

# Troup County School System Superintendent Search Survey

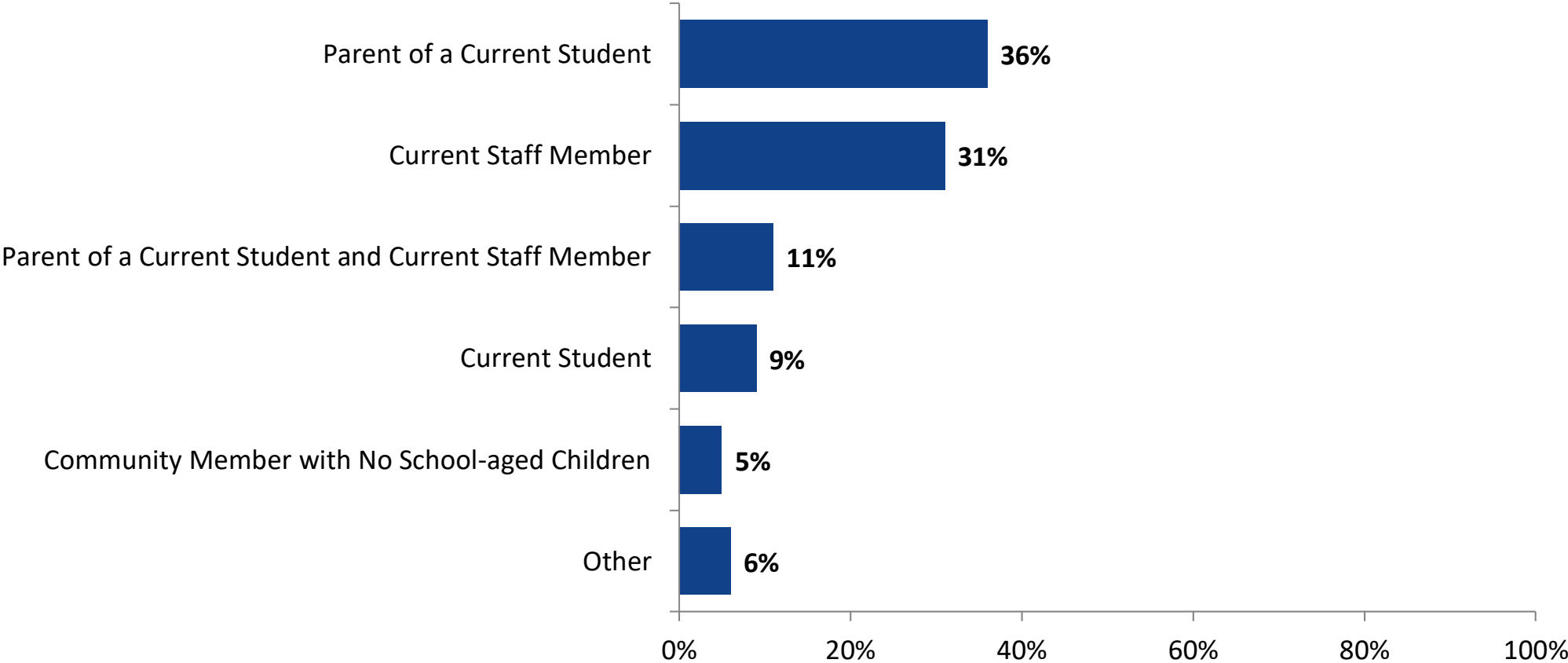
Results and Analysis

McPherson & Jacobson  
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# Relationship to Troup County School System

Which of the following best describes your relationship to Troup County School System? (N=414)





# Skills and Characteristics



## Skills and Characteristics

Please tell us what skills and characteristics (personal or professional) are most important for the next superintendent to possess.

- **Communication:** Excellent communication skills to connect with parents, teachers, staff, and the community.
- **Community Engagement:** A commitment to working with the community to improve the schools.
- **Discipline:** A focus on maintaining a safe and orderly learning environment.
- **Fairness:** A commitment to fairness and equity for all students.
- **Innovation:** A willingness to think outside the box and implement innovative solutions.
- **Instructional Expertise:** Knowledge of best practices in education and a focus on effective teaching.
- **Leadership:** Strong leadership skills, including the ability to make tough decisions, solve problems, and build relationships.
- **Local Ties:** Someone who has experience in the Troup County school system and ideally lives in the community.
- **Student Focus:** A commitment to all students' well-being, academic success, and safety.

# Skills and Characteristics

Please tell us what skills and characteristics (personal or professional) are most important for the next superintendent to possess.

- **Building on Success:** Continue the positive work done by the previous superintendent while making improvements to the existing plan. Have a clear vision for the school system and a plan to address social-emotional and mental health concerns.
- **Communication:** Timely updates (weather etc.), clear and relatable communication style for diverse audiences. Be receptive to feedback and honest in communication.
- **Community Engagement:** Be personable, represent the district well in the community, and understand the community's needs.
- **Employee Care:** Value employees at all levels, promote a positive work environment.
- **Experience:** Possess experience in all levels of public education (elementary, middle, high school). Be knowledgeable about curriculum and instruction.
- **Financial Responsibility:** Operate efficiently, eliminate wasteful spending, prioritize core needs.
- **Leadership:** Be a respected leader, a good problem solver, and act in the best interests of students and the school system. Be passionate about education, equity, and supporting all students.
- **Local Ties:** Familiarity with Troup County and its schools.
- **Student Focus:** Ensure all schools receive equal attention, address behavioral issues without compromising education.

## Skills and Characteristics

Please tell us what skills and characteristics (personal or professional) are most important for the next superintendent to possess.

- **Communication:** A good communicator who listens to students and parents.
- **Community Engagement:** A person who builds strong relationships with the community.
- **Experience:** Knowledgeable about education and able to make good decisions.
- **Passion:** Passionate about education and student success.
- **Student Focus:** Someone who prioritizes student safety and well-being. Fair and able to discipline students appropriately. Approachable and understanding of students' needs and perspectives. Respectful of students and their right to express themselves.

## Skills and Characteristics

Please tell us what skills and characteristics (personal or professional) are most important for the next superintendent to possess.

- **Communication:** Approachable, good communicator who listens to students, parents, and teachers. Makes decisions transparently.
- **Community:** Understands the community and builds strong relationships with parents, businesses, and local organizations.
- **Fiscal Responsibility:** Manages the school budget responsibly.
- **Innovation:** Thinks outside the box and is willing to try new and innovative approaches to improve the schools.
- **Integrity:** Honest and has a strong moral character.
- **Leadership:** Strong leadership skills, data-driven decision making, and a focus on continuous improvement.
- **Student Focus:** Someone who prioritizes students' needs, safety and well-being. Listens to students and creates a positive learning environment. Fair and effective discipline to create a safe learning environment. Respects students and their right to express themselves.
- **Teacher Support:** Makes teachers' jobs more rewarding and less burdensome. Focuses on professional development and attracting/retaining quality teachers.



# Strengths of the Community





# Strengths of the Community

Please tell us what you feel are the top strengths of your community and district.

## Community:

- Access to colleges
- Beautiful location; Small town feel
- Business and industry support
- Desire to improve and grow
- Friendly and kind people; Willingness to come together when needed
- Good communication
- Growing economy with job opportunities
- Many opportunities for students (clubs, sports, etc.)
- Strong sense of community and togetherness; Diverse and vibrant culture; Safe community
- Supportive and engaged parents

## Schools:

- Diverse student population
- Equitable opportunities for all students
- Good facilities
- Strong, dedicated teachers who care about students; Quality teachers and staff; Supportive staff
- Strong leadership at the school level
- Variety of programs and activities; IB program and AP courses; After school activities

# Strengths of the Community

**Please tell us what you feel are the top strengths of your community and district.**

## **Community:**

- Beautiful location
- Commitment to helping students of all backgrounds succeed
- Friendly and kind people
- Growing economy with job opportunities
- Local industry supports the school system
- Many colleges nearby
- Parents who are engaged in their children's education
- Strong sense of community and togetherness; Diverse and vibrant culture
- Supportive and engaged local government

## **Schools:**

- Diverse student population
- Equitable opportunities for all students
- Good facilities
- Strong leadership at the school level
- Strong, dedicated teachers who care about students; Supportive staff
- Strong partnerships with community organizations
- Variety of programs and activities

# Strengths of the Community

**Please tell us what you feel are the top strengths of your community and district.**

**Community:**

- Diverse and vibrant local culture
- People are kind and willing to help each other
- Strong sense of community and togetherness
- Supportive and engaged local government and leadership

**Schools:**

- Hard-working teachers
- Multiple programs and activities for students with different interests
- New and modern facilities
- Strong sense of acceptance

# Strengths of the Community

**Please tell us what you feel are the top strengths of your community and district.**

## **Community:**

- Beautiful location
- Diverse and vibrant culture
- Friendly and kind people
- Growing economy with job opportunities
- Many colleges nearby
- Strong sense of community
- Supportive and engaged local government

## **Schools:**

- Good facilities
- Strong teachers who care about students; Dedicated staff
- Supportive parents
- Variety of programs and activities
- Willingness to improve



# Critical Issues



# Critical Issues

## What are the critical issues that you believe the district is now facing?

- **Academic Performance:** Low test scores, lack of focus on core subjects, and students not being prepared for college or careers.
- **Communication:** Poor communication between parents, teachers, and administrators.
- **Diversity:** Lack of diversity in some schools and unequal distribution of poverty across schools.
- **Facilities:** Older facilities that are poorly managed and overcrowded classrooms.
- **Funding:** Unequal distribution of funds, lack of resources for Title 1 schools, and overall budget constraints.
- **Leadership:** Poor leadership at the central office level and in some schools.
- **Student Behavior:** Disruptive behavior, violence, and lack of consequences for bad behavior.
- **Teacher Issues:** Staff shortages, low morale, lack of support, and low pay.

Other mentioned issues include bullying, vaping, drugs, and gang activity.

# Critical Issues

**What are the critical issues that you believe the district is now facing?**

- **Communication and Trust:** There is a lack of communication and trust between the district, parents, and teachers. Parents don't feel like they are being heard, and teachers don't feel like they are being supported.
- **Discipline:** There is a lack of discipline in the schools, which is disrupting learning for students. This includes issues like student behavior, phone use in the classroom, and a lack of consequences for bad behavior.
- **Resources:** The district is facing a shortage of resources, including qualified teachers, counselors, and support staff. This is making it difficult to meet the needs of all students.
- **Student Achievement:** Test scores are low, and many students are not graduating with the skills they need to be successful. This is partly due to the lack of discipline and effective instruction. There is also an achievement gap between different student populations.
- **Teacher Morale and Retention:** Teachers are feeling disrespected and unsupported. They are dealing with large class sizes, behavior problems, and a lack of planning time. This is leading to high teacher turnover.

# Critical Issues

**What are the critical issues that you believe the district is now facing?**

- **Student Achievement:** Having proper supports and services in place for all students.
- **Student Behavior:** Disruptive behavior; fights and violence; bullying; lack of consequences for bad behavior; substance abuse on campus.
- **Teacher Issues:** Lots of teacher turnover; teachers are stressed and overworked; and low pay for teachers.



## Critical Issues

**What are the critical issues that you believe the district is now facing?**

- **Communication and Community Engagement:** Highly-charged political atmosphere; Lack of transparency from the school district; Low parent engagement
- **Instructional Issues:** Focus on test scores over quality education; Ignoring advanced coursework; Overcrowding in classrooms
- **Student Achievement:** Focus on test scores over quality education; Ignoring advanced coursework
- **Student Behavior:** Lack of discipline in classrooms; Too many distractions in classrooms
- **Teacher Morale and Retention:** Low teacher pay; Teachers overloaded with administrative tasks; Lack of support from administration; Lack of respect from students and parents; Teacher burnout



# High Priority Work



# High Priority Work

What do you feel is the highest priority work for the next superintendent to dive into upon arrival?

- **Improving Academic Performance:** There is a strong emphasis on driving academic excellence and ensuring that all students have the opportunity to succeed without being held back by underperforming peers. Ensuring fairness and equity in the classroom, addressing disparities among schools, and promoting diversity and inclusion.
- **Community Collaboration and Communication:** Building strong relationships with the community, fostering communication, and working together to address challenges and implement positive changes.
- **Safety and Well-being:** Ensuring a safe and stable environment for students' education and overall well-being is a top priority. Addressing discipline issues and enforcing zero-tolerance policies for disruptive behavior.
- **Stakeholder Engagement and Innovation:** Listening to teachers, parents, and stakeholders, and being open to trying new approaches to address challenges and improve outcomes.
- **Teacher Support and Retention:** Supporting and engaging with teachers, addressing concerns about morale, behavior, and retention, and providing incentives for quality education. Reducing the student-to-teacher ratio to enhance learning experiences.

# High Priority Work

**What do you feel is the highest priority work for the next superintendent to dive into upon arrival?**

- **Academic Standards and Achievement:** Prioritizing academic excellence, improving test scores, and ensuring resources are allocated effectively to support student learning are highlighted. Addressing disparities among schools, providing support for underperforming schools, and implementing equity initiatives.
- **Community Engagement:** Building connections between schools, parents, and stakeholders is seen as crucial for success. This includes involving the community in decision-making processes and improving communication.
- **Financial Management:** Ensuring responsible budget allocation and addressing wasteful spending to maximize resources for educational purposes.
- **Leadership and Communication:** Building trust and collaboration among stakeholders, fostering a positive school culture, and ensuring transparent communication from leadership.
- **Mental Health and Wellbeing:** There's recognition of the importance of addressing mental health issues among students and providing necessary support and resources.
- **Student Behavior and Discipline:** Many express concerns about student behavior and the need for effective disciplinary measures to create a conducive learning environment.
- **Teacher Retention and Support:** There's a strong emphasis on creating a supportive environment for teachers, including higher pay, support for discipline issues, and ensuring they feel appreciated and valued. Emphasizing ongoing training and support for teachers to improve their effectiveness in the classroom.

# High Priority Work

What do you feel is the highest priority work for the next superintendent to dive into upon arrival?

- **Academic Standards and Achievement:** Assessing the current state of the district, including academic performance and school culture, and working on strategies for improvement. Reevaluating the school curriculum and technology usage to better meet the needs of students.
- **Building Trust and Community Engagement:** Emphasizing the importance of building trust and relationships within the district community, including students, teachers, parents, and stakeholders. Engaging with the community, conducting school visits, and involving stakeholders in decision-making processes.
- **Financial Management:** Managing budgetary concerns and ensuring adequate funding for school programs and resources.
- **Student Behavior and Safety:** Addressing issues related to student behavior and discipline within schools. Addressing safety concerns such as gun issues, transgender student accommodations, and implementing safety measures like metal detectors.
- **Student Focus:** Prioritizing listening to students and learning about the needs and concerns of the school community before making decisions. Ensuring fair and equal treatment of all students, addressing dress code concerns, and promoting inclusivity. Focusing on programs and initiatives to help students prepare for college or enter the workforce.

## High Priority Work

**What do you feel is the highest priority work for the next superintendent to dive into upon arrival?**

- **Community Engagement:** This includes building relationships with teachers, parents, and community leaders.
- **School Climate:** This includes fostering a culture of respect and safety, improving student discipline, and ensuring fiscal responsibility.
- **Student Achievement:** This includes improving standardized test scores, getting students to grade level in reading, and making advanced programs more meaningful.
- **Teacher Working Environment:** This includes giving teachers more control over their classrooms, supporting them in discipline efforts, and valuing their input.
- **Transparency and Accountability:** This includes being honest with the community about the state of the schools and holding all staff accountable for results.



# Additional Comments/Suggestions



## Additional Suggestions

**Any other suggestions you would like to make regarding the search for the next Troup County School System superintendent?**

- **Community Engagement:** The superintendent should listen to the concerns of parents and teachers, be visible in schools, value community input, and be transparent in decision-making. They should also understand the unique needs of the community.
- **Experience and Qualities:** The superintendent should be an experienced leader with a proven record of improving school systems. They should have strong communication skills, as well as be fiscally responsible.
- **Innovation and Improvement:** Desire for candidates who can bring fresh ideas while respecting the existing system, and who prioritize continuous improvement and innovation in education.
- **Leadership Style:** The superintendent should be relatable and possess qualities like fairness, integrity, and the able to listen and communicate.
- **Student Focus:** The superintendent should be committed to improving the achievement of all students, including their over well-being, as well as be equity-minded.



## Additional Suggestions

**Any other suggestions you would like to make regarding the search for the next Troup County School System superintendent?**

- **Community Engagement:** The superintendent should be involved in the community, listen to the concerns of parents and teachers, and be visible in the schools. The superintendent should also be transparent in the decision-making process.
- **Experience and Qualities:** The superintendent should be experienced in educational leadership, have a proven track record of improving student outcomes, and be a strong communicator who can collaborate with others. They should also be passionate about education and student success. There is a debate about whether the superintendent should be from Troup County or outside the area. Some believe a local person would understand the community's needs better, while others believe an outsider could bring new ideas.
- **Leadership Style:** The superintendent should be a leader who is fair, respectful, and willing to make difficult decisions. They should also be able to delegate tasks and empower others.
- **Student Focus:** The superintendent should be committed to improving the achievement of all students, not just high-performing students.
- **Teacher and Staff Support:** The superintendent should understand the importance of strong teacher-administrator relationships and consider teacher/staff input when making decisions.

## Additional Suggestions

### **Any other suggestions you would like to make regarding the search for the next Troup County School System superintendent?**

- **Candidate Qualities:** The superintendent should be experienced in educational leadership, have a proven record of improving student outcomes, and be a strong communicator who can collaborate with others. They should also understand the unique needs of the Troup County school district, be approachable, and able to address basic student concerns.
- **Overall Sentiment:** There is a general feeling that the school system needs improvement, and that the next superintendent should be someone who can effectively address these issues.

## Additional Suggestions

**Any other suggestions you would like to make regarding the search for the next Troup County School System superintendent?**

- **Community Engagement:** The superintendent should be visible in the community, build relationships with parents and teachers, and understand the diverse needs of the community.
- **Experience and Qualifications:** The superintendent should have experience leading a school district, a proven track record of success, and be highly qualified to manage a large budget and workforce. There is some disagreement about whether the superintendent should be from Troup County or from outside the area. Some believe that a local person would have a better understanding of the community's needs, while others believe that an outsider would bring in new ideas.
- **Leadership Style:** The superintendent should be a collaborative and inclusive leader who values input from all stakeholders.
- **Student Focus:** The superintendent should be committed to improving student achievement for all students, not just high-performing students. This includes a focus on reading and literacy, as well as career readiness for students who are not college-bound.
- **Transparency and Communication:** The superintendent should be honest and data-driven and should actively engage with the community.

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