

# Greene County School District - Superintendent Search Survey

Open-ended Responses

McPherson & Jacobson

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Which of the following best describes your relationship to the district?		
Responses	Count	%
Parent of a Current Student	38	49%
Current Staff Member	17	22%
Parent of a Current Student and Current Staff Member	7	9%
Current Student	0	0%
Community Member with No School-aged Children	13	17%
Other (Please specify)	3	4%
<b>Total Responses</b>	<b>78</b>	

Q1. Which of the following best describes your relationship to the district?	
SR No.	Response Text
1	Other (Please specify) : grandparent of current studentsb
2	Other (Please specify) : Parent of GCSS graduate
3	Other (Please specify) : School district donor.

Q2. Please tell us great things about your community and school district that potential candidates for superintendent should know.	
SR No.	Response Text
1	Great tax base; talented and caring teachers; many student success stories; excellent resources; generous community
2	Parents who care about the well being of their children and their education.
3	It's a safe, fairly quiet area. Recreation such as lake activities, fishing, and swimming.
4	Great small town community!
5	Greene County is a small family oriented community and we cherish positive on going relationships that benefit our school district
6	Nothing
7	We need a tough leader. Chris Houston has sat on his tail idly while there are several issues. Mainly concerning inappropriate relationships between employees and students. Please do not select someone that was previously in law enforcement.
8	Our kids comes first to myself and others. True HISTORY should be taught in the schools. The teachers should have assistance in each room.
9	We have a rapidly growing community. The shool district consists of well qualified and caring faculty, district office staff and others.
10	We are truly a family and linked
11	Our community is surrounded by beautiful countryside and is known for its strong agricultural roots. We are in a great location, with easy access to Atlanta, Augusta, Macon, and Athens. In just a few hours, you can visit the mountains or the beach, and the Atlanta Airport is close for travel. The students are talented and do well in school, activities, and after graduation. The staff works hard to support students. The schools are safe and the facilities are clean and well-maintained, providing a great place for students to learn and grow.
12	IT CAN BE A VERY SUPPORTIVE COMMUNITY. THEY ARE WILLING TO HELP

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13	We have some very well mannered and respectful kids in our community. If we could just pour into our kids education and academics throughout the entire district will be good.
14	big money is spent here on facilities and admin salaries
15	We are a diverse district with many strengths on both sides of I-20. The Lake Oconee area has brought much growth and added modern amenities to our community, while the rural farming community still exists within pockets of the county. Just today I was walking with my son through downtown Greensboro taking pictures for a history project, and we talked about the wonderful things we love about our community. To only see the growth south of I-20 would be a mistake and all parts of our community need to be celebrated and cherished.
16	Wonderful, committed teachers, and school level leaders The lake and country are added bonus.
17	The great thing about this community and school district is that everyone is truly like a family. In many ways it is still a small community where everyone knows each other. Our school district is not lacking for resources like many other places in the state and those resources provide for many opportunities and services for our students.
18	Greene county primary and the middle school have good gifted services. The schools have made recent achievement gains. The teachers and community are caring and welcoming. It's small enough for people to know each other.
19	Understanding
20	Transparency and Honesty
21	There is a lot of opportunity to put your stamp on this district. There are wonderful teachers and staff. Also, students that are willing to try. There are also so many people and organizations willing to support.
22	We have a lot of intelligent students in our small community that are eager to learn, grow, explore and reach for the stars! They are in desperate need of competent, courageous leaders not afraid of confronting the underlying issues in our underserved public schools, both teachers and students.
23	We need someone homegrown in this position
24	To be honest I don't know WHY you're going outside of the district to find someone. Why do Greene County CONTINUE to look over people that are already in place. Why not Rotonya Rhodes. She's the Assistant, she's been in leadership for HOW LONG and you're looking over her. Just like you looked over the people who could have ran the new Elementary School. Ridiculous!!! Nothing is great about what you all are doing. You're bringing your FRIENDS/FAMILY here and looking over the ppl that are here. There is so much nepotism in Greene County Schools.
25	Kind people, smart and respectful students
26	Greene County has a rich history with many families living here for multiple generations. It's a small town which can be good and bad. We have better funding due to Lake Oconee and the visitors it's brings. We only have 1 ES, 1 MS and 1 HS, so there is no competition between schools here.
27	We have so many great people in our community who are willing to make a difference. For the most part, everyone wants the best for the children and would like to see more ways to connect the dots between the children in all schools. Our community is there when someone needs each other regardless of where they live. I have seen people come together on many occasions and they didn't let the I-20 bridge interfere.
28	It's a small town.
29	Parts of Greene County are still small and rural. Other parts of Greene County are affluent and

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	exclusive. We have great poverty and great resources. Our schools face significant challenges, but our community is one characterized by Christian faith. Faith in a God who is bigger than our challenges is our key to a positive future for our schools.
30	Our school system is great in areas and not so great in others. Some things like teacher / parent communication could be better like weekly check ups / in so we can help along the way. We are a close knit community and they love and live for football and basketball and leave the other sports to fall in where they can and I don't think that's right because all kids need support.
31	Career Coach program is unique and benefits many students. The charter school takes resources and expertise away from the other schools in the district.
32	There are some great volunteers if you just welcome and encourage their involvement. They are building brand new facilities so it's a clean slate to start with. New school, new rules...
33	You have 80% of your teachers that really put the effort give them more praise
34	My son just started Carson middle in the 7th grade the Monday after your spring break well I think his first day was Tuesday. The staff at the board of education and the school r some of the nicest and knowledgeable people I've met. Even the students which I can only imagine their behavior stems from their environment in the community and school system have made my son's experience at the end of a school the best possible.
35	This school and community is diverse. Full of rich cultures.
36	This is an amazing area to live in. This isn't just another small town. It's a thriving town and diverse town. It has strengths as well as weaknesses of course, but the family feels here is what sets this area apart from others in our area.
37	Community support. Foundations that help the school such as Victory Train, Atlas and Thillen. LOA does very well with sports and academics
38	We have great staff at GCHS. The community is of highly qualified individuals. Many colleagues do a great job with the students.
39	We are very strong school district
40	Greene is a small community that thrives on communication, parental and community involvement, and strong relationships.
41	That's a good one.
42	We need a superintendent that knows about education and actually has a degree in education. The teachers here are amazing but don't get the support they need and student behavior is out of control.
43	Involved parents. An outstanding special needs program at GCHS
44	The school district is small so as a staff member, I do not feel I am "just one of many". I have met some really great people here, who are genuinely concerned about my well-being and the students' well-being.
45	The district has evolved and grown rapidly over the past 15 years. The Superintendent need to continue the vision of increasing opportunity for students while raising expectations at all schools.
46	This is a community and school district that seeks a caring, adequate, and firm leader who will support the well being of each child that enters any GCSS building.
47	Growing, potential for many students Caring teachers
48	We have a great community of concern citizens that truly wants the best fir all children we as a community will stand together when it's a problem with this district

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49	Greene County is a small town unlike any other place I've worked. I have been active in the community for 4 years and have built life long relationships unlike any other district I have worked.
50	Wonderful community that is close knit and caring.
51	Our community is close-knit and supportive of students. The school district has a lot of resources and partners.
52	Honesty and transparency is off the utmost importance.
53	People who have been in the community for years hand down positions in the school district and community based on who they know, regardless of their qualifications or despite questionable ethics or moral turpitude. People create positions for people/friends/family, and the position never existed or was ever advertised as existing and needing to be filled. People are paid questionable salaries, and many have no background or experience that constitutes their pay.
54	We are striving for the best learning environment we can offer our students as well as an equal opportunity work environment for the staff.
55	Rural community with boundless opportunities for outdoor activities and quality of life.
56	Our district has students with various talents, abilities, and needs. Our students need teachers and staff who can invest in our schools and make a difference in the community.
57	N/A
58	Student Potential, Athletics, Community Support, and Diversity
59	Greene county is a small close knit community with the opportunity to make connections with parents and partners. Teachers are willing to adapt and change and do what is best for students. We have a beautiful new campus to be proud of .
60	There has been notable growth with the test scores throughout the school system.
61	This is a very helpful and community oriented school district. Children and family engagement are top tier.

Q3. What are the issues a new superintendent should know about when coming to this position?	
SR No.	Response Text
1	1. Segregation between charter school and traditional schools (segregation by race and socioeconomic status) 2. Micromanagement from Board chair. The board chair becomes overly involved in hiring decisions and other daily operations
2	Special attention to tenured teachers ( Leanne Kirk) who feel they can violate rules and practices. Complaints being disregarded that affect students and staff members. Screaming at students until they urinate themselves and creating a hostile work environment. My child complains weekly of being scared of her and dreads going to school. Numerous complaints filed with no actions taken. She bullies students. I am tired of my child being fearful of her class.
3	Political forces may limit his/her ability to make changes; economic pressure to have high performing school in order to attract business, real estate investors is great; inequality exists between LOA & GC Schools; community is divided in many ways; lack of parental support and involvement in GC schools; LOA gets away with whatever they want and don't want to answer to any rules created by GC school board yet they want money and more slots
4	Division, division, division. A case of the 'haves' and the 'have nots'. We are unique to the situation, having transplanted last year from Marietta. Our caucasion son chose to play for

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	Coach Banks at GCHS. A questionable choice for most given the education he is receiving (knives, fights, poor teaching, classroom distractions, the list is long). The inequity between GCHS and LOA is sad, at best, horrific, at worst. My eyes have been opened to the disparity. Our son has become friends with students who have no parents, live in cars, struggle for food, while one mile down the road, children are being educated in a very different manner. I straddle the bridge between the two worlds, as we live on the lake. I don't understand the 'system', but this disparity is not okay. I don't understand why this community must have the two schools. They are pitted 'against' each other and rival enemies. Young Life has become the only bridge (Christian organization). My son is involved in it.
5	Make your goals/visions clear to all.
6	Please know what he is doing. Please, please, please care for the students.
7	You have one employee that impregnated a high schooler and he sat on it, no involvement nor ensuring a proper investigation. Ridiculous!!!!
8	The new superintendent should be known by the community and interact with the teachers on ideas to help the kids.
9	The dynamics of the BOE members, politics, divisions of the north and south of the county.
10	School traditions and community culture
11	A new superintendent should know there are a few important challenges. First, communication with staff, parents, and the community needs to get better. Parent and community support is low, and school spirit is weak. Perception is a big issue—many staff and leaders send their children to Lake Oconee Academy instead of our district schools, which makes people question the quality of our schools. This hurts morale and trust. Also, there is a big divide in the county, and the new superintendent will need to work on bringing everyone together to create a more united district.
12	He /she should come in with an open mind and to do what's right for the families.
13	Give ALL the kids an equal opportunity not just LOA.
14	student achievement and parental support are low
15	Sadly, there is division and brokenness between much of the community that centers around the local elementary, middle, and high schools and the charter school. There is an air of superiority that exists at Lake Oconee Academy and has been felt since its conception. New home buyers are able to move in, some have been accepted (straight from their mouth, not hearsay), while my son has sat on the waiting list for over 10 years. This year is the highest he's ever started out, at 7th for his grade and now he's a senior. He is academically successful and has never had any discipline issues. A new superintendent will need to be prepared to deal with the rejection some at Greene County Schools have faced and understand it has created a feeling of frustration and resentment that it was more important to sell lake houses and have a charter school as an amenity, than to serve all of Greene County students with a quality education.
16	More qualified teachers, more text books. Do away with uniforms.
17	The current superintendent has ruled with intimidation, vindictive behavior and arrogance. The new superintendent will have to overcome the reputation and begin to build community of trust.
18	Our community is broken and divided. There is still great animosity between the schools and a disparity in achievement that exists between GCSS and LOA. We lack pride for the county as a whole because people have been choosing sides for years. We also lack consistent leadership in GCSS and lack good people to staying around long enough to truly have an impact.
19	There is a lot of division between the charter school and the "regular" schools. The higher

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	income parents look down on and are afraid to use the regular schools, which has become a self fulfilling prophecy. Newcomers are scared out of using the regular schools. LOA is majority white while other GC schools are primarily black and Hispanic. GCHS students are steered towards the career academy while LOA students have more AP/college prep classes. Resources are not shared equitably across the district. Neither school can offer a full range of extra curricular activities due to small size. Rich parents and fundraisers at the LOA foundation give the charter school an advantage even though there may be less governmental funding. Rather than go to the school closest to where they live, families are driving all over the county to buildings farther away from them. The charter school lottery system is a source of contention, with people gaming it any way they can including using false addresses.
20	Metal detection at all schools
21	Bias
22	Like all schools now a days, we need our students to find their love of learning again. They need to feel excited about possible future. And the teachers need to feel appreciated.
23	Students are not getting the education they deserve. Teachers are not getting the support they need. We seem to be headed toward segregation again between LOC and Greene County Schools so obviously differing in race to race ratio's with children of lower income families with lower levels of education seemingly being in the Greene County Schools with less opportunity to be exposed to children from a background of higher educated families with opportunities of more extracurricular activities and variety in life experiences outside of poverty driven life.
24	We need someone homegrown in this position
25	He should know as soon as he DON'T do (what you all who are doing the hiring) wants him to do, yall are going to BUY HIM OUT and he's gone.
26	Greene County can be a difficult place for any leader to work because of all of the politics. The superintendent should also know that the school system is segregated by race and have/have nots. This might be difficult, especially when unity should be a goal.
27	There is a divide between LOA and GCSS. It seems to be more of a problem with adults. LOA is much more diverse than it once was. Many staff have children attending LOA. Some reasons include behavior in the other schools, more teacher transition and students seem to be accelerated more than having interventions. Yes, it's a County with low poverty on one side of I-20 and lots of money on the lake side. I will admit that sometimes the richer "natives" aren't known unless they flaunt it.
28	We would like equal learning opportunities for children on both sides of Greene.
29	In the school setting, there are many barriers that are challenging. The poverty stricken areas out way those in other areas of socioeconomic settings. It seems that unfortunately the focus is not on the same page when it comes to what works for one should work for others. We have teachers who teach in the system yet their kids don't attend the public schools. How is that supposed to make "new comers" or those who have kids in the system feel?
30	Staffing is number one. Kids behavior is also important.
31	The county's politics are extremely divisive. The lake area and the "old Greene County" populations have not always grown together peacefully. Members of the Greene County school board, and specifically the new board chairman don't care about the proper and ethical duties and functions of board members. If a new superintendent can't rein this in, the board chairman will micromanage every aspect of day to day school operations while completely ignoring a proper chain on command.
32	The challenge of parents that don't and not willing to change. As long as it's not dramatic and out of mind I ok with it if we know in advance. Don't come in changing and not seeing how the

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	old use to be and grow or change from it.
33	Poverty impacts student attendance and learning.
34	This community has a lot of wonderful involved parents. They also have a lot of really bad parents from all socioeconomic levels that are uninvolved in their kids education. They do little to nothing to help kids succeed but are first on the doorstep complaining when Billy can't do extracurriculars because his grades are bad or Susie is not succeeding because her phone and social media are in the way. The parents must be forced to be involved from day one ...if you fix the parents, you fix the problem.
35	Must be very precise and persistent with students
36	None I can think of except maybe helping implement a big brother and big sister program here in greene county because we have some of the best possible candidates to hold those positions to help the kids in need. And honestly that's the biggest hurdle to cross is finding the older kids in high school that are best suited to mentor and we have that here with the high school and a good foundation in middle schoolers.
37	I believe there is a lack of enthusiasm for educating all students. I believe some faculty and staff are just there for a paycheck.
38	Bullying in our schools is prevalent. With no back up at home by all parents, our educators can only do so much. My child has been heckled all year. With the diversity in the area, unfortunately some students in the public, not charter, school feel overlooked. Maybe not given the same kind of opportunities other schools may receive. Parent involvement needs to be celebrated and encouraged. Communication and planning for families to attend events could be significantly better. As a parent that works full time, knowing a couple of days before an event for my child doesn't cut it. I can't just request time off with that little notice.
39	LOA is attended by mostly wealthy students and the other schools have a very poor student body. The GCS system board chair is from LOA. HUGE transportation issues for the poor students. Superintendent needs to understand these issues very well.
40	The Greensboro community does not desire to have improvement. Parents are unable to guide students or they do not know how to parent their children as strong role models.
41	Finding good teachers
42	NA
43	There are several bad teachers that are on the payroll. My last one graduates next year and the things I could tell you about some of the current teachers. And I mean starting at the kindergarten level.
44	Student behavior out of control. School nurses doing things to children with no permission from parent and current board and Chris have zero concern.
45	The difference between the north of I20 to the south of I20. It is not seen as equitable. It seems like it is two school districts in one county. Visibility of district officials in schools seems to inequitable also. Consistency throughout GCSS (processes, protocols, procedures) is not evident. Clearly defined duties and responsibilities (goes back to processes, protocols, procedures). Handbooks are not followed so it makes things confusing.
46	Perceived lack of support and equal funding for Lake Oconee Academy from the Board. Hopeful the new Superintendent will be able to look at the District objectively moving forward.
47	The candidate needs to be knowledgeable about education. He/she should have prior experience working in a public school setting.
48	Ideas on how to join the community as one. Finding more "great" teachers that will stay. Not just to fill seats.
49	All kinds are equal all kinds needs a fair Discipline when it comes to there mistakes in



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	life..Doesn't matter if that child has a scholarship for college or you have mentorship with that child you still have a duty to do to make sure these kids learn from there mistakes
50	This county is broken. There is a huge divide that begins at I-20. South of I-20 has a very affluent educated population. North of I-20 is a completely different story. Most families are on financial assistance and most parents are in desperate need of parenting classes. This trickles down into the students in schools other than LOA and they do not see the importance of education.
51	The divide between some of the schools.
52	Apathy in the classroom, lack of support from parents, community divide between schools.
53	The last one was there for a check not to help the students.
54	People are being put in positions that are less qualified than other people in the district who would also be interested in the position and are more qualified, but they are not friends/family of those in the power positions, so they are not considered.
55	Education is a team effort
56	Significant population of lower socioeconomic students with nontraditional family structure little parental involvement.
57	While we have both LOA and Greene County Public Schools here in Greensboro, these schools serve very different populations of students and families. It would be a mistake to overlook the differences between them when planning for the future of education in Greene County. There is no one-size-fits-all all approach that will work for everyone and we have to do what is best with every student in mind.
58	They need to know how to deal with our children besides putting them out of school. Special education students is different work with them all the time. Your behavior system is not like the state of Ga you all creative your own rules.
59	Be Fair to all and do not get compromised with us versus them clicks because we have 1 Community, 1 School System, and 1 Goal- Excellence.
60	Setting the standard for behavioral expectations of students and sticking to it. Know that a large number of our students are needy in many different ways. We have adopted different curriculums over the last 3 or 4 years and it has taken time for teachers to become accustomed to the procedures and how to manage time to include the necessary tools for students to be successful. So many students are tiered and many more may need to be tiered. Meeting their needs and testing when necessary is in the students best interest and is not an easy task.
61	The new Superintendent should know that one of the board members applied to be Superintendent before running for the school board position. The new must know the rules and law in which the position governs.
62	The dress code isn't always feasible for all the children in the district.

Q4. What do you believe will be the most significant challenges the next superintendent will have to confront?

SR No.	Response Text
1	1. Working with a board who becomes overly involved in the daily operations of the school district 2. Unification of the school district (i.e.: one high school)
2	Fixing problems with staff members who feel they are immune to disciplinary action.
3	Figuring out what new school board expects and how to manage both LOA and GC Schools; getting rid of "dead-wood" personnel, making budget process more school based; aligning the

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	organizational chart and fairly distributing work; Some people do very little while others work very hard and have many tasks. (promotion of the less able); Superintendent will need to have a team he/she can trust.
4	See above. I think the division in the community - beginning with the older generations - and then funneling down to the younger generations is where it starts. The kids would like to get along (I believe). They go to Young Life together and actually LIKE each other. It is the parents, grandparents, and elders who think one side is evil and the other is not. It is about learning each other's struggles. But we can't do that when we have two separate schools - one with the 'haves' and one with the 'have nots' --- one with parent volunteers and nice classrooms and great teachers --- and one with subpar teachers who get spit on, disrespected, knives pulled on, threatened, etc. It is a very hard system fueled by generations of wrong thinking. BUT IT HAS TO CHANGE. And it takes both colors to fix the problem.
5	Dealing with the negative talk about LOA vs Greene County School students/staff
6	Communicating with parents.
7	Cleaning house and getting employees with integrity that put our kids first!
8	I believe getting the parents more involved in their kids education.
9	The autonomy needed to effectively do the job.
10	-Community and stakeholder support will be a major challenge. -Staff buy-in and support - Bridging the gap with Lake Oconee Academy to create one unified school system. -Perception matters—when staff and leadership don't send their children to district schools, it signals a lack of confidence that impacts morale and public trust. -Affordable housing is also a concern, as many teachers commute due to limited local options. -Navigating relationships with the Board of Education—especially when personal agendas are present—will require strong leadership, transparency, and a focus on what's best for students.
11	Fair education
12	raising student achievement
13	Fostering unity Reigning in the current chairman of the board, Otho Tucker, who was the CEO of Lake Oconee Academy and who supported the division from the beginning of LOA, and currently seems to think it is his responsibility to be involved in day to day operations of the schools Parent involvement at Greene County Schools
14	Fostering collaboration between Greene County's community and parents.
15	Culture and climate of the county as a whole, teacher and administrator retention, and building a trusting relationship with the community as a whole.
16	Ending the separate but unequal status quo between LOA and the other GC schools. Figuring out a solution that works with the exponential growth of the community including managing transportation. Closing achievement gaps. Addressing needs of lower income and non primary English speaking families. Facilitating family involvement. Building up the performance of ALL schools. Making sure all students have equal opportunities, no matter which school they attend.
17	Concern parents
18	LOA and budget
19	Parents that don't care and that gets passed down to students.
20	Pressure to go against the norm, to think outside the proverbial box, to forge their own unique, honest, moral trail. To confront themselves on what is truly best for the future of EVERY child in this county, not just a select few, not just sports stars or academic achievers but those who are being passed from grade to grade who can barely read or write.

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21	We need someone homegrown in this position
22	Weeding out people that are not qualified for their job
23	None, because you already know who it is, and they are going to do whatever you all want him to do. So there will be NO CHALLENGES
24	I have heard that the staff are very frustrated by the overreach and micromanagement that comes from some board members. If teachers and leaders begin to leave the district because of this behavior, then the new superintendent may have a high turnover rate.
25	We need the same parent support regarding academics as extra curricular activities. He/She needs to work to have LOA on the same page as other schools since they are a part of GCSS. He/She will need to be a leader of ALL and support staff, families and students.
26	Uniting all community members across the board
27	They will have to keep the public proud of the taxpayers money that fund the school system. This has been a challenge for years.
28	Loa's charter
29	See above. Additionally, the local charter school has "cooked the books" since its inception regarding the lottery system. They recently were reprimanded for it. In spite of a system that is supposed to randomly choose applicants, they have skirted the rules to let in the children that would benefit them most. As a result, the best and brightest kids from Greene County schools have been picked off for years, constantly making it harder for Greene County schools to compete. The Greene County - Lake Oconee Academy dynamic is extremely combative. It will be a real challenge for an incoming superintendent who wants to really benefit children from the County schools and not just be the board chairman's stooge.
30	Getting to know the community and students / parents.
31	Raising high expectations for all students. Quality of teaching personnel.
32	The lack of respect and involvement due to poor parenting. The county is a blend of every aspect of society...rich/poor, multi race, multi religion, multi culture, multi political beliefs. It will be a challenge to unite them all for a common purpose. This job requires someone that listens, forms a decision, acts on that decision and is able to reason/justify it then shut down any arguing. You will need thick skin to place the major emphasis on learning and community as opposed to building egos of uneducated athletes on the sports fields. Have a position of no grades/no extracurricular activities. By far the most influential peer behavior comes from the sports fields...build strong leaders there and the rest will follow.
33	Tolerant
34	Diversity
35	Making sure students are meeting basic requirements.
36	Parent involvement/support of changes. Equality between schools being met/not resisted.
37	Explosive growth of the community and balancing the great divide between the haves and the have nots
38	Apathy and phone use. The candidate will need a plan to apply consistent policies that will work for ALL students and professionals at every level.
39	Parents that complain alot
40	Answering to others in the community, outside of the board members.
41	Getting better teachers to teach at Greene county and make parents answer for their children's actions. It's not the schools responsibility to raise and discipline; it's to teach.
42	Angry parents

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43	Maximizing the synergy between our charter schools, college and career academy, and public schools.
44	The community trying to dictate what is best for our schools and to further whatever agenda they may have.
45	Growing the District and uniting the community.
46	The superintendent needs to have some type of plan to combat favoritism among some community and staff members within this system.
47	Not allowing BOE members more power than they really have legally. The "split " community which has been for a very long time.
48	Making sure all kids are treated fair and keeping the City Police department out of schools affairs when it comes down to Discipline, these kids that the police officers has mentored. Keeping them from coming to certain coaches and staff members for favors for certain kids that they mentor
49	Because this is such a small community, the parents have known our current superintendent for many years. Many times, our principle will try to uphold standards for students only to have a parent go over the admins head straight to the superintendent to have the decision reversed. This undermines the principal's and teacher's authority at the school and does not teach the students accountability. I believe the next superintendent will need to set firm boundaries with parents in order to do what is best for the community. The community will not like it, and the superintendent will get some pushback from parents. The next superintendent will need to have a thick skin and not pay attention to "keyboard warriors" on social media, because the parents like to go to social media to air their grievances.
50	The divide between schools and allocating monetary means and support to all schools equally.
51	Issues that schools have everywhere - attendance issues, students caring about school, behavior, holding kids accountable.
52	Gatekeeping
53	Community Politics that permeate the school district.
54	Having all school on one accord and delegate equal finances to each institution.
55	Getting rid of entrenched bureaucracy that serves limited or no purpose in furthering education of the children.
56	Taking on the ongoing disputes and challenges between Lake Oconee Academy and Greene County Schools already taking place.
57	Not sure
58	Better pay for teachers and support staff. Promote from within and getting more exposure education opportunities for students.
59	Getting real buy in from all stakeholders and then making sure the the requested changes in each classroom are happening. We have had so many changes in adopting curriculum in the last 3 years teachers really need time to solidify the programs. The changes were needed but it puts an extra strain on the teachers even when they approve of the new choice of curriculum.
60	Being in a small town has its challenges but the most significant challenge will probably be Otho Tucker. He thinks he runs the board of education. The superintendent must be strong.
61	I don't think there are too many challenges to confront.

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Q5. What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?	
SR No.	Response Text
1	Good communicator; building relationships with staff; knowledge of curriculum and instruction; open and honest; organized, visible; collaboration; understanding of the local community
2	Being a servant based leader, visible and engaging, making sure a school environment is safe and welcoming.
3	honest, hard-working, articulate, visible; has building -level experience of 5 years or more (not just a few months and not just central office); knowledge of issues facing GA rural schools,some federal programs and budgeting; not afraid to ask questions and make changes; willing to listen and understand other perspectives; holds high standards for employees and self; Not just someone who checks a box to comply but actually leads with vision, leads others, and communicates well.
4	COMMUNICATION, innovation, sense of humor, transparency, NOT a 'good ole boy' mentality - that will not work anymore, someone who can see beyond the problem to a better future, someone who has faced this systematic disparity in a small town and been able to bridge the gap to create functional change, a system thinker, a big-picture thinking, a POSITIVE thinker, a bridge-builder. And, I believe, a Christian. - that may be the most important quality of all.
5	Open minded and transparent at all times
6	Knowledge, kindness, and show support for students and community.
7	Honesty and integrity. Actually care for our kids' wellbeing. He/She needs to take a kids first approach.
8	The ability to learn his or herself concerning our kids, and allowing the community to understand what's is being brought to the the table.
9	Transparency, communicates with public and all employees honestly and directly. Know the community and show concern for all students.
10	He or she must lead by example—never asking others to do what they wouldn't do themselves. They should demonstrate integrity, set clear expectations, and hold everyone accountable. Strong communication, visibility in the community, and a student-centered vision are essential. They must prioritize equity, support high-quality instruction, and foster trust through transparency, collaboration, and confidentiality. Strategic thinking, adaptability, and fiscal responsibility are key to ensuring success.
11	People person, willingly to learn the community.
12	Someone who know our kids and community.
13	transparency, honesty
14	Strong character, able to speak up with an over-powering chairman of the school board looming over every move, seeks unity between the charter school and county schools
15	The new superintendent needs to be a strong leader, not a ruler. He needs to have excellent communication skills and knowledge of the educational system..
16	Multilingual, should be able to show compassion when it's needed,s, have the an ability to get to know each child and their needs. They should be able to be trusted the kids should be able to trust them, they should be able to get along with the teachers and the students and the parents. They should be get to know their community and what our community needs concerning the students, good listeners,get along with the staff, good communication in all

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	areas especially with the teachers, students they should have good communication skills
17	Someone who is knowledgeable about education, educational leadership, and school reform. Someone who is willing to go out into the schools and community to meet with stakeholders. Someone who takes feedback from the stakeholders and implements actionable items that can be seen in the community so that everyone feels heard. Someone that brings the community together rather than divides it apart. Finally, someone who is willing to live in our county, becomes a part of our community, and understands the importance of relationships.
18	Diplomacy, fairness, inclusiveness, impartiality, experience managing growth, commitment to all students (not just the rich ones), transparency, deep experience as an educator/administrator.
19	No criminal background
20	Hold at least an Asst. Superintendent position
21	Knowledge, ability to juggle a community with two distinct schools that people are very passionate about. Need to understand how to deal with the growth that's coming down the pipeline, not in a way that negates the history and tradition of people from this place.
22	A solid foundation in the Lord our God, a strict code of ethics, a strong moral character, compassion, courage, strength, wisdom, discernment, knowledge, curiosity, open mind, passion, experience in teaching and being a student in the Greene County Public Schools.
23	We need someone homegrown in this position
24	Communication skills with parents in the community
25	Make Greene County Schools the same on both sides of the "TRACK".
26	loves students and community, open and honest communication, knows the community really well (internal person preferred)
27	Be present and known by students since it's a small county. Hold parents accountable. Hold leaders accountable. Support instruction and behavior difficulties that need to be removed at times.
28	Know the community and the needs of the children. Take advice and constructive criticism and formulate a plan. Use it as a form of help to better move forward. Be open, not just "act" like it.
29	Community oriented. Live in the county and be a part of the community.
30	Strong leadership
31	This person needs a strong faith in GOD and leadership as a spiritual gift. The gift of administration would also be beneficial. This person will need the strength and resolve to battle with our current school board (chairman) and deal with uninformed judgement from a significant portion of our community that has no idea what goes on five miles away from the shoreline of Lake Oconee. With that said, at the county schools our expectations for our students and, more importantly, our parents has been exceedingly low. Schools are not supposed to take the place of parents. Parents need to be accountable for their actions and the actions of their minor children. A new superintendent will need to lead principals and other building level administration to hold parents accountable for the education of their children.
32	Compassion, bias , good listener , loving , kind and attentive to the needs not personal gain.
33	Knowledgeable experience in Title 1 schools.
34	You need to be a leader. Needs to be a great decision maker. Must have strict boundaries with fair punishments. Extracurricular activities are a reward for good students. Expect everyone to give courtesy, respect and kindness to every student and staff member. Not every student is college bound and trade schools are equally important and should be encouraged. Encourage

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	community involvement and giving back.
35	Equal to all Teachers and students
36	A firm belief in whatever church they attend because the people of this community that is the one thing that bis of abundance is a belief in a higher power. Open mindedness from the community
37	He/she needs to have a true desire for all students success and safety.
38	They need to be resilient. The changes won't come easy for all but I believe they are necessary. They need to be dedicated to all schools, not just one. They need to be inviting. Parents that want to help change need to feel heard and understood. Someone standoffish won't be received well.
39	Compassion and able to relate to the economically challenged. Supportive of the foundations that help. Promote the career and technical high school. Must have been a building manager/principal
40	Strong consistent values that are exemplified through leadership. That means that the candidate will lead by example. If the candidate expects us to follow rules, (s)he should also do the same. One idea that has been presented to me is that the candidate should cover classes each and every day. (S)he needs to be seen at the school interacting with students each and every day. One example is to run a small group in a classroom. Be sure to share that the teacher of the classroom will not be judged unless it is a gross infraction in the classroom. We are a team at all levels and it needs to show in the following manner: supportive, generous, caring, service oriented, and responsive with a selfless heart. A MUST is previous time in the classroom with fiscal integrity without hiring family members.
41	They need to be able to lead by example
42	The next superintendent needs to be consistently present and visible to be successful, know our community, and build authentic relationships. It is important that the selected candidate be highly familiar with our school district, its history, and challenges, as well as have a proven track record of leadership at the district level, including experience as an assistant superintendent or higher. This familiarity ensures a smoother transition and the ability to make informed decisions that align with the district's vision and values. In addition to meeting all professional leadership qualifications, the ideal superintendent should be empathetic to the diverse needs of our students, community, and their well-being. Relationship building is very important.
43	The ability to fire any teacher for lack of productivity and to be firm on what the law allows them to do as far as discipline/filing of charges if needed and making parents answer for their children. Race does NOT matter. Look at everyone/students and teachers and make them answer for what they do and don't do.
44	A degree in education. The current one makes a huge salary and knows nothing about education. Told me he wasn't a traditional k-12 superintendent and pawned me off on someone else.
45	Experience in education
46	Relationship building, visibility, approachable, confidant, methodical, visionary (be able to see what is around the corner and addressing the present), firm but fair
47	The new superintendent needs to have the vision to take Greene County to the next level. Great strides have been made, but there is still a lot more work to do. Having someone who lays out a clear vision and gets all departments working together will be the key to future success.
48	EDUCATION AND EXPERIENCE WITH BEING A LEADER IN A PUBLIC SCHOOL SYSTEM.

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49	Education background Strong character with wisdom Not dependent on everyone but really knows how to utilize the employees to do the work together
50	Already have a understanding of how a parent will fight for there kids when they have been misjudged wrong at the school and he needs to already have a very have a good communication skill with the kids
51	The next superintendent needs to have their "boots on the ground". I have taught in this district for 8 years. I met our current superintendent last year. The next superintendent needs to make themselves visible in the school and let us know they support us. They need to know what teachers and admin are struggling with and support us. They also need to be willing to backup teacher and admin decisions and policies when it comes to holding students accountable. I also feel it is important the next superintendent lives in the county. A person cannot have a true sense of issues in the county if they are not a part of the community.
52	Ethical, empathetic, caring, strong, humble, Christian, an extensive background in teaching and knowledge of laws.
53	willingness to be present and interact with staff and students
54	Ready to bring solutions not bandaids
55	An extensive background and experience in Education, not just degrees. Must be well-researched in leadership and education. A proven background for making positive academic, school/school district improvements that impact the continued success of students and the community in positive ways.
56	Background in education, people person, leadership skills
57	A background of success in educating students from a low socioeconomic background with limited parental help.
58	I think it is important that the next superintendent needs to be willing to see past politics and money to do what is right for all of the students in Greene County attending any of the schools.
59	People person, strong leadership skills, strategic planner, with the passion to build a strong team for a lasting culture of success.
60	Great people skills and making us feel like a part of the decisions that are made. (win/win for all) Feeling heard even if no action is taken goes a long way. Being able to make changes that need to be made even if it is hard. :)
61	Must be strong in desire to help the students in Greene County. Must be honest about the plans he/she have for the school system and when hiring staff.
62	A love for kids is a must. Strong leadership skills and the ability to also listen to and learn from staff, parents and the students.