

# Q1 What are the personal characteristics and experiences you would like to see in your next school superintendent?

Answered: 136 Skipped: 0

#	RESPONSES	DATE
1	Out of the box thinking, prioritizing the mental and physical health of students, strong delegation and organizational skills, long term thinker, and ability to be persuasive verbally and in writing.	4/8/2023 9:55 AM
2	Someone who is personable and seen in the public and schools	4/7/2023 9:22 PM
3	honest, dedicated, articulate, experience in some kind of superintendent role, experience with passing levies and bonds	4/7/2023 6:34 PM
4	Dedicated to student's learning, supportive to all school staff, experience as a teacher, has financial experience	4/7/2023 6:07 PM
5	Focus on people	4/7/2023 6:06 PM
6	Trustworthy, personable, open, clear communicator	4/7/2023 5:48 PM
7	A fair and inclusive business person, who can connect with students and teachers at every level.	4/7/2023 4:55 PM
8	Experience in the classroom and the ability to diplomatically make decisions. I would love to see someone who cares about programs and people and wants to work hard to continue the great work we do in our schools.	4/7/2023 3:53 PM
9	I would like our new superintendent to be highly educated with applicable experience. I would like for the person to be focused on offering a quality public education to all students, and to understand and respect the many different roles it takes to provide that.	4/7/2023 3:09 PM
10	Honest, loyal, hardworking, willing to fight for our schools in all capacities.	4/7/2023 1:48 PM
11	Integrity, Protecting the children innocents, Heart for children and teachers. Believe of absolute truth. Joyful	4/7/2023 1:31 PM
12	Someone who has recently been teaching in the classroom and has classroom teaching experience.	4/7/2023 11:25 AM
13	I want a superintendent who values a true public education, one free from personal and political agendas. They need to be a champion for ALL of students, not just ones who fit the norm. Students who are LGBTQ+, of different ethnic and diverse backgrounds both cultural and linguistically, and those who are not Christian must be valued and championed by our new superintendent. This means not believing the manufactured "crisis" that some people believe is happening within our public schools and with our teachers. They also need to be champions for teachers. Period. We are not groomers or indoctrinators but are highly skilled and educated individuals who are a vital part of our community. They should be kind, understanding, and a good leader who is willing to make hard decisions but also include the key players at the table.	4/7/2023 11:23 AM
14	Loves and respects the students, parents, and all KPS employees AND loves public education	4/7/2023 10:34 AM
15	Previous connection to the district or area, open minded, forward thinking, and willing to keep moving in a positive direction.	4/7/2023 10:24 AM
16	approachable, tactful, good values, sense of humor, experience as a teacher and building administrator	4/7/2023 10:16 AM
17	Please do not choose a liberal woke transgender individual. We've seen those politically driven influences ruin many western US cities and states. Now people from those areas are flooding here to get away from it all. We are here in MT to avoid that politically driven garbage and raise our children as traditional, responsible, independent, capable, confident human beings and citizens.	4/7/2023 10:15 AM

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18	Friendly, relatable, proactive	4/7/2023 9:12 AM
19	Well educated, experienced in the field of public education, cares about doing the right thing more than being well liked, articulate, kind hearted, interested in social justice, experience with MTSS, knowledge of principles of PBIS and MTSS, humility, open mindedness, flexibility and creativity in problem solving	4/7/2023 8:44 AM
20	Compassionate, visionary, education focused.	4/7/2023 7:19 AM
21	Someone who has previous teaching experience so they know what it is like on the front lines of teaching. Someone who is kind, fair, looks to the future of our Valley growing.	4/7/2023 4:18 AM
22	Characteristics: A philosophy that ALL students deserve a safe and welcoming learning environment; Experiences: At least 10 years of teaching and 5 years as an administrator	4/6/2023 9:01 PM
23	Equity and Inclusion/ working with diverse student populations/classroom experience / project based learning / teen mental health / advocating for those students and families with the least resources/ positive school culture / diversion programs	4/6/2023 8:55 PM
24	Communicative, Involved, Knowledgeable with Effective Systems	4/6/2023 8:52 PM
25	Good communication skills, supportive of teachers and staff, inclusivity and support for fringe students	4/6/2023 8:33 PM
26	Lead by example, connected to community, trusted by teachers, creative problem solver, level-headed, willing to think outside the box while understanding limits/boundaries	4/6/2023 8:27 PM
27	Nothing Really Someone that will be good for the job	4/6/2023 8:05 PM
28	Open, fair, honest, available	4/6/2023 6:07 PM
29	Experience in the Flathead Valley (or similar demographic) would be valuable for a solid understanding of the community we serve. Key personal characteristics include: knowledgeable, accessible, approachable, and reasonable but firm and decisive	4/6/2023 9:40 AM
30	Willing to make difficult and possibly unpopular choices. Consults experts instead of opinions.	4/5/2023 10:01 PM
31	Have taught in some capacity for a number of years. Have worked as a building principal or other similar leadership role. Well spoken and honest.	4/5/2023 5:56 PM
32	Supportive of teachers and able to give them tools to succeed.	4/5/2023 4:17 PM
33	Our superintendent should be personable and confident. They should have experience for standing up to what they believe to be right for their district and public education even when the community has opposing opinions. It would be nice if they could come to us with some successful experience as a superintendent or assistant superintendent.	4/5/2023 1:27 PM
34	Friendly, Unbiased, And knowledgeable in multiple topics.	4/5/2023 12:25 PM
35	someone who actually taught for at least 10 years	4/5/2023 12:21 PM
36	"Street smarts," not too liberal or conservative, someone who won't keep 4 days school weeks or early out every Wednesday as a thing. Someone who will recognize that low income kids get affected the worst by school closures. Someone who can make tough objective decisions without bias and will make informed decisions. Someone who won't let wokeness consume our schools. I'm all for inclusion as long as gender theory isn't pushed on young minds. Someone who will listen to parents but also make decisions based off of common sense. Someone who will hold teachers to the highest responsibility to work hard to make sure our children, our futures are educated at a high standard and no child falls through the cracks. Someone that will keep Kalispell what is was and not change it to Calispell (California/OR/WA transplants not being able to change things to where they left). Someone who will have lots of contact with parents and update us on lots of behind the scenes. We trust you all with our children so thorough correspondence on what is going on a decisions that are being made and why. Someone who will be willing to collaborate more with parents and let parents be a part of the decision making process. Gone should be the days that the teacher is steering the ship in their own classroom and there is no say. Parents should be able to make more decisions about what is being taught and how. No CRT, no common core etc. common core makes it so parents have a really hard time teaching their kids math because it is taught in a way that we weren't taught and I try to teach the way I learned and at least my kids understand what I teach but are too afraid to do it that way because they are afraid the teacher will get mad.	4/5/2023 12:08 PM

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Someone who will revolutionize education so that children can learn the basics and also learn skills from a young age like finance and accounting, entrepreneurship, trades, taxes and important things you need to know when you become an adult.

37	Integrity, empathetic listener, organized	4/5/2023 10:24 AM
38	COMPASSION, respect and honesty.	4/5/2023 8:53 AM
39	Someone who LIVES here and wants to be a part of the community. Not someone who wants to come here to change our community. Someone who engages with the school, programs, and community.	4/5/2023 8:27 AM
40	Open to new ideas, but also aware of past history and sticking with processes that work. Experience in both rural and very populated teaching environments.	4/4/2023 9:33 PM
41	Personal characteristics: kindness, honesty, loyalty,. Cares for the staff and students of SD5. Someone who stands up for what is right and good for the schools over what legislation or community think. Someone with experience leading a district of our size. Someone who values the teachers right to belong to a union and wants to work with us for what's best for teachers and students	4/4/2023 7:27 PM
42	Kind and gets along with all students. Fun but still does there job in a professional way and environment.	4/4/2023 7:18 PM
43	Someone with experience working in K-12 education	4/4/2023 5:10 PM
44	Non-conspiracy theorist, non-science denier	4/4/2023 4:40 PM
45	Hardworking, team oriented, future focused, great leader, outside the box thinker	4/4/2023 3:46 PM
46	Someone who truly values the importance of education, someone who is willing to look beyond politics and understand that even though our valley leans heavily politically in one way that school is not a place for political arguments and agendas, someone who values all extracurricular activities - sports, fine arts, and academic club, someone with integrity, kindness, willing to make tough decisions and adhere to them - Micah has been great!	4/4/2023 2:41 PM
47	They put God, faith, family and country first. Doesn't bend to woke ideology nor will they tolerate it!	4/4/2023 2:28 PM
48	Administrative and significant classroom teaching experience	4/4/2023 2:04 PM
49	Some qualities and experience I would like to see in the new super would be: mental health knowledge, crisis intervention, compassion, knowledge on alternative learning as not all kids learn the same. Prior experience leading a large school district. Being able to lead and not be pushed around. That no matter what all kids matter not just based on the family wealth and politics. Not to allow what society thinks and focus on education and help our youth be productive members of society	4/4/2023 11:20 AM
50	Significant experience as a superintendent/assistant superintendent, innovative, fiscally aware, confident, strong communicator (especially in public settings), advocate for staff and students	4/4/2023 11:19 AM
51	Kindness and understanding :D	4/4/2023 10:52 AM
52	Honesty, dedication, advocacy, understanding of trauma (especially for kids in foster care), unity between schools (all operations the same)	4/4/2023 10:38 AM
53	approachable, community minded, good understanding of mental health dynamics in the valley and the district's journey through grief the past few years	4/4/2023 9:57 AM
54	I like it when our superintendents will come into our schools, have meetings with their employees, asks our opinions and considers our opinions, experiences, thoughts, reasons when making decisions.	4/4/2023 9:46 AM
55	Staying calm at students and trying to talk to them.	4/4/2023 9:44 AM
56	Integrity, Fairness, Diplomacy, Leadership, Vision, Connectedness to Community and Staff.	4/4/2023 9:09 AM
57	Someone who is open to suggestions, who isn't rude to people, and who is really nice to both the students, the teachers, the vice principal(s), and the principal(s)	4/4/2023 9:00 AM
58	I would want my next superintendent to have a nice personality.	4/4/2023 8:49 AM

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59	Visionary Multi-Skilled Communicative Ambitious Committed	4/4/2023 8:48 AM
60	I would want the superintendent to be kind, caring, loving, and supportive because a lot of us are going through hard things and would want the next school superintendent to be kind, caring, loving, and supportive!	4/4/2023 8:46 AM
61	I would like them to be nice, kind, and supportive	4/4/2023 8:46 AM
62	I would like them to be kind and loving. Because i want to be able to talk to them and they will support me.	4/4/2023 8:40 AM
63	I would like to seen a confident leader who listens to his people and peers and takes there ideas into consideration	4/4/2023 7:46 AM
64	KPS needs more women in administrative roles, especially in Central Office, GHS, etc. Administrators should represent the populations they serve more proportionally. I would like to see someone innovative who looks to make positive changes to our school district.	4/4/2023 7:44 AM
65	Smart, kind, driven.	4/4/2023 7:32 AM
66	Good listener and sees both sides of every situation. Understands that parents have to work to feed their family and consider no more early outs.	4/4/2023 6:31 AM
67	Level headed and committed to academic opportunity development. An independent thinker who values a politically neutral stance, yet surrounds themselves with strong advisors and voices from the field. They should firm about growing the public school as the best education opportunity in our community and be committed to growing the wages of the teachers and professionals who educate our children.	4/3/2023 9:38 PM
68	Personal integrity and honesty	4/3/2023 8:23 PM
69	Kindess, caring, compassion, being empathetic toward the kids, families and staff as well as being a great leader with positive vision toward the future, and helping us to attain the goals of Transformational Learning.	4/3/2023 8:14 PM
70	Someone who actually listens to the parents for what's best for their own child	4/3/2023 7:16 PM
71	I would like to see them with teaching experience. They should be a humble leader and have proven community outreach experience.	4/3/2023 6:49 PM
72	Someone who is okay with changing things and making improvements in places they seem fit. Being able to take charge and be a leader is the most nessecary attribute.	4/3/2023 6:24 PM
73	Personal characteristics and experiences I would like to see in my next school superintendent is dedication in the school environment (racism) and more notice in guys sexualizing girls.	4/3/2023 6:03 PM
74	Approachable, open minded, relatable, indiscreet	4/3/2023 5:38 PM
75	Kind, but tells you like it is. Outgoing, someone who is involved in the community outside of school. Someone who is interested in the classroom and is ready to build up our district.	4/3/2023 5:28 PM
76	Longevity (there has been a lot of change recently), honesty, and good communication	4/3/2023 5:24 PM
77	Focus on education not politics	4/3/2023 5:23 PM
78	Someone from out of area with new ideas. Someone who can think outside the Kalispell box.	4/3/2023 4:20 PM
79	Experience both as a leader and as an educator, MT native, female would be a bonus!	4/3/2023 4:14 PM
80	Focused on longevity of systems of support for students	4/3/2023 3:45 PM
81	Experience getting levies passes in a tepid environment and experience growing a school district while maintaining community values.	4/3/2023 3:44 PM
82	An ideal candidate would have a growth mindset, be approachable, knowledgeable, intelligent, organized and a positive, effective communicator. It would be helpful for the candidate to have experience with the challenges rural schools face, budgeting and navigating legal issues.	4/3/2023 3:41 PM
83	Experience passing levies/bonds in a conservative leaning school district.	4/3/2023 3:36 PM
84	Lots of experience with kids, preferably to not have been in a political position somewhere beforehand. Great if they had military or law enforcement background as kids can respond well	4/3/2023 3:30 PM

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to that type of authority in a school setting, getting to know a person in that industry in a different way

85	Enthusiastic, hardworking, responsible, strong leader.	4/3/2023 3:27 PM
86	Open-minded, looking to stay in community for long time, willing to be progressive in a rather conservative community.	4/3/2023 3:15 PM
87	Approachability, experience in another school district, fortitude to get communities to support education	4/3/2023 3:05 PM
88	Educated, disciplined, scientific/ evidence based decision making, non-political	4/3/2023 2:57 PM
89	Strong communication skills, solutions-based, empathetic, open-minded, experience leading a district of similar size to SD5	4/3/2023 2:36 PM
90	Strong vision for the future of public education, Strength of character to handle the varying opinions of the public, strong communication skills, a willingness to hear from classroom teachers about what they need to be successful in their respective roles.	4/3/2023 2:34 PM
91	Energetic, responsible, generous- a local or person who grew up in the area.	4/3/2023 2:31 PM
92	Previously an educator, understanding/up-to-date with current social and emotional learning to be implemented, community-focused	4/3/2023 2:24 PM
93	Innovative, enthusiastic, involved	4/3/2023 2:23 PM
94	Integrity, Public Speaking, Resolve, Leadership, Backbone, Visionary	4/3/2023 2:20 PM
95	Positive & empathetic, has a clear vision, knows how to motivate people	4/3/2023 2:08 PM
96	The superintendent should be someone who has spent a significant amount of time in a classroom and administrator role. Someone who understands the needs of schools and classrooms and trusts teachers and admin to be putting there best foot forward.	4/3/2023 2:03 PM
97	Calm under pressure, honest, open to feedback but clear in direction, innovative in education, supports teachers	4/3/2023 1:58 PM
98	Funny and fun	4/3/2023 1:56 PM
99	Someone who is not afraid to change things up and stands firm for the standards and expectations we should DEMAND from our youth.	4/3/2023 1:49 PM
100	I would like to see someone who puts students and staff first, above all else. Our district needs someone who does not favor any particular school or group, but looks out for the district's best interests as a whole.	4/3/2023 1:46 PM
101	Kind,caring, and understanding	4/3/2023 1:46 PM
102	I TRUST YOU ALL TO GET CANADATES WITH THE EXPERIENCE AND EDUCATION NEEDED. I WANT SOMEONE WHO WILL SUPPORT JUDEO CHRISTIAN VALUES AND WILL OPPOSSE WOKEISM AND SOCIELIST VALUES	4/3/2023 1:44 PM
103	Honest, cares about the kids and staff, knowledgeable about all the workings of the teachers, staff and school procedures	4/3/2023 1:39 PM
104	Someone who has classroom and administrative experience. They understand the need to interact with administrators, teachers and students to assess current needs and climate.	4/3/2023 1:38 PM
105	Holds staff accountable at all levels	4/3/2023 1:35 PM
106	One thing would be to work closer with Principles on communications.	4/3/2023 1:34 PM
107	Very Personable, willing to make the tough decisions, able to convince community to build a new highschool	4/3/2023 1:34 PM
108	Outgoing, Personable, Honest	4/3/2023 1:33 PM
109	Engaging teacher, supportive of arts	4/3/2023 1:32 PM
110	open minded, supportive to kids and parents, educated on metal health	4/3/2023 1:28 PM
111	Multi skilled educator who is not afraid to wear many hats on the job.	4/3/2023 1:27 PM

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112	Organized, considerate of needs of others, willing to listen and consider other's viewpoints, knowledgeable of school law while incorporating common sense with decisions.	4/3/2023 1:23 PM
113	• Support Algebra in Middle School • Explicitly reject Equity agenda • Support “tracking” • Support phonics • Oppose wokism • Oppose CRT • Oppose gender pronouns exercises • Oppose Early Out Wednesdays	4/3/2023 1:23 PM
114	I would like the superintendent to keep all the schools admins in check casue they are doing a poor job on their duties as a admin especially in Flathead and the middle school. I would like the superintendent to have checks and balances between him, the school admins, the union and the teachers. I would also like to see the superintendent give more power to the teachers and allow them to do their job and not have the admins of that school particularly flathead prevent the teachers from teaching and not listening to the teachers. The admins need to be more watched becasue they keep silencing the teachers voices and making situations worse becasue they dont want to deal with it.	4/3/2023 1:20 PM
115	Professionalism, transparency, communication, committment to outstanding education and excellence in all we do.	4/3/2023 1:19 PM
116	I would like the superintendent to be someone who prioritizes supporting teachers and who considers the opinion of KPS employees when making decisions.	4/3/2023 1:17 PM
117	I would like to see someone who has been an educator and understands teachers, students, and staffs needs. I would like someone who can relate to educators and has a background in working with students in the field of education. I would also like to see someone who advocates for educators and is a problem solver, works hard and isn't afraid to get their hands dirty by getting into the classroom, listening to educators and working on the side of schools. Someone who bases decisions on what is best for students and staff, has a vision that is communicated with staff and the community along with understanding the surrounding area of Kalispell, the financial needs of those of us living here.	4/3/2023 1:16 PM
118	Effective leadership, listening, problem solving and communication skills	4/3/2023 1:15 PM
119	I want someone with experience and willingness to forcefully advocate for our most vulnerable students including those with a low socioeconomic status, disabilities, LGBTQ+ students, and racial minorities.	4/3/2023 1:14 PM
120	Someone willing to do the right thing.	4/3/2023 1:12 PM
121	Personable, problem solver, creative thinker, willing to tackle hard problems	4/3/2023 1:10 PM
122	Integrity, commitment to the democratic value of public education, experience teaching at the classroom level as well as administrative background.	4/3/2023 1:08 PM
123	Intelligence, creative problem-solving, and the ability to listen and analyze thoroughly before making decisions. I would expect candidates to have relevant administrative experience and be at the midpoint of their career (i.e. not looking to move to Montana to retire in 2 years)	4/3/2023 1:07 PM
124	I would love to see a superintendent who is passionate about making mental health a priority in elementary school all the way to high school. It would be great to see more community involvement including working with parents and students together to achieve the best results for all	4/3/2023 1:07 PM
125	Accountability to the public, transparency on issues affecting safety, and support for teachers	4/3/2023 1:06 PM
126	I hope they are kind, genuine, smart, and empathetic.	4/3/2023 1:04 PM
127	Someone who is more concerned about the students well-being, then the numbers.	4/3/2023 1:03 PM
128	Integrity. Compassion. Problem Solver. And I DO NOT WANT any sexual assault charges brushed under the rug. These need to be dealt with head on. Further, I do not want the sup to be "friends" with any of the current admin of either school. I think relationships have clouded the judgement of Micah Hill.	4/3/2023 1:03 PM
129	Not a suck up woke little twerp like this current guy.	4/3/2023 1:03 PM
130	Integrity, open mindedness - someone similar to Micah Hill would be great.	4/3/2023 1:03 PM
131	Conservative, anti-vax, anti-union, anti-trans, pro-school choice, pro family	4/3/2023 1:00 PM

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132	someone who actually cares about the schools	4/3/2023 12:59 PM
133	Honestly is key, as well as the ability to connect with both staff and parents.	4/3/2023 12:58 PM
134	Female	4/3/2023 12:57 PM
135	Diligence. Persistence.	4/3/2023 12:57 PM
136	Strong leader who is willing to collaborate with teachers	4/3/2023 12:56 PM