue with communication with students getting information too late or in a way that feels rushed, which only adds to the confusion. There also is a disconnect between parts of the school, such as the main school and the buses or the office and other teachers. At many points in time, teachers seem to be in the dark as much as the students.
- drugs vaping smoking bullying fights low social acceptance
- Drugs, vaping, fights, bullying, low social acceptance, etc.
- The superintendent has to be willing to try to prevent school fights.
- mental health, violence
- Fighting, skipping classes, and how we do lunch time.
- There is a lot of violence in the area, and people are often more upset than they should be.
- Some issues that the superintendent should be aware as they come into the district is some struggles that interfere between students for example, fights.
- - fights - yelling - slow walkers in the hallway
- the school counselors don't do much. Some teachers have to leave class to go on security duty
- the temperature in school
- There are many kids in our district
- some people are mean and mean harm
- No issues because the school is perfect with a very amazing lunch.
- Frequent fights and bad food.
- the fights
- None
- That they have a big job.
- There is a lack of communication and respect in schools. Students don't feel heard or listened to. We are told that we are "young adults", but are treated like we are less than that
- we want more fun things such as field trips and games.
- A lot of "gangs"
- We have an authority problem and a lot for the students skip classes
- The lack of communication of events.
- Violence
- People smoke in school
- There are lots of fights.
- None that I can think of at the moment.
- Fighting
- none
- I need more days off
- idk
- The lunch food
- There is a lot of violence that goes on in school.
- Fights, smoking in school, and the loudness of the hallway.

- the bathrooms
- fights and people acting like their six.
- Mental health importance and bullying
- People smoke in the bathrooms and there are too many fights.
- the intense homophobia and lack of clean and working bathrooms.
- The fights, Vapes and Drugs, Social Media, and the security
- The hallways sometimes smell like weed after lunch
- Nothing
- the violence
- The issue they should be aware of is the security guards falsely accusing students of smoking in the bathroom.
- people bullying on the internet
- Fights
- The rude security guards at school and some students who don't know how to mind their business.
- One of the biggest issues that the superintendent should be aware of is violence. Over the past couple of years, There have been a lot of fights and violence that have broken out during school. Another issue that the superintendent should be aware of is the increase in vaping and smoking in schools. This is a very irritating issue that is dangerous for not only the students that are doing it but those who may have health problems that are negatively affected by kids vaping or smoking. It is also very distracting during class because the smell doesn't just stay in one location, it spreads around the school.
- People not being in class most of the day, kids who vape in the bathroom, and kids who start fights for no reason. These kids are the most problematic of them all, not being able to respect others' safety, they act like they can do whatever they want which is infuriating.
- Lunch and learn needs to come back. Stop punishing the entire school for the actions of a few kids.
- Students roaming the halls during class time
- To not leave anything unattended (valuables)
- The substance problems and students lashing out.
- Fights do occur. Although they have died down a bit, they still happen.
- what can really happen
- 1. MS13 gang prescence. 2. Lack of Lunch and Learn. 3. Mental health crisis on campus. 4. Half of the bathrooms are shut down unnecessarily. 5. Vapists are hogging the stalls. 6. Violent miscreants aren't being dealt with. 7. Half of the bathrooms don't have soap.
- find a place thats more peaceful
- a lot of smoking.
- Overcapacity is the largest and most destructive issue plaguing the school system. Particularly, a distressingly high quantity of marylanders are illegally (?) attending ACPS schools, particularly the high school. These individuals do not pay taxes to the city or state governments that ACPS receives funding from, and therefore this demographic is a strain on the city budget. This problem must be fixed. This would also fix many of the overcapacity issues in the school system. As far as I can tell, the school system is

somewhat aware of this issue and is taking some action to stop it, but in my opinion this issue requires more attention.

- There is a lot of violence in our district
- unintelligent students
- drugs that students have and violence
- no
- I am not really sure
- there's a lot of de facto racial & socioeconomic segregation by difficulty of classes, teachers are worn out, it's difficult for students to care
- there are bad kids but that doesn't mean all of us deserve to be treated like we are bad too.
- Some outdated facilities, overcrowding in schools
- Being aware of the cleanliness of the school, and the type of security guards hired.
- GET RID OF HAPARA I have lost so much of my work due to that extension! ALSO UNBLOCK YOUTUBE OR TELL TEACHERS TO STOP PUTTING YOUTUBE VIDEOS THAT WE NEED TO WATCH!
- I'm not sure what the superintendent can be aware of.
- I don't think there are any issues with our school.
- I don,t think there is any issues with our school.
- Gang drugs
- lgbtq community
- safety of students and general happiness of staff and students.
- Some issues include violence and a sense of security.
- need for support for kid both academically and socially, especially from a young age
- being honest, a lot. there are a bunch of fights and kids still vape in bathrooms
- A lot of students and people to deal with
- a lot
- the drus
- People don't really care about authority no matter who you are so don't get your hopes up!
- I do not have any idea.
- Nothing
- You will never get them to behave. Some have just made their decision and it only hurts your image and authority to gripe about it. They will always vape. Give up hope now.
- Lots of drama
- I feel the state of our lunch should be discussed.
- Some of the teachers are not very helpful, so how can you make sure that they are doing their jobs and helping the students?
- He or she should watch the young people in school for example the students fight
- Aggressive consumption and anger in the school.
- IDK
- whether education is taught correctly
- gangs
- .Internet problems

- the kids know a lot more than u think dot treat them like there babies
- there can be a lot of fights
- better nutritious food, security, student wifi, and bathrooms being closed all the time
- you should be aware that our school currently punishes kids for having bad attendance even if it is related to a mental health issue or diagnosis. its unfair to the kids who have it.
- The students skipping school
- That ACHS needs a computer science A and B teacher
- idk
- The wifi is slow
- The violence issues we have
- Should be aware that safety is important
- i have no idea what that is, since i'm an exchange student
- the bullying and school shooting
- Students struggling
- A lot of problems can only be discovered by talking with students and teachers. Students are generally not a fan of armed police in the school. LGBT acceptance can be shaky.
- the way kids don't go to class and skip the hallway.
- There are pad and tampon dispenser in the girls bathroom at AC, but not once have there been any pads or tampons in the dispenser.
- They should be aware of the bit of violence that
- Many people have still been affected the covid and still need mental, physical, and academic help
- Very diverse.
- Anything about the school and community
- To stop the violence
- Unfortunately, violence is something that our schools struggle with (especially the middle and high schools). On top of that, drugs have become a very large issue over the years.
- Tardy reinforcements.
- The superintendent should be aware of discrimination, drugs, and weaponry on the campus
- They should be aware that there is only one public highschool in Alexandria while there are many elementary and middle schools. There is also a lot of gang violence and just violence in general.
- the behavior gets worse every year, also there isn't enough spots to be during lunch even if you split it up into 3 lunches you need to add more allowed spots
- Fights, smoking, bullying, harassment, etc.
- There are a lot of students, each radically different
- Some kids leave off campus when they are supposed to be in class
- violent outbreak
- Overcrowding, last year's violence issues
- The class divide between the East and West side of Alexandria.
- The schools aren't very clean. And the teachers aren't always competent.
- N/A

- I think the superintendent should be aware that not everyone in our school especially likes to follow the rules.
- I dont really know
- That it is a select few students who are disrupting the school environment. The school is anti-social and not many interact with each other. I barely have time to catch up with schoolwork because I have only 30 minutes to do schoolwork. No time to work with teachers. Bathrooms are always closed. The 10-minute before and after bathroom rule makes it hard for students to relieve their bladder, especially because it disrupts the learning time rather than going at the end or beginning of class. Student wifi is horrible. Students should have their own wifi like the staff wifi, I sometimes need to use my phone for class and I can't because of the wifi. All the Chromebooks have been securely blocked and I can't do anything for classes because everything is blocked.
- They should have open campus and fix the internet issues
- there are some not so nice people
- lunch and learn stays when it comes back
- The horrible bathrooms and stressful schedules
- Issue of safety, threats/ maybe bullying?
- The people and their actions
- Somone who can make the bored students situation a bit better
- we need a pump track in this town. and also a in n out burger
- That the students can be difficult.
- I do not know.
- The bad children that don't know how to act.
- Drugs, gangs, LGBTQ+ discrimination, mental health, ect.
- When you come to this school you can encounter mean people or disrespectful students but not all are like that, You can experience shocking things as you go on as a superintendent.
- Some kids can be a talkative, some may be disrespectful by using they phone
- The actions and wardrobe of the students. It seems as if school is a place to socialize more than it is a place to learn. The clothes are not appropriate for school.
- fighting and drugs
- a lot of things surrounding safety and stability.
- Food needs to be improved quickly for the sake of the students health. The food is not nutritious what so ever, security is understaffed which causes most of our bathrooms to be closed so we have to walk across school to use the restroom which also takes away from our learning time in class. Having service blockers on is not beneficial for anybody. We struggle to access canvas on nour phones when we are not able to use our Chromebooks.
- benneing lunch n lenrn
- The food here is awful, some people(few but some) are pretty bad or just rude, the bathroom is always closed and there are barely a few open, students should have student wifi, and sometimes the security here is a bit overbearing for no reason.
- An issue that the superintendent should be aware of as they come into the district

- Lunch and learn should be back because its most likely for students to go ask a teacher for help because they have more time to eat and do work. Also, the internet is really bad here even to do school work.
- It's going to be tough a lot of fights and stuff
- The wifi/phone service problems.
- The superintendent should be aware of helping provide support to all school groups, as well as growing school spirit and a feeling of community. Bringing the district together and listening to not just administration and city officials but also student voices is crucial.
- I haven't been here for long, but in general, there's a lot of violence- many people have died victim to violence of some sort in this area (or so I've heard in this area), but overall, gun violence is becoming more common anywhere.
- too much work given to students
- - Information is often told in a disorganized manner - Budget goes primarily to sports and not to other extracurriculars - Too much information told at the last minute
- racist teachers.
- students problems
- students skip class
- Fights
- i am not aware about anything or any issues.
- The fights or kids that are in a gang or are planning on doing something or people with troubles.
- idk
- Low standards
- Teasing, racial slurs, possession of illegal substances in school (bathrooms to be particular)
- That there are teacher who continue to be verbally aggressive with students. Allowing their personal lives affect their school lives and student feel unmotivated.
- The fights
- Internet in schools, students not feeling safe, students feeling like they are not valued as a student, teachers just coming to school to get a paycheck, Teachers being overworked
- Racial problems.
- Fights, lockdowns, bomb threats, shootings, and families who complain a lot.
- not sure, but I feel like they should expect a lot of things to repair.
- to have better teachers.
- fix the wifi at school it doesn't work
- Lunch and Learn was incredible and everybody loved it.
- there is a lot of maintenance put into each school
- i dont really know i just moved out here
- How students are affected and actually listening. Realizing that not everyone has it well and that having adults making decisions that we would have to go through makes us resent a lot.
- Not much free time in school. Hopefully titans lunch will fix that. I would still like to be able to go outside though.
- Violence in school, parking at school
- Some upgrades to the school like bathrooms

- Trouble makers.
- if we get punished more problems will occur and maybe give us more freedom for better performance and less issues.
- That we have a lot of students in our high school, and there are usually more students than staff available to handle them.
- idk
- There are things that the students and teachers demand but constantly get ignored.
- There are still issues of equity from school to school and racism is still present. Violence has become too much at the middle and high schools. The Dual language program needs to be utilized more and shared more widely with parents who don't know it exists. I believe some principals/leaders have been hired based on personal likes and not what is necessarily best for the school population. Teachers are overwhelmed and feel unsupported due to the requirements they are requested to fulfill outside of school hours. Teachers are not allowed to bring their kids to their homeschool like other local districts. This is a big issue. We were told "Please live in the district you teach!" when we were hired. But if you live in one school zone and teach in another you literally have to be at two places at once. It is a perk that would be highly appreciated by your staff.
- They should be aware of violences in schools and as well as any incidents.
- the entire equity game has shown itself to be a dead end and has resulted in lowered standards and scores across the board. For example some kids have to be expelled because if you don't they end up destroying educational opportunities for all the other kids. SEAL doesn't work either.
- There's not enough resources for schools in the west end, especially compared to the east end schools.
- Mental health every possible problem you can think of.
- Gangs, drugs, there are so many overdoses here, fights, low graduation rates, incredibly relaxed grading policy, racism, lack of punishments for students as well as teachers, lack of communication to students and teachers, administration actively ignores the needs and wants of students and teachers, security guards profile students based on race and overall just don't do their job, and the bathrooms at AC main campus are always flooded and are disgusting.
- fighting, violence more fighting
- violence, gangs, lack of discipline. Students have no respect for the teachers.
- East vs West end Alexandria. Poverty is affecting students and they are forming gangs to deal with it.
- This district as many can contain much violence and misbehavior, It can be hard for many students to listen to certain instructions.
- The ways students feel about school resource officers and how they affect the learning environment, lack of teacher/staff accountability, violence in schools, and the effectiveness of SEAL lessons and other approaches to decrease violence in schools
- Fights, buildings being constructed, not enough janitors, unreliable staff.
- No comments.
- Should be aware of student that what they have in their back bag and pockets. Should be aware of what is happening in bathrooms, in classes with no teachers, and outside of school. Some students go out and skip classes when there is no teacher. Students can easily get

out and get into school because there is no guard at the exit doors. Some students are using the kindness of the teacher and talk during class and disturbing other students and teachers too.

- Our schools are overcrowded and it is not uncommon for there to be more students than desks in classes. The schools also have a small population that incites violence but it is not the majority of students. At the high school students are currently fighting to bring back lunch and learn after it was taken away at the end of the year.
- Students can be motivated when we do not feel represented
- Please open bathrooms in Alexandria City High School King St. Campus...closing them does not help drug problem. Additionally, superintendent should work to provide care and attention to non-violence and non-racist issues as they are important too.
- We have issues such as overcrowding; multiple schools on the West End of Alexandria have thirty kids per class, while schools on the East End are undercrowded and have more wealth of resources. Overall, I think attention needs to be directed to West End schools, as the neighborhoods surrounding the area, and therefore the tax payment, is less than that of the East End. Issues such as school programs must also be considered. The superintendent will oversee the new construction of a second ACHS campus replacing Minnie Howard, I assume, and they should ensure that that school is well fitted for the new high schoolers.
- Mental health is an issue and we only have 1 1/2 psychologists and not that many therapists. We also don't have as much real school spirit which I think we need more of.
- None
- That there are some kids that are mean.

**What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)**

- Idk
- don't know
- Trendy, can actually understand kids, makes an effort to understand teachers, doesn't overwhelm teachers (teachers r often v busy and its sad) can understand slang bcs I don't feel like being sophisticated. Is able to add ways for students to have fun at schools.
- not biased, actually listen from both perspectives of anyone.
- she gotta be nice and not too strict
- Understand.
- nice, calm, understanding, chill
- nice, calm, understanding, chill
- Good leadership, drug addict/vaping/smoking detector people.
- be Good and do their responsibility
- show a great attitude towards us and we'll respect you.
- be kind, you can be strict to an extent, and please change the phone policy
- we need more field trips, be able to use phones at lunch
- we need more field trip
- we need more field trips
- better food and better snacks, and to let us use our phones at least during lunch

- more field trip
- More field trips
- We need more field trips, we need to be using our phones outside of class.
- honest, independent
- Kindness and better courses
- kindness and PhD
- N/A
- ye
- being able to separate fights
- be nice
- kind and patient
- when more cheer for this school
- idk
- i dont know
- i dont care. Intelligent ig?
- Just be nice and try to change the school.
- I have no idea
- Patience, understanding, kindness, work ethic
- someone to talk to about stuff at home
- nice
- calm and nice
- fun and calm
- They should be helpful, kind, etc.
- Strictness and a loud voice so people can hear clearly
- uhh like to be watching out for everyone and make sure everyone is listeing to the superintendent no one shuld be disrespectful.
- Resilient, not short-tempered easy to talk to, and able to see things from many points of view.
- strict, kind, responsible and controls more
- helps you understand what you will be doing and other stuff.
- calm and nice
- Nice, forgiving but not too forgiving, Understanding.
- be niice
- have good relationships with students
- Well to be serious and set some rules to the kids who break them but i don't want it to be too too stric sorry i don't know to to spell much.
- I want like a smart superintendent like every time there should be an idea in what there should be.
- Nice, kind, and caring.
- Smart, Kind, knows how to handle children, strong.
- calmness
- Easy to talk to, a little strict, and showing them who is the boss.
- i dont know
- The new superintendent should possess a lot of patience, dedication, and kindness.

- Nice,Cares for others,Thinks about out feelings.
- Be nice
- I think they should be able to know how to encourage people to be nicer and antidrug. Also so many people at my school don't try. Some people brag because they have a D- and not an F. I think they should know how to encourage people to actually try
- i dont know
- sewey siuuuuuuuuuu
- I don't know.
- Every week at any school there should be a day just to complete missing assignments because there sometimes isn't enough time to complete assignments at home.
- The superintendent should make sure there is always soap in the bathrooms I went months with out soap in school bathrooms. Also there should more hand sanitizer because after the 2nd week of school we didn't get hand sanitizer again until a week ago
- cheese
- Nice, and allows us to have recess.
- be careful to not trip on other people stuff
- try to prevent fights
- i dont know
- i don't know
- Be careful not to trip over others' stuff
- games and soccer
- none
- Good food
- They need to be communicative and patient, collected, and truly have the students' best interests in heart.
- Good Problem Solving Skills
- Open-mindedness is a really big thing that I think some people lack. Being open-minded about all issues regarding race, gender, sexuality, as well as mental health, is really important to instill an atmosphere for kids and teachers alike, to learn, grow, and be free.
- strict
- Resourcefulness, assertiveness, niceness, be able to handle school problems fairly.
- well spoken and respectful
- Listening to student's opinions
- They should be well informed, helpful, and should be able to be a great leader for us and know there responsibility's well
- In my idea skills that should be superintendent process is the very short time break. it should be longer.
- maybe be mindful that there are many unsafe situations that would have many problems
- They should be strong and not be afraid of anything and will do anything to help students of the whole acps district and make sure that students are actually safe.
- They should be understanding, truthful and honest, kind and show that they are happy to be here
- they should be here to help ensure everyone has a successful future
- Be nice

- Safety, bringing back Lunch and Learn back.
- Muslim
- Understanding, adaptability, and willingness to overcome obstacles
- lunch and learn
- be nice and be respectful and also be kind.
- no it is fine
- problem solver
- have patience
- think what they will do before they act
- They should be able to figure out if disputes between students or staff to see if they are big or small problems
- A skill that the superintendent should have is that you should be able to take action on issues.
- I do not know.
- We should be a good influence.
- report students who fight
- stop people from destroying the bathroom
- How to be neat and handle a lot.
- That he/she should be able to change without asking
- The characteristics that the superintendent should possess to be successful is to really just be open minded to new ideas.
- listen to us and understand us and not ignore the issue like a lot of the time
- I want them to be nice not too strict but not too nice and care about our problem's
- the superintendent should be good at anything or good at taking care of stuff and there going to be responsible
- someone educated kind and a teacher to be the superintendent
- nice but also not too nice like you let someone go when they did something really bad and also you have to be smart and always thinking.
- they need a college degree
- If we should hire a new person, he or she should be kind and smart.
- be kind be brave do not use phone in class
- accepting, nice, have a teaching degree, problem solving.
- kind and educated .
- the superintendent should be respectful to the schools
- They need to be kind to people and be responsible and be respectful to people and know what they are saying and doing
- Good with kids
- Nice person and teach about the abc
- I want my mom to be in charge of school she graduated with a clean record she graduated May 15th
- Nice and educated
- nice )some one who have not went to jail.good with kids.and smart
- Nice person and college person
- he need to be nice

- Be nice, Scold children for a good reason, give us good lunch.
- N/a
- I think everything is fine
- they need to be kind and friendly
- There should be some clubs and other new stuffs.
- be a respectful person and do the normal things that superintendents do
- let us use our phone during lunch
- doing work and helping others
- Be good at instructing students but also be kind to them.
- they should help stop students from bullying
- They should be kind and caring towards students and help students have good behavior to other people
- Whatever their skill is they are amazing.
- i don't know
- being nice to the students
- not tell parents about your feeling because they are trusting you to not tell anyone and it just being between them and you.
- make teachers be more aware of fights.
- I do not have any ideas right now
- To be successful is to listen and do your work.
- idk
- to be chill
- nice people
- More Respect And Understanding Students Well
- help make the school a better learning experience
- I Don't Know
- They should be understanding, kind, patient, and educated
- I have no clue
- Should help out around the school to make students feel safe and welcome.
- i don't know.
- they should be calm, and understanding, as well as be able to deal with misbehaving kids in a calm and quiet way.
- Patience
- good grades
- empathy patience common sense cleanliness open-minded
- nun
- nothing
- they should help with me school programs and activities such as field trips etc
- good people skills
- Be kind and give people second chances
- i don't know
- The skill to stop fights.
- n/a
- listen and just be kind

- a nice person overall and a funny/fun person.
- persistent and understanding
- persistent
- i dont know
- should check students who have weapons or what ever
- patience
- Have a good characteristic
- Thoughtful
- I don't know
- i dont know
- The skills or qualities the new superintendent should posses is the responsibility and ability to control the district!
- better rules
- There is good people.
- i don't know
- Creative thinking.
- They should be kind and willing to help, while also being proactive with issues
- They should be able to keep the school in good shape.
- less fighting and racism.
- A good person
- More fieldtrips for sure! I feel like it would be very fun.
- Unsure.
- I dont know all the staff is nice.
- I don't know
- being nicer people
- they should be good with students
- Visiting our school
- Kind
- Anger Control.
- remove lockers I hate them they are a wait of my time let us use our phone put on sos
- common sense
- let us wear backpacks to class
- i don't know
- should bring a backpack in class
- idk
- start small
- good listeners need to change lockers can wear hoods use phones
- nice cool fun not mean
- good listener fun teaching lessons
- Communication skills, Open minded, and kind but firm.
- kind,willing to listen,not ignore us and our thought and feelings
- Fun, Caring, Kind, A little strict, straight up.

- They should be kind and understanding so they don't immediately take one person's side. They should listen to both sides of a story and give feedback on both. They shouldn't treat anyone worse because they don't like something about them.
- calm
- He/She should be chill= nice
- Come to schools frequently.
- Some skills the superintendent should have is leadership, equality and being firendly.
- Just try to keep our community safe
- I am not sure but you should be openminded.
- I think that the new superintendent should be able to provide better meals for ACPS. I also think that the superintendent should be able to have a good impact on the school community and have a good reputation.
- I am not sure
- The new superintendent should be honest,caring,and passionate.
- nice friendly
- nice helpful
- They have to be kind but professional and have to give students more brain breaks and increase teacher pay
- to fire people who don't do their job,
- The skills, qualities, and characteristics of the superintendent should pose a big voice, and great ideas
- nothing
- The superintendent should be nice and cool they should not be loud and mean.
- The future superintendent should be understanding helpful to the community.
- kind, thoughtful, helpful, adventurer
- I would want the leader to be funny helpful respectful and organized and mindful of others.
- Some characteristics they should have is they should be hardworking, creative and responsible.
- The skills, qualities or characteristics should the new superintendent possess to be successful here is that they should be able to work with technology here, and make wise decisions.
- i hope the new superintendent gives us more field trips, because i've had 0 in the past like, year or so.
- Some skills that the new superintendent needs to be successful is to maybe help us with getting a new language teacher here or more time at recess.
- like trying not to get your self in trouble so u won't have to do the time (detention)
- The superintendent should be kind,nice,knows how to deal with problems, can help someone .
- NA
- The new superintendent should possess good eye sight, and good hearing because in lunch this can come in handy because kids could say bad stuff and could do bad stuff like start a food fight.
- It is good because one time i use it and it help me and so munch and I needed it to tell my teacher for she show me and i got in my test is 100%

- Come to schools frequently.
- Understanding,Calm,Good person,Problem solve,Helpful, and Kind.
- i think they should know how to be really good in problem solving and having a creative mind
- N/A
- Hearing what other people have to say before making a final decision and most of all just doing good on the job.
- they need to have descalation skills and the need to be good at basic math because there are a lot of us so you need to do addition and subtraction for the events that you would and could do
- Some skills that I recommend is maybe put a recycling team or more art work?
- To be focused on the good and not the bad during school days.
- I think that he/she should be a smart person that is nice.
- maybe not being in like a strict behaviour and actually listens to the problems like the solid chocolate milk and school lunch problem because we dont want him to say oh! we will fix that then a couple days later we see another solid chocolate milk
- N/A
- reading
- be nice be fun with other kids if a kid got in trouble give them a warning
- I think the superintendent should focus on the food at Patrick Henry because the food there isn't enough for the students and the opportunities for lunch and breakfast don't interest the students.
- any skill you could have to be successful
- The teachers are nice at our school and that the reason why most of the students pass in every class
- idk
- They should care for students, parents teachers and family.
- Some characteristics a superintendent should have is that they are friendly or kind and know how to take care of a problem when there is one.
- he or she should be nice funny but also kind of stric.
- They should make more field trips get us mcdonald's be fun atleast.
- be more fun and like have a good character not being mean or anything.
- Someone has a good time hanging out with kids, and a person who has fun with her/he .
- no unafrom
- more field trips no uniform intramurals for 5 grade
- They should be friendly, pleasant, helpful, and someone is good at speaking in front of people.
- kindness,honest.
- I'm sure everyone will like a kind, approachable person who does their duties and has good qualities.
- kind, funny,
- kind and funny
- The superintendent should be respectful and be strict but not to strict or that would be mean.

- Fun and Athletic.
- He/She should come visit the classrooms.
- they should be good at something i dont know
- Some qualities and skills the superintendent should possess is being able to talk to others nicely and know a pretty big amount of schools
- skill is we work hard to get good grades
- I would like someone who is friendly
- hard working, focused, nice, funny
- nice and tell the school no more uniforms allowed
- Athletic
- Skill, qualities, or characteristics that the new superintendent should possess in order to be successful is being able to treat everyone and anyone equally and with kindness.
- A good superintendent will have a good relationship with all of their students and staff. They also should make sure there is smooth sailing for the rest of the school year
- Being nice.
- Nice, fair, smart, and not racist.
- They should have leadership and can solve problems.
- hard working, focused, nice, funny
- planning better and fun field trips , make an apperence to schools once in a while
- trying to help some teachers and students on conflicts and stuff like that
- Smart. Visit schools and talk to students. could you stand up for us? Cares about people and students' families and teachers.
- There are different types skills that people have in the school.
- The only skill you need is to be focused
- listen to us
- Respect for other staff and students, being responsible for their job, and most important being kind to staff and students!
- NA
- helping students
- They should be able to help our community grow.
- they have to be smart and smart
- How to put many schools where it needs to be and to help keep us in order.
- Understanding students
- i don't know
- Having a good attitude helps students
- To be fun
- nothing they can do now this school already isn't welcoming
- there nice and kind .
- Young, nice, funny, doesn't get mad, doesn't have an attitude,
- I don't know.
- kind, helpful, understanding, imaginative, and mean when needed
- stict teachers
- be able to give students more freedom,let students give a bigger opinion,focus on mental health.

- cool, chill
- To be very kind and respectful like others.
- N/A
- NA
- Be able to be nice. Making better food for the schools.
- have the power to make us quiet
- Give us better lunch and more recces
- they should be kind
- i dont know
- Have more characteristics.
- A lot of nice people
- They should know math or science
- A skill that is druming because in dance class with and im good at druming and most people don't know so I can prove to people I drum
- `na
- Take our uniform away Stay out of trouble
- I dont know
- support people
- He is very nice
- Be nice, and try to change the cafeteria food.
- N/A
- n/a
- tell have teacher meetings just to talk about how kids are doing
- to be a good boss
- They should able to support anyone.
- i don't know
- N/A
- Be who you are and work hard
- be nice
- very nice
- Visionary. Multi-Skilled.Ambitious. Committed
- Understanding, aware of student and teacher needs, and listens to students, teachers, and the communities needs.
- Am not sure
- dont know
- good social skills
- Leadership and responsibility
- im not sure
- Am not sure
- IDK
- Good communication skills
- patience and sternness
- Positive, Strong headed, Motivational, Helpful
- I think that they should already have the characteristics of being a superintendent.

- strong-minded and not weak
- determined
- quit hall sweeps
- Just keep all the best quality content.
- Work with new comer from different cultures and different languages to learn quickly.
- Leadership
- Be nice
- Respect, leadership, should stand for equity
- Somebody young who is open to hearing student's/parent's/staff's opinions. Somebody who is good at communicating and doesn't delay and drag out decisions.
- Hard working, caring, supportive
- A superintendent should be able to balance the line in between being strict with policies, but also being able to listen to feedback from the students even if it goes against those policies. A superintendent should be able to listen to students without letting them control him/her.
- doing your work minding your business be nice be helpful
- Doing your work, minding your business, be nice and helpful.
- They should be very assertive when emphasizing what is wrong and right in school.
- Accepting, patience, kind, helpful, hopeful, smart, understanding.
- Kids friendly, do not pressure the teenager when it comes with talking about feelings, be really patient, don't think so down on others when it comes with learning new things.
- The new superintendent should be able to combat violence with a peaceful solution.
- The new superintendent should be to be an inspirational leader towards students, takes accountable, critical thinking, problem-solver, and is very good at descion-making to find what is best for students.
- - smart - nice - has red hair - not racist or sexist - not homophobic - younger than 34 - lets us watch lighting McQueen on Fridays - they need to be over 6'2 - no older than 47 - good with kids - listens to people - has to have a dog - no cats as pets - has to have a mustache - must play a sport and go to the gym - no Samsung devices - have a country accent - paper in over 15 movies (including cars 2) - must wear a cowboy hat to work every day - likes making mac and cheese - favorite flavor of ice cream is strawberry - likes Starbucks - must own a chick-fil-a - knows how to play an instrument - was not a high school band kid - billionaire - verified on all social media accounts -has a pink electric scooter - has a Netflix account - has watched love island - showers
- young, dosent make weird ridiculous rules that won't help at all
- idk
- To be considerate.
- patient,willing to try new things and respectful
- Knowing the students better and having a deeper understanding then just saying yes.
- Good decision making.
- funny and kind and chill
- Ability to solve problems
- The new superintendent should be nice.

- They should understanding, a good listener, compassionate, and accepting, but also have good values.
- be nice
- Nice and cool
- They should be respectful, calm, and be able to command authority without yelling and saying "I'll wait"
- Informative, educated, supportive, a good listener, focuses.
- idk
- Girlll idk
- They should be able to oversee all acps schools enough so there are no more crazy events.
- I guess a superintendent needs to be familiar with the environment of our school or a former superintendent from another school. I'm not sure.
- Just don't be to rude and don't be to nice
- good social skills
- idk
- idk
- Integrity and focus
- Be involved with the community.
- Nice, smart, needs to be at least 6 foot 8, and should not be sexist or racist. Needs to be a billionaire, and needs to give me a car.
- idk
- be able to break up fights.
- Ability to understand where students are coming from as well as some difficulties they may be facing.
- Nice but strict when they need to be.
- be more understanding and be more of a friend than a parent.
- Be a nice, smart, take action, and make most of the students feel safe in ACHS
- not being opinionated
- Nothing
- connect with the students
- They should be nice.
- listen to students when any request is made
- Leadership and responsibility
- Having more lunch spots like on the football field.
- The new superintendent should be honest, caring, strong, a good example, and present in the community.
- Planning always ahead of time, being respectful, and thoughtful. Those are only the basics of being a successful superintendent.
- Be smart and rational, not insane please
- helpful
- Patience a lot of it
- Leadership, understanding, resourceful
- Listen to the students and don't abuse your power.

- a few at everything
- 1. They should have a good understanding of the desires of the student body. 2. They should have previous experience at ACPS.
- nothing
- More security guards.
- Ideally, the new superintendent will not send their children to non-acps schools.
- they should be open to anything thrown at them
- has to be convincing
- be nice to everybody and not be mean when they are talking to a student that doesn't want to listen to them
- no
- Being attentive to the problems that happen in school and having proper solutions to them.
- stubborn, aware, not a pushover or coward (e.g. doesn't send kids to private school)
- LISTEN TO STUDENTS! genuinely care about students needs. More school therapists... FIX THE BOYS BATHROOMS and put menstrual products in the women bathroom
- Patience, creativity, fairness
- Value for cleanliness, the protect of the school and the overall security team.
- N/A
- The skill or characteristic should have the new superintendent possess is that can communicate with others.
- I have no idea
- i have no idea.
- Nothing
- Be friendly, understanding to a diverse community, helpful, strategic, etc.
- the ability to throw hands
- Open-minded, cares about well-being of students and staff, quick-thinker, and friendly.
- An innovative leader with lots of visions.
- strong vision for the future
- I don't know
- Understanding
- helping with mental health
- common sense
- Good at bribing people
- He should be responsible and caring. He should be able to understand his job.
- I don't know
- common sense
- I feel that they should be caring and be able to see both sides of the problem and act accordingly.
- leadership, positivity, courage, friendliness.
- with a lot of power so then the student fear him when he check in school.
- Please be smart.
- IDK
- to be an innovative person

- Being patient
- They should know what they are doing.
- Respectful, and work ethic
- to be able to relate to the students in a way that they feel comfortable
- thoughtfulness
- Be able to connect with people throughout acps.
- - Open minded, supportive, equal
- coordination
- Kindness
- kind, smart, realistic
- Make sure no students skip school
- Good communication, and should look at the community for input
- kindness, generosity, polite
- Be nice
- They need to be understanding of everyone and have an open mind
- Prob be intelligent
- again no idea since i'm an exchange student
- they should be nice and understanding, listen to the problems of the students and make sure the school is safe
- Communication, talking to students
- Being able to listen to students/teachers/staff (not be tone-deaf), be outspoken, and be transparent.
- one skill could communication because you have to learn to talk to kids for them to listen.
- Critical thinking skills, communication skills, and a passion for providing for the students, staff, and schools.
- Very strong mentally and able to have quick level thinking
- Patience and empathy
- Good communication.
- honesty and professionalism
- Be more related to the school issues
- Responsibility, respect, integrity, and initiative.
- Eager to help.
- Should be able to take initiative
- To be able to listen to people and actually make changes based on what the students and teachers want.
- patience
- Being considerate of others, respectful, and being responsible
- Able to take things at face value and differentiate between constructive criticism
- Understanding, and flexible
- hair
- Should be willing to make big decisions
- Empathetic, realistic, and a great public speaker/sociable.
- Unbiased, Fair.

- to do better things than know
- I think the new superintendent should be patient, fair and kind. I think they should also be intelligent and strict at some times.
- uh i dont think anything
- They should want to make a change to the school environment rather than sucking up to the parents.
- willing to listen and actually get things done
- nice and caring
- lenient
- Being somewhat competent
- An open mind.
- be patient with everyone
- Must be able to make good jokes
- idk
- They should have patience, discipline, and kindness.
- better courses
- I think P.R.I.D.E works just fine.
- Superintendent its not worth it just work at Arlington It's better over there the ACHS has just gone downhill. It's an opinion
- Understanding, aware of student and teacher needs, and listens to students, teachers, and the communities needs.
- Positive behavior, a good attitude, respect for everyone, communication, and kindness.
- know how to be respectful, know how to approach a situation, Calm and Collected, they should also know how to handle kids who are rude and not aggravate the situation more
- They should be able to step back from the problem and look at the bigger picture to help fix the long term issue not just the short term. They should also be able to sympathize with the people that are being affected by these problems and remember what it was like to be at that age.
- They should add swimming classes for the beginners
- Kind, understanding, respect all cultures, great leader, quick, find solutions fast, takes everyone's voice into consideration.
- Mindful, empathetic, kind, understanding, respectful
- idk
- Being open-minded and hearing out everyone's options and opinions.
- The skills, qualities, or characteristics that the new superintendent should possess are Initiative, communication, and teamwork.
- Be nice and respectful and try to understand teachers and students.
- focus on keeping the school safe.
- Leadership
- They should be willing to foster community, and listen to the opinions of students and school members. They also should be interested in sponsoring student groups and celebrating successes.
- Be open-minded, there are a lot of different cultures here, but the people are friendly and will welcome you. Also, be positive and engaged in school events and activities because it's easier to gain any form of respect by constantly being around the students.

- stay consistent
- - Empathetic - Communicates-well - Good leader - Creative - Clear - "Modern thinker"
- idk
- respectful organized know to get in the other's shoes etc
- Communication skills
- Tutor and including Sunday schools
- Strong, they should put their foot down when they need to, but they should also be someone that we can rely on when something happens in school.
- idk
- lots of patience
- Wisdom, compassion, etc
- They need be inclusive when it comes to the global majority. Knowing how to properly communicate with students and faculty.
- Patience
- I want a superintendent that shows their faces to the students so that they know who their leader is. Instead of showing up on zoom to scold students for how disappointed he is in the students
- Idk they really all the same
- actually doing something about problems
- Flexible, easy to talk to, inclusive, passive, kind, nice, and organized.
- they should be able to make good rational decisions, while emotio is good in my opinion i think it'd be better if they focused more on education instead of other things.
- i dont know
- a leader
- intelligent I guess
- Responsible, caring, strict and listens.
- hard work and grind
- Be open to suggestions and give straight answers not dancing around a subject.
- Being closer to students and trying to find out what they want.
- Dedicated, able to listen to student, parent, and teacher voices
- A visionary, innovative leader who values transparency.
- LISTEN to the students, listen to what we think and or feel and make logical decisions based on them. Don't always focus on the negative side on things.
- just overall a calm person because then students will like them more.
- They should be good at listening to the students, keeping us safe, and making changes.
- not sure
- Be open to ideas and want to take action as soon as possible.
- 1. Plan to stay and see things through. Please don't use us as a stepping stone. 2. Get to know our issues and concerns before you change things. 3. Really listen to our teachers. We have had many groups to make suggestions to administrators and heads of various departments, committees etc. and often we feel that they are just checking the box. 4. The TAC committee is just a meeting that feels like you can check the box to say you

heard teacher concerns but never really do anything about them. 5. Why can I never say parent/teacher for stakeholder on these -- why can't we be both?

- The new superintendent should take actions to prevent school violence and be an advocate for the staff and teachers.
- a dedication to excellence and setting the bar for performance for the kids. Making explicit that you are here to learn and do great things
- Nice, cares about the community, loves their job.
- They need to reflect our community which is mostly global majority people (not white people) and they should genuinely care about the students of this entire district and be open with them and a good person. The candidate should also be a woman because we've had enough men running this show. Also why wouldn't you people in power tell us who the candidates that you have chosen so far, are? Like who are they give us more information And stop treating the high schoolers like little kids we know you're just trying to make us feel better we also have too many white men as principals I see a problem with that because that is a sole example of no representation for global majority people.
- Kind, understanding, has a presence with students and teachers, if they have kids I think it is incredibly important that they actually go to their school that their parent is a superintendent at.
- know how to stop a fight, know how to control teenage, and be smart (to figure how to control the student)
- Ruthless and brutal in combating gang violence and drugs. There are undoubtedly concerns about being too harsh to students (these concerns are valid), but the fact of the matter is that the school board and administration has created an environment where students are able to sell the hard drugs that fuel the never ending violence in the city without any consequences.
- Empathetic wisdom. Don't try and show your authority to children. Do not be unnecessarily tyrannical. You are a gardener and they are your fruits. Make sure each one grows. Your job will not be easy.
- Problem solver, being a leader to adults and students there will always be many debates in what should be done. The superintendent should be able to find ways that can satisfy everybody instead of completely siding with one party.
- Accountability, the ability to reasonably reflect on issues without personal bias, and respectfulness/empathy to students and their needs
- Creative, adaptive, outgoing, creditable, courageous, and equitable/fair.
- patient, relaxation, take care of the daily activities and so on.
- Check students when they are entering school, and what they have with them. Don't let students go out of the inside school without a pass. There should be a guard/security in all doors or lock some of the doors.
- I would to see a superintendent that is determined to make positive changes, is willing to see multiple sides to an issue, and is a creative problem solver.
- Willing to do what it takes to fix the student body
- The new superintendent needs to be open to suggestions. Especially when Alexandria is so large, and representation is so diverse, I think an open mind is the most important characteristic one can have.

- Well first off it should be a woman, I think they should get along with the children and be sincere in wanting to do the job because it's important that the superintendent actually wants to engage and communicate with the students they are overseeing.
- Leadership, persistence, and most of all Grit
- They should be Nice.

## **Teachers**

**Tell us the good things about your community. (This information is used to help us recruit quality candidates.)**

- The community is growing with more people Families are hardworking and they want the kids to have more and do better than the previous generation. Guidance to the aforementioned goals is needed.
- We have an incredibly diverse community to work with. Because of this, we need a leader who is adaptable, sound-minded, and cares about feedback from students, teachers, and administrators because ultimately, they are the people who are affected by policies and understand the day to day of how schools function.
- they help us
- its a good place to learn new things
- They arent good
- diverse, open-minded, kind, giving
- Our community is caring and sensitive to the needs of other.
- Alexandria City residents are reasonable. They understand what is truly important for students and the community.
- Feels boring because you can't do anything.
- I have only been in Alexandria for a few months but so far I am impressed with the city's commitment to it's schools.
- ACPS has a very competitive pay scale, and the equity 2025 plan is very strong. A future superintendent should be willing to continue to focus on the equity of the district.
- A very welcoming inclusive thriving community. Alexandria is a very beautiful city with an amazing potential to be one of the best places to live in America.
- The west side of the community is very diverse and that's a beautiful thing.
- Very diverse population in ethnicity and languages. Great schools, roads, and transit system.
- Incredibly diverse. People from lots of different places in the world and all different economic strata.
- no comment
- Everyone is welcoming
- Very nice and caring
- Diverse group of individuals who support each other Passionate about our history
- Our community is resilient and diverse.
- I kind of don't like the community
- friends
- We are kind and thoughtful with each other and there are trusted people who care about each other.

- I love the diversity of our community in Alexandria.
- Overall, the community is very supportive of schools.
- na
- Location to everything (Arlington, DC, Fairfax) Historic Relevance Scenic Diversity
- Our community is positive and uplifting. The diversity within our community allows for plentiful opportunities to learn and grow. The community is also very supportive.
- I love the diversity of Alexandria, and the acceptance of many cultures.
- There are great resources available for families to access for their children that are free.
- Community seems friendly.
- This is a community that expresses a value for diversity and inclusion of people from differing cultures, perspectives, etc. This is a community with access to lots of resources and a willingness to share them with those in need. This is a community that is highly engaged in current issues facing the country. This community is just across the river from the nations capitol, where history is being made every single day. This community is right at the center of where and how this nation was born, and is surrounded by reminders of that history.
- I unfortunately do not actually live in the community. However, I get the impression that many of the families in the community are very connected to one another and are united.
- we have a great school with many people who help us.
- The community is a friendly place and offers lots of amenities
- Some good things about our community is being kind helping others.
- Very diverse!
- Comparatively small to surrounding districts so there is a lot of school to school networking and relationships among teachers
- It's diverse with a lot of cultures and languages represented.
- The community is safe and welcoming. There is a lot of diversity in the community.
- A rich diversity of students, families, and staff. Superintendent genuinely cares not only for student and families, but also for staff. Superintendent and the county explicitly expresses genuine gratitude for teachers' dedication and commitment to students' well-being and learning.
- Our community is diverse, caring, unique, and strong. We have a plethora of families from various countries that speak various languages and that translates into our teaching.
- When I think of community, I am speaking of my school community. Some good things in my community are the access to resources, the staff involvement and participation, and the honest communication.
- Alexandria is a diverse, involved, and has that hometown feel.
- loving, caring, comintted to education
- We have such diversity and a willingness to help each other for the most part.
- I love the diversity in my school community.
- - We help each other through hard times - We gather as a village to assist families
- Diversity
- diverse, open minded,
- Strong family ties
- It is diverse, generous, kind, and inclusive.
- Its diversity

- Welcoming and always willing to lend a hand to help.
- Supportive administrators and cooperative teammates who enjoy helping one another and laughing instead of complaining about all the things that are wrong with whatever.
- Diversity and of background and life experience.
- My community is supportive and inclusive.
- Always willing to donate and support
- The ACPS community is a close-knit, welcoming community that often shows up and cares for each other. It is a supportive and positive community.
- I do not live in Alexandria - I commute from another county to work here. I absolutely love the community at my school. My fellow staff are passionate about what they do and the students are a joy to work with each day. I wouldn't want to be anywhere else.
- Diverse
- Our community is diverse in terms of race and types of learners.
- There is a lot of diversity.
- Lots of resources for families, close-knit, feels like a small town in a big city
- Diverse, Caring, Multicultural, Accepting
- Diversity
- It is clean. It is fun.
- Many cultures and many things to do.
- I am a really good community, I have lots of friends. We do fun things in school so that makes school fun.
- The diversity of Alexandria's residents is what I like the most about this community.
- People are always willing to help, be it at the grocery store, in parking lots, or volunteers at school. This is a very friendly community.
- Its okay and safe
- diverse/supportive/lots of sports for kids
- We are very diverse and have students and community members from all over the world.
- that everyone is good to each other and helpful if someone needs it
- We have a lot of available resources. We have a lot of great staff. We have great culture and community.
- It's a diverse community and gives the opportunity to know more about the world.
- We have a very diverse community with a wide variety of perspectives and cultures.
- Alexandria is a community that has a lot of diversity and tons of opportunities for its residents (educational, career, nature and fitness, arts, cultural).
- caring
- We have a diverse student body that represents many cultures.
- We are diverse in culture, SES, experiences, etc. We are surrounded by history and resources to enrich student learning.
- Diversity, resources and opportunity
- The staff is trying to improve the community and build a positive environment.
- The William Ramsay community is rich in diversity and culture but is often neglected for resources due to the overwhelming poverty rate. The students that attend William Ramsay elem. school are eager to learn and get the most out of their education but are at a disadvantage because of limited resources.

- Our community is diverse. We are problem solvers. We gather together to help each other. Our community is filled with people who are willing to build up and not afraid to shut down. We are strong with 1 to 3 generations. We are in partnership with the local churches and strong business.
- Our community is diverse and creative.
- Diversity, diversity, diversity, and wealth in the eastern part of our city.
- -Well-educated members -Willing to go out our their way to make it happen for the kiddos -Well-rounded/ diverse group of people, both culturally, politically, and economically
- Diversity.
- Diverse
- We are a big city, that feels like a small town. This makes it easy to be connected and share resources.
- Small, caring
- Bright, kind, children with supportive parents who expect excellence at school.
- Diverse, modern, fast-paced, metro-accessible
- Diversity
- Close-knit, involved, passionate, loving.
- Our community is diverse. We have many languages and cultures. We can learn from each other. We need a superintendent with experience learning second languages and studying outside the United States.
- Diversity and inclusion.
- I like how diverse the ACPS community is.
- Our community is very diverse, and respectfully embraces all of our different heritages.
- Diversity in culture and socio economics.
- Diversity,
- We are in a safe community with plenty of resources close by.
- Our community is diverse and believes in community service and a strong education system.
- very diverse - 20+ home languages at 1 school - neighborhoods in Alexandria vary from school to school
- Our community is very supportive of all students and teachers.
- Busy, growing, multi-national, economically secure and funded by healthy city taxes.
- Generous, helpful, resourceful, and hopeful.
- Alexandria residents have Compassion, a can-do attitude, and a diversity of backgrounds and identities (racial, ethnic, religious) that keep us smart, vibrant, and forward-looking.
- Our community is an incredibly diverse suburb outside of DC, that is rapidly becoming a city on its own.
- Diversity. Invested in all students' outcomes.
- Diversity and willingness to help
- Parents are supportive and want the best for their kids. They are involved and solicit advice from teachers.
- I do not live in Alexandria but I have found this community to be kind, caring and committed to make the world better. People are proud of Alexandria. It is a diverse, fascinating in how it has dealt with it's history and growth.

- Everyone is focused on improving education and actively working towards that goal. We have a very dedicated and capable workforce. We have an active and supportive city and community.
- Diverse
- The diverse backgrounds of the families in ACPS make Alexandria an amazing place to work.
- It is diverse in class, financial strata, culture, race, and political makeup.
- Diverse populations Many languages Many things have improved over the years PTA
- Diverse, rich in cultural heritage, oriented to social justice
- -Deep family roots (especially for African Americans) - Small town vibe - Everybody knows everybody
- We care about our schools. We have a thriving art community. We care about the environment. We want progressive leaders
- We are a wonderful multicultural community.
- consistently rated one of the very best places to live in United States
- We are very diverse community. We are also a very transient community. We are proud of being Alexandria.
- I do not live in the Alexandria community.
- This school division is such a great mix of diversity which makes it truly one of the more unique places to work
- ACPS is very diverse. We have plenty of \$\$\$. There are lots of caring people here who have deep ties to the community.
- There is a lot of community engagement and involvement.
- Supportive of ACPS schools (I think). We have wonderful outreach programs such as Casa Chiralagua. The community wants ACPS students to succeed.
- Small town and small town vibe. People easily know one another.
- It is a good community with good friends
- Alexandria is a culturally rich and diverse community
- Well-resourced schools.
- ACPS district a small community, that believes in helping students but, catered to parents wants/need rather than student/ teacher center. Resources are generally plentiful.
- There are many different ethnicities and cultural backgrounds. There are many different successful partnerships with the community.
- The community is diverse. The size of the district is relatively small for a county model. There is money available for resources and educational needs. There are community mental health services available in the school system.
- Our community is VERY diverse here in ACPS. Our community is also filled with lots of people who could be very resourceful in our schools.
- It is a small community where it is easy to make connections.
- We are community of color who looks to have a leader that represents our values that support diversity and inclusion.
- Our community is very diverse and accepting.
- People care about each other and want to help each other.
- Diversity and multi cultural community

- The community works together and has many opportunities for connections between school and home. The neighborhood is a great place to explore and you really feel the small town connection with big town resources.
- Its diversity!! I came back to teach here because I loved being part of so many countries and languages. I also love the open-minded values of inclusion and acceptance and risk-taking. I also love having the DC resources available to enrich student experience.
- It's becoming more diverse, supportive, and is growing!
- I love my fellow coworkers and hope they can change things to help retain staff.
- Parents are involved, community is diverse
- It's great that our community is very diverse It's good that the City of Alexandria is a small community with the wealth to be able to help those in need.
- Values diversity and puts research proven methods and approaches in place for strategically meeting the needs of our diverse students, staff, families and community.
- Concerned families
- We have an amazing community and an abundance of resources.
- Very diverse community committed to success of all students.
- A wealthy, educated, diverse population with a famous history and proximity to great resources in the capital region.
- The diversity of our community is a strength. We rally to support one another in times of need and have great pride in our schools and our city's history.
- Our community is very diverse, which really enriches the culture. Our students come from countries all around the world and speak many different languages. It's amazing to have a class where we can all teach each other about different cultures.
- Diverse and respect for diversity
- Rich cultural and linguistic diversity; many engaging community events such as festivals, arts programming, etc.
- We care, a lot. We communicate quickly and typically don't sit on information.
- Alexandria is a big city with a small-town feel. The community here is unparalleled. From the walkable streets of old-town to free buses that bring you across town in minutes, this is a wonderful place to live.
- My community has a diverse student population that allows for everyone to integrate at the one high school. My community has outreach programs like Casa Chirilagua to serve latino students in need after school.
- We have a diverse community We have an involved community
- Diversity

**Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)**

- The families just want the best for their children and the schools are consistently reaching out and discussing how they can put the students in the best position possible.
- This school is unlike any others. We have dedicated staff, engaged students, and a lot of room for growth. Because of this, we need someone who is open minded to solving issues while taking into account input from students and teachers.
- the teachers

- The teachers are nice and they make lessons easier
- no free time bad school
- The focus of school staff on supporting our students.
- diverse, open-minded, everyone finds their group.
- Our schools make an effort to ensure that every student has an opportunity to succeed by providing everyone with the resources and supports necessary.
- We have the best students. I love our students.
- Nothing
- I love being at a k-8 school. The sense of continuity and community that comes from seeing a student grow from a kindergartener to and 8th grader is really special. Everyone has the student's best interests in mind and there's a true sense of collaboration here.
- The schools have wonderful teachers and strong instruction.
- Schools have great programs and amazing teachers who want the best for our students.
- Francis C. Hammond is a very diverse school and the teachers here really care about students and making the school a great place to be. Teachers are hard-working and bend over backward to do their best for their students every single day.
- Very diverse in ethnicity and languages. Great and supportive educators and families. There is only 1 high school in the district but students can take high school credits in Middle school. There are tiered supports for students with disabilities and English Language Learners.
- We have people from all different ethnic/cultural backgrounds that give us a broad world experience. We have dedicated teachers. We are constantly working to try to improve.
- The teachers care about every student
- Their is no descrimination
- good education and learning
- Caring and Qualified Teachers Most students do the right thing Technologically advanced
- Our school is filled with well-educated, hard-working staff. Our students are diverse and well-rounded, well-traveled and many are driven to succeed.
- there are good people in this school mostly teachers
- you can learn
- We share and offer support to one another.
- Hammond's school community is welcoming and inviting towards all.
- The schools are well funded and attract quality teachers.
- na
- Diversity of race, religion, culture, economic CETA School Dual Language Program Passionate Hard Working Educators
- ACPS schools are welcoming and are ready to assist when necessary. Both in house as well as district level I have had positive interactions with colleagues as well as those working outside of my building.
- I love the diversity of the school population, it is giving children the opportunity to have a greater world-view. I love that we have dual-language classrooms and social studies aligns to the different cultures that we represent here at JA.
- The school serves a diverse population of students.

- Assistant principals and our principal are very welcoming, kind and helpful. My concerns have been handled as a team.
- Our schools reflect many of the best attributes from the community. Our schools value diversity and inclusion. Our students are welcome and valued, no matter where they were born, what the color of their skin is, what their level of ability is, or how they view themselves. Our schools have strong programs that benefit our students and provide them opportunities to shine. Our school teachers and staff are some of the best in the nation; ACPS is a highly attractive place to work and attracts experienced educators and staff from all over the mid-Atlantic.
- Very similar to number one. I've noticed that many of the families with similar cultural backgrounds are very united and helpful to one another.
- my school has great teachers and staff and a small school with many people who help us.
- The school system does the best to make sure their teachers are treated well.
- good things about my school is everyone needs to follow rules.
- Small, diverse, helpful, hardworking teachers.
- Teachers support teachers
- My school hires a diverse staff of highly-qualified individuals who put the needs of their students first.
- The schools work hard for equity and inclusion. Most school have a diverse population with both students and staff. School staff puts forth their best effort for students.
- Hard-working, dedicated teachers in our school community. Diverse student population.
- Charles Barrett is a dynamic school with many effective programs implemented. We are a CETA school, utilize project GLAD throughout all subject areas, successfully implement PBIS, have a strong MTSS program, and have the supports students need.
- Good kids, staff participation and involvement, staff perks from leadership (they want us to enjoy our workplace experience).
- Our schools are fun and engaging
- teachers are qualified, caring, dedicated to their jobs, often go above and beyond
- We have highly qualified teachers who are trying to make learning engaging and equitable.
- I love the diversity in our schools.
- - All of the staff cares about and nurtures children - We understand that the whole family structure impacts the academic life of the child
- Committed teachers
- diverse, super hard working, wants all to succeed
- Committed and dedicated teachers
- Teachers are committed to educating their students, there are many extracurricular opportunities, they are diverse and the population reflects the entire community.
- Availability of technology
- The diversity (in the school I work in)
- Administrators are organized and do things in a way that doesn't waste teacher's planning time or time in general. Give us autonomy.
- Cultural richness/
- My schools are dedicated to helping all students learn and grow, academically, socially, and emotionally.

- Supportive, inviting climate, community involvement, food markets, donations, student orientated
- The ACPS division is one that is high-energy, positive, supportive and caring. It is a close family environment at ACPS.
- My school in particular is great because we are a community that is committed to excellence. We have high expectations for our students and every day we encourage them to "work hard to get smart!" We know that every student wants to learn and succeed and we make sure that every day they feel welcome and supported.
- Dedicated staff
- Our school has a lot of staff that care about the work they do and their students. There are a lot of students who want to participate in school-based events and that show that they're eager to learn.
- The teachers really care about their students.
- Close-knit, lots of student support
- Highly qualified personal, Care deeply for students
- Diversity
- The auto program. It is diverse. The gym.
- There is a sense of community.
- I am in a really good area of study and knowledge. My school provide as everything as well as very kind teachers
- I like that there is always professional development available for me to grow my skills. Additionally, when I reach out for support, it is almost always available.
- The teachers at ACPS are very hard-working. They want the students to be successful. Teachers are always available for the students both academically and socially.
- Good teachers in the school
- diverse/some great kids
- We are very diverse and have students from all over the world who speak a multitude of languages.
- It is a great place to work when but ----
- that has a lot of good activities and the same teachers are good at helping
- Potential for quality teaching and earning. Wide range of students. Great variety of cultures and personalities.
- It's a school in which I feel comfortable working.
- I love that all students have access to the same high school, so all of the student populace are granted the same assistance and opportunities.
- Just like the community, ACHS is very diverse and it's promising to see students from a variety of backgrounds learn together.
- kind teachers, students are sweet
- Caring Administrators and helpful resources
- Good things include dedicated staff and students who come ready to learn.
- We have really talented teachers. I work at LCTA, where Core Knowledge is accessible to ALL students with its curriculum that focuses on things kids need to know for later in life. SPED, ELL, everyone gets engaged in their lessons. We have great field trip and after school opportunities, and the fine arts are well represented.
- Diversity, resources and quality staff

- The staff is trying their best to improve performance and rigor in their classes.
- William Ramsay Elem. School is a great school, considering all the different cultures that attend this school. This school is represented by over 30 different countries and with that, these students bring an abundance of cultural experience which is a huge benefit to the school and community.
- Principals is very supportive and cares about staff and families. Families are strong and willing to be involved with schools. Teachers are very knowledgeable and come with the intent to teach and nurture. Students are eager to learn and willing to share their knowledge with others. They know we are in this together.
- Our school is full of caring and committed staff and students.
- Diversity, love for kids
- Wonderful staff members that really do care about the students, but are overworked and given extra responsibilities
- Diversity.
- Diverse, respect
- small, caring, get to know one another, supportive parents
- We appreciate someone who has been involved in all levels of the education process. I would like someone who hasn't forgotten the daily struggles of teachers-time, money, and learning.
- Diverse, fast-paced, accessible, offers a variety of classes
- Staff.
- Passionate teachers who are willing to go the extra mile for their kids
- Our schools have good teachers. Our schools try to involve the community. Our schools did a good job with providing kids with food during covid. We need a superintendent who is compassionate and can continue this tradition of serving the whole child.
- Diversity.
- When it comes to students, I like the emphasis on equity, opportunities for all, and inclusiveness.
- Our school is 85-90% English Language Learners. We would hope that our new Superintendent will be sensitive to this fact, and allow our Principal the flexibility needed to meet the needs of our EL student population.
- Teachers provide a welcoming place for all students to learn.
- Committed teachers, involved parents (great PTA!)
- Our school is multicultural and have wonderful students, faculty and families.
- Our schools are well-resourced and have dedicated administrators and teachers. A proportion of parents are highly involved.
- specific programs - STEM, CETA, Dual Language, etc.... allows communities to specifically address community needs
- We put students first. The staff truly believes that all students have a right to a good education and we believe in all of our students ability to succeed
- Staff who have survived the pandemic and stayed with ACPS are 1000% passionate about their students. The ones left here have endured so much from ACPS policy changes and heavy turnover but they haven't given up on their schools and students.
- Perseverance. We don't give up on any child or on looking for better ways to serve and educate kids and families.

- Excellent teachers! My daughters really benefited from smart, challenging teachers in ACPS in elementary, middle, and high school. I also appreciate the Satellite campus which helped our family and my daughter through hard times.
- Our schools are genuinely a joy to work at with good workplace cultures. MOST of them have decently high retention rates for teachers.
- Dedicated teachers. Goal to focus on equity.
- Teacher and student relations
- Teachers are highly qualified and many have lots of experience. Many teachers hold Master's degrees. Schools have lots of support for teachers and staff with the latest technology.
- Our schools are extremely diverse with a large number of students from other countries. Students have many opportunities in a wide-range of classes from cosmetology, auto-mechanics to AP classes. The staff are caring people who want to make a difference.
- Schools have 1-1 computers for students, are focused on technology. We have a strong, almost over abundance, of professional development opportunities. Our schools are reasonable well-stocked and maintained with the exception of printers. We have a lot of good processes in place that are consistent and working well. We have a school board that demonstrates a respect for professionals with consistent support budget-wise. They appear to listen ( I have not personally had experience working with them so am basing this on outcomes not actually negotiations with them)
- excellent training opportunities, kids come first
- The teachers I have worked with, by and large, have been fantastic. They are committed to their students' successes and genuinely care about the well-being of their students.
- It has centuries of years of professional teaching experience and pedagogy. It has many professional educators who champion students growth, maturity, and overall education.
- Diverse populations Many languages are spoken Materials and resources for teachers Most schools have Instructional Coaches Kids are happy at schools
- Collaborative, strong teachers, constantly learning & improving (staff and students/families)
- - Committed teachers and staff
- Dedicated teachers. Program variety (my children and others have benefitted from bilingual program)
- We have a welcoming school opening arms to students. We have many ELL students and families new to the USA. they need all the support that we can give them as they transition to a new life. with short staffing, sometimes they do not get all the support that would help them.
- Lots of modernization projects; ample resources thanks to tax base; diversity; committed teachers
- Many of our teachers are hard workers. We have a lot of newer teachers who need support. We have a lot of diversity in most schools with high EL populations. We are being asked to do more and more, more than just teach content. We care deeply for our students and families.
- ACPS is an extremely diverse school, which is one of our strengths. The student population is high, but unlike area school districts, ACPS feels like a small school

district. There are many elementary schools and middle schools, but the one high school brings the community together.

- The staff at this school is tremendous.
- We have a wide range of students in our schools representing the spectrum of life in Alexandria. We have plentiful access to tech tools and students have chromebooks.
- There are many dedicated teachers.
- We have a very supportive PTA. Most of our staff is dedicated to supporting our students grow. We have a dedicated and smart admin team. We have a diverse student body and staff. We try our best with what we are able to control.
- Administration is tremendously supportive. Collegiality is ever present.
- Best of the best
- Alexandria schools prides itself on being innovative. They systems also values the input from all stake holders.
- Collaborative Like a family
- Committed staff.
- Small, diverse student population with many different cultures and numerous languages.
- Many professionals and students want to do the right thing. Teachers have a stake in helping students develop their potential and using strengths to build success. I see students wanting to change ie improve grades and work habits but at times they are not supported to make those changes.
- Our school has kind and responsible students. We have curriculum systems in place to support learning. There are support staff to support EL and social/emotional needs.
- Our school is full of teachers who go ABOVE and beyond every single day. We need to ensure that we are able to retain teachers and ensure they feel valued, appreciated, heard, and respected.
- The teachers are high quality and hard working. We have some amazing structures and systems in place- GLAD, AVID, Kagan- that teachers work hard to master as they believe in them.
- We are committed to thrive academically. Our staff is well qualified and very dynamic.
- Our school communities are very diverse and accepting.
- Staff members care about students and work very hard to support them and their individual needs.
- Being urban school district in DMV Area
- The schools aim for excellence and truly care about all aspects of a student's growth. When there is a problem, the school community listens to that problem and works together to solve it in a timely manner.
- The diversity!! I came back to teach here because I loved being part of so many countries and languages. I also love the open-minded values of inclusion and acceptance and risk-taking. I also love having the DC resources available to enrich student experience.
- Our school is excellent, with a great mixture of students from different economic backgrounds that have and celebrate each other's equitable beliefs, practices, and differences. We are a Title I school needing more significant help, support, and timely request to achieve futility and cohesiveness on daily basis.
- I love the diversity of the students and staff.
- Kind administrators

- It's great that our school is very diverse. It's awesome how a lot of our staff were students here.
- We have a variety of programs that help meet the needs of our diverse learners (STEM, CTE, I.A., Medical Health Sciences, JROTC, etc.)
- Great staff members
- We have great schools with caring, supportive staff. The parents of our students love their children and are willing to help to the best of their abilities.
- Each school is unique and builds a culture to fit the needs of the students and staff
- Diversity, opportunity for all to receive a great technical education with support personnel to help all achieve
- Our schools have a wealth of opportunities provided to students. My family is a former military family and we made the decision to grow roots here in Alexandria because we couldn't pass the opportunities ACHS has to offer our son. The diverse course catalog is impressive and the diverse student population is important as my son learns how to work with and support children with various backgrounds and experiences.
- As mentioned above, our students are very diverse (at least at my school on the West End). We have a lot of resources (financially and through staffing).
- Diverse and respect for diversity Dedicated, talented and professional teaching staff Excellent administrators at the building level (but not at the Central Office Level)
- Rich cultural and linguistic diversity; unique programs such as STEM, CETA, and dual-language; strong arts education programming
- The staff band together when things get rough. Even when situations are hard, you can always find someone pushing through to make things easier for everyone else.
- Our schools have a richness of diversity not found many other places across the country. We have big city resources, access to field trips in the nation's capitol, and brilliant teachers who have invested long term in our community. The heterogeneity of the student body is unparalleled. You will not find a school system more reflective of the diversity of America.
- My school has a supportive PTA that provides teachers with yearly classroom purchase reimbursements up to \$400 for new years, \$200 for returning teachers, and \$100 for support staff. My school has a supportive parent liaison to help our latino immigrant parents and caregivers with food support and communicating with school staff. My school supports students' dental hygiene in need with the WOW bus.
- Diversity, staff, CTE programming

**What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)**

- Students are still recovering from spending some years during Covid at home. As a result students didn't get all their needs met and got behind in reading and math and now they are trying to catch up.
- There is an increasing amount of pressure being put on staff members to complete various activities without an increase in time. Additionally, student accountability measures that were removed during COVID have hurt our school community and staff morale. Additionally, the high school campus is under review by the state. While we go

through this review process, I am looking for a leader who is willing to spend time at each campus to really understand the problems that each of them face.

- the fights in the school
- they should be aware of people fighting everyday
- too much homework
- Global buy-in for new initiatives is difficult because they tend to disappear before we even have a chance to see if they work.
- they should know Alexandria. They should know how diverse we are and our issues as far as poverty, students who just moved from other countries, etc....
- He/she should make sure that hiring decisions are made based solely on merits and experience and not based on arbitrary attributes such as race or gender.
- The systems in place are not typical for a school district. It would be hard to come in and spend a significant amount of time listening and learning. Change is needed immediately if student achievement is to change.
- The lunchtime is unfair and the uniforms.
- I feel as if I do not know anything about any other school outside of the one I work at. I don't know any of the other teachers across the district, what's working or what's not, and sometimes that feels isolating. Administrators require a lot from teachers and are not always the most approachable people. Test scores should not be the end-all-be-all for how we evaluate a school and so to have a lot of emphasis on the academic review process feels unfair, especially as the standards have not changed yet students educational and personal lives have been impacted for an extended time during the pandemic.
- Overcrowding in schools on the West side of the district is a large issue.
- Discipline problems and academic challenges. Some students feel that many young scholars are not being disciplined. Students need support to gain more confidence and be more successful academically speaking and to get better scores in the SOLs. Some fiscal/economic challenges that need to be resolved. School buildings are old and need to be renovated. The city needs another high school or two in the future. Some buildings have reached full capacity.
- There is a disparity in how schools in different areas of town are given funding and attention. Hammond seems to be overlooked when it comes to building maintenance and renovation, and it looks like a prison in some parts, while other schools in the district have brand new buildings. Human Resources and Employee Benefits departments leave a lot to be desired. If ACPS wants to recruit and keep quality teachers, leadership needs to listen to what we teachers need - including paid parental leave and more substitute teachers because currently it is impossible to get a substitute. We teachers also need better professional development opportunities. In the World Language Dept. there are basically no options for us on PD days.
- We have a teacher shortage so those working should be appreciated, supported and adequately compensated. Families have diverse language backgrounds so being multilingual or having an interpreter is often needed. There are some families from high but many from low Socio-economic backgrounds. There are incidents of crime/violence in schools/the community.
- This district has some difficulty affecting change. There are some entrenched ways of doing things that haven't allowed us to make significant change, particularly concerning student behavior/learning culture.

- no comment
- there are too many fights
- too many fights
- Fights Lack of Special Education Supports and Staff Large Class Sizes
- To retain great teachers it is necessary to reduce the paperwork load. Reconsider allowing self-contained classes for Science and History.
- To have fewer fights or no fights at all
- fights
- Teachers are over worked and under-supported when it comes to planning, time out of school for PD trainings, and resources.
- The front lines of education has changed post-pandemic. Students and educators were effected in unexpected ways. We have been seeing the results of these effects in behaviors and/or attitudes towards education. It will take some time to address these issues and bridge gaps created during the pandemic. However, all voices need to be heard when decisions are being made in regards to education. We can not return to the classrooms and expect things to be business as usual.
- Teacher shortages, retention of staff, overcrowding in specific schools, curriculum isn't always uploaded in time to teach, curriculum doesn't always match the standards, and teachers should be provided with curriculum and lesson plans that are ready to go.
- na
- Providing equitable support based on student need (not just through title one money) to different schools. A school like mine where the MTSS triangle is upside down, we house the city wide autism/ ID, and we have a high number of EL students, should equate to us having more human resources for intervention as well as more SST members and smaller classes.
- There should be more equitable support for our students. At my school, we have many EL students who come from all different countries.
- MTSS process is not the best, large number of EL students.
- The lack of consistency among the schools with regard to resources available and used, how communication within some schools is inconsistent among grade levels, and the amount of blatant favoritism within some schools, etc. are just a few of the challenges that I have noticed.
- There is a lack of training in terms of procedure for first year staff. How does the MTSS process work? If a student elopes who should I call?
- In the present phase of the pandemic, nearly every one of us has been vaccinated, had a natural COVID infection, or both. The virus has mutated to be more transmissible while becoming less dangerous. At this point, all of us should be able to make the decision to wear a mask or get the latest COVID booster based on our own individual health factors. In short: I have felt pressured by some of my colleagues to wear a mask and get the latest COVID booster, when neither of these is necessary for me based on my own health factors. The district needs to make a clear statement that individuals can make these decisions for themselves, that that choice is a personal health choice, and individual privacy on these matters should be respected. Additionally, the substitute shortage that we continue to experience is taking a huge toll on teachers and staff who are being pulled from their primary jobs to cover classes. This is a problem that needs to be addressed as

soon as possible, because it is pulling teachers from their planning time to cover other classes, and discouraging teachers from using their leave because they know their colleagues will have to take up the load. Finally, as a new teacher to ACPS, I immediately noticed that the software all of us use the most seemed outdated. The Zimbra email system, even when combined with the Google suite of tools, pales in comparison to Microsoft Office 365 and all of its functionality that comes in one package. It's strange to me that we have access to the Microsoft suite of tools but not the full Microsoft 365 package, which includes the cloud-based functionality of One Drive. As a team leader at my previous school, I used One Drive to collaborate with my colleagues all of the time, so it has been frustrating having to find work arounds in different platforms to do the same thing. Sure, Google can do cloud-based collaboration, but that means that I have to have another login and have to copy and past material from my desktop version of Microsoft Word into Google Docs.

- There are some inequities in the system. For instance, many of the schools here on the west side have experienced an influx of students. Class sizes are bursting a the seam while schools on the east side typically have a smaller class size.
- Making sure that students are recieving their best quality education without making it so its tons more work for the teachers
- Certain schools are very overcrowded. This is an issue of equity and needs to be addressed.
- Teacher frustration and retention, parental entitlement/influence, lack of consistent behavior supports/consequences
- We are working toward Equity for All and this person needs to share this vision.
- Teachers are burning out from COVID years, need more pay, and schools struggle to fill positions with worthy candidates.
- Poor leadership in multiple schools, especially principals and assistant principals. Good teacher shortage, no substitutes, unsupportive parents.
- There is a definite racial and economic divide in our student body and city.
- lack of equity among the schools; be it racial or support to help students some schools who do not qualify for title 1 funds have the same popullations but do no get the financial support title 1 schools get
- Teacher & staff satisfaction is a priority- with respect to honoring time for instructed tasks, supporting teachers against egregious acts by students & parents. Recruiting quality candidates and incentivising them to stay with ACPS.
- Elementary teachers lack the sufficient amount of planning time to get lessons and other important tasks completed.
- - Inconsistencies, where we say that we care about an issue, but our actions do nothing to change it
- Equity Diversity Building community
- the difference in economic status between schools - east side vs west side - very different and need different things; not one fit all; schools over overpopulated and way under staffed, teachers are exhausted
- The relationship between schools and Central Office is broken. When schools have issues with behavior, finances, etc., they hide it because CO makes school leaders feel as if they did something wrong when there are problems. There are unbelievable discipline problems in the middle school (vaping, gang activity, fighting, cussing out teachers,

homophobic behaviors, etc.) and many of these are not addressed because it "dings" the school and makes them look bad in the eyes of CO. These are not school-level problems; they are community-level problems and schools should not have to use their very limited resources and staffing to address the behavior of just a few students. The district needs to stop setting money on fire for the highest end professional development and, instead, focus on how CO can remove students that prevent other students from learning and prevent adults from doing their jobs and rehabilitate them in an environment that supports their education and their emotional development but does not negatively affect anyone else. Everyone's education is suffering because of the lack of action on discipline and this "nothing to see here" nonsense we do about what actually happens in schools. ACPS has historically only cared about the optics of situations and how they look. They need to step up and make a plan that involves sending people (not powerpoints) into buildings to support with the discipline issues. We have multiple teachers quit mid-year this year because they don't feel supported by admin and I have NEVER experienced this in my almost 20 year career in public schools.

- Inequity among schools
- Lack of equity between schools within the district. Affluent schools get the resources they need and most often immediately.
- Science curriculum and reading curriculum need a lot of improvement and resources.
- Variation between schools (wealthy, predominantly white schools vs. Title 1 diverse schools)
- There are large gaps in students' education.
- None
- At this time, I do not have any major issues to report.
- Alexandria is a diverse place with many different languages and backgrounds. I think it's important to recognize that we are all unique and that each school may have it's own personality and quirks. Most important is to recognize that we can honor individuals while still having high expectations and equity of access for all!
- Some schools are beyond maximum capacity.
- The students don't care about learning or graduating. There is a lot of apathy and little cohesiveness from Central Office Leadership.
- Equity issues, lots of turn over, and lack of funding for education, as well as systemic cultural challenges where things feel very punitive unnecessarily
- Lack of personal in a position to provide related services
- The zoning of schools is not equitable
- The food for student. The internet.
- Poor equipment. Projectors break down and it takes months to get a replacement. A significant percentage of our current students are addicted to their smartphones.
- School lunch
- In the 13 years I have been with the district, our pay was frozen three years in a row. There has not been enough done to correct our pay so that it is competitive with the surrounding area. Teachers also need a voice at the table and need to be respected as experts in this field of education.

- The superintendent should be aware that our community is very diverse. Schools need to embrace our individuality and have an open-arms philosophy for both students and parents.
- I dont know
- need for a much greater alternative education program
- We are extremely diverse, but small system and sometimes it seems like decisions are made that benefit the loudest voices in the city but they do not always benefit the majority. It is a very complex district and we have struggled to support everyone at all times.
- We need to resolve the Attendance concerns, the students arrive at school whenever which is of great concern. The number of student that are constantly walking the halls and cutting class is also a great concern.
- The feel of students and the way they should handle It. because the same students do bad things and the superintendent punishes the whole school not just them affect them but all the students they will not read this or what am I saying that's the problem of the shool systems and they don't care about students and they don't even help students grades. but I would even waste my breath talking intend I will just write it and see if they even read this. if they do pls do something and handle things right this is your job.
- Too many people in administrative positions and final decisions not being handled properly. Big changes are made too often. Student and teacher safety isn't really being considered as priority.
- About students behavior, grades , policies
- A large portion of our high school students feel hopeless about their future and it is reflected in their attitude and work ethic.
- ACHS is overcrowded which creates many issues, especially with safety/security and testing.
- drug use mental health motivation
- Negative student conduct
- Equity continues to be an issue. Additionally, we put in many hours outside of contract hours to fulfill our duties.
- LCTA is a small school. Our classrooms are smaller than they average size and we are wildly overcrowded. 3rd, 4th, and 5th grade all have 24-28 kids in these small spaces, which definitely affects what we can offer in terms of differentiated learning, some technology experiences, etc. We also are underperforming at many schools. LCTA's Core Knowledge curriculum helps us do well on state testing, and I don't understand why the other schools don't use it for language arts, social studies, and science, since it aligns with VA SOLs. People think we are a "rich" school, being in Old Town, but we have kids from all backgrounds. We have an issue with loss of learning and social skills from the pandemic. We have a lack of behavioral support and it takes forever to get testing and help for troubled kids.
- Behavior, state review and culture
- There are quite a few people that walk through the building without badges and visitor tags like student-teachers.
- I would love to see the next superintendent be a person who can stand up to the "rich" folks of Alexandria and when making decisions effecting ACPS, they come to a decision

that is best for ALL SCHOOLS, and not just the schools where the more wealthy families attend. During my years as an employee of ACPS it just seems that schools on the west end of Alexandria, the ones in more impoverished areas are neglected more in favor of pleasing the wealthy families and it would be nice to see decisions made that effect ACPS be made to benefit EVERY SCHOOL

- The district has changed. There has been a generation of people who has been pushed out because of new housing. There is group of people who feels left out. The schools have been through a different superintendent, principal and staff every 4 years. Stability is needed.
- Various ACPS schools are under Academic Review this school year.
- - Severe inequality between the east and west sides of the city -Underfunding (large class sizes on the west side of the city and severe lack of curriculum materials development for math and science.
- Student discipline, student dress code, student accountability, cleanliness of the building, substitute pool (no one wants to sub at our schools because of the student discipline). Admin support when a teacher needs a student removed from their class since they are not comfortable or feel safe. No more open honors enrollment, we need different levels in classes. I support equity, but in practice, it's not equitable. There needs to be a true honors/TAG class, gen ed, remedial classes (to help students focus on getting scores up for SOLs)
- This is a small district that has many different issues within. Each school is unique with its own needs and concerns. Teachers have been through a lot and need and deserve respect and compassion for what they are going through at their individual schools. No grading teachers or schools on the curve.
- Parental leave, pay, subs, teacher shortage
- 1) Turn over is high. Low wages (compared to the cost of living) and moral seem to be a big reason for turn over. The demand and expectations on teachers are high. Especially with short staffing issues. Staff aren't compensated for the high demand. I have loved teaching in ACPS. I feel well supported by the community. My biggest struggle is how do I continue teaching and support my family. I have been exploring other districts and professions lately. Many of my colleagues have left for these reasons. 2) There are serious equity issues facing our performing arts programs. There are limited entry points into our school performing arts programs (grade 4, 5 or 6). If students don't get involved early and stay involved early, it's very hard to enter into these programs in late MS or HS. Schools are generally well staffed to serve students. Our issues are not related to staffing necessarily, they are philosophical. Who gets to participate? What percentage of students should be involved in our programs? What are the requirements to participate in our programs? Should programs compete with sports? Should private lessons be encouraged? Can a student in 10th grade become a beginner in band or orchestra? Who will hold staff and programs accountable for serving ALL of our students. Some of our elite sports, and niche programs face similar equity issues. I know folks are beginning to think about these issues across programs. When we look at our programs, we should see a perfect reflection of our student body. Right now, our programs largely serve our most affluent families. 3) We have old school behavior model systems in place to deal with student behavior like PBIS, token economy systems, punitive reward and punishment systems. These models do not help students gain the skills they need to do better. We

need to move towards collaborative problem solving approaches when supporting students

- lack of a middle group. We have the wealthy and not wealthy - not much in the middle.
- Racial equality, pay for teachers, the tremendous demands and the shortage of time to meet those demands.
- Reading and math learning challenges, challenges with low test results, increasing diversity of staff or on-site interpreters, navigating at-risk youth behavior
- In the high school, especially, there needs to be more focus on predictability and consistency. At this point only 30% of students believe that there is an adult in the building that cares about them, according to ACHS surveys. I believe that one reason this is because there is no one adult who is a constant in the student's lives over all four years. Most students don't even know who their councilor is and they do not meet with them weekly.
- Equity, achievement gaps, teacher burnout, teacher pay, lack of admin accountability, lack of communication between schools
- This district is small and sometimes peoples' personal connections impact decisionmaking. We must be cautious about following clear, formalized procedures for arriving at decisions. This district needs to ensure that special education services are available to students who are also language learners.
- The schools are de facto segregated. Advanced classes have a heavy white bias, and standard level classes are almost exclusively students of color. Elementary and middle schools are drastically underserving these populations leading to discipline issues in high school due to students feeling ostracized by the educational process.
- The superintendent should be aware that in ACHS (MH included) the Latino population is the majority, yet it is remarkable that there is almost no Latinos in the leadership and among the administrators. This sends a huge message of under-representation to the Hispanic community, students, and parents.
- With respect to system-wide policies, please give Principals in schools with a high EL population the flexibility needed to implement best practice so that all our students can achieve their full potential.
- Too many initiatives means the vision isn't clear and the true focus is lost in the noise. We waste money on resources that aren't aligned or teachers aren't trained to use. Teachers are truly burnt out and need to be compensated for the time spend outside of contract hours necessary to be successful and prepared for our students.
- Teachers must be seen as the important "front line," important partners in the education of our children, instead of a liability or something to be told what to do. Teachers are really burnt out. The expectations for teachers continues to increase with no extra time set aside to complete the tasks asked of us. The curriculum (at least at the elementary level) is ...hard to describe. There is both too much and too little at the same time. The Canvas curriculum guides are cumbersome to use. The information there is both overwhelming (too much) as well as inadequate (not useful for the standards we have to teach or students' abilities). It takes a lot of time to navigate and use, and it's literally a mish-mash of a resources.
- No issues with the district.
- The economic diversity and disparity in our district results in a expansive spectrum of educational achievement and involvement. Combined with large class sizes and

overcrowded schools, our teachers are asked to reach students across a span that is too large. Our teachers are overtasked and asked to do the impossible.

- Equity work - not just by race but also by home language and English proficiency levels
- Superintendent Survey: Question 3: We need to make pay equitable. Due to the teacher shortage, new teachers and subs are getting signing bonuses. (Which I don't disagree with as we obviously need to fill vacant positions.) However, there are staff that have stuck with this city and profession through an epidemic of school shootings, step/pay freezes, pandemics, virtual learning, hybrid learning, concurrent learning, asynchronous learning, etc. and all the stress they brought. It's time those step freezes were made right and we were given them back as it creates a continually repeated annual loss in salary and negatively impacts our eventual retirement. To see others getting a signing bonus when this has not been made right is demoralizing and inequitable. It's a slap in the face to the service and commitment dedicated staff have shown over years and years of challenges. We need to be more cognizant of how we spend money. Teachers see a lot of money being wasted and then are told there isn't enough for equitable compensations or much needed resources and positions. This creates frustration, low morale, and poor work atmosphere, which impacts instruction. The flow of communication needs to be improved. Ask the people working the frontlines with our students and families for their opinion and observations to make informed logical decisions. Central office staff need to be held accountable for answering phone calls and returning calls. School staffs have animosity due to CO staff never fully returning to the office to work after the pandemic. They work from home 3 or 4 days a week when school staffs were forced to return before a lot of them felt safe. So, it sends an especially negative and frustrating message when they then don't answer the phone or return calls/emails or show up for appointments. I've even seen comments from parents and other taxpayers wondering why they are paying for an expensive office space if the CO staff are working from home most of the time. If CO staff can work from home full time, we could use the rent we currently pay to catch teachers who had steps frozen up to their rightful and equitable step on the pay scale. Use school space for office space for a conference room and as-needed work space with xerox machine, etc as has been done in the past. Willingness to stand up to the state when they make decisions that are racially motivated and to have staffs back when racists or homophobic parents start demanding we deny our students their history. Compassionate, caring, accepting of all of our students and staff. Willingness to stand up for what is inclusive and equitable.
- Large class sizes small schools with large student bodies over testing - especially grade 3 students decisions that keep teacher at interests the forefront of each decision. Holiday break - keep it at 2 weeks (it is a much needed mental health break)
- Extreme code of conduct violations are rampant and alternative learning environments for middle school students need to be created.
- The divide between the AP courses and others is too vast. ALL students need to be challenged and held to high standards. We can both recognize their hardships AND help students get to higher levels of achievement. I worry that there's too little attention to helping kids learn to read fluently and at high levels.
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students get to higher levels of achievement. I worry that there's too little attention to helping kids learn to read fluently and at high levels.

- Student discipline and behavior is on the SHARP decline. The school system has secretly mandated administrators to NOT to suspend students, even for violent offenses. It has lead to an uptick fights and violence at school and in the community at large. We also have fallen behind other schools in the area when it comes to our athletic programs. Middle school sports leagues do not exist and our high school athletics, particularly our male athletics, have struggled to be competitive with other area schools in recent years.
- This is a caring, opinionated, politically active city with many competing needs and ideas. Families want to see a narrowing achievement gap, improvement in primary grade literacy, and calm and safe learning environment for high school students. The expectation is for open and honest communication.
- The unhappiness among staff with salary steps not being honored, lack of maternity leave, and no in-house child care. Additionally the TAC team never actually provides answers just continued consideration which is a council that the superintendent runs.
- Teachers returned from Covid very hopeful that much of what was difficult and challenging as a teacher may be taken off their plate. However, we have found that the norms are not only still there, we have added to every teacher's plate. We are highly concerned about testing pass rates. However, we are not as concerned about student growth over time. We are data rich and information poor. Teachers do not have as much time as they would like to review scores and growth before yet another assessment comes our way. Some of our schools are older and need some work in terms of upkeep and maintenance. We also would do well to look at our staffing across schools. We have many teachers in coaching roles while class sizes are large. We may need to lighten the amount of middle management we have if we are ever going to see better pass rates and more growth over time.
- Having been in the system for 4 years, these are some of the issues I have found..... 1. Size of the high school and challenges that creates. 2. Attendance problems. 3. Lack of consequences for students 4. High turnover of staff especially in some schools.
- This is an extremely diverse district, which is a positive, but leads to many conflicts. Currently, schools, especially the upper grades are dealing with a lot of social-emotional and drug issues. Safety is a big concern, but is actively being addressed, although there is a large need for more improvements. As with many districts we struggle with a substitute teacher workforce, SPED teacher workforce to include paraprofessionals, Social Workers and teacher retention ( not as badly as other districts, but still an issue). We similarly struggle with chronic absenteeism in the upper grades and adequate solutions or follow-through for this issue ( which is reflected in the date for growth, our first point of dealing with lack of growth is to have kids in school- again related to the upper grades) We need more widespread options for upper grades leading to career sustaining job training skills, not just college-bound skills. Lastly, we need better options for our ESOL students and families such as Spanish GED, parent English night classes or on the other end recognizing advanced placement options for limited English speaking students that doesn't discriminate again their abilities because of a lack of communication in English.
- A hand full of Kids roam hallways daily
- Addressing the learning loss created by COVID--we need more intervention staff in our schools, K-12, to address these needs. Additionally, our students' mental health is

suffering due to Covid and other things happening around them. Lastly, attendance has been a big issue as long as I have been at ACPS and it is even worse this year. While schools are being held accountable for student achievement, we can't teach them when they don't come to school.

- STEM initiatives are not truly integrated across K through 12. There is a disconnect between frameworks of STEM education and reality.
- More consistency across the district is needed in regards to the use of programs and expectations. We need more teacher of color and people who speak several languages. Parking in schools is an issue. Student to teacher ratio is inequitable across schools and grade levels. EL services need revision.
- Need for systematic support of schools under or entering academic review and a plan to hold principals accountable to delivering quality coaching and support to teachers to increase improvement rather than the sending of emails and passive aggressive feedback to try to turn goals around.
- - That there still is a vast disconnect between central office staff and what teachers see from day-to-day. - "Student first" approach is not fully realized. There's no accountability with student behavior. - Putting students first should encompass putting policies in place that truly realize this goal. Ex: 1. Add more truancy officers to tackle the huge attendance problem. 2. Add more social workers. 3. Staff morale. 4. Community is very involved (sometimes to our detriment). 5. Equity - fully realized.
- We have a large vocal group of parents who might not have the best interest of ALL students at heart. We need someone who isn't afraid to tell them no.
- Retention of great teachers (Cost of living? Arlington gives steps? Burnout?) Staffing problems (7 science positions currently on subs for secondary). Loss of central office personnel. They struggle to get things right (teacher retirement, transfer students, payroll issues, loss of paperwork for Licensure etc).
- The continuing covid pandemic has highlighted the importance of school health professionals. ACPS needs a superintendent who promotes excellence in school health by supporting adequate school nurse staffing on every level, in schools, in central office and with central office support staff. Central office support staffing has suffered. These (relatively lower paying) positions are vital to the functioning of all the central office staff, and therefore the school staff that they support. Think SST. If the directors cannot do their jobs, they cannot support the school level employees as well. Also, many central office employees are still working from home. This does not seem fair since all school based staff is back in person.
- Large factions of the community do not send their kids to ACPS schools; regionally ACPS schools are seen as lower performing and dangerous.
- There is a lot of controversy with reading instruction. As a veteran teacher, I caution against being swayed by the tide of politics. Let's be sure we are teaching all students in a variety of ways. Teachers are also feeling very burnt out. Part of that feeling comes from not being prepared to teach. Days off are helpful but solid professional development is also needed.
- The teacher apathy and burnout rate is high. Teachers do not feel valued or heard. Central office initiatives often not appropriate for the school. Even though our message is "equity for all", "equality" rather than "equity" seems to be more important.

- The lack of discipline that exists amongst students. Additionally, the passing of students through middle school, regardless of what they accomplish, hampers their ability to progress academically.
- School safety and security issues; disconnect between Central office and building-level employees seems alarming at times; students' scores are unacceptably low for such an affluent district.
- Professional development is poorly run. There are many days, but the offerings are often the same, are more advertisements for tools than actual development, and do not follow best practices (like focusing on a relevant area and revisiting it over time to ensure implementation). Central office is more likely to gaslight staff when problems are brought to their attention than they are to fix them. Oversight isn't well done and there are a lot of audits that are never acted upon in meaningful ways. Processes and manuals are needlessly bloated, often being given to teachers in 100-200 page manuals. There is a lot of money, but it is not spent in targeted ways. There are a lot of cutting edge ideas being discussed, but implementation is lacking (our SEAL "lessons" are a single slide covered in links). Teachers are exhausted by needless paperwork, inefficient/ineffective systems, and a lack of meaningful supports.
- Are school buildings are too full. We need more than one high school and more middle schools so we can have a real chance at meeting students where they are and growing them.
- Small town and small town vibe. There are strategies and politics that play into the small town environment that school employees need to know.
- Must know about the community very well
- Since Alexandria is a constantly growing community, addressing this growth and it's impact on classroom size and instruction, especially at the high school level.
- Equity Discipline of black and brown youth Grading
- Decreasingly robust curriculum requirements, causing diminishing actual learning.
- You need to be an advocate for ALL students, teachers, and staff. Please do not cater to one squeaky wheel group of people.
- At the high school there is some inappropriate overly intense friendly interactions with security guards and students including swearing and yelling.. There are issues with communication from central office to the schools It can be very stressful or be very slow or inconsistent. There are many changes in special education without enough support at the high school.
- There is a heavy central office staff with limited support for the schools. There is limited special education support in the schools. There is not equity among the schools, which have severely different parent and community support. Principals spend most of their time in meetings rather than supporting teachers and students. There has been a high turnover of staff and many unhappy teachers and staff.
- In ACPS we have NOT had a research based, easy to follow and navigate, inclusive curriculum in quite some time. It feels as if our EL population has been forgotten. We need curriculum that is easy for them to access and follow. We need a curriculum that is BEYOND clicking on different links in a google drive. We need resources that can connect school to home, so possibly a workbook or parent connection piece that is extremely lacking. We need parents to help us hold our student accountable in their learning. Our schools are also extremely overcrowded and outdated. We have

maintenance issues daily and this needs to be addressed and fixed in a timely manner. We also NEED the new superintendent to recognize the extreme diversity in this district. The west end of Alexandria is COMPLETELY different from the Old Town, other more affluent areas.

- Due to the way honors is set up in our master schedule, our students are segregated by race. People in Alexandria love to talk about the inequity in this district, but no one has the guts to make systemic changes that promote equity.
- Lack of qualified ESL specialists in middle schools
- 1. The pandemic had an extremely negative effect on students of all grade levels, and this issue needs to be addressed yesterday. 2. Focus and attendance of students (partly as a result of #1) is becoming more and more of an issue as each school year progresses. 3. We need to ensure we are not lowering our academic standards to the point our students are at a disadvantage once they leave their home school district.
- The loudest members of the community often have priorities that leave out or can be detrimental to the learning of the quietest members of the community. Wait and talk to many different members of the community before setting priorities.
- Support CTE-STEM Education Program which provides good opportunities for preparing our kids for college and real world community work environment. Catch up 21 st Century technological developments by teaching them with good labs, equipment, tools for hands on training.
- Coming out of pandemic, there are still emotional concerns that have increased over the last few years. This is not only hard on the students, but can be overwhelming for staff as well. Support for both students and staff, as well as the families in the community should continue to be the focus.
- There is SUCH a high turnover rate among the teaching staff--that must be addressed. Also, our calendar is ridiculous. Starting mid-August and going to mid-June is nuts. There is a perception that Central Admin is still sitting comfortably at home, while the rest of us have returned to the trenches. The length of time it takes to get help for severely troubled/traumatized kids is way too long.
- To be well-versed in the difference in equity and fairness. To be educated and accepting of diverse/different religions, beliefs, and oddities. We need someone who understands how difficult school teachers work! Also, someone with a SPED background who can genuinely help and understand and reform the position that someone currently holds. In short - NEEDS to be a Former educator, Advocate, Reformer, accepting of others/backgrounds/religions, and a person of understanding/color.
- Attendance issues impact learning, student drug use, student behavior interferes with learning, put responsibility back on the student. Stop the grade inflation.
- inequity in class sizes (some schools have classes of 9-12 and others have 25-30). Smaller class sizes all around would be fantastic
- ACHS is too large. It will a difficult process to divide the student population once the new school opens so that it would be equitable.
- Over population and underlinging equity issues to continue to meet the needs of our growing community.
- Students are out of control and no consequences.

- We have a very limited curriculum that consists of many "pieces" that teachers have to put together. Because we are lacking a research based curriculum that is sequential our instruction is not top notch, as it needs to be to teach such a diverse population.
- Students of color are not being successful in ACPS. There is a high faculty turn over which makes it hard to develop a team of caring committed faculty to help all students achieve to their potential.
- A faculty increasingly frustrated with lack of support for the discipline of the tiny fraction of students that disrupt instruction and activities at the MH and KS campuses.
- The candidate should have a strong background in curriculum and instruction. With 78% of schools under academic review, it is imperative that the district reevaluate the curriculums they are providing for teachers.
- ACPS has leadership challenges. I write as a parent and as a staff member. I have taught all over the US and we are unique in many ways, some of which are positive. We have too many people disconnected from the classroom making decisions that are punitive for teachers and not impactful for students. Teacher voices are not heard. We change curriculums so frequently and don't implement with fidelity across the division. It can feel like whiplash as things change year to year before we even really have the data in to support change.
- There is still inequity and segregation throughout the district. Schools are very different from each other depending on their location.
- Central office does not demonstrate any understanding of the realities of being a teacher in ACPS schools. They have over-loaded us with students. Many high school teachers have WAY over the supposed 150 "limit" and the pay offered to teachers being abused in this way is inequitable and not worthy of the professionals that teachers are. Central office is doing nothing to get more students for whom the King Street In short, Central Office is out of touch with its teachers and with the realities of the school system, is overly focused on things like Seal lessons that do not make much difference not focused on things that DO make a difference, like smaller class sizes, getting some students who need it into a smaller environment, etc. Those are the things that will make a difference and help us re-tain our accreditation NOT what Central office has been focused on. Also, to NOT constantly vacillate from one big change to another in terms of priorities, as the current administration does. We try something, it's not perfect, but instead of fixing it, we drop it (even if it was overall a good thing) and try something else. We are all worn out by this. We need to focus on the basics - smaller class sizes, well-paid teachers, a lunch and learn program that is well-constructed and supported (because it was awesome for the kids - a few kids couldn't handle it, and they are the ones that need to be in programs like Chance for Change, but they are not being put in them), etc.
- There is a large achievement gap; a huge need for support of language learners of all linguistic and cultural backgrounds; a history of racism in Alexandria and ACPS that persists in terms of districting African American and low-income students to one or two failing schools, which was not solved by a lengthy and expensive redistricting process; a history of ACPS leaders supporting parents but not teachers; low teacher retention due to bullying by administrators at the school level; high poverty among many ACPS students
- We cannot keep having the same incidents over and over. We cannot keep hyperfocusing on the same group(s) and ignore the others that teeter totter between being okay and not being okay. We need open and honest sharing, education, training, and implementation of

policies and subjects related to gang and crew violence. We need to deal with security issues -- like doors that require you to open them to lock them from the outside.

- The district has been suffering from intensive teacher and administrative turnover for two decades. With only one high school in the district which is the biggest high school in Virginia (more than 4,600 students), high poverty (and neighborhood segregation), overcrowding, disinvestment and lack of long-term vision and commitment to improvement from the district for two decades, we have had a hard time keeping excellent leadership. However, a strong leader with a commitment to turning the district around in the long term could be a powerful change maker.
- The issue of segregation due to Talented and Gifted/Advanced Learning services. TAG students are overwhelmingly white students and general education classrooms end up being only students of color. This creates a divide and places labels on students' race as "smart" and "dumb". The superintendent should be aware of the dual language programs and consider adapting the TAG services to ensure that classrooms have 50/50 population of native English speakers and nonnative English speakers. Dual language schools should also have a unique curriculum pacing calendar to provide more time to bridge content in both English and Spanish. The superintendent should be aware that curriculum resources on Canvas are content heavy (lecture, google slide presentations format) and should be revisited to include support in teaching students how to speak and write about the content as well. The superintendent should be versed in English Language Learner best practices: teaching language through content. EL best practices are best practices for all students since all students are academic language learners, but our curriculum is not designed for teaching language and content. Year round calendar should be revisited for dual language schools.
- 1.) There is extremely poor communication from the top down 2.) Way to many responsibilities are put on teachers- things like processing their own pay (as salaried employees) by having to approve their timecards 3.) Too much on teachers like: Expecting them to teach academics, teach all social and emotional development, do almost all discipline for their students 4.) They are not given adequate time to plan and prepare for all the things expected of them 5.) Staff are regularly required to work outside of their contract hours with no pay 6.) Leadership needs a complete overhaul- principals have no guidelines or expectations of professionalism 7.) There are schools with serious needs (like HVAC systems) that are continually put on the back burner 8.) There has been a 200% increase in amount of standardized tests required of elementary students (4th grades take 8 sets of standardized tests each year- last year that was 20 days of instructional time lost)
- Achievement and opportunity gaps-- need to make equitable & sustainable change to close gaps

**What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)**

- Patience Hardworking Understanding Someone who can plan for the future
- They need to be adaptable and willing to listen before acting. I work with an incredibly passionate and smart group of people. Instead of spending money on consultants, talk to staff members and students about these issues. They are the humans who have an

intimate understanding. Additionally, they need to build trust with leaders we have in the building. An area of improvement for this district should be retention. We are losing staff members and administrators at an alarming rate. Instead of using excuses like, "There is a national teacher shortage. This is a problem everywhere." Reflect on how we, as a school community, can foster a positive work environment.

- they should make lessons games
- none
- Identifying and solving root problems rather than covering symptoms. Truly accounting for concerns and initiatives brought by all stakeholders. Understanding at a comprehensive, global level.
- an advocate for teachers. works to help students, not enable them with fewer responsibilities. Someone who will hold CO accountable and give power back to the individual school administration
- He/she should always make decisions based on data and facts and propose solutions that are realistic, practical, and address the root of the problems.
- The new superintendent needs to have a strong pedagogical background and put instruction first. This is not a city government. This is a school district. How we should address equity issues is by delivering high quality instruction to all students.
- Change the rules.
- I would love to have someone who truly listens to teachers and students. Someone who cares about the whole student and realizes that test scores are arbitrary and that there are many ways to measure success. Someone who is committed to involving families and who plans to listen and learn rather than coming in with a sense of "I know best."
- The new superintendent should be flexible and ask teachers and those currently in the classroom about decisions that affect them before making them. The new superintendent should be willing to make an action plan to address the continuing impacts of COVID. They should also focus on equity.
- A person with a vision (practical idealism). A superintendent needs to be approachable and highly visible. A great superintendent needs to be listen to teacher and take them seriously since we are in the front lines. He/She also handles parents complaints with sensitivity. An effective superintendent is an effective communicator and is attentive to other's viewpoints. A great superintendent is transparent in all aspects (moral and ethics, the safety and school security, the upgrade of the schools and school operations, technology and resources for teacher and students, services for the families),
- The ability to get things done and think creatively to find solutions to the problems in ACPS. So far in my 3.5 years in the district, no one has stepped up to change much about how things are done.
- Caring, supportive, appreciates and embraces diversity, does not discriminate, has a growth mindset, values classroom educators.
- The superintendent should be able to communicate with and make people from diverse groups feel heard and cared about. They should have a background that shows that they were able to affect positive change, motivating people through their positive vision and enabling positive change by providing the resources and time to affect such changes.
- just be fun but strict when needed
- pay attention

- be nice and listen
- Good Listener Community engager Open-minded Start Small Safety Minded Schools are over crowded
- Values diversity in both the student, teacher and leadership population in our schools. Provides opportunities for teachers to gain more leadership experience. Transparent regarding important decisions. Not afraid to make tough decisions that are in the best interests of students and staff. Willingness to entertain multiple perspectives prior to making decisions. Dedicated to the success of our school system.
- nice helpful careful
- Time management, interpersonal skills, experience as a teacher, equity-centered, and smart.
- The superintendent should keep the interest of all stakeholders at the forefront. Often times educators aren't considered or aren't given the same importance as other stakeholders. This leads to educators feeling undervalued. This feeling can lead to educators becoming less productive and/or leaving the profession all together.
- Willingness to listen to teachers, good ideas to retain staff and lessen workloads, ability to increase mental health services for students at all levels.
- na
- Here for the students and teachers and not for their ego. Ability to distinguish between the needs of different schools diversify resources to different schools as needed. Bilingual (possibly) or Former EL Ties to Alexandria (possibly) LEADERSHIP that motivates others (understanding of different types of leadership styles)
- I would like to see someone who is supportive and willing to work with ALL of the different schools to support the staff and students.
- Open mindedness, strong personality, strong advocate for black and brown and immigrant students.
- Caring and listening....The superintendent should remember what the classroom is like for the teachers!
- They need to be committed, organized, passionate and know the community in which they serve.
- I think our leaders today need to be able to read and understand research, discern whether data gathered through research is of high-quality by analyzing the research methods, controls, etc., and make sound decisions that are informed by high-quality data. I see too many administrators accept findings presented in the form of a peer-reviewed study as fact, without considering whether necessary controls were in place or whether confounders may have tainted the results. This is especially important when looking at materials that are being sold to us by major companies who are using their own in-house research to sell their product.
- Tough skin especially if you want to really address the issues of equality that students of color face in this school system.
- I think someone who would sometimes give speeches inside the classroom.
- Someone who is caring and empathetic, allows for teachers and students to have a voice in decision making, and acts within the best interests of the local communities.
- Being helpful

- The superintendent should be a good communicator for all stakeholders (parents, teachers, students, community members, etc).
- Supports teachers, approachable, receptive, consistent
- Treat staff fairly, balance the needs of staff, students, and the community. Be communicative (and timely in these communications), be fair/equitable, be seen by staff and the community. This person should have experience as a teacher, and maybe even as an administrator.
- Understand and embrace the value of diversity. Ensure equity for all students and teachers. Open mind for insight and experiences shared by teachers and students, and making adjustments as needed.
- One that listens to teachers and makes decisions on behalf of them and their community. Communication that is timely and effective. One that values testing data promotes analyzing testing data to drive instruction rather than just testing to test.
- Strong-willed, faith for a change in our school system, and the perseverance to make it happen.
- Transparent and honest communicator, logical, think on the go, genuinely include educators in the discussions, pro-union and supports collective bargaining.
- leader, supportive of staff, understanding that the community has been through a lot especially with covid and some populations are still struggling to find jobs or help students catch up from missing a year of school
- Transparent, understanding the various cultures of schools but also maintaining a unified vision & practice, open to creative solutions
- - have a discerning spirit - know when to say no and not over extend his/her time - Loosen control and allow other Central Office experts to do their jobs
- Educator Prior experience as a leader of school system
- open minded kind wants all to succeed create a community thick skin because many can be really harsh make decisions based on evidence and research support schools
- Culturally sensitive
- They should be willing to roll up their sleeves and do work. They need to actually want to improve the district and not just be here for some equity and diversity bullets to add to their resume. No podcasts, no book deals, just work.
- A good listener who sincerely considers what is being said
- To be present in the community/schools and to take action especially for the schools that have less resources. Another important quality is to take the teachers perspective into account. Many teachers are leaving, but it doesn't mean we should have the work of three teachers without an increase in pay. We have a life outside of work.
- Cooperative. A listener. Can see a process through. Pay raise for teachers who have been on the same step (last step ie 22) for many years.
- Emphasis on input from teachers/administration when making school-wide decisions.
- I think it would be helpful to have a new superintendent who taught and has spent time in classrooms.
- transparent, visionary, organized and willing to listen
- I think that the new Superintendent of ACPS should be kind, caring, compassionate, high energy, positive and supportive. I think it is crucial for the new Superintendent to show up and be present at the schools in the division and events in the division.

- I would hope that the new superintendent has clarity in their vision, determination in their work ethic, and an equally open mind as well as heart. I sincerely hope they are someone whose teaching background includes areas similar to Alexandria in terms of diversity and stakeholder needs. Most importantly, I hope they remember what it is like to be in the classroom with the students daily - and that their focus is on STUDENTS as our most important stakeholders!
- This person should be equitable, responsible, respectful, transparent, and racially competent.
- Organized, a good leader, open to change.
- STRONG MANAGEMENT skills. Fair, compassionate, equity-driven
- Empathetic, Accepting and curious about all cultures, Fighter
- Understanding, compassionate, and willing to look at things from other perspectives, they must have also been a teacher before and have actually had experience in the classroom
- Talk to all students. Listen to issues.
- A grounded visionary. Lack of political aspirations would be preferable.
- Hard working, Should not take everything seriously on students.
- I would like to see a superintendent that champions, teachers. The working environment of teachers impacts the learning environment of our students. The overcrowding of schools and lack of physical space hinders a teacher's effectiveness in a classroom. When a school such as ACHS has many teachers without classrooms, the teaching and learning is impacted. Teachers on carts cannot create anchor charts for every classroom that they are in, so anchor charts do not get made and other best practices go by the wayside for lack of space. Those teachers that need to travel from class to class barely getting to the next class in time. These teachers cannot be at the door greeting students, and they do not have time to write essential questions and objectives on the board. We need to do better for our teachers and our students.
- The skills needed for this position are varied. The superintendent should be versed in the whole community. The candidate should have prior experience with school policies and data to be successful.
- Being able to listen to students and take suggestions
- people person/sense of humor/vision for the division/visible in the community
- Confidant and willing to make tough decisions to benefit the schools even if it is against the popular opinion, dedicated, committed, organized.
- The superintendent needs to support the teachers at the workplace and listen to concerns and issues being raised.
- Be formal and don't slack
- Be able to look at the big picture of safety and academics as a first priority. Teachers are the ones providing the education directly to the students and sometimes our insight should be considered more.
- Be open mind . See the education as a right of everybody more than business. And be aware means present and future.
- Compassion, a thick skin, and a good attitude towards cooperation.
- Familiar with diversity, background in urban education setting, bilingual or trilingual, innovative, respects teacher's creativity and voice
- hands on - come see the schools

- Skillful Teachers
- We need someone who is willing to get to know students and staff in the district. I also prefer someone who believes in snow days.
- A willingness to listen to all interested parties, to go out to each campus regularly. An ability to stick with a plan for more than a year or two so change can happen. A good sense of finances and accountability. A willingness to openly support staff.
- Work ethic, active in community and problem solver
- The person should be committed to progress, the needs of each school, and equity.
- I think it would be great if the new superintendent was a good communicator and was visible. was great about visiting schools and I would like to see that continued. As I also mentioned previously, please be transparent in decisions. We know that every school isn't equal, some schools are in more wealthy areas and some are not well off. Every school should matter because I'm a huge believer that if one school is failing, then the whole system will fail so please take in to account every school, PLEASE!
- Being a change agent. Strong leader who looks at the big picture. Open minded. Willing to except different opinions. Takes responsibility for own actions and reflects on how decisions will affect all involved. Kind and charismatic.
- The new superintendent should be a collaborative thinker with the ability to reimagine success and think outside of the box in order to promote learning.
- - Chutzpah: a willingness to speak truth to money and do what we all know kids need.
- \*Frim, but understanding. \*Consistent \*Willing to visit schools often and observe student behavior and participate in "all hands on deck" to experience what the staff and teachers endure each and every day--Don't forget what it's like to teach and be a principal \* Well-rounded and is comfortable talking to all groups: rich, poor, republican, democrat, binary, educated, uneducated, religious, non-religious etc. \*Can speak another language (Spanish, Amharic, or Arabic--since these are the other major languages spoken)
- This person should be a transparent, visionary leader who is willing to listen to others. The person should be willing to fight for teachers as well as students. Our new superintendent should be prepared to stay. We need not only have transformational schools in our district, but a transformational district as a whole. Finally, the new superintendent must be committed to the objectives of equity, not equality. Our diversity is part of our beauty and our strength, however this means that we must meet our students, families and teachers where they are and respect what they bring to our district as we continue to grow towards excellence for all.
- The superintendent should be ready to rethink education. This factory model of education doesn't work anymore. We need a leader that won't be afraid to think outside of the box. The superintendent should be an advocate for change, research based and a collaborator. The superintendent should be prepared to modernize our programs to support students for the future. The superintendent should be an advocate for our marginalized communities.
- caring, supportive, good listener, vision to streamline or reduce teacher's workloads
- communication, knowledge, leadership, foresights, versatility
- Open-door policy, community collaborative, background working with diverse group, experience working with public school
- An understanding of intentional community and how to foster it within a very large, very diverse educational community.

- Passionate, respectful, hardworking, kind, hands-on
- Our superintendent needs to be firm and uphold school policy even when a small group of vocal, well-to-do citizens has complaints. Our superintendent needs to make adjustments when things don't work, rather than staying with a bad program just because we made a financial commitment to it. Our superintendent needs to be trained in providing services for English Language learners; this is a growing population (85% at my school) and one whose scores can make or break our accreditation.
- Firm hand, strong understanding of equitable education at the younger ages.
- The ACPS superintendent should have a strong background in multicultural and multi-language features in education to be able to fairly and equitably serve the teachers and students population.
- Cultural sensitivity, flexibility, putting students and teachers first.
- Ability to support and inspire student facing staff who are on the brink of leaving. We cannot operate without these professionals.
- A leadership style that sees the rest of those working in ACPS as partners: qualified and capable resources.
- The superintendent should be approachable, kind, positive and experienced in the classroom.
- Political savvy (but not strong political ambition), dedication to all students, ability to focus on equity for all across the spectrum and not be dismissive of parental concerns.
- Listens to all points of view but specifically teachers. Teachers are on the frontlines and in the classrooms. We know how to best support our students and we need your help getting what they need.
- compassion understanding empathy an ability to see all sides of an issue from each stakeholders point of view.
- Willingness to work with many different types of residents and school staff. Rely more on direct teacher input rather than central office execs who have not taught today's students in today's culture with today's problems. 20 years ago many things we do and handle today did not exist in classrooms and neither did the technology we use daily in our classrooms. Many current district level staff are out of touch and ineffective.
- Creative in finding solutions. Compassionate & caring. Good listener (listen then make decision, don't have decision already made and just go through motions of listening to "check that box"). Transparent. Dedicated. Open. Flexible. Approachable. Sense of humor. An understanding of industrial psychology and the great impact it has on the frontline and the goals of our entire system. Confident, but not pompous.
- The superintendent will need to regain trust and help build morale for teachers. I talked to many teachers to have lost a lot of faith in the school system and feel that they have not been listen to. The last few years have been very hard for them and some of the grandstanding from the previous Superintendent made things much worse.
- The superintendent will need to regain trust and help build morale for teachers. I talked to many teachers to have lost a lot of faith in the school system and feel that they have not been listen to. The last few years have been very hard for them and some of the grandstanding from the previous Superintendent made things much worse.
- Any superintendent that sets foot in central office at ACPS must have THICK skin. Many Alexandria parents are crazy and will be looking for a reason to get rid of you the second

you make any decision they disagree with. They are a minority, but a very VOCAL minority of parents. I also believe that the new superintendent should be incredibly COMPETITIVE. We have fallen behind our neighbors (FCPS, APS, etc) both in the classroom and on the field. I want a superintendent who is eager to change BOTH.

- The new superintendent needs to be someone who is committed to the students and teachers of Alexandria, and is not looking to use our district as a springboard to a larger ambitions.
- Willingness to change policy to create a happy work environment for staff and ability to honor the staff over parents - customer service doesn't always apply in school settings, remember to protect your employees
- If we are being honest with ourselves, we need to look at the population of our students. 37.7% of our students are Hispanic. The largest percentage of our students speak Spanish more than any other language. None of these students have ever seen a Hispanic at the helm of this division. A bilingual (Spanish/English) Superintendent can present a message to most of the population of students and families at ACPS. The candidate should also be willing to challenge the status quo even when it makes them unpopular. We cannot afford to hire anyone who is more concerned about the next rung on their ladder or a prima donna. They must be someone who is concerned about where the students are on the ladder and how we can get them to climb higher.
- Hard-working, highly creative, analytical and able to problem solve and work with many different groups and make them feel included. A superintendent of Alexandria schools needs to figure out ways to handle issues caused by social injustice, immigration, poverty etc.
- We need a superintendent - focused on equitable solutions that meets the needs of all our students. - with experience dealing with large immigrant populations and their specific and unique needs. -with creative ideas for dealing with growing drug and gang issues. - with a respect for the professionalism of our workforce and understanding that they have skills and expertise to help in problem solving. - with a belief that true, consistent and real communication is important. - with solutions that are more community-wide and not just PD classes for professionals to solve big issues. - with a more widely encompasses vision for after graduating outcomes for students ( with a vision of promoting jobs skills not just college bound skills for our diverse student populations)
- Empathy for the heavy workload of SPED teachers- knew that, which is one of the reasons I was so fond of him.
- An ability to maintain a good relationship with the school board while ensuring the staff's needs are met. An ability to ensure that the public sees all the good in their children's schools while still being open to constructive criticism from parents and community members.
- The superintendent should be a product of ACPS. She should be someone who is turned into the realities of ACPS and have a shared vision, mission, and strategy ... with savvy and acumen to get ACPS there.
- Someone who has had various roles in education Positive and personable personality Aware of the equity work the last superintendent promoted Multilingual and/or a background in serving and engaging Multilingual students and families

- Knowledge and experience working in linguistically and culturally diverse settings  
Experience in all levels of education and ability to use that experience to create a strategic plan and buy-in all stakeholders Desire to learn and use continuing education about the best instructional practices to improve curriculum. (Ex. Why are we still using readers/writers workshop in elementary when there is so much research saying it's not how kids learn to read?!) Data-driven with the lens of students and teachers so that initiatives created based on data are created in partnership with key stakeholders and are SUSTAINABLE
- 1. Experience as a superintendent 2. Vetted references 3. Track record of kindness and openness 4. A clear plan of action towards success for school system 5. The ability to choose personnel that is accountable to all parties from teachers to curriculum specialists, and so on. 6. A love of our diverse community 7. Someone who will be present in the community as well as in all of the schools on a frequent basis
- We want a leader who is not afraid to push the limit when it comes to best practices and equity.
- Someone who cares about this district (an insider?) Excellent, Honest, hardworking Is not interested in using this district as a stepping stone for book sales, extra retirement. Has honest intentions to help students and teachers. Understands good press but is more Interested in getting things done and finding wholistic ways the city could improve education experience and facilities. Has motivation to help the immigrant population Is focused on solutions to rampant truancy at the high school level Continued dedication to ALL sports including rowing. Making sure all students have access to opportunities available and removing barriers. I am a high school teacher and parent of 2 students (5th and 8th) and a rowing coach. The last question gives only 1 option.
- several years of teaching experience with demonstrated success as a teacher; deep knowledge of current classroom environments; focus on the product and not on a universal process.
- A good listener - willing to hear all sides and thoughts. Non-political. A good communicator - sharing pertinent information in a timely manner. A supporter of our staff and students!
- The superintendent should want to delegate power rather than centralize it. At the high school specifically we have some amazing admin leadership but they often feel like their hands are tied on implementing initiatives from central office that are not useful or appropriate for our building. Communication remains an issue - the new superintendent should be focused on getting the "why" out to staff when asking them to follow them. Continuity is desperately needed in ACPS. We need a superintendent who's dream job is to lead ACPS, not use us as a stepping stone to a better career or job.
- A seasoned superintendent who is unafraid to be transparent and build a coalition with families to address serious school safety and security issues will be very successful in Alexandria. The ideal candidate should have experience transforming a system into a meritocracy and bring innovative ideas to encourage teachers to stay in ACPS and the profession in general. The ideal candidate is someone who does not only have visionary ideas but a clear understanding of how to achieve the ideas while prioritizing safety and security.
- Humility and a willingness to accept that both they and central office make mistakes, but what matters is not blame but a willingness to make meaningful change in thoughtful,

sustained ways. A recognition that we are all exhausted and that teachers can't continue to do endlessly more for students without better supports--we want to be able to live fulfilling, enjoyable lives too, not just be robots trying to do everything everywhere all at once.

- Trust, honesty, reliable, humble, caring, kind, longevity, perseverance, is able to have the hard conversations regarding race, socio-economic status, mental illness, really supporting our struggling students and their families.
- Approachable and fair.
- Kind, good .helping
- Familiarity with a diverse school community. The ability to recognize existing talent among the employees. A willingness to take on challenges that may not be popular.
- Strong Leadership skills Listener Collaborator Innovative
- Strong spine (courage) to do what is right to encourage rigor in learning.
- Good communication skills Advocacy skills Open mind Listener Innovative thinker Risk Taker Compassion when needed Able to reach/ understand all stakeholders
- listener, empathetic, problem solver, good communicator, fair in order to look at all sides of an issue.
- A superintendent needs to have fresh ideas for organization to support the students, teachers and staff. A superintendent needs to address staff shortages, turnovers and hiring new, highly qualified staff. The superintendent may need to address substitute shortages and implement a student teacher system. Communication is important as well as having a system to listen to unhappiness of current staff.
- We need a superintendent who is willing to go the extra mile for their staff. VERY focused on teacher retention, teacher training, and a research based curriculum in ALL subject areas.
- The ability to stand up for what is right for our students and staff.
- a superintendent of color that knows about culturally responsive and antiracist leadership
- Friendly and outgoing with an insatiable desire to do good and make a difference for our community. Please hire the most qualified person!!!
- Willingness to work with and listen to many different groups. Willingness to do things the "ACPS way" which can be unusual at times. Openness to receive help and advice from members of the community.
- Real World experiences, leadership, knowledge, determination, effective communicator, collaborator, respectful to everyone, responsible relationship skills, positive, professional, problem solver.
- One who is active in the community, who knows their schools and who encourages and uplifts the school communities in productive and reasonable manner.
- A willingness to go to campuses, meet everyone, even teach a class or two would go a long way to building respect with staff. Being out there and listening to families and staff is critical.
- In short - NEEDS to be a Former educator, Advocate, Reformer, accepting of others/backgrounds/religions/positions, and a person of understanding and/or color.
- Young minded Energetic and excited to be in education. Have modern ideas that will fit with today's education. A good listener especially with staff. Organized. Make sure they have worked in a district with similar races, economics, etc.

- Fair, values teacher input. There is an incredibly bad teacher shortage, anything that can be done to take the load off of teachers (2 hour early release day wednesdays like falls church, longer planning, etc.), competitive pay (we are less than Arlington, and early steps on the pay scale are less than PWCS and Fairfax)
- -Has worked in a diverse urban school system. -Has worked as a superintendent and/or assistant superintendent. -Is familiar with the City of Alexandria, VA community
- A dedication to equity and meeting the needs of our diverse populations.
- Caring but also concern about the violence in schools. Teachers are getting hurt in schools. Please take care of our teachers.
- Our schools are struggling. We really need someone who has worked in high needs areas and has had success in turning the district around. I am a teacher in ACPS, having taught over 15 years here, and I am also a resident of the city and have young children. I will not send my children to ACPS unless significant changes are made over the coming years. We have an excess of funding and we can do much better than what we've been doing. We need district leaders who listen to teachers and do what they can to help with the needs teachers are faced with everyday.
- Belief that all students can succeed. Belief that all stakeholders should have a seat at the table. Evidence that they have the skills needed to transformed a school/district that is very diverse . The person needs to care about the ACPS community-be vested.
- Has taught for more than 5 years at the Secondary level. Has managed a district with bimodal populations of achievement.
- The new superintendent needs to be able to engage the community in change. We have to do a better job engaging our first generation families. They have to be able to make decisions that are best for students regardless of parent outcry (the high school needs to be broken up into smaller schools/academies).
- The superintendent should be able to communicate well with all types of people and understand Alexandria's background. I also want a superintendent willing to stand up for teachers (especially since there continues to be a shortage, lots of turn around, and burnout).
- Must demonstrate clear understanding what it means to be a teacher in a large, diverse school district in 2022-2023 - the hours it takes to be a good teacher, benefits of smaller class sizes, the need to keep teacher pay in line with other schools or ideally to exceed it to retain teachers, etc. . I also want to say that because #5 won't let me check two boxes that I am also a parent of an ACPS student.
- Flexible, informed of the urban equity issues that ACPS faces, committed to equity, supportive of teachers, in touch with what it means to be a teacher these days (significant teaching experience, 10+ years, not just a history of climbing through administrative positions)
- They need to listen. They need to be willing to hear and accept that their idea(s) sometimes might not work in reality. We need to see them; don't just stay in your office all day or only come out for PR events. They need to understand disparities that frequently exist between the high schools, even if King Street wants to say everything is okay. Minnie Howard might not be and we don't get heard as often.
- We need someone who cares deeply about this community, who sees their investment here as one that will span 7-10 years at least, and someone who will be creative to solve problems and speak truth to power (school board members and school district staff).

- The superintendent should be open and willing to work with a diverse population and be proactive in making change to increase equity. The superintendent should not be afraid to address racism in our curriculum, TAG services, etc and be able to collaborate to find and implement ways to improve equity in our district. The superintendent needs to build a connection to teachers and the classroom. The superintendent needs to listen to teachers and foster a connection between central office and the classroom.
- Needs to actually care about students and staff and not just be focused on test scores and "looking good"
- Communication skills, organizational change leadership, innovative, strong equity mindset, experience with special education and EL, ability to listen to and support all staff

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**3 Amharic Responses**

የባለድርሻ አካላት ሃሳብ መስጫ ቅጽ--Alexandria City Public Schools (አሌክሳንደሪያ ከተማ ህዝባዊ ትምህርት ቤቶች), VA

Alexandria City Public Schools(አሌክሳንደሪያ ከተማ ህዝባዊ ትምህርት ቤቶች)፣ የትምህርት ቤት ቦርድ፣ በ ሱፐርኢንተንደንት የሚሆን ሰው ምርጫ ሂደት ላይ አስተያየት ሃሳቦችን እያሰባሰበ ይገኛል። ከ McPherson እና Jacobson L.L.C. ከመጡ አማካሪዎች ጋር አስተያየቶች እና ሃሳቦችን ለመቀበል ብዙ ስብሰባዎች መርሃ-ግብር ተይዘዋል። የሁሉም ሰው መርሃ-ግብር በነዚህ ስብሰባዎች ላይ ለመገኘት እንደሚፈቅድ ተረዳ። እባክዎን ያልዎትን ሃሳብ አስተያየት ከስር የተቀመጡትን ጥያቄዎች በመመልስ ይግለጹ።

(ማስታወሻ፡ ምላሾች እንደ አሰጣጣቸው ለህትመት ይበቃሉ። ስድቦች እና የስም ማጥፋትን የሚገልጹ መግለጫዎች ይወገዳሉ።)

ማሕበረሰብዎን በተመለከተ ጥሩ የሚሏቸውን ነገሮች ይገናኙ። (ይህ መረጃ ብቃት ያላቸውን እጩዎች ለመመልመል ይረዳል።)

ትምህርት ቤቶችዎን በተመለከተ ጥሩ የሚሏቸውን ነገሮች ይገናኙ። (ይህ መረጃ ብቃት ያላቸውን እጩዎች ለመመልመል ይረዳል።)

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## **Parent**

**Tell us what you think are good things about your community. (This information helps us recruit qualified candidates.)**

- It's a school with good governance, and the community is also good.
- I want to comment on the students. The students need to be strictly followed up with while they are in the school. Our children are witnessing students smoking in the toilets, I really want this issue to be of a high concern.

**Tell us what you think are good things about your School. (This information helps us recruit qualified candidates.)**

- the school is very nice.
- The school is very nice. Previously, our children used to study here. We bring our children here because we like every aspect of this school, the main thing is

**What do you think are the issues that the Superintendent should be aware of when he/she comes to the district? (This information will be shared with the finalist candidates.)**

- While the supervision of the academic aspect is very important, the officials needs to follow up with the students' activities while they are in the school yard.

**What skills, strengths, or attributes do you think the new Superintendent should have in order for him/her to be successful here? (This information will be used when we recruit candidates.)**

- I think strict supervision should be in place on both the teachers and the students.

## **Student**

**Tell us what you think are good things about your community. (This information helps us recruit qualified candidates.)**

- A good thing ab

**Tell us what you think are good things about your School. (This information helps us recruit qualified candidates.)**

- our school

**What do you think are the issues that the Superintendent should be aware of when he/she comes to the district? (This information will be shared with the finalist candidates.)**

- some of the big

**What skills, strengths, or attributes do you think the new Superintendent should have in order for him/her to be successful here? (This information will be used when we recruit candidates.)**

- I think they should

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**8 Arabic Responses**

استمارة تعليقات أصحاب المصلحة - مدارس مدينة ألكساندريا العامة، فيرجينيا

يطلب مجلس إدارة مدارس مدينة ألكساندريا العامة تعليقات بشأن عملية اختيار مدير المنطقة التعليمية. تمت جدولة اجتماعات عديدة مع المستشارين من McPherson & Jacobson L.L.C. لتلقي التعليقات. ونحن ندرك أن الجدول الزمني لكل شخص لا يسمح بحضور أحد تلك الاجتماعات. يرجى تقديم تعليقاتك من خلال الإجابة على الأسئلة أدناه.

(ملاحظة: سننشر الردود كما تم إدخالها. ستُحذف الألفاظ النابية وعبارات التشهير بالأشخاص.)

1. أخبرنا بالأشياء الجيدة في مجتمعك. (تستخدم هذه المعلومات لمساعدتنا في استقطاب مرشحين جيدين.)

2. أخبرنا بالأشياء الجيدة عن المدارس. (تستخدم هذه المعلومات لمساعدتنا في استقطاب مرشحين جيدين.)

3. ما هي القضايا التي ينبغي أن يكون مدير المنطقة التعليمية على علم بها عند قدومه إلى المنطقة؟ (تتم مشاركة هذه المعلومات مع المرشحين النهائيين.)

4. ما هي المهارات أو الصفات أو الخصائص التي يجب أن يمتلكها مدير المنطقة التعليمية الجديد ليكون ناجحًا هنا؟ (تستخدم هذه المعلومات بينما نفرز المرشحين المحتملين.)

5. يرجى تحديد مجموعة أصحاب المصلحة التي تمثلها:

إداري

معلم

موظف غير معتمد

طالب

والدة(ة)

فرد في المجتمع

### **Administrative**

**Tell us the good things about the schools. (This information is used to help us recruit good candidates.)**

- Help with families

**What issues should the School District Manager be aware of when he comes to the district? (This information is shared with the final candidates).**

- Attention to students and follow-up

**What skills, qualities, or characteristics must the new School District Manager have to be successful here? (We use this information while screening potential candidates.)**

- Active and cooperative

### **Individual in the Community**

**Tell us about the good things in your community. (This information is used to help us recruit good candidates.)**

- The peaceful life
- One of the good things about my community is safety and tranquility

**Tell us the good things about the schools. (This information is used to help us recruit good candidates.)**

- For me, I see that there is an improvement in monitoring students inside the school and keeping up with their behavior outside the school, and that is by communicating with their parents. I also see that the security guards inside the schools are doing their tasks well.

**What issues should the School District Manager be aware of when he comes to the district? (This information is shared with the final candidates).**

- Paying attention to those with special needs
- The principal must know that in our district the living standards of the students are uneven, so he must deal with the students in a precise manner and keep up with a great deal.

**What skills, qualities, or characteristics must the new School District Manager have to be successful here? (We use this information while screening potential candidates.)**

- Equality

- Students, teachers and all frameworks must participate in the advancement of education in the district. Constant communication and service in the success of the educational plan in the district.

**Father (Mother)**

**Tell us about the good things in your community. (This information is used to help us recruit good candidates.)**

- Justice, democracy and equality
- Currently I do not know what is good and bad because I am new in the country
- Currently I do not know what is good and bad because I am new in the country

**Tell us the good things about the schools. (This information is used to help us recruit good candidates.)**

- Listening carefully to parents                      Security
- Schools are good in all districts except in my district, as Alexandria has a poor academic level compared to other schools in other districts.
- Schools are good in all districts except in my district, as Alexandria has a poor academic level compared to other schools in other districts.

**What issues should the School District Manager be aware of when he comes to the district? (This information is shared with the final candidates).**

- Trying to maintain the safety and security of our children                      The issue of school shootings
- Paying attention to non-English speaking immigrant students in terms of learning the English language and developing an intensive program. Even during official holidays and summer vacation, we hope they can have enrichment lessons.
- Paying attention to non-English speaking immigrant students in terms of learning the English language and developing an intensive program. Even during official holidays and summer vacation, we hope they can have enrichment lessons.
- The schools of Alexandria School District are very poor compared to other school districts in the state. In terms of homework and school activities related to sports and culture.

**What skills, qualities, or characteristics must the new School District Manager have to be successful here? (We use this information while screening potential candidates.)**

- Quality of good listener
- To closely follow up on the schools and make inspection visits to them

- To closely follow up on the schools and make inspection visits to them

### **Student**

**Tell us about the good things in your community. (This information is used to help us recruit good candidates.)**

- there no thing good in my community.

**Tell us the good things about the schools. (This information is used to help us recruit good candidates.)**

- I do not know

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**2 Dari Responses**

Alexandria City Public Schools, VA--فورم معلوماتی شرکاء

هیئت مدیره مکتب، برای پروسه انتخاب رئیس عمومی معلومات را درخواست، Alexandria City Public Schools، جلسات متعدد برگزار گردیده McPherson & Jacobson L.L.C می کند. برای بدست آوردن معلومات با مشاورین است. ما درک می کنیم حضور در هر یکی از این جلسات با تقسیم اوقات هر کس مطابقت ندارد. با ارائه جوابات به سوالات ذیل لطفاً معلومات خود را با ما شریک سازید (یادداشت: جوابات شما طوریکه ارائه می کنید نشر خواهد شد. بیانیه های توهین و افترا آمیز حذف خواهند شد)

موارد خوب جامعه خود را به ما بگویید). این معلومات به ما کمک می کند تا کاندید های با کیفیت را استخدام کنیم).

موارد خوب مکتب خود را به ما بگویید). این معلومات به ما کمک می کند تا کاندید های با کیفیت را استخدام کنیم).

رئیس عمومی بعد از ورود به ناحیه باید از چه مسائلی آگاه باشد؟) این معلومات با کاندیدهای نهایی شریک ساخته می شود).

رئیس جدید برای موفقیت در اینجا کدام نوع مهارت ها، شایستگی ها یا ویژگی های باید داشته باشد؟) این معلومات برای ارزیابی (کاندیدهای احتمالی استفاده می شود).

لطفاً گروه شرکاء که شما نمایندگی می کنید را مشخص کنید:

مدیر

کارمندان غیرتصدیق شده

شاگرد

والدین

عضو جامعه

## **Parents**

**Tell us about the good things in your community. (This information is used to help us recruit good candidates.)**

- The behavior of the teacher is excellent They always take good care of the children.
- The community is very good and valuable, and the environment is awesome and clean , which we are very pleased with.

**Tell us the good things about the schools. (This information is used to help us recruit good candidates.)**

- Good care of children.
- My son \_\_\_\_\_ did not have a good experience in kindergarten before, but fortunately, he goes to the current school with great enthusiasm This should be mentioned, we thank the teachers and especially \_\_\_\_\_ who treats our child with great love and compassion.

**What issues should the general director be aware of after entering the district? (This information will be shared with the final candidates.)**

- From the level of good education for students.
- Administrative issues, problems and challenges must be solved if any. School employees and teachers must be appreciated and admired for their valuable work towards children.

**What kinds of skills, competencies, or attributes does the new director need to succeed here? (This information will be used to evaluate possible candidates.)**

- Try to encourage children to do something good and try to always choose professional teachers.
- Person should be with sufficient experience, professional and enthusiastic.

*Survey Monkey Results for  
Alexandria City Public Schools  
December 2022 / January 2023*

*(NOTE—these responses have not been edited,  
they are printed as entered by the stakeholders)*

**209 Spanish Responses**

*As of January 24, 2023, not all of the Spanish responses have been translated. The remaining Spanish responses will be provided when the translated responses are available.*

Formulario de opinión de las partes interesadas--Escuelas Públicas de la Ciudad de Alexandria, VA

La Junta Escolar de las Escuelas Públicas de la Ciudad de Alexandria solicita opiniones para el proceso de selección del superintendente. Se han programado numerosas reuniones con los consultores de McPherson & Jacobson L.L.C. para recibir opiniones. Sabemos que no todos pueden asistir a una de esas reuniones por cuestiones de horarios. Proporcione su opinión respondiendo las siguientes preguntas.

(Nota: Las respuestas se publicarán a medida que se introduzcan. Se eliminarán las blasfemias y las declaraciones difamatorias).

1. Díganos lo bueno de su comunidad. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).
  
2. Díganos lo bueno de sus escuelas. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).
  
3. ¿Qué cuestiones debe tener en cuenta el superintendente cuando llegue al distrito? (Esta información se comparte con los candidatos finales).
  
4. ¿Qué habilidades, cualidades o características debe poseer el nuevo superintendente para tener éxito aquí? (Esta información se utiliza al examinar a los posibles candidatos).
  
5. Indique el grupo de partes interesadas al que usted representa:  
Administrador  
Maestro  
Personal no certificado  
Estudiante  
Padre/madre  
Miembro de la comunidad

### **Administrator**

**Tell us what's good about your community. (This information is used to help us recruit quality candidates.)**

- everything
- Shared expenses, Security. Happiness to make friends. Better maintenance, better cleaning and support in case of emergency
- The “What’s good about the Community” information is used to help with recruitment

### **Community Member**

**Tell us what's good about your community. (This information is used to help us recruit quality candidates.)**

- Very good
- We are ready for new leaders.
- No, when they are campaigning for elections they offer anything.
- The small Notabene School is very good for the community

**Tell us what's good about your schools. (This information is used to help us recruit quality candidates.)**

- Excellent
- We are ready for new leaders.
- Yes I agree
- The good thing about my children's schools is that I can communicate in Spanish.

**What issues should the superintendent consider when he/she arrives in the district? (This information is shared with final candidates.)**

- Everything necessary for a better future
- Will the central administrators change so we can have new people with new ideas?
- If possible, open more community centers for the community

**What skills, qualities, or characteristics must the new superintendent possess to be successful here? (This information is used when vetting potential candidates.)**

- Be very kind to the community
- Please hire someone from outside who speaks Spanish.
- Listen to others' ideas and try them out

## **Non-Certified Staff**

**Tell us what's good about your community. (This information is used to help us recruit quality candidates.)**

- The support for students in all areas.

**Tell us what's good about your schools. (This information is used to help us recruit quality candidates.)**

- The effort of teachers and administrators to make good students.

**What issues should the superintendent consider when he/she arrives in the district? (This information is shared with final candidates.)**

- Since all children do not have the same behavior, a psychology and guidance department should be created, focused on improving the behavior and mental and psychological development of students who need this service, because expelling a child for three days to improve their behavior is not the solution, it is necessary to understand the child's situation in order to help them succeed.

**What skills, qualities, or characteristics must the new superintendent possess to be successful here? (This information is used when vetting potential candidates.)**

- I think the person who is going to take this position should be someone who is passionate about helping their community, who is not only looking for a position or prestige, but whose focus is to do everything possible to ensure there are fewer and fewer boys and girls dabbling in drugs and delinquency, so they can be pointed towards a better future.

## **Father/Mother**

**Tell us what's good about your community. (This information is used to help us recruit quality candidates.)**

- It is very clean and tidy
- It is a quiet community
- A friendly community that cares about the knowledge and education of our children.
- Nothing. The citizens of Alexandria are treated terribly, just for wanting to enroll their children. Their requirements are too strict and as a result, students are prevented from being able to continue studying.
- My community is very good.
- The young people
- It's a very quite area.
- They are very friendly and bilingual! It is very helpful for people who have just arrived in the country.
- Good
- It is a very collaborative community.
- We are friendly and understanding
- It is a very safe community

- There is a lot of surveillance by the police
- The schools are safe right now
- It is a very beautiful community.
- Clean, tidy, informative
- It is a very safe community
- What's good about my community is that there is respect for each other
- Good
- Many families committed to their children's education.
- Working and developing values
- The community is quiet, polite and friendly.
- It's good
- I am not very familiar with the community but I very much agree with everything that's good.
- What's good about our community is public safety.
- The values and principles of Hispanics are supported
- I would like them to choose a teacher with an extensive education and a lot of empathy and equality for everyone...
- Excellent
- It is very safe
- Nothing
- I'm a bit new to this

**Tell us what's good about your schools. (This information is used to help us recruit quality candidates.)**

- They always inform us about everything that happens
- What's good about the school is the quality of teaching the children and the amenities they give them
- For me, all the schools in Alexandria are very good, because of how they care for our fellow man.
- In elementary school, I noticed good student performance, but unfortunately in high school they denied my son the right to study just for lack of requirements.
- I like the school, the transportation, it's all good.
- The teachers
- Good teachers, good security and community there
- What's good is that they provide a lot of support to all the students, including my son, first of all, and it has helped him.
- Staff is friendly and always willing to help, answering questions and explaining what to do.
- The service it provides our children, with the resources they give
- They have excellent social workers such as the social worker at the George Washington Sta. school
- Teachers are engaged in the learning process
- They provide good teaching
- A lot of discipline

- The buses arrive on time
- The school is very good and they teach very well
- Clean, tidy
- They provide good teaching
- What's good about the schools is that the teachers are very good and friendly
- Very good
- Our school always maintains communication with families and involves them in activities.
- The teaching and their knowledge
- They are inclusive
- Not so bad or so good, OK
- It's the first year but so far everything is fine
- The secretaries are very good in Corakely, they have excellent staff, the teachers are excellent, thank you for everything, for how they treat our children. 🙏😊😊
- What's good about the school is safety. And the programs that help many children..
- There are bilingual staff members, which is very important to us.
- The Williams Ramsay school is a very good school, the staff members are very good and polite, they all know how to work with children, they have empathy for others and equality for all
- Very good
- They always keep you informed and take surveys
- Nothing good because there is no safety and respect
- Quality education

**What issues should the superintendent consider when he/she arrives in the district? (This information is shared with final candidates.)**

- I personally had my car stolen and the police never came, they only dealt with it by phone
- He/she can consider looking into the possibility of providing transportation so that more children can go to school
- Question whether or not the goal was met in each administration,
- Look for ways to prevent students from losing the opportunity to continue studying. If students are newcomers to the county, it's not their fault for being forced to move, a silly reason to drop them from school.
- They should send school activity notices in plenty of time, not THE SAME day so parents cannot participate because the message arrives 2 hours before the activity. Everything else is fine. Please send notifications for the community to participate.
- Student behavior and focus on everyone's safety. Scholarship programs for universities
- Non
- Personally, I think he/she should take languages into account.
- Give more time to students during their lunch hour, improve the treatment of students by the school guards.
- He/she has to have humanitarian sensibilities, be a peace-maker in times of conflict.
- He/she should bear in mind that our community speaks diverse languages and has many needs.

- Always be polite
- All types of staff that enter the school
- Always maintaining the children's safety at school
- It's very good
- Humble, responsible
- Always be polite
- In my opinion, I would like to see the beginning of putting more surveillance in the schools and especially in the bathrooms where many things happen.
- Good decisions that help the students
- Fluency in Spanish would be a great benefit.
- Developing good processes for working with the right people
- Seeking the well-being of the educational community, mainly the students
- I will agree with the others
- Everything about making improvements to benefit the students
- Providing scholarships for needy, low-income children... and financial aid and safety for the schools...
- Have a good strategy regarding school safety
- He/she must have a lot of character to improve both family and student relationships, since this leads to so much trouble for the schools, knowing how to handle situations to improve school safety.
- That it is excellent, with very good staff that does an excellent job
- He/she will manage a system with many teenagers and must be able to deal with it
- Prevent drugs from being brought to school
- Student safety and good education

**What skills, qualities, or characteristics must the new superintendent possess to be successful here? (This information is used when vetting potential candidates.)**

- Able to understand parents and give the school whatever it needs to continue providing education to the children
- Knowledge of the processes that must be carried out to meet the requested goals. Indicate the stakeholder group
- He/she should know how to supervise the work of his/her team at the school, so that all parents are more interested in supporting the school.
- Charisma, empathy, sensitivity, wisdom
- Non
- Charisma and inclined to listen to the ideas of others.
- Put yourself in the place of the person requesting help when responding to a mishap, be empathic, fair treatment
- The ability to manage funds, to be honest and honorable, and to be committed to the education of his/her constituency.
- A character of understanding to be able to solve certain problems we face in our community
- Friendly, communicative
- All types of communication

- Kind and easygoing with people
- Yes
- Humble, responsible
- Friendly, communicative
- He/she must be very firm in his/her decisions and be empathetic with people and fully available to help the community
- Be kind, tolerant, and patient with so many children
- Not only taking into account educational processes and state requirements. Also, listening to the staff of your schools, who in the end are the ones who bear the responsibility for our children's academic success.
- Leadership, empathy, confidence, teamwork
- Mediation of conflicts, must have the quality of fairness and must be able to analyze and make decisions to overcome difficulties and reach quick solutions.
- Wisdom and patience
- Have all the necessary expertise about children in order to perform their job.
- He/she must have a good attitude and be kind, regardless of people's race or color. NO TO RACISM...
- Principles and responsible, human values
- He/she must be stricter with both parents and students. This would improve the attitudes of so many. Young people do not seem to go to school to learn, but rather it looks like a battlefield...
- Friendly, observant
- Mainly be friendly, communicative, responsible and above all respectful, take into account community values
- Have a lot of character and seriousness
- He/she must guarantee an education for all students, so they will be professional men and women in the future, so they can serve the community and the country

### **Student**

**Tell us what's good about your community. (This information is used to help us recruit quality candidates.)**

- Everything is great
- Good

**Tell us what's good about your schools. (This information is used to help us recruit quality candidates.)**

- Well, they keep us up to date
- Good

**What issues should the superintendent consider when he/she arrives in the district? (This information is shared with final candidates.)**

- Whichever they choose is fine for me

**What skills, qualities, or characteristics must the new superintendent possess to be successful here? (This information is used when vetting potential candidates.)**

- Able to understand us students
- Cleanliness

### **Teacher**

**Tell us what's good about your community. (This information is used to help us recruit quality candidates.)**

- My community is [good] because it is clean
- What I like about my community is that it looks clean
- Yes

**Tell us what's good about your schools. (This information is used to help us recruit quality candidates.)**

- What I like about the school is that it's close to where I live
- What's good is that it is close to where I live

**What issues should the superintendent consider when he/she arrives in the district? (This information is shared with final candidates.)**

- Keep in mind that he/she has to be responsible
- Keep in mind that he/she always has to be responsible

**What skills, qualities, or characteristics must the new superintendent possess to be successful here? (This information is used when vetting potential candidates.)**

- Kind to the students
- Respectful to the students