

Presented at the
February 18, 2026
Board of Education Meeting

SURVEY RESULTS

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The Jackson Board of Education
is committed to a thorough, transparent,
and inclusive search.



Jackson School District

**SUPERINTENDENT
SEARCH**



www.jacksonsd.org/SuperintendentSearch

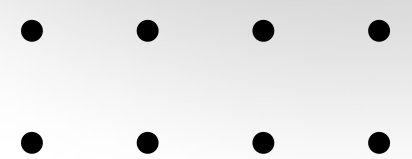
THE SEARCH

- Superintendent Nicole Pormilli has announced her retirement
- The Board of Education is embarking on a **thorough, transparent and inclusive search** to fill this important position.
- This is among the most important decisions a Board of Education can make
- We are committed to finding highly qualified candidates who will **champion our district's values and priorities.**
- This search process only works if we hear from you - **THANK YOU** for **contributing so thoughtfully to our survey**
- The survey results and resulting **Candidate Profile** will guide us as we recruit, screen, and interview candidates.
- We recognize that the stakes are high.

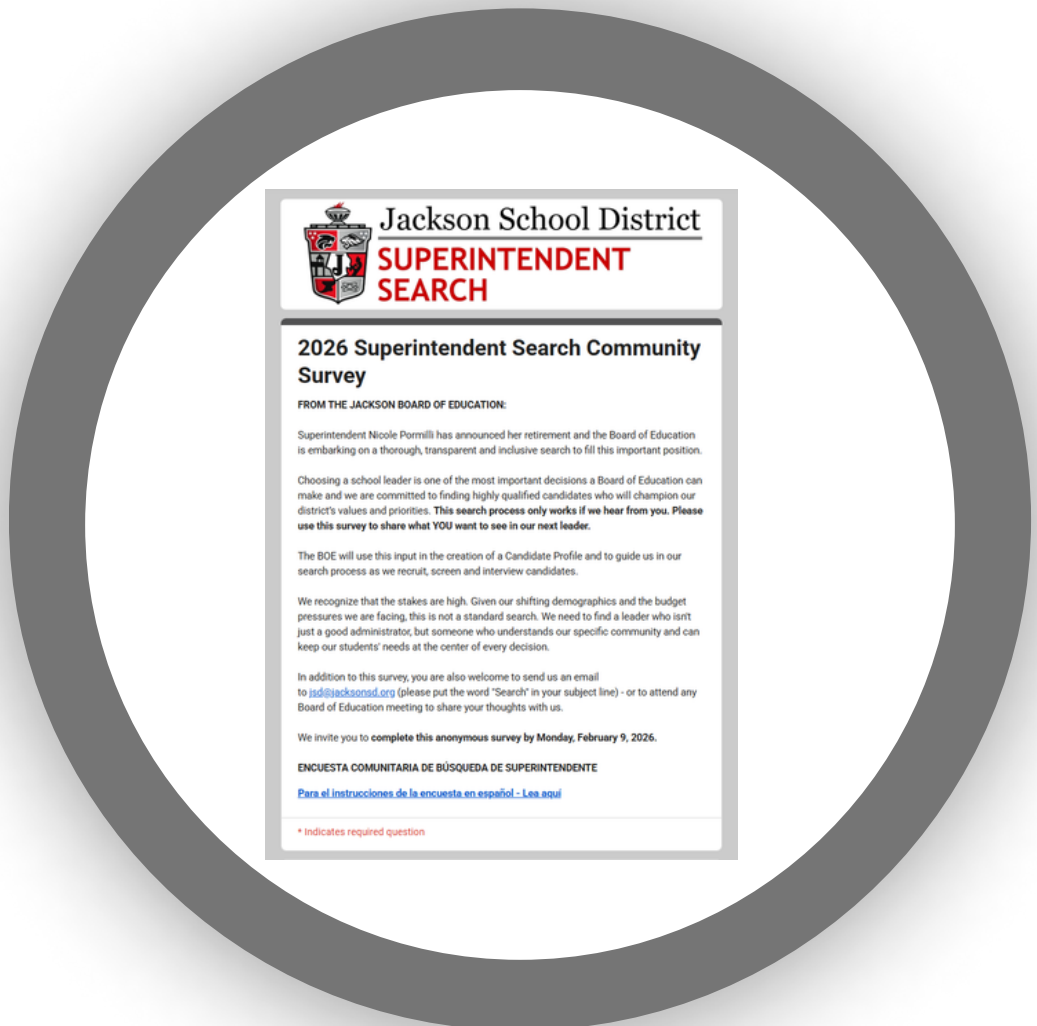


Jackson School District

**SUPERINTENDENT
SEARCH**

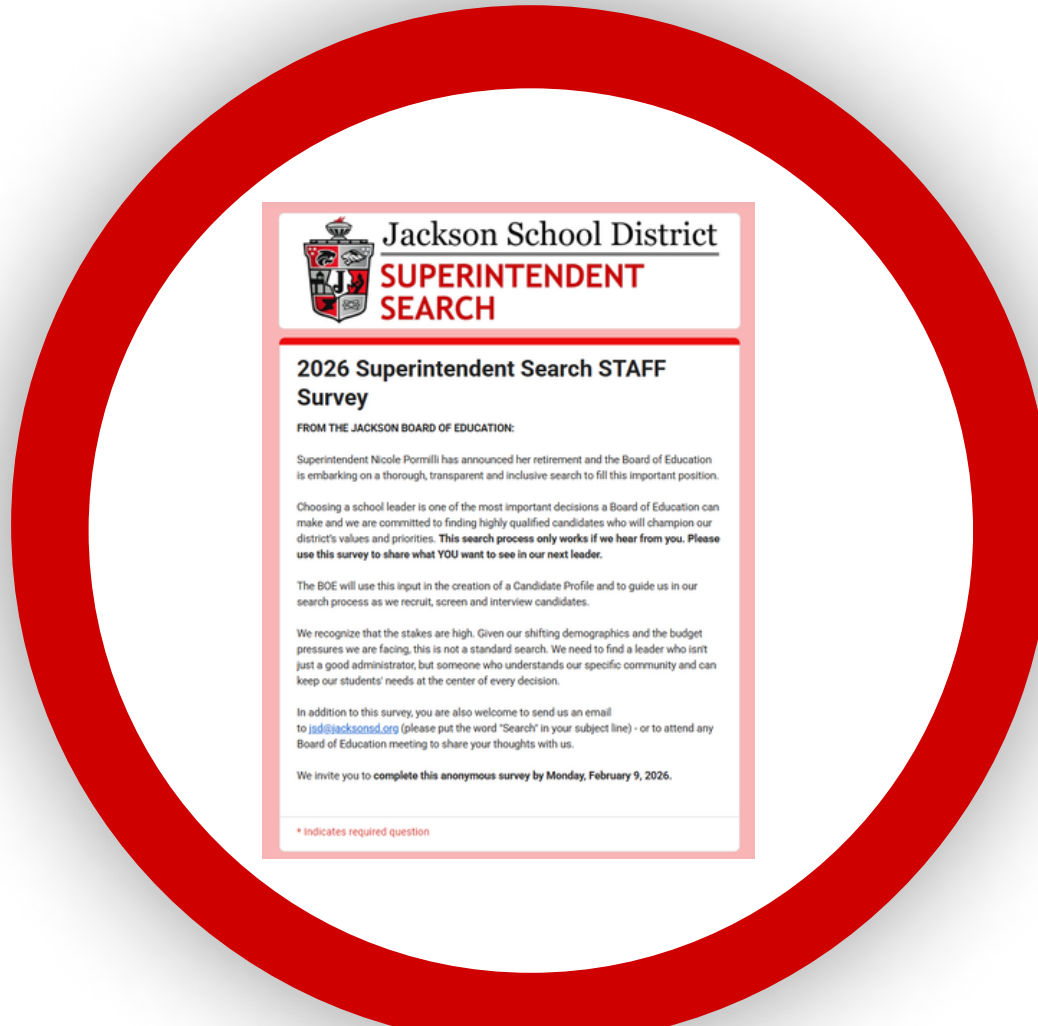


COMMUNITY SURVEY

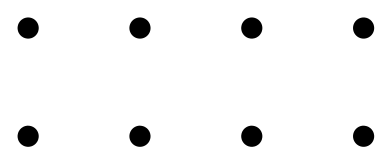


285
RESPONSES

STAFF SURVEY



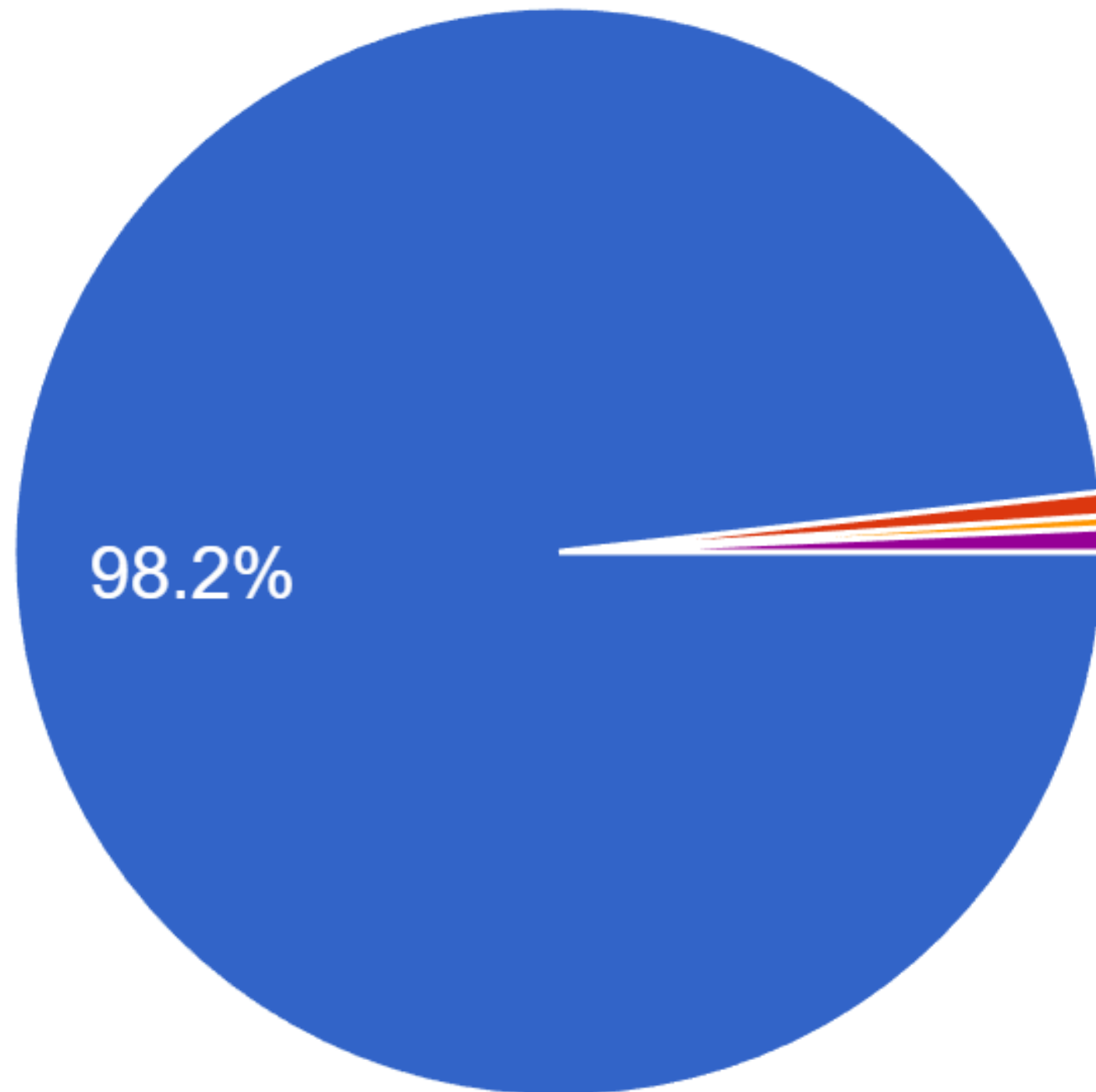
231
RESPONSES



TOTAL
SURVEY
RESPONSES
516

COMMUNITY

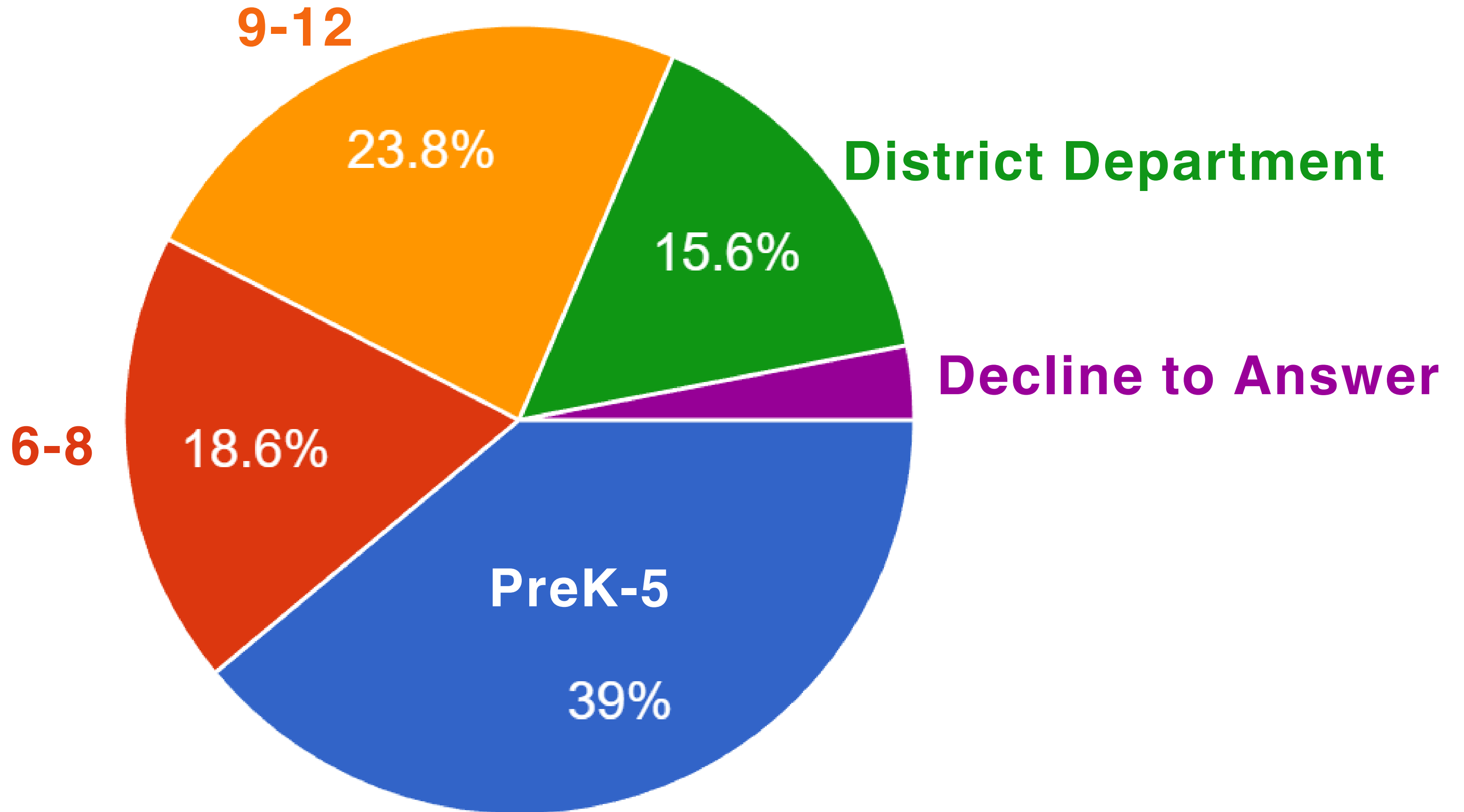
Respondents



- **Parent of Current Student**
- **Parent of Graduate**
- **Parent of Child Not Yet School Age**
- **Resident with No Children in District**
- **I prefer not to answer**

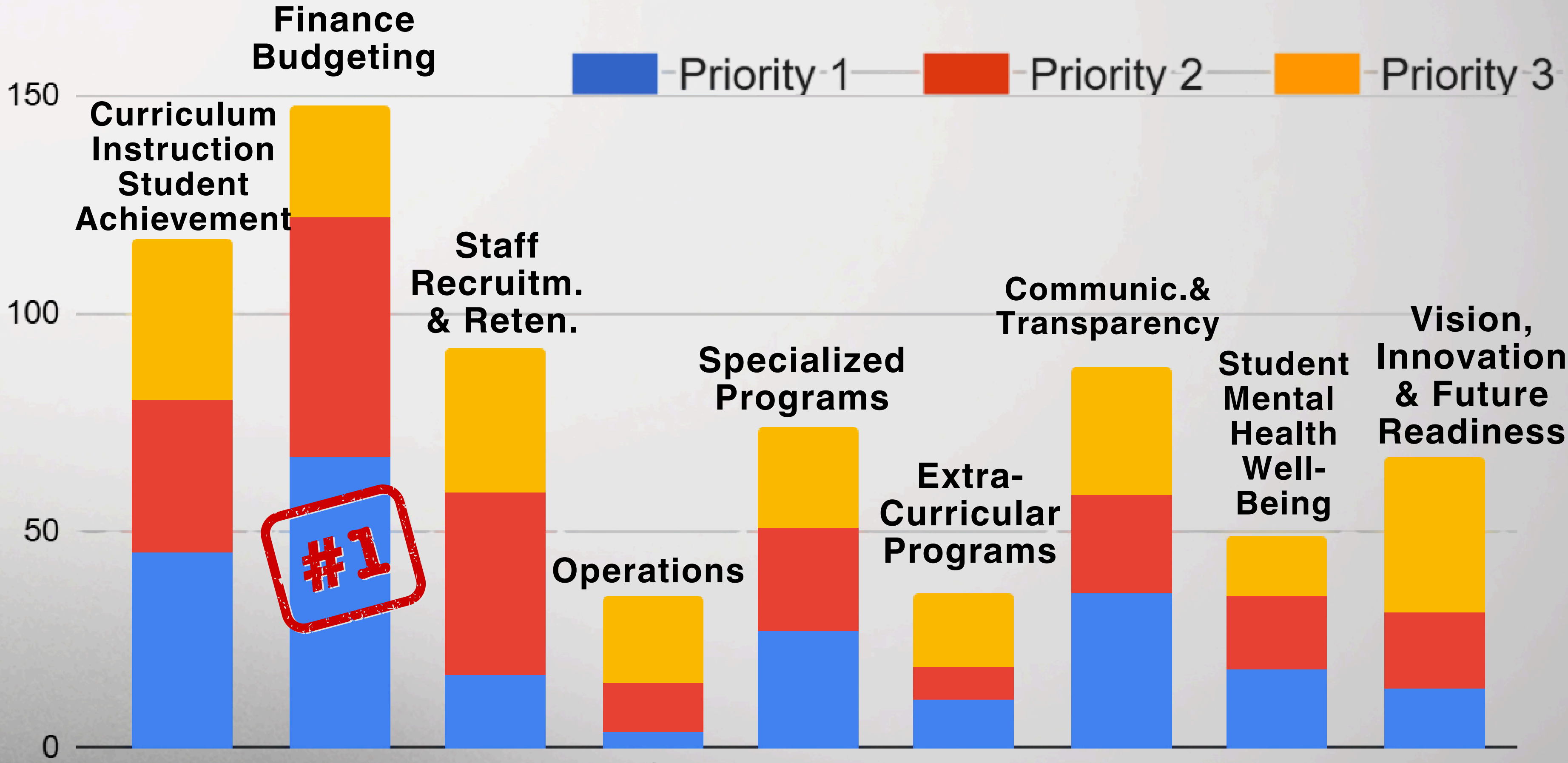
STAFF

Respondents



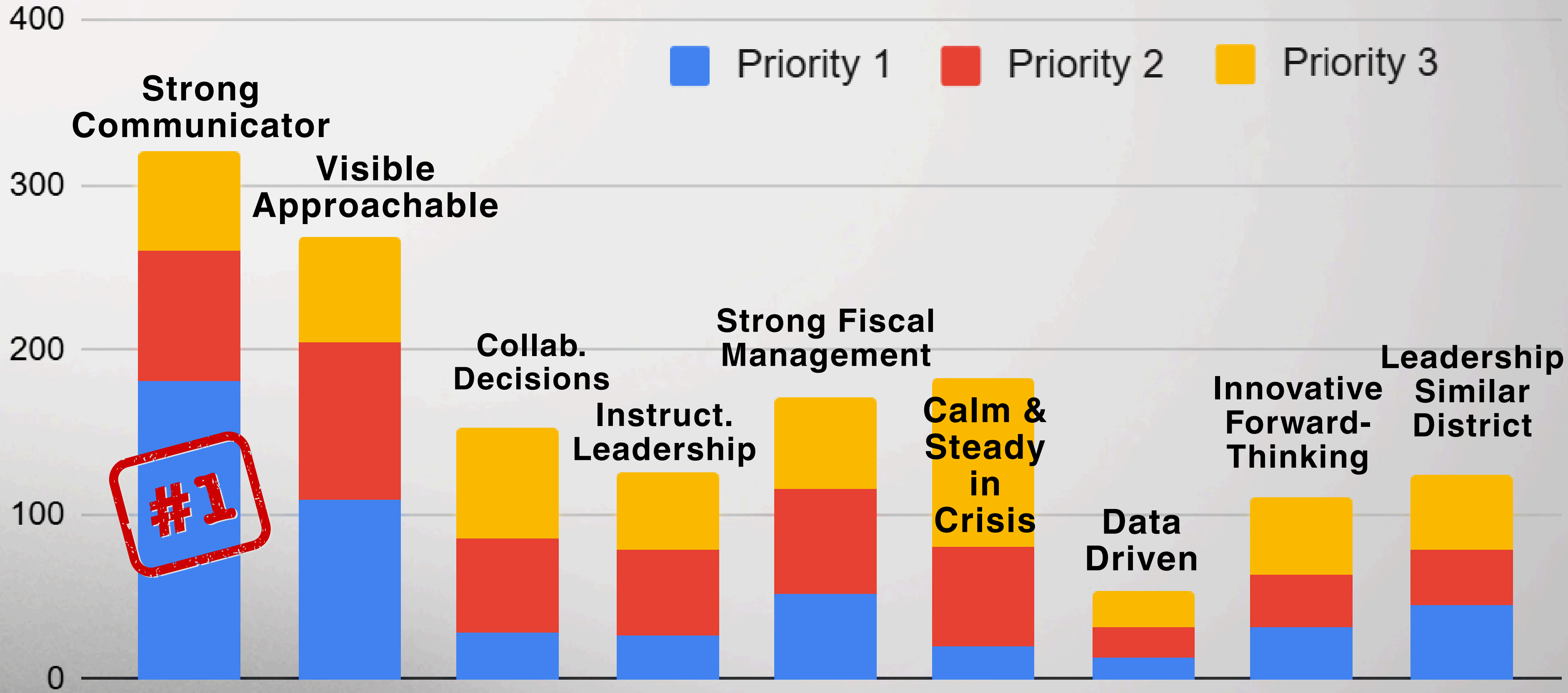
ALL RESPONSES

TOP 3 PRIORITIES



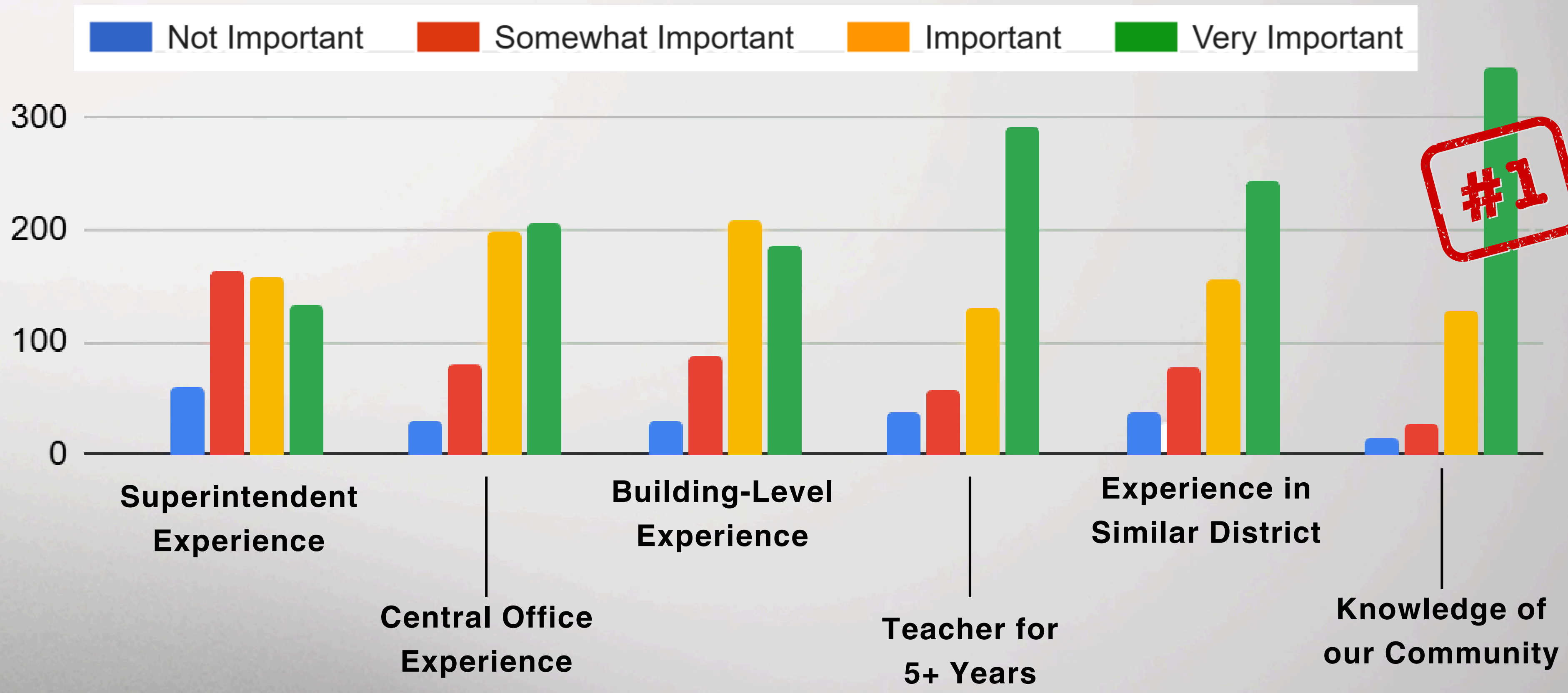
ALL RESPONSES

LEADERSHIP TOP 3



ALL RESPONSES

HOW IMPORTANT IS IT TO HAVE:

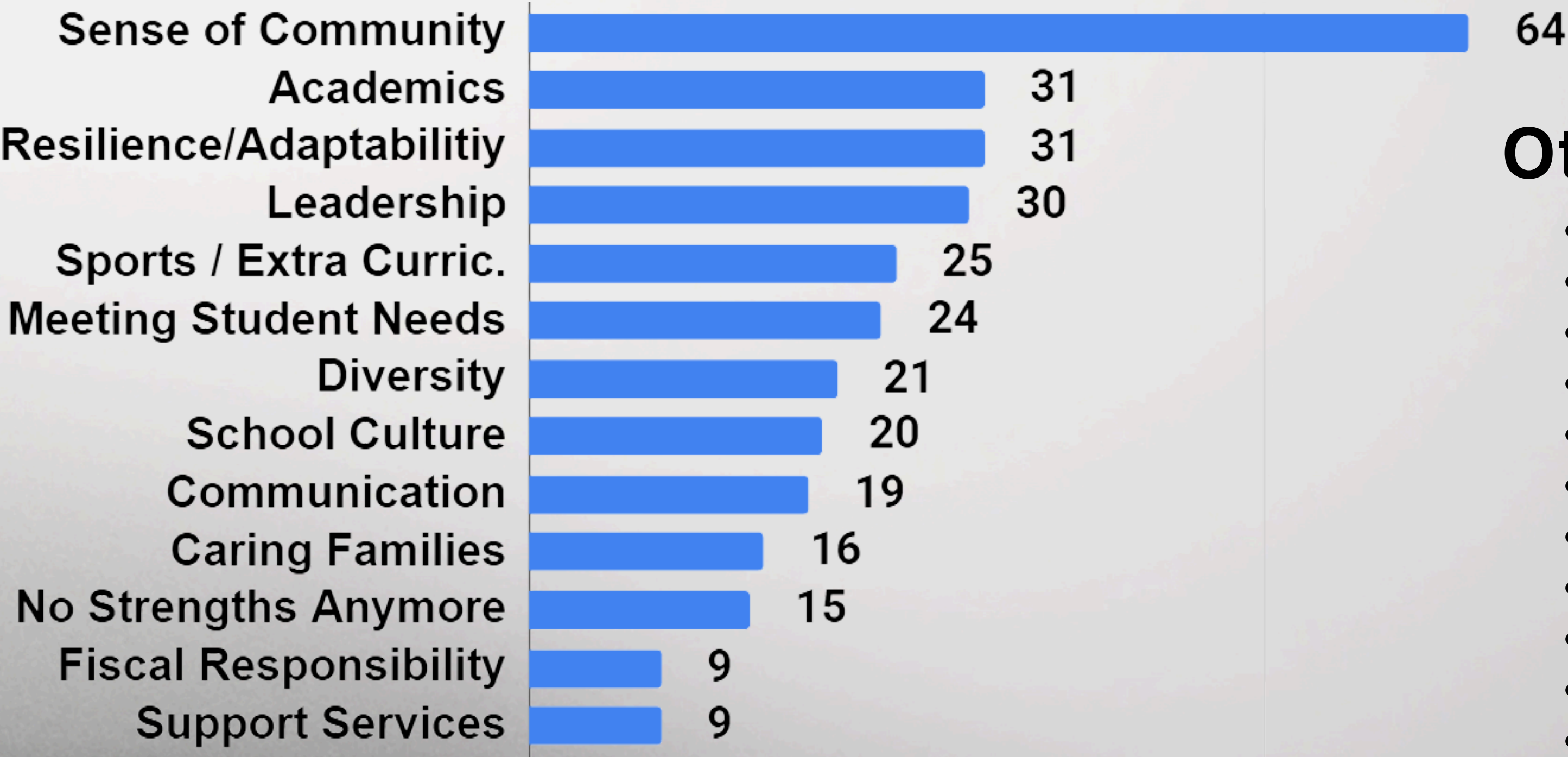


THEMES

Comments on STRENGTHS



**STAFF and TEACHERS Represented
In Vast Majority of Responses (134 Times)
See Other Themes in Comments Below**



Other Themes

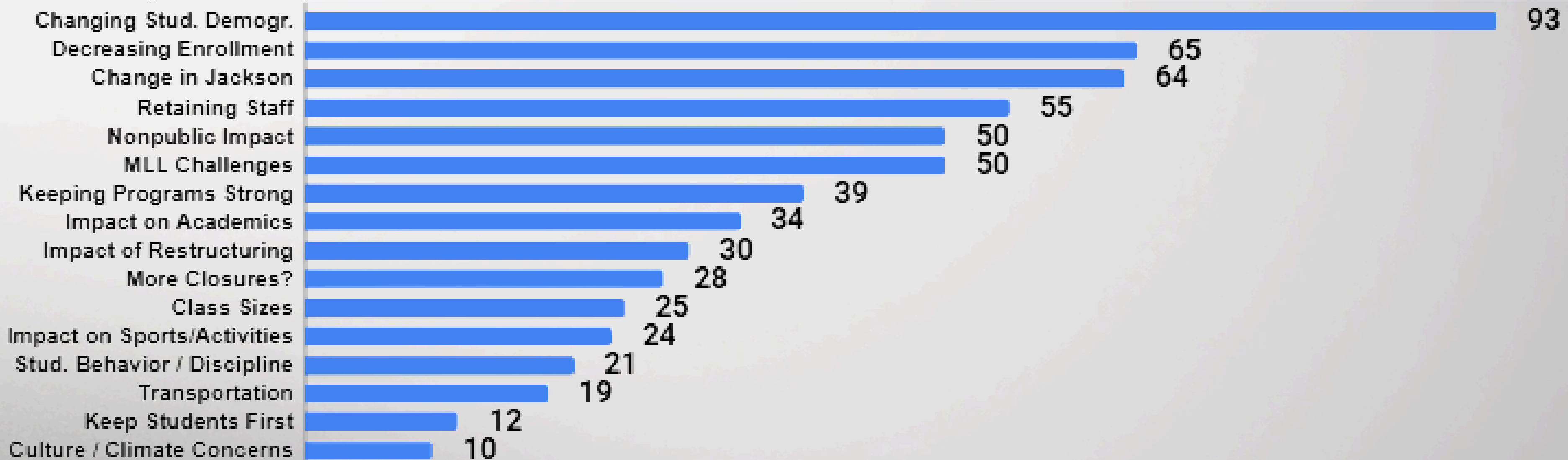
- Special Education
- Teamwork
- Preschool
- Security
- Mental Health Focus
- Transparency
- Success after HS
- Integrity
- Pride / Excellence
- Unity
- Class size

THEMES

Comments on CHALLENGES

#1

BUDGET and FINANCIAL CONCERNS Represented
In Vast Majority of Responses (267 Times)
See Other Themes in Comments Below



THEMES

Comments on CHALLENGES

Other Themes in Comments

- **Facilities Maintenance**
- **Accountability**
- **Changing Student Needs**
- **Culture / Climate Concerns**
- **Impact on Advanced Programs**
- **Politics**
- **Safety**
- **Keep Students First**
- **Unity**
- **After-School Busing**
- **Empathy for Others**
- **Fighting for Funding**
- **HS Experience After Merge**
- **Impact of Retirements**
- **Social Media**
- **Staff Burnout**
- **Traffic by Schools**
- **Classroom Management**
- **Impact to Literacy**
- **Improper Use of AI & Tech**
- **Loss of Activities**
- **Overcrowding**
- **Student Discipline**
- **Traffic**
- **BOE Have Kids in School**
- **Clear Communication**
- **Communication**
- **Flexibility to Move Grade Levels**
- **Government Decision Making**
- **Hire outside candidate**
- **Keep Religion Out of Class**
- **Lack of Parent Involvement**
- **Leave Politics Out of Classrooms**
- **Limiting Use of Facilities**
- **Loss of Parent Voice in Curric.**
- **More Equity**
- **More Student-Led Approach**
- **NJ Consolidation Concerns**
- **No Cell Phones in Class**
- **Racism**
- **Representation is Critical**
- **School focus vs. Admin focus**
- **Teacher-Parent Communication**
- **Too Much Focus on Inclusivity**

THEMES

What Else Should BOE Know?



Focus on Staff Support, Morale, Retention and Pay
Represented 27% of all Comments (74)
See Other Themes Below

Communication, Transparency & Visibility	40
Academics, Rigor & Curriculum Direction	40
Fiscal leadership & Funding Advocacy	40
Internal Knowledge vs. Outside Perspective - Mixed, Largest Cluster Leans Toward Stability	38
Address Discipline, Safety, Behavior	34
Student-First Leadership	31
Operations & Facilities	27
Non-Political, Education First	25
Programs & Extracurricular	18
Need for Student Services	13
Hiring Qualifications & Ethics	13

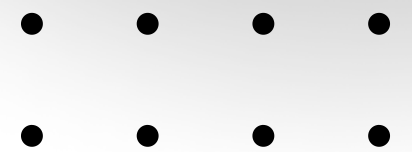
SAMPLING OF COMMENTS

- We read comments about how our public school community “will always stay strong” and also raw, honest reflections from those who feel unsure and pointed out perceived challenges in our daily practices, pedagogy or leadership.
- We aren’t cherry-picking the easy or positive comments. We are recognizing the frustrations, because that is the only way to move forward with a candidate who truly understands the temperature of this town.
- This transparency ensures that the next leader is prepared for the specific challenges that the district faces today.

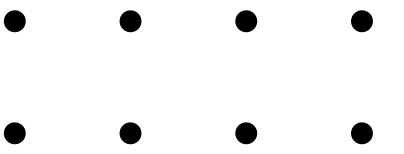


Jackson School District

**SUPERINTENDENT
SEARCH**



CELEBRATING STRENGTHS & RESILIENCE



Taken Directly From Comments:

- “Dedicated Staff in all departments/levels”
- “Academies are strong, there are a variety of elective courses, and in my opinion, security has been taken seriously.”
- “Our greatest strength has and always will be our children. The more we do for them to get them to meet Maslow’s Hierarchy, the better will be.”
- “As little as the public school community becomes in Jackson we will always stay strong and stick together so let's make sure our entire district along with all adults involved stay as cohesive and positive as possible.”
- “I've appreciated the communications and sharing rational for decision making and that transparency should continue.”
- “The greatest strength of the JSD is our community’s deep-rooted love and pride in our schools. This shared "Jackson Pride" fosters a unique sense of belonging and creates a robust support system that empowers our students to succeed both inside and outside the classroom.”

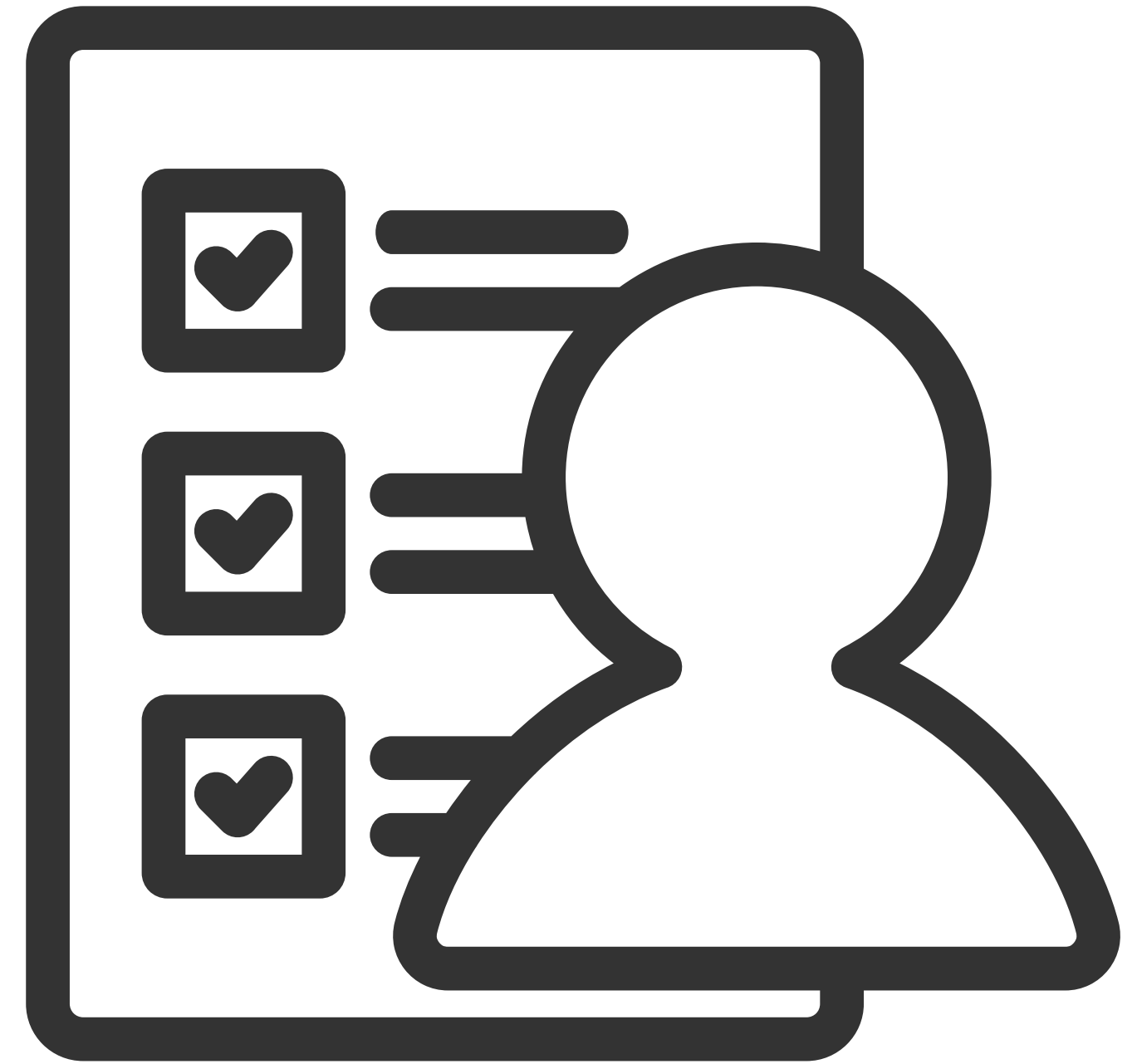
RECOGNIZING FRUSTRATIONS & REALITIES : : : :

Taken Directly from Comments:

- “I worry a lot about the arts not being properly funded, Spanish not being taught in elementary schools, and the threat of other schools closing.”
- “This is not going to be an easy job for anyone. The town is in crisis and our schools are taking a huge hit. I don’t think that parents expect a miracle, but we do expect our Superintendent to be an advocate for what is best for our public school students.”
- “Our teachers are struggling with oversized classes and a lack of support.”
- “Balancing the needs of both English and ESL students.”
- “Costs associated with private schools and providing transportation for private schools.”
- “Retaining staff and keeping programs running.”
- “I hope Jackson continues to fight for more funding or elimination of S2 funding. Fight to add and/or keep extra-curricular sports and clubs and bring back free after school busing to accommodate this. My kids are missing out on sports and other opportunities at the Jackson Twp. Middle School due to lack of staff and bussing available after school.”

CANDIDATE PROFILE ::::

**What do we
want in our
ideal
candidate?**



Foundations of Our CANDIDATE PROFILE

LEADERSHIP STYLE

Visible, Approachable,
Collaborative

Calm & Steady
in a Crisis

Strong, Transparent
Communicator

DIVERSITY OF SKILLS

Operations
(Transp., Facilities,
Food Serv.)

Specialized
Programs &
Supports

Importance of
Sports &
Extra-Curric.

Technology
Educational &
Operational

HR,
Recruitment &
Retention

UNIQUE TO JACKSON

Experience in
Similar District /
Challenges

Understands our
History, Community
& Unique Needs

Ability to Support
Staff Who Have
Endured Much

DEMONSTRATED GREATNESS

Expert in Curriculum & Instruction
How will you
increase student achievement?

Strong Fiscal Management Skills
How will you manage fiscal challenges
and plan for the future?

THE FOUNDATION

Committment to Keeping Students at the Center of Every Decision

SEARCH TIMELINE



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Survey

Presented
Feb. 18, 2026
in keeping with
our timeline

Candidate Profile

Using the data and
input from tonight,
BOE will finalize a
Candidate Profile.

Interviews

February / March
2026
Candidate Profile will
guide interview and
selection process

Decide

April / May
2026
BOE will vote at public
meeting on new
superintendent.

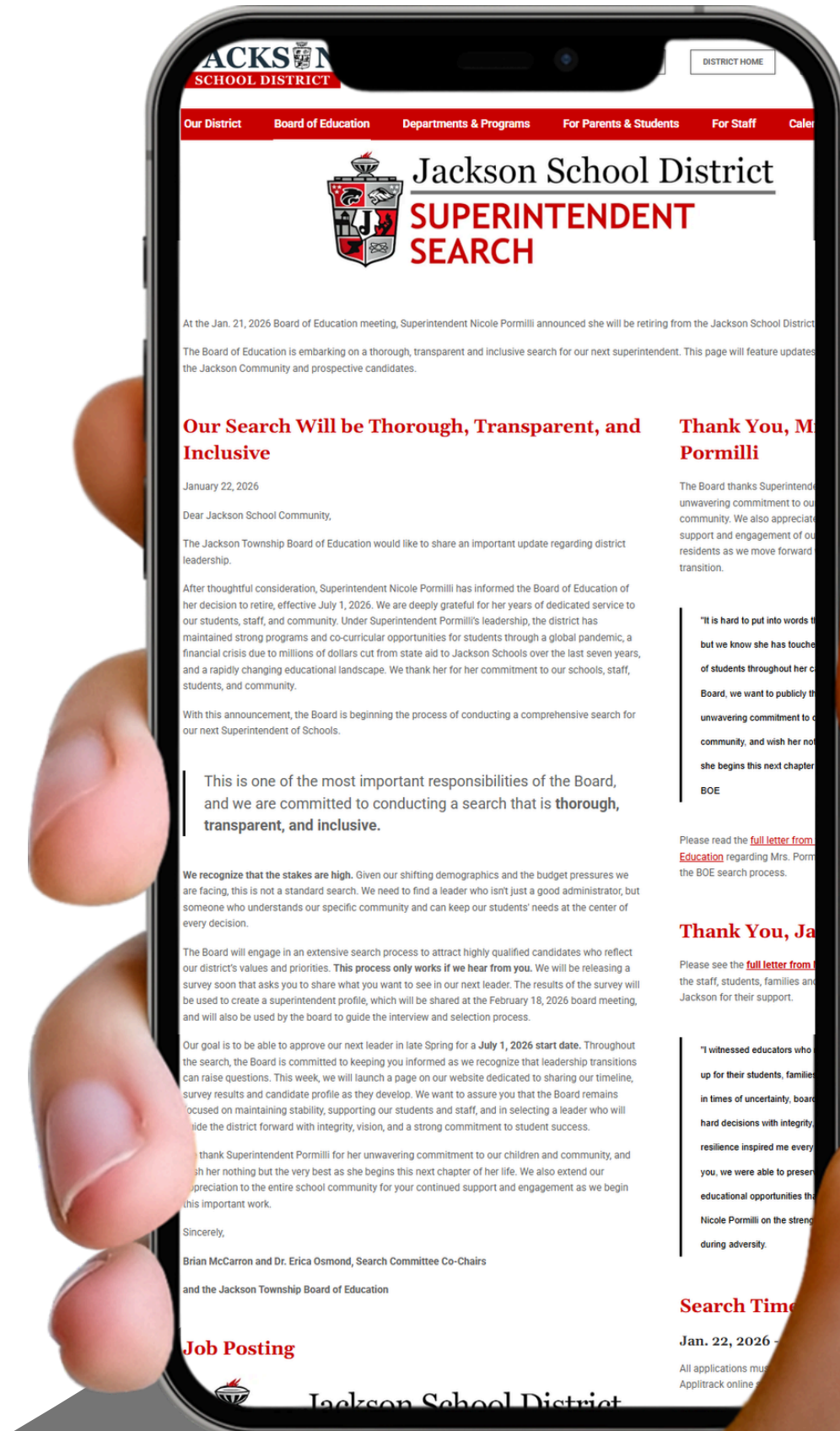
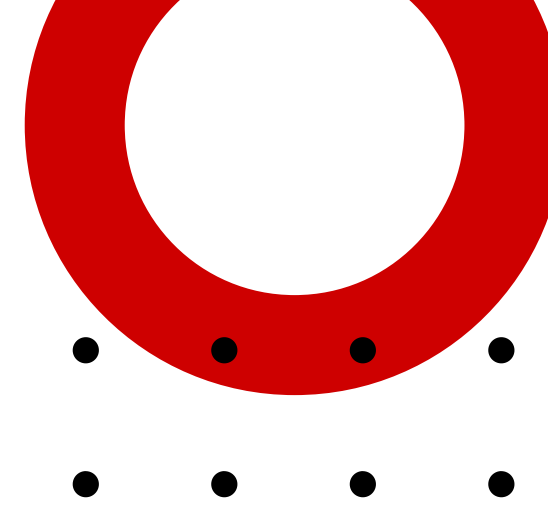
STAY INFORMED

We will provide frequent, public updates.
You can also stay informed on our website.

- Timeline
- Updates
- Candidate Profile
- Survey Data



www.jacksonsd.org/SuperintendentSearch



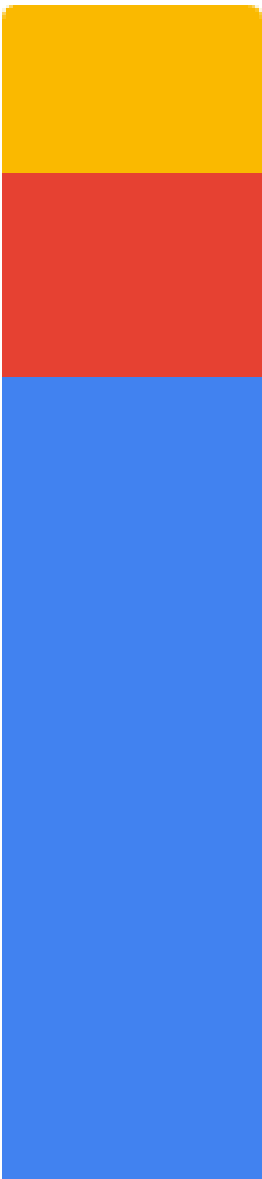
**The previous slides were presented
at the Board of Education meeting
on Feb. 18, 2026 to show the combined data
collected in the community and staff surveys.**

**The following slides represent
the remaining data collected in the survey.**

TOP 3 PRIORITIES



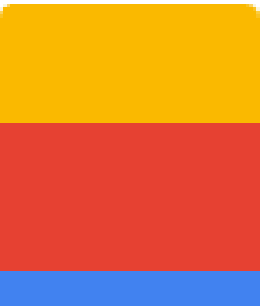
Curriculum
Instruction
Student
Achievement



Finance
Budgeting



Staff
Recruitm.
& Reten.



Operations



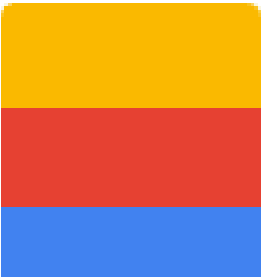
Specialized
Programs



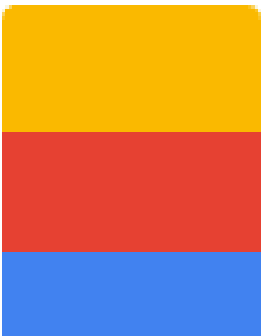
Extra
Curricular
(Athletics,
Clubs,
Activities)



Communic. &
Transparency



Student
Mental
Health
Well-
Being



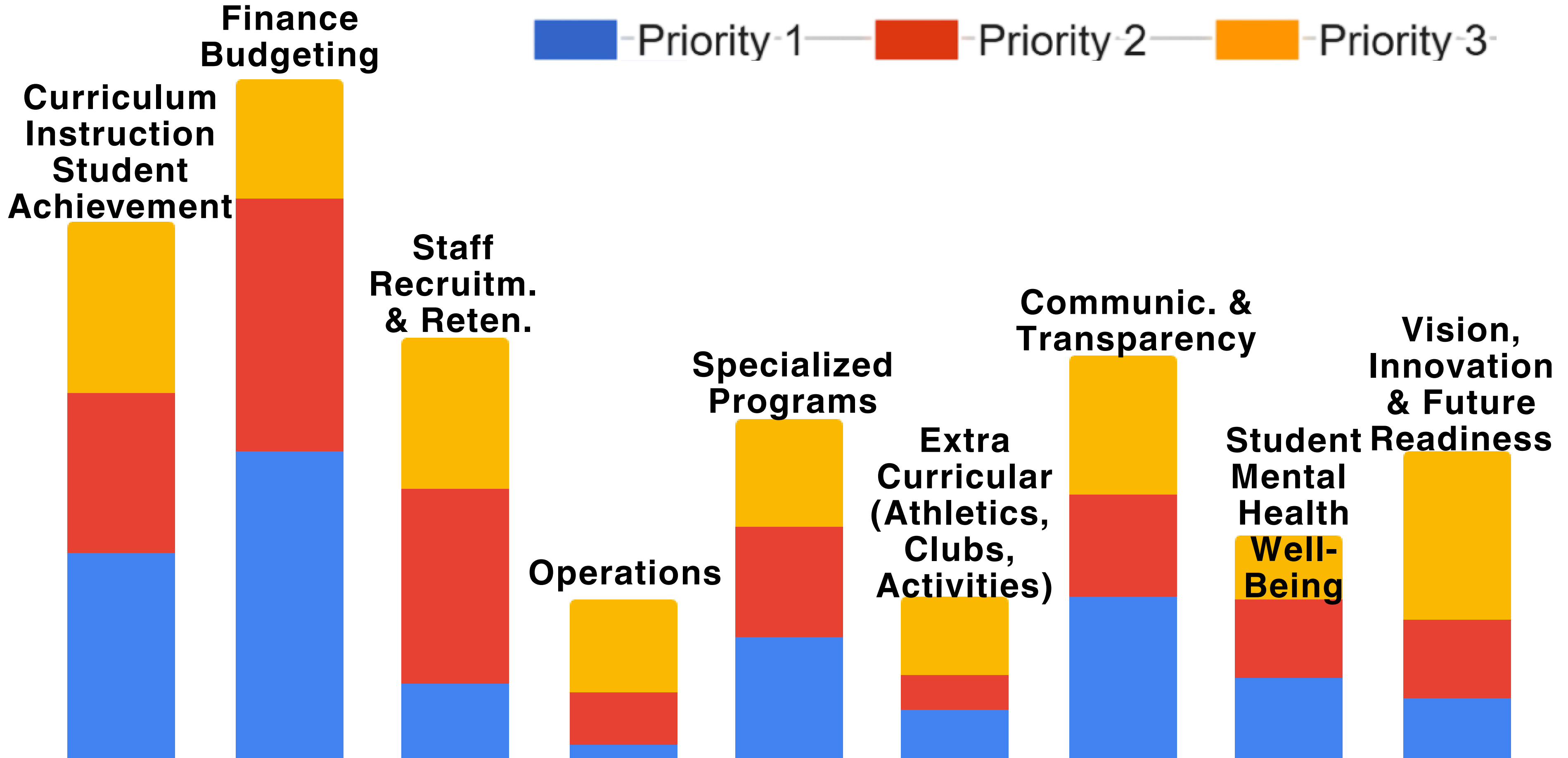
Vision,
Innovation
& Future
Readiness



STAFF

TOP 3 PRIORITIES

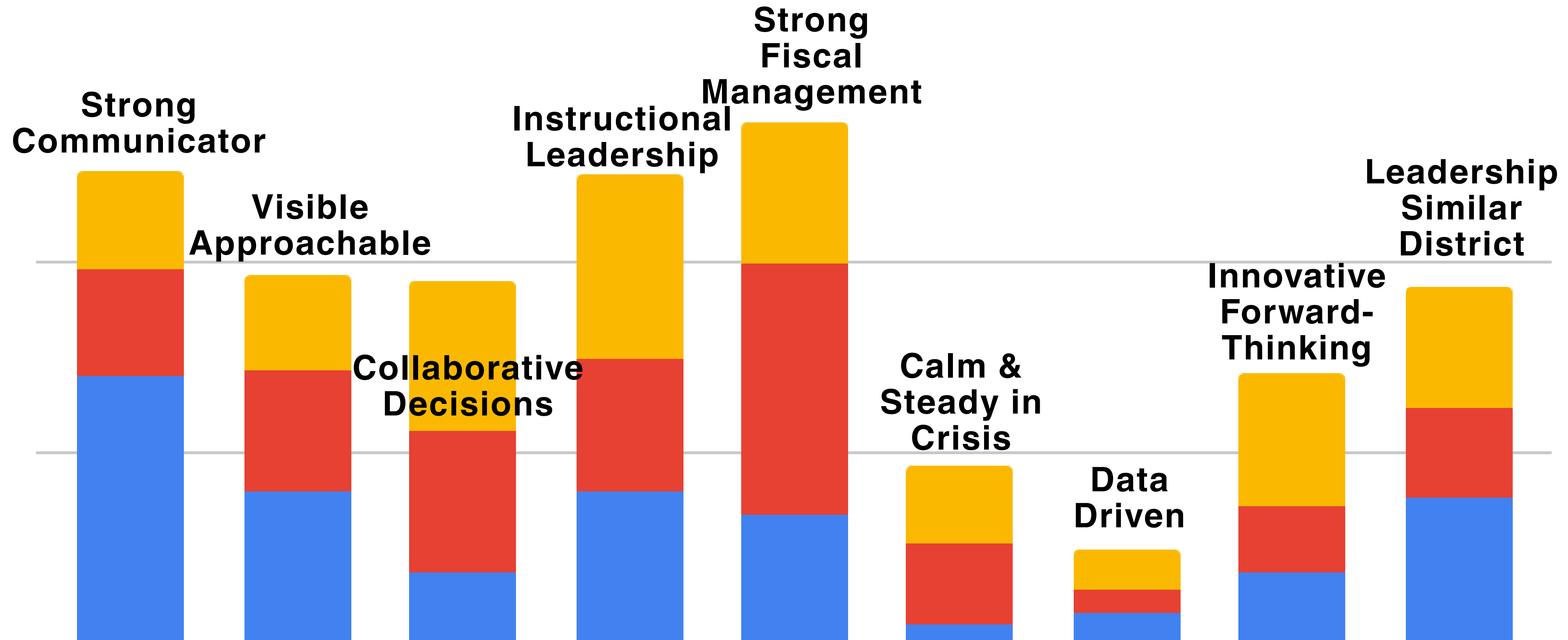
■ Priority 1 ■ Priority 2 ■ Priority 3



COMMUNITY

LEADERSHIP TOP 3

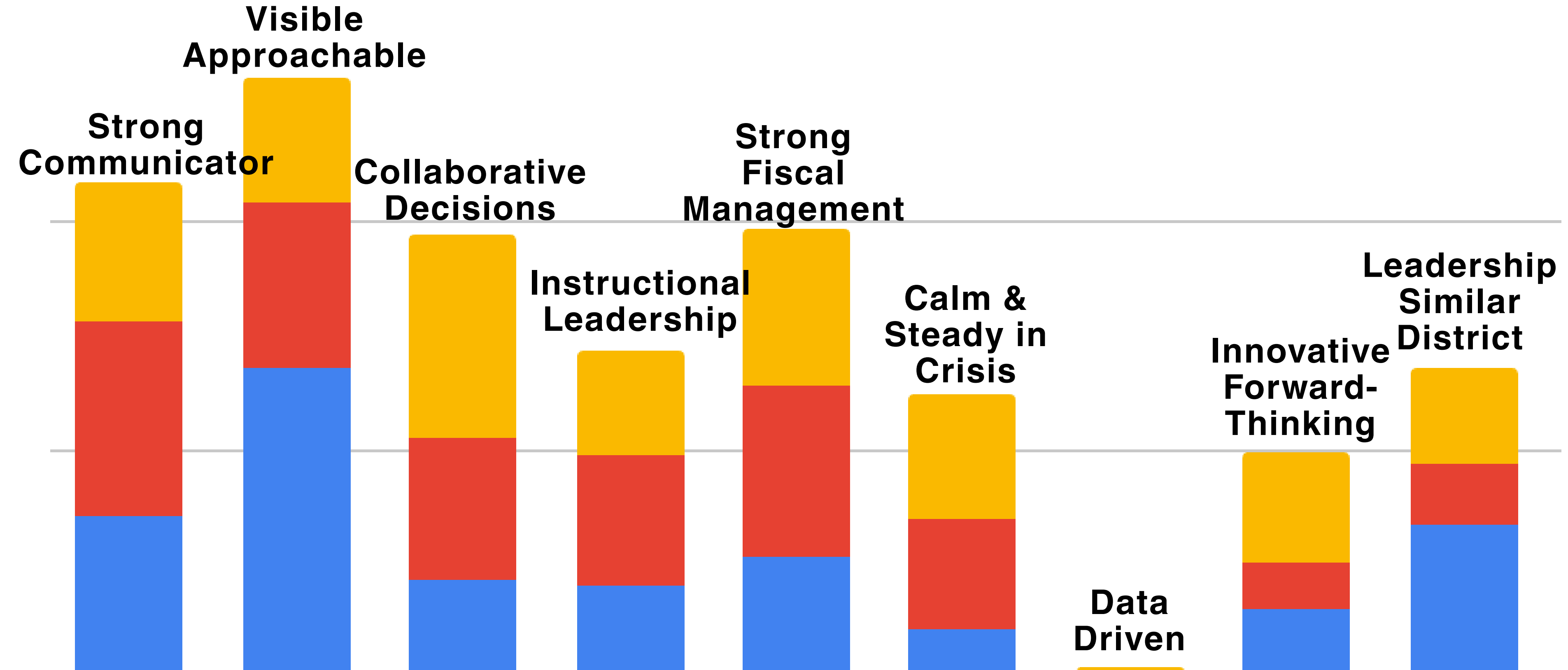
■ Priority 1 ■ Priority 2 ■ Priority 3



STAFF

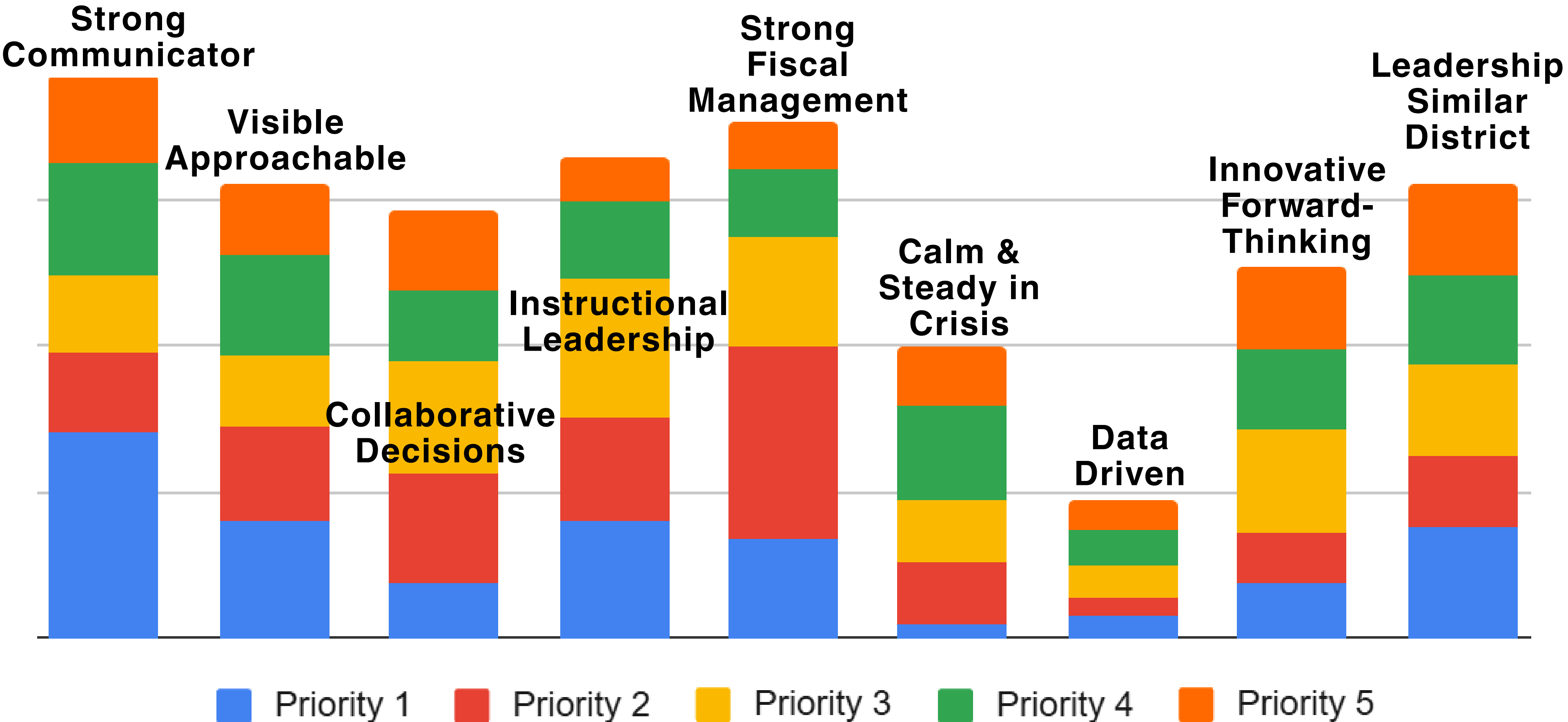
LEADERSHIP TOP 3

■ Priority 1 ■ Priority 2 ■ Priority 3



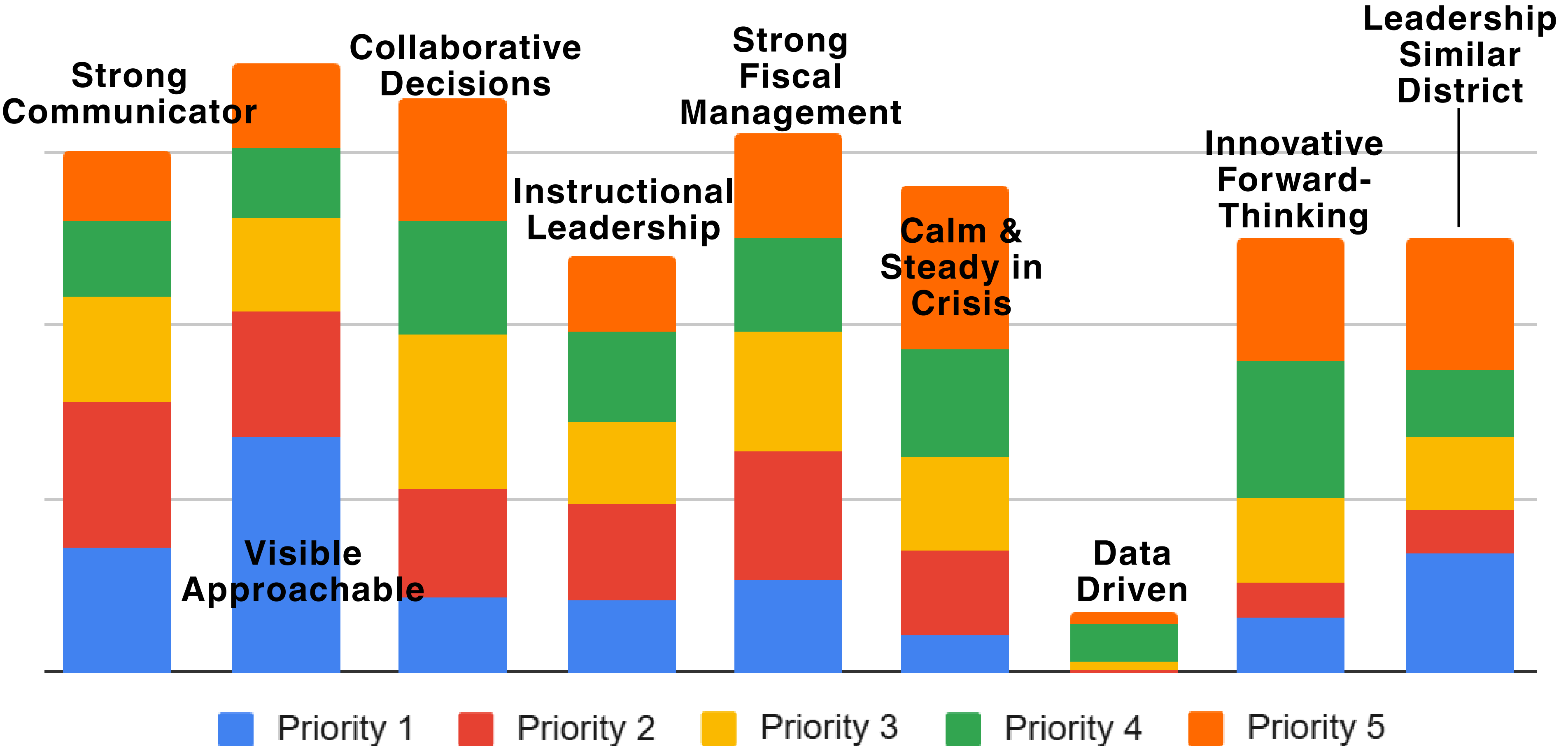
COMMUNITY

LEADERSHIP TOP 5



STAFF

LEADERSHIP TOP 5



COMBINED

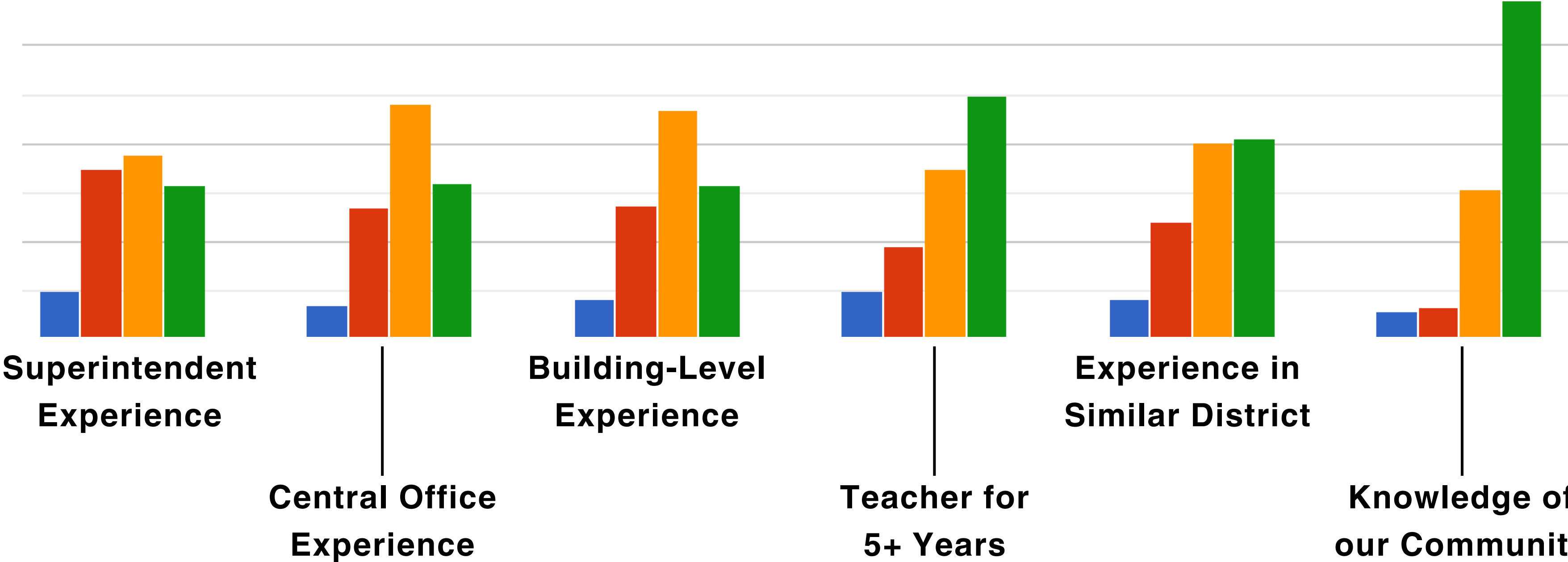
LEADERSHIP TOP 5



COMMUNITY

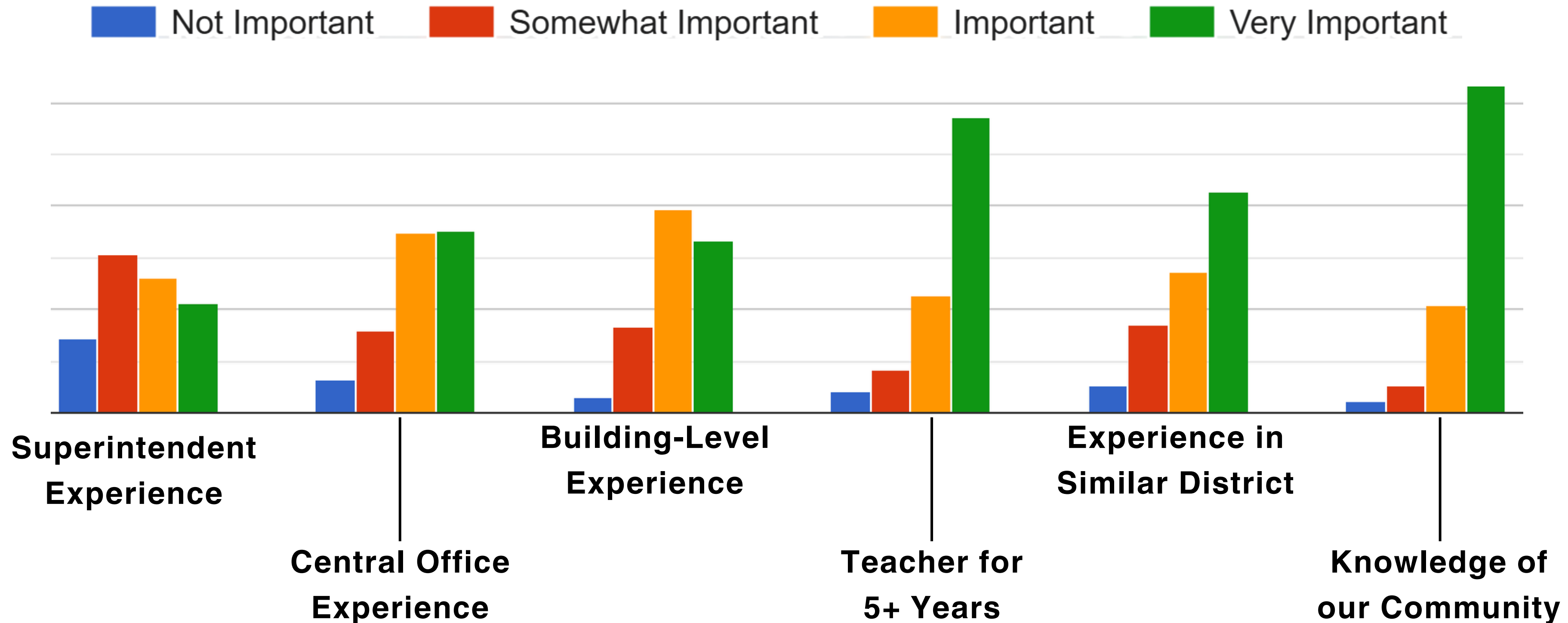
HOW IMPORTANT IS IT TO HAVE:

Not Important Somewhat Important Important Very Important



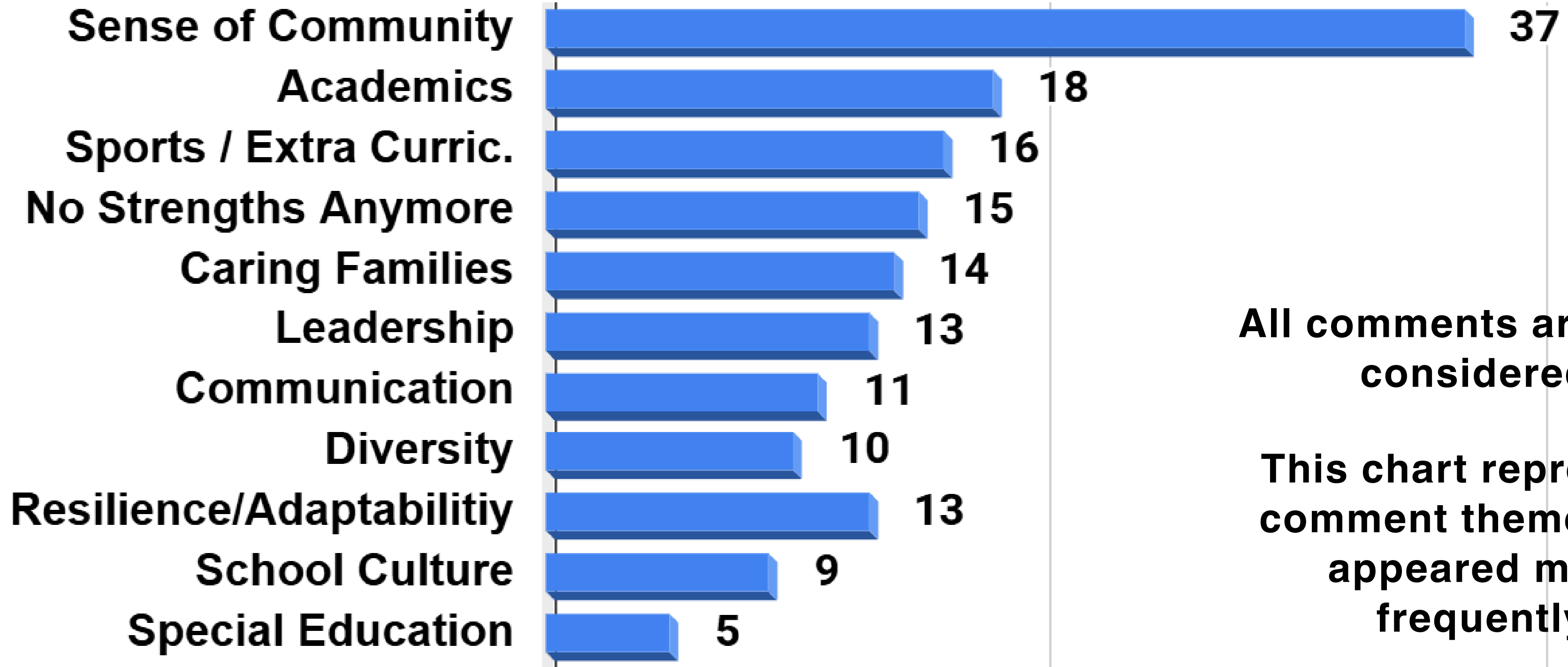
STAFF

HOW IMPORTANT IS IT TO HAVE...



#1

**STAFF and TEACHERS Represented
In Vast Majority of Responses (134 Times)**



**All comments are being
considered.**

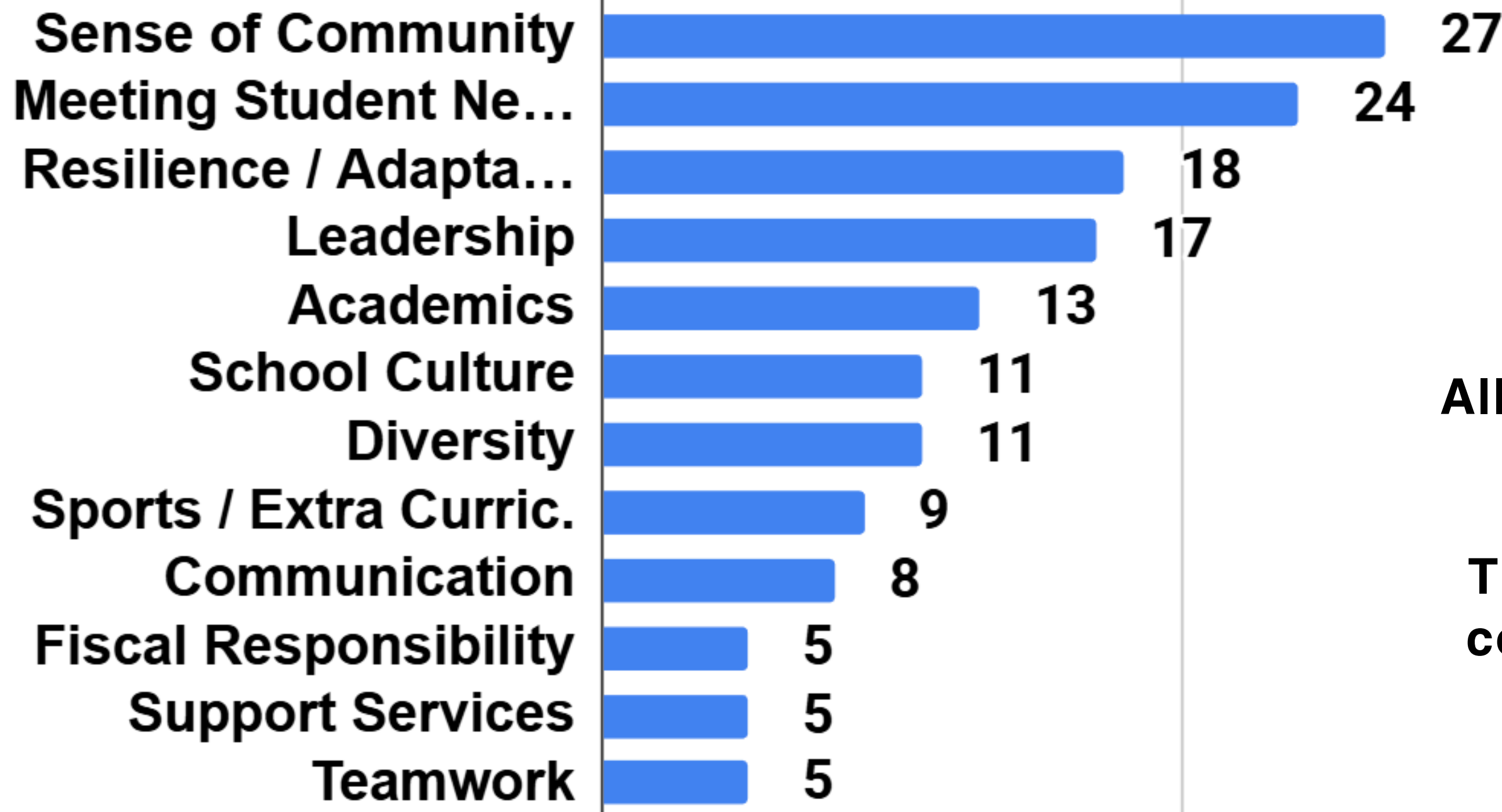
**This chart represents
comment themes that
appeared most
frequently**

STAFF

Comments on STRENGTHS

#1

**STAFF and TEACHERS Represented
In Vast Majority of Responses (134 Times)**



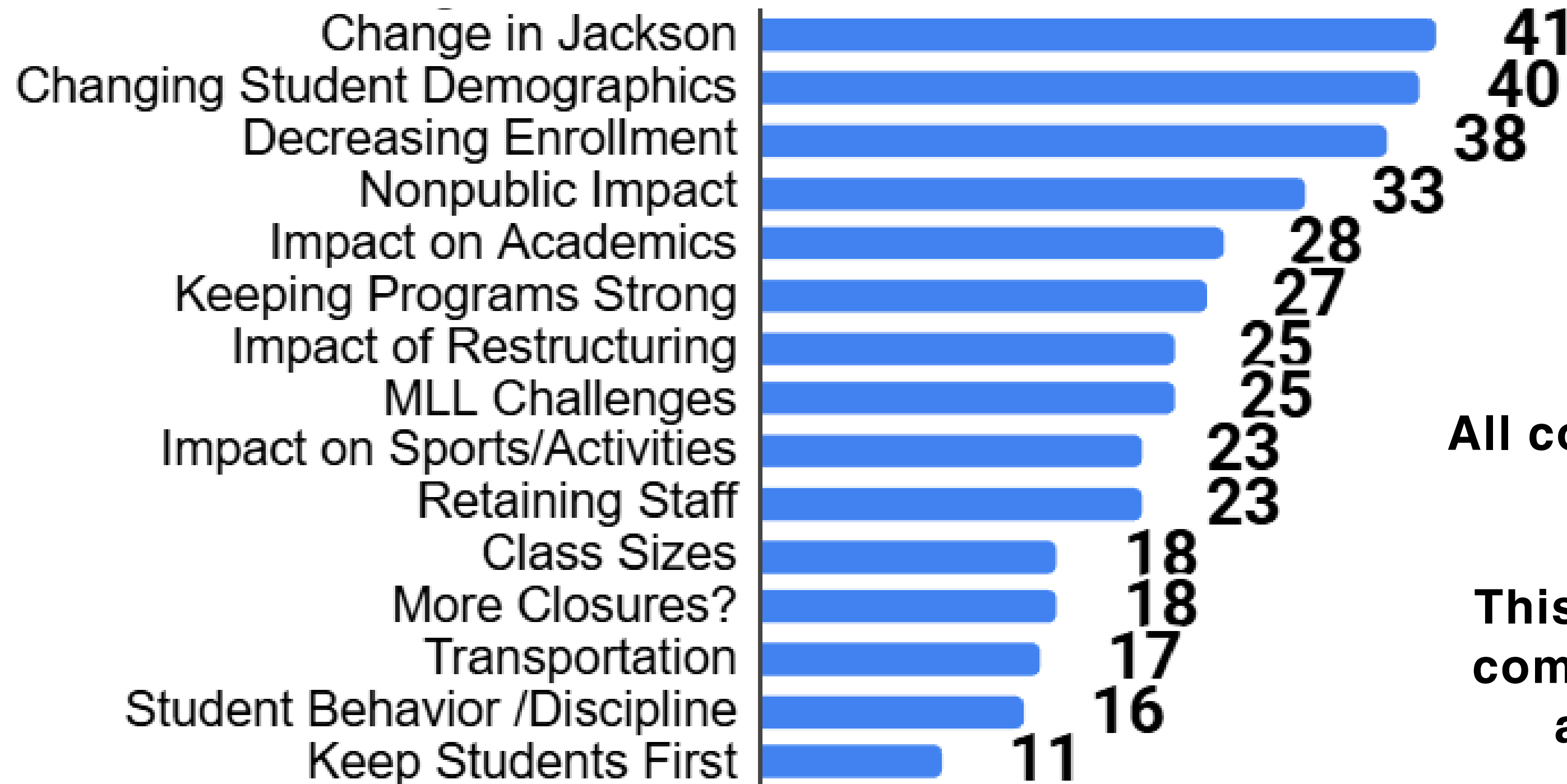
**All comments are being
considered.**

**This chart represents
comment themes that
appeared most
frequently**

Comments on CHALLENGES

#1

**BUDGET and FINANCIAL CONCERNS Represented
In Vast Majority of Responses (151 Times)**



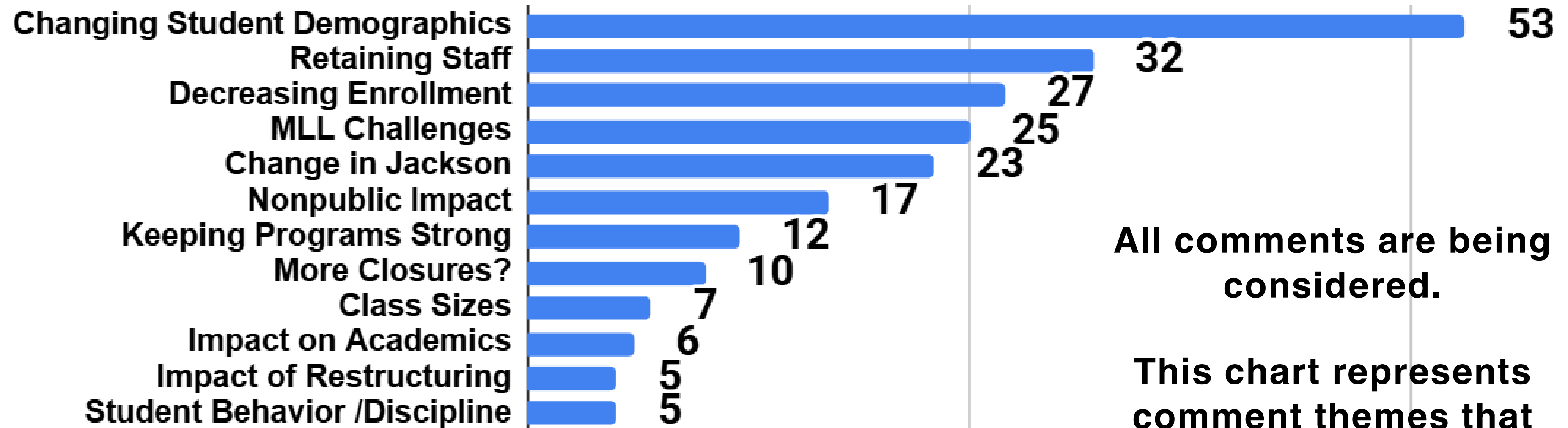
**All comments are being
considered.**

**This chart represents
comment themes that
appeared most
frequently**

Comments on CHALLENGES



**BUDGET and FINANCIAL CONCERNS Represented In Vast Majority of Resonances
(116 Times) See Other Themes in Comments Below**



**All comments are being
considered.**

**This chart represents
comment themes that
appeared most
frequently**