

Q5 Please add any additional comments that you would like the Board to consider.

Answered: 106 Skipped: 30

#	RESPONSES	DATE
1	I think being thick skinned and priority/future driven are going to be important. The valley is and will be going through massive changes for the foreseeable future, someone that can keep their focus and energy on the future while still being able to put out fires is going to be important. That's also not a common personality trait.	4/8/2023 9:55 AM
2	I think that we need took at school safety and consistently amongst schools.	4/7/2023 9:22 PM
3	A strength of our district is the positive relationship the union has with administration and thr board. A new superintendent can drastically shape the relationship through a single person. Other schools in the valley are struggling due to superintendents attitudes towards staff.	4/7/2023 5:48 PM
4	Please try to maintain the quality standards of the past and not give in to extremism and being held hostage by parents who perhaps should try private school or home school education where they can control the narrative.	4/7/2023 4:55 PM
5	Please do not choose someone who is hoping to collect a second retirement in Montana.	4/7/2023 3:53 PM
6	A few years ago, the decision was made to stop having Title 1 tutors and instead have instructional aides. This meant more flexibility for assigning duties and lower pay for the individuals. I'm sure the district has saved a few dollars. The long term impact of this is that we have more and more students who are struggling with reading. I've been in this district for a long time, and the declines are noticeable and devastating. The younger grades need more literacy support to allow our students to be successful as they go through school and beyond.	4/7/2023 3:09 PM
7	Pay us more money.	4/7/2023 11:25 AM
8	Please, please, please find a superintendent who has public education and our students and teachers in mind.	4/7/2023 11:23 AM
9	Please make sure that the Superintendent is familiar with and respects all the unique and note-worthy aspects of KPS: 1. Ag Center 2. AP, IB and Concurrent Enrollment 3. Speech and Debate 4. International travel and language 5. Transformational learning 6. And the list goes on!	4/7/2023 10:34 AM
10	The next supeintendent will be charged with setting the tone of this district during a time of unprecedented attacks on public educators, intellectual and academic freedom, high turnover and low pay, and increasing dangers in the classroom. If the wrong decision is made here, this district could be setback by infighting and years of turmoil and upheaval. SD5 used to be the crown jewel of AA districts, but we are now seen as slipping backward into an increasingly isolated and out of step position with other schools throught the state and nation. A superintendent who promotes or agrees with the worst tendencies of the loudest board members on topics like academic freedom, book banning, trans student rights, and micromanagement will irreversibly harm the reputation of this district. Please do not rush this process or choose someone this late in the game just because they applied. This is not hiring season for superintendents, name an interim and do a more thorough search in the fall.	4/7/2023 10:24 AM
11	I am hopeful that we can get a good, quality candidate. We are definitely losing a great asset to KPS in Micah. I am sad to see him leave us.	4/7/2023 10:16 AM
12	I've really appreciated Micah Hill's open and honest communication. I feel he also did a fantastic job navigating all of the challenges of Covid by keeping our children in school and maintaining as normal and uninterrupted an experience for them as possible.	4/7/2023 10:15 AM
13	If we could clone Micah, that would be great.	4/7/2023 8:44 AM
14	Last few hires have been principals, someone with broader background who sees the big picture, doesn't think like a principal.	4/7/2023 7:19 AM

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15	Please assist in making sure our teachers are given the tools to make the classrooms the best places they can be. And please don't be censoring books. :)	4/7/2023 4:18 AM
16	Micah's departure is an enormous loss for our district. Take your time.	4/6/2023 9:01 PM
17	Thank you for your service on our board and for taking the time to receive this feedback ❤️	4/6/2023 8:55 PM
18	There is a lot of school time missed with early releases every Wednesday. I hear from my children frequently that Wednesdays in school aren't as robust or rigorous as they could be because of a shortened schedule. Limit early release Wednesdays, especially on weeks where there are already holidays and other days off. There is a large loss of learning time occurring. 2 hours every week across a school year adds up to 12-13 whole days of school. That's a lot!	4/6/2023 8:52 PM
19	The last 2 superintendents for Kalispell schools were so thoughtfully selected and did such a wonderful job. During some very uncertain times of cyber threats and a pandemic, their open communication was very comforting as a parent.	4/6/2023 8:33 PM
20	We appreciate your continued leadership and careful consideration of this critical hire.	4/6/2023 8:27 PM
21	I dont have any	4/6/2023 8:05 PM
22	Know your families and your staff when deciding who should serve as superintendent. Who is the best fit for this community? Does this individual have the required knowledge/skills and an understanding of who he/she is serving?	4/6/2023 9:40 AM
23	We need a superintendent that is able to connect with the kids and families of the district and the diversity that represents.	4/5/2023 10:01 PM
24	I think we need a superintendent that is level-headed and that their first responsibility is to the teachers and students.	4/5/2023 4:17 PM
25	I believe that we have a very good, very strong relationship between the School Board, the administration, and the union. I would like for the next superintendent to see the value in that and to be able to continue that relationship.	4/5/2023 1:27 PM
26	Again Vaping really affects the lives of the students and the people who care about the students. I think KPS is not doing enough to prevent or stop kids from vaping.	4/5/2023 12:25 PM
27	It would be great to find someone from the Flathead to lead our district. Keep looking into next year and have Pete (or one of our other district leaders) take over as the interim superintendent if you don't find the right candidate right away.	4/5/2023 12:21 PM
28	Hire people across the entire school district that are going to do exemplary work and help our children follow suit.	4/5/2023 12:08 PM
29	I'm sad to see Micah go, as I believe he had these qualities.	4/5/2023 8:53 AM
30	We need a leader who can listen to all sides and bring the community together.	4/4/2023 9:33 PM
31	Someone who cares about education and not just sports. So much of the decisions are based on sports and that's frustrating. Someone who recognizes that teachers really do care about our students	4/4/2023 7:27 PM
32	None	4/4/2023 7:18 PM
33	Consult students before making a decision. The decision will effect them!	4/4/2023 5:10 PM
34	Thank you for the transparency of this process - offering the meeting and survey. Means a lot!	4/4/2023 2:41 PM
35	We are losing our youth which means you lose a generation. Stand firm 8n your true convictions of what is truly right. Be that leader that leads the youth to a brighter future. You will be blessed for your honor.	4/4/2023 2:28 PM
36	I would like to see Admin, (including asst. Supt.) get into the schools and classrooms to see what is actually being done to educate students...BEFORE making big changes to our structure and educational processes. Also, the district office is getting awfully top heavy again, how about instead of more admin we get the Title I reading tutors back in the elementary schools to improve reading skills.	4/4/2023 2:04 PM
37	Alternative education needs to be expanded for those that mainstream is not for and yet allowing them to have an education	4/4/2023 11:20 AM

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38	Micah Hill did a great job in moving our district in innovative directions, being fiscally responsible, and standing up to conflict-seeking stakeholders who prioritized personal beliefs over community needs. Our superintendent needs to be a strong communicator who makes decisions for the benefit of all stakeholders, especially students, and does not feel intimidated by vocal minorities who are aligned with our mission and vision.	4/4/2023 11:19 AM
39	No opinion.	4/4/2023 10:52 AM
40	Change the enrollment process for out-of-district students. It is bizarre that a child may be accepted one year and not the next. They may attend one elementary school one year and have to switch the next. Unify with outlying schools to develop the same calendars, especially in areas that don't have a high school. It is hard when elementary and middle school have one calendar, and the high school has another.	4/4/2023 10:38 AM
41	I like it when our superintendents know what we do and why we do it. I like it when they will come down and have conversations with us, listen to us and consider our experiences and training when making their decisions that impact us and the way we do our jobs. I have had experiences with an assistant superintendent who makes decisions opposing practices we do that help kids and families. We had a conversation about why we do what we do and yet he decided we had to stop what we were doing, even though stopping it would mean we would have some students not accessing any kind of education at all. I hope this assistant superintendent isn't hired as the new one.	4/4/2023 9:46 AM
42	Maybe a female superintendent.	4/4/2023 9:44 AM
43	n/a	4/4/2023 9:09 AM
44	the next superintendent should be kind and empathic for other students	4/4/2023 8:49 AM
45	Just a superintendent that can take care of KMS.	4/4/2023 8:48 AM
46	It would be awesome if you could consider adding an extra day off every Monday after Easter so students can hang out with family and friends. Also, something I would want you to consider is the day after Halloween off because most students are awake until midnight or past trick or treating, and the day after most students are tired and don't focus very well. Thank you!	4/4/2023 8:46 AM
47	It would be awesome if you consider adding more days off so that students would get more rest and concentrate in school more, Thank You!	4/4/2023 8:46 AM
48	I don't have any.	4/4/2023 8:40 AM
49	Please consider how the people feel as well as how the trustees feel	4/4/2023 7:46 AM
50	Staff retention is key to a strong workforce.	4/4/2023 7:32 AM
51	N/a	4/4/2023 6:31 AM
52	Please consider that your selection will shape the education system in our community for decades to come. We need to have someone who is committed to staying in this role and pushing back against extremist political agendas to reduce the exposure of diverse and factually founded educational content. We need someone who will grow the community support for greater educational opportunities and the funding that will be needed to support them. Children in Kalispell shouldn't look north to Whitefish and wonder why they don't have what those children have. We should find a candidate who will rally the teachers and school district staff to drive excellence in our schools.	4/3/2023 9:38 PM
53	This person needs to be resourced and empowered to move the Kalispell schools forward - it will not matter who they are if we don't step up and fund our schools and add capacity. But they need to be growth-minded and ready for challenges	4/3/2023 8:23 PM
54	Thank you for being so collaborative, and always asking how we feel as a staff! We so appreciate Micah, and he will be greatly missed!	4/3/2023 8:14 PM
55	Don't push political agenda on the kids.. it's up to the parents to teach their kids what they think is right	4/3/2023 7:16 PM
56	The new superintendent should be humble, a team player, and have good communication with teacher and the school district employees. Applicants should have experience in the classroom.	4/3/2023 6:49 PM

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57	Pick a candidate that has parents, teachers, students, and administrators in mind. Pick a candidate willing to compromise and get things done.	4/3/2023 6:24 PM
58	Dress code, I think that male teachers should not an allowed to dress code girls because it comes off as very perverted. Also, hats, being allowed to wear hats, hoods, and beanies to school.	4/3/2023 6:03 PM
59	Our support staff and new teachers are suffering. The pay vs. conditions vs. inflation is causing serious stress throughout our system. It seems we keep adding positions at the top, but taking positions away at the bottom. Our custodial staff is hurting, we have fewer instructional assistants and very few Para professionals. We need a superintendent that can bring us back into balance.	4/3/2023 5:28 PM
60	I fit into 2 main areas for "stakeholder" - teacher and parent.	4/3/2023 5:24 PM
61	Start focusing on science, technology, engineering, and math.	4/3/2023 5:23 PM
62	Please hire someone outside of SD5 for a change.	4/3/2023 4:20 PM
63	Na	4/3/2023 3:45 PM
64	My family is newer to Kalispell and I used to work for a rapidly growing district. As class sizes grew, kids didn't connect with teachers and the motivation that comes from those special relationships was lost. As Kalispell grows, it's important to keep those connections between students and teachers. FHS and GHS offer a wide range of unique opportunities for students. It is my hope KSD will be able to pass a HS levy to continue this good work. Lastly, Mr. Hill seems to really care about KSD, it seems vital to find someone with as much heart for what happens here. Thanks for your time!	4/3/2023 3:44 PM
65	Thank you for your time and energy to select an excellent candidate for this job that is so huge and critical.	4/3/2023 3:41 PM
66	Good luck :)	4/3/2023 3:36 PM
67	Please stop half day Wednesday's. We voted on them, and the vote was in the majority for half days to end but the district still approved them	4/3/2023 3:30 PM
68	n/a	4/3/2023 3:27 PM
69	My child has ADHD - I would love to see the superintendent increase ADHD resources in the school to support teachers and students. https://www.cdc.gov/ncbddd/adhd/school-success.html	4/3/2023 3:15 PM
70	Please keep religion out of your decision making criteria. Please educate our children based on facts, even if some parents consider certain material taboo because it hurts their feelings or they feel it doesnt represent their interpretation of their religious texts.	4/3/2023 2:57 PM
71	This job is challenging specifically because of the strained relationship between our district and some community members. It's vital that we stay focused on the needs of our students, and not on the agendas of fringe groups or national political parties.	4/3/2023 2:36 PM
72	Public education is for EVERY child. As you look at candidates, please keep the students at the forefront of the decision - even the ones that are different from you.	4/3/2023 2:34 PM
73	Parent involvement--please don't make decisions for my family but rather allow me to have a voice about what you teach and show my child and then honor my choices. I would like to see the person in this position be willing to fight for our children and our rights to parent our children fiercely. I pledge to fight for them to be educated by you in return.	4/3/2023 2:31 PM
74	A preventative approach is key in assuring both staff and parents are not having to be reactionary with issues that may arise if there is not a common language and curriculum taught for social-emotional learning and healthy relational dynamics for students. This should be implemented at the youngest grade level and progress throughout the grades so that students and staff have common core values to refer back to in the case that any violations are referred to the breaking of those core values. There are so many options of programs and curriculum offered now that most schools across the country have implemented, the hope would be that the new superintendent would be knowledgeable in these areas to implement more.	4/3/2023 2:24 PM
75	No early out Wednesday. Late start Monday, early out Friday or even 1 full day off in the	4/3/2023 2:23 PM

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middle of the month? Sure! But PLEASE no early out Wednesday! Us stay at home parents THRIVE on routine, this throws our whole week for a loop. I can imagine it's the same for working parents. I've heard a concern in changing this is that parents will let their kids skip Monday or Friday for a longer weekend. I would like to debunk this by saying the parents who feel this would be okay are probably currently doing it anyways & their kids miss an entire day. Also, if we personally want a longer weekend for a vacation we take our kids out of school in the middle of Friday anyways. This happens maybe 2-3 times a year. I've visited with multiple mothers & I have not heard of one that likes it, or even feel neutrally about it. PLEASE PLEASE change this.

76	I'd love to see someone who is rooted in a deep faith that guides their decisions and life.	4/3/2023 2:20 PM
77	I'm hoping if you hire within the district, that it is someone everyone can get behind & support. Micah was a good example of this type of person. Otherwise I recommend hiring someone completely new	4/3/2023 2:08 PM
78	Make sure this person is someone who has put in real hours in the classroom and at the administration level and not just someone looking to climb a ladder for power or pay.	4/3/2023 2:03 PM
79	I would really like to see you hire Matt Jensen to be the new superintendent. As a former Bigfork parent, I got to see his leadership qualities up close, and I think they match the challenges Kalispell school faces presently: calmness and grace under pressure, innovative thinking, strong support of teachers, and research-based and carefully considered decision-making.	4/3/2023 1:58 PM
80	i don't have any.	4/3/2023 1:56 PM
81	District lines need to be upheld. We might as well announce we are an open district. The district has helped produce toxicity in our community by telling kids that whenever a situation isn't how they want it, they can leave. This isn't life! Yes we should be going above and beyond to give our kids everything they need to succeed; however, a big part of success is persevering through adversity and working through hard times. Its time the district board look in the accountability mirror if they truly are invested in the future of our youth.	4/3/2023 1:49 PM
82	To allow hats in school.	4/3/2023 1:46 PM
83	If you are a conservative we will support you ... if you are a Progressive we will hunt you down and vote you out.	4/3/2023 1:44 PM
84	Also helping with mental health like depression for suicide prevention. Preparing the kids for adulthood and the work force.	4/3/2023 1:39 PM
85	Choose wisely	4/3/2023 1:35 PM
86	Principals who actually care about the students	4/3/2023 1:34 PM
87	Please move FHS to better location with better parking. Maybe south of Clark Nissan or close to Rankin Elementary. Maybe consider selling the old buildings while real estate prices are high to developers.	4/3/2023 1:34 PM
88	I hope we stay within our district or someone familiar to Kalispell and the Flathead valley.	4/3/2023 1:33 PM
89	N/A	4/3/2023 1:32 PM
90	please consider the education and credentials of a applicant with extensive knowledge of mental health among our kids	4/3/2023 1:28 PM
91	I can't stress enough how important it is to have a leader who works to get to know the needs of the district as a whole and the individuals who work hard for the district.	4/3/2023 1:23 PM
92	Do not privatize access to the historical landmark KPS SD5 district office; sell to Library or write a long-term lease at low rent	4/3/2023 1:23 PM
93	The person must listen and take in all ideas from all persons in making big changes and not leading with emotions and making sure that they build a strong connection with the administration, the students, the teachers and the parents. They are the face of the school district so they need to act like it and lead it to a better place then what we are in right now and make school enjoyable for all.	4/3/2023 1:20 PM
94	None.	4/3/2023 1:19 PM

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95	The next super should be okay with allowing independent investigations! Also actually take care of the schools by getting equipment fixed!	4/3/2023 1:12 PM
96	Kalispell Public Schools are a gem of Montana. I am proud to work for them and proud to have my own children attend them.	4/3/2023 1:08 PM
97	I would like the issues of student safety, staff accountability, and public awareness of ongoing issues to be held to a higher standard than those that have been ongoing at Glacier High School.	4/3/2023 1:06 PM
98	More breaks and longer ones.	4/3/2023 1:04 PM
99	I think the next superintendent shouldn't hide behind the assistant superintendents anymore. I also believe the next superintendent should do a thorough review of his assistant superintendents. No part of me believes the district actually cares about students and parents anymore, it's all about numbers to them. My family has had issues for years now that never get resolved. It's the districts way or the highway anymore. I've been lied to and disrespected, and hope the next superintendent will do better for students.	4/3/2023 1:03 PM
100	Hire a leader. Do a thorough background check. DO NOT hire a "yes man (or woman)" Hire the BEST Man or Woman.	4/3/2023 1:03 PM
101	I glad he's leaving. I hope there is more turn over with the board, it is time for several of you to pack up and move on.	4/3/2023 1:03 PM
102	I am concerned about what is happening to the education systems in other conservative states. Although I am not supposed generally to conservative values, I am very concerned about the extreme values that are limiting what some children going forward will learn. Please hire someone who will protect against that.	4/3/2023 1:03 PM
103	Remove all liberals please	4/3/2023 1:00 PM
104	EXPELL ALL RAPISTS REGARDLESS OF A LAWYER DEFENDING THEM!! FUCK THIS	4/3/2023 12:59 PM
105	I feel very stongly that we do not have enough female leaders in this district. When I arrived many years ago, I felt represented, I no longer do. All three main superintendents are male. 7/8 of the high school principals are male, and 3/6 of the elementarty principals are male. Females are underrepresented.	4/3/2023 12:57 PM
106	.	4/3/2023 12:57 PM