

Which descriptor best describes you	Which community best describes your relationship with the District	What is the quality you value most in a successful Superintendent of Schools?	What do you view as the most important issue(s) which the new Superintendent will need to address within our District?	What would you like prospective candidates for Superintendent to know about our District and/or community?
Community Member - Non Parent & Non Faculty/Staff Member	Fort Montgomery Resident	Integrity. Whatever the SoS says comes to pass.	School budget and keeping it affordable for us property owners while still providing quality education.	That our district has budget challenges.
Community Member - Non Parent & Non Faculty/Staff Member	Fort Montgomery Resident	Having a vision which focuses on providing a superior education for our children.	Continue to fight for adequate funding for the district. Keep the needs for that funding high on the priority list of New York and the Federal Government.	O'Neill is an important integrator of three separate communities: Highland Falls & Fort Montgomery, West Point, and Garrison.
Community Member - Non Parent & Non Faculty/Staff Member	Fort Montgomery Resident	Transparency	Bullying	To many issues to list
Community Member - Non Parent & Non Faculty/Staff Member	Fort Montgomery Resident	The ability to connect with 4 diverse communities and their residents, as well the faculty and staff of the district.	Continuance of WP and Garrison students at the high school and strong elementary programs to allow our home community (HF & FM) students to flourish and succeed.	The socio- economic make-up of the district's constituents and needs to be understood when establishing a budget.
Community Member - Non Parent & Non Faculty/Staff Member	Highland Falls Resident	Knowledge of community needs	Fund shortage	Reliance on West Point needs
Community Member - Non Parent & Non Faculty/Staff Member	Highland Falls Resident	Balance between educational needs of the students and the community's ability to pay.	The relationships between the municipalities and West Point.	That there are retired educators in the community who have volunteered to help students for free...but roadblocks and costs to the volunteers were thrown up.
Community Member - Non Parent & Non Faculty/Staff Member	Highland Falls Resident	Experience	Impact Aid	We are small but mighty and we need our leader to believe in our district and all of the students it serves.
Community Member - Non Parent & Non Faculty/Staff Member	Highland Falls Resident	Focus on high quality student education with the outcome of students well-prepared for college and careers.	Ensuring the longevity of a binding contract with West Point.	Unique demographic mix of West Point, HF/FM, and Garrison students at OHS that creates a melting pot of experiences, perspectives, and priorities.
Community Member - Non Parent & Non Faculty/Staff Member	Highland Falls Resident	public school administration experience	The amount of money we spend sending special education students out of district	We are a very small community who are very dedicated to the education of ALL our children, village, town, military and bussed in.
Community Member - Non Parent & Non Faculty/Staff Member	Highland Falls Resident	Quality of education, stressing math, science, English, and history. No CRT!!!	The education of the students. Being mindful how the budget issues affects the taxpayers.	Everything!

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Community Member - Non Parent & Non Faculty/Staff Member	Highland Falls Resident	Involvement in the community; supporting families as well as students.	Middle school academic performance.	Our children are very important to us; we very much believe in the old saying "it takes a village".
Faculty/Staff Member	Fort Montgomery Resident	Consistency	Covid	Teamwork
Faculty/Staff Member	Fort Montgomery Resident	being present in the schools, and listening	funding for books in the elementary level	friendly, tight-knit
Faculty/Staff Member	Highland Falls Resident	Someone who values the goals of his/her staff as well as the goals of the district/students. They should be a mentor to their teachers and help them achieve their personal professional goals, not hold them back from achieving them.	I think we live in a very volatile time (and understand some rules are State mandated), but I would like to see people in the academic field become less mired down in politics and/or what is politically correct. I would like to see them (teachers specifically) be able to spend more time on their content and not addressing all of the labels that are added constantly. It seems once a label is applied, then too much time is spent hand-holding or allowing people to use the label as an excuse and not as a personal challenge they must learn how to determine to work around or rise above. I feel we aren't preparing students to deal with 'real life'. Once they enter the workforce, I fear they will have a rough time rising to the demands of a job. Too much 'parenting' is placed on teacher's shoulders.	I would like them to know that we are a small, close knit community. That we have value, and that they should take a bit of a 'wait and see' approach before making major changes. Get to know this community, the faculty and staff. I feel some people come into our district for a short time, make major changes, but are not here to see or deal with the consequences of their decisions.
Faculty/Staff Member	Highland Falls Resident	I would say one that the students, families, faculty, staff, and schools are supported and taken care of so that all are successful.	The administration at JIO by making sure that they are retained and then when they are ready to be replaced that their replacements are of the same great quality educator.	This is a position that will have some very big shoes to fill. That she/he will need to make sure that she/he is ready to be in charge of a great district. Remember if it ain't broke don't fix it! This is my third district in my illustrious JROTC career and it's the best all around district I've had the privilege of working for. This is a family not a job. These are our children, our future. Working here is a blessing! This is hands down because of our wonderful Superintendent, our very supportive administration, the effective faculty/staff, and the outstanding students in the district.

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Faculty/Staff Member	Highland Falls Resident	A knowledgeable leader who bases decisions on the students. Someone who is fair and has great communication skills.	Many issues are important; academic and financial.	We are a very unique District and community with West Point owning much of our land and attending our high school.
Faculty/Staff Member	Non-Resident District Employee	Someone who connects the community with the schools and advocates for diversity, equity and inclusivity for all students.	Diversity, Equity and Inclusivity, equitable technology for all students and distribution of funds within the schools.	The diversity from the four communities and how to make a seamless transition from the middle schools/intermediate schools to O'Neill. Also the value of the faculty and parental interaction in our community and the importance of community resources.
Faculty/Staff Member	Non-Resident District Employee	I value a Superintendent who understand the importance of seeing both the big picture and the details that are the backbone of the broad view. Goals should be set alongside plans that make those goals attainable.	I believe one of the most important issues the new Superintendent will need to address is securing a long term commitment from West Point. Additionally, the new Superintendent should prioritize bridging the academic gap between HFFMCS students and West Point students that often becomes apparent at the high school level.	I would like prospective candidates for Superintendent to understand the multi-faceted diverse nature of our student population. The students who attend K-8 join with West Point and Garrison students at the high school level. This creates a very unique dynamic, bringing together students with very different academic and social backgrounds. While this creates a rich and engaging community, it also presents challenges. Of particular importance are the varying levels of academic preparedness.
Faculty/Staff Member	Non-Resident District Employee	The ability to communicate with faculty, staff, parents, students, and other stakeholders in a positive and effective manner.	The successful return to an educational environment that fosters student discipline, good conduct, social skills and responsibility, and digital citizenship.	This is a very tightly-knit community that is intertwined for the students both in and out of school.
Faculty/Staff Member	Non-Resident District Employee	Professionalism and perseverance.	Employee comradery and morale. Technology upgrades Building security	We are a unique and culturally diverse district; comprised of different communities in the Hudson Valley: Garrison, Fort Montgomery, Highland Falls, and West Point. We are a small sized district, but we are mighty!
Faculty/Staff Member	Non-Resident District Employee	Trust worthy and looking out for the best interest of students and faculty.	Consistency across the board with curriculum.	Diverse backgrounds of course of where people have come from but also the diverse learning abilities of our students.
Faculty/Staff Member	Non-Resident District Employee	Dependable.	Vertical alignment and consistency within subject areas (including curricula).	That we are a diverse district, comprised of different communities.
Faculty/Staff Member	Non-Resident District Employee	Good communication with the employees and community.	Teacher and administration communication. Staying up to date with the West Point contract.	Our school depends heavily on student population from West Point, Garrison and Cold Spring. Please stay on top of and communicate with these areas.

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Faculty/Staff Member	Non-Resident District Employee	Visionary	Building trust	It is an incredibly special and unique district with so much to offer the students and families.
Faculty/Staff Member	Non-Resident District Employee	Understanding, personable, and is able to see what issues need to be addressed in the district and deal with them head on.	The school climate in all 3 schools and making the district more as one rather than 3 separate schools.	It is a multicultural community and the future superintendent needs to be mindful of that and come up with ways that will benefit the entire community as a whole.
Faculty/Staff Member	Non-Resident District Employee	strong leadership	student discipline	unique demographics
Faculty/Staff Member	Non-Resident District Employee	Someone who: values communication and transparency; is open-minded as well as empathetic.	1. The after-effect of the pandemic (both academic and socio-emotional) 2. How to attract and retain a diverse and talented faculty	1. Three very different communities of students coming together at the high school present unique challenges as well as opportunities. 2. Prospective candidates should have an understanding of what it means to be a child with parents in the military.
Faculty/Staff Member	Non-Resident District Employee	Listening to teachers.	Fallout from Covid. Time for collaboration among subject teachers within grade levels. Life/work balance for teachers and admin.	It is a very diverse school socioeconomically, ethnically, and academically. JIO teachers are awesome- caring, competent and passionate.
Faculty/Staff Member	Non-Resident District Employee	-Some who engages with the students and staff. - Someone who is hands on.	Lack of physical classroom space at the elementary level	We are a special district. It's not just about being a teacher, administrator, or faculty...the students in our district need more. They need love and support. The need all faculty and staff to be a "caregiver", "a nurse", or a "therapist." We wear many hats and wear them proudly!
Faculty/Staff Member	Non-Resident District Employee	Listens to and supports teachers, and trusts their professional judgement	Keeping class sizes small. Teachers and students agree everywhere that this is important for learning and student well being.	We have always had smallish high school classes and that is part of what retains staff even though our salaries are not competitive with nearby districts
Faculty/Staff Member	Non-Resident District Employee	Open, honest, continuous communication.	Balanced support across subjects as well as grade levels.	Highland Falls has a proud history of supporting the arts. Your arts teachers will always put their best foot forward in student education and presentation to the community so your continued support is requested.
Faculty/Staff Member	Non-Resident District Employee	Caring	Continuing the work that the last Sup. was doing.	The importance of community
Faculty/Staff Member	Non-Resident District Employee	Wonderful staff	Hiring more staff to accommodate the student population	Great community

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Faculty/Staff Member	Non-Resident District Employee	Considerately decisive.	Residual issues from COVID, continuing financial issues, staffing shortages, employee retention.	Part of what makes it special here and why people have stayed is the closeness and the sense of community despite being made up of many communities. Preserving that sense while also maintaining rigor in academics is key.
Faculty/Staff Member	Non-Resident District Employee	A compassionate, strong leader	Keeping class sizes down.	Economically diverse school community.
Faculty/Staff Member	Non-Resident District Employee	Approachable. Someone whom is friendly, open minded and approachable.	Cohesiveness with academics across buildings.	The diversity of students, the financial concerns (appropriating funds for maximum benefit to students/faculty and staff)
Faculty/Staff Member	Non-Resident District Employee	Someone who is empathetic and has a growth mindset.	Building a sense of higher morale and consistency	The uniqueness of this district in terms of its involvement with West Point & Garrison. How diverse the community and student body is.
Faculty/Staff Member	Non-Resident District Employee	Approachability and positivity. Frank brought a lot of positivity to the district. Debra Jackson was a decent leader but not approachable.	I think that all salaries need to go up, from teachers to custodians to coach and stipend positions. I've seen too many people leave for better salaries and we will not be a competitive district. It is also really hard to get anybody to apply for any openings. Very limited applicant pool for the positions I have been involved with. Salaries aren't even close to inflation this year and people will not be able to afford to be a teacher here	Unique needs of military kids and the unique needs and challenges of a smaller school
Faculty/Staff Member	Non-Resident District Employee	Competency, kindness, fairness, etc. Our current superintendant is as good as there can be. He will not be easily replaced.	Ensuring good employees stay in the district long term. Too many stay only for the experience and leave because of the better pay in virtually every surrounding district. We also need to attract a more diverse staff.	That it's important to make real connections with the staff, parents, and community. Our current superintendant is a great leader and also makes these connections.
Faculty/Staff Member	Non-Resident District Employee	Someone who knows and understands the difference in signing the front of checks not just the back.	Clearly outline Their/Boards Vision & Expectations and allow your people to implement it.	I have only been here briefly but you are blessed with competent people. Allow them to do their jobs and implement Superintendent/Boards objectives.
Faculty/Staff Member	Non-Resident District Employee	Concern for all of our children.	Keeping our kids safe with new Covid variants.	The community diversity is our greatest asset.
Faculty/Staff Member	Non-Resident District Employee	Hard working, kind, compassionate, quick	Mental health	We're a family. We support each other.
Faculty/Staff Member	Non-Resident District Employee	Honesty	Learning and social emotional needs of students	Community who values learning and the individual needs of our students.

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Faculty/Staff Member	Non-Resident District Employee	I value transparency and empathy. Teachers have had a hard few years, during the pandemic, but especially during this 21-22 school year. It is important that the Superintendent be empathetic and understanding the workload and responsibilities of all staff. There are major academic gaps to fill within a short time and major social-emotional learning to be done within our classrooms. It is easy to think our teacher workloads are back to "normal" but they are even larger now.	I think it will be important to solidify/streamline the Emergency Response (Standard Response Protocol) within the district so that there are no gray areas. I understand that this will be addressed during a work day in August. However, I think there is still confusion after the first day we had in March. Also, the large need for SEL amongst students of all ages.	Another important aspect of the district is the large population of ELs. They receive push in and pull out services now, which is great. However, I feel the amount of support necessary for them to progress is much more than what they receive now. I wonder if dual language or co-taught classes would be something to look at in the future over the next few years.
Faculty/Staff Member	Non-Resident District Employee	I value transparency, communication and consistency.	-Presence within the school building and the building of relationships with our families, teachers and especially our students - Understanding the demographic and needs of the community -Ability to communicate with our Spanish speaking families	-The uniqueness of the community: the diversity of our district in terms of racial, ethnic, and socioeconomic differences -The high turnover rate of administration, especially at HFIS and the need to create stability and trust with teachers
Faculty/Staff Member	Non-Resident District Employee	Approachable; interested in students' activities	social media; adapting to education with covid	Small but diverse
Faculty/Staff Member	Non-Resident District Employee	The ability to listen to staff and work cooperatively with them.	Community relations, unity among varied communities, staff/school unity	We have a very diverse school community; I would argue that it is more diverse than almost any other school community. It is really important to juggle the varied needs of each group housed within our different schools and to understand how that impacts students and staff; it is also important to be aware of how these differences make each school in the district so distinct and our needs unique.
Faculty/Staff Member	Non-Resident District Employee	Clear and diverse vision for the district, effectively communicates and listens, and has leadership skills.	Unifying communication between schools	We are a close net family that supports and lift each other. We encourage everyone to grow and be influential leaders and role models for the students.
Faculty/Staff Member	Non-Resident District Employee	A person who listens to what the district has to say about any topic.	The elementary school parking lot. It has a lot of potholes and is very hard for parents to drop off/pick up the kids. It also makes it hard while faculty and staff are leaving as well.	This school district and community are great. Everyone knows pretty much everyone, and so many kind people.
Faculty/Staff Member	Non-Resident District Employee	Leadership and Experience	Educational standards	Great district

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Faculty/Staff Member	Non-Resident District Employee	Good listener to problems in the district	Better parking at the Fort elementary school, not enough space and lots of pot holes. Better way for parent drop off	Friendly and very small
Faculty/Staff Member	Non-Resident District Employee	Support of equity for students and staff.	Inequity in buildings and a disconnect between schools	This is a great district, however the schools seem to operate as independent entities rather than a cohesive district.
Faculty/Staff Member	Non-Resident District Employee	Honesty and integrity	Morale/attitude at HFIS	That employees tend to stay a long time and have close relationships; that there is a lot of poverty in our district
Faculty/Staff Member	Non-Resident District Employee	Open Communication Fiscal Responsibility	Knowing the community, meeting the teachers and establishing goals that can be executed.	We are unique. Although the High School is composed of Garrison and West Point in addition to the students from Highland Falls and Fort Montgomery. Many families return back to the community at the lower levels. The hometown feeling is important to the community and the teachers.
Faculty/Staff Member	Non-Resident District Employee	Someone who is looking to stay with the district for a long time, not use us a springboard to a higher paying job to the south	constant turnover of school admins	the diverse needs the district must meet
Faculty/Staff Member	Non-Resident District Employee	Personable, organized, assertive	Communication--transparency, organization, and planning with the community and district employees	High economic, academic, and social-emotional student needs. Very close-knit, involved community.
Faculty/Staff Member	Non-Resident District Employee	Communication skills with community and faculty/staff	Continuing high level of academic standards	Small knit community that is very well informed about the daily operations of the school district
Faculty/Staff Member	Non-Resident District Employee	Vision. We've had a lot of good managers but no real leaders that have motivated and united the community to meet the challenges of the 21st century.	How do we get all of our students to achieve their fullest potential. We have groups that are being ignored and we have been doing the same things for the 20 years I've been here.	We are unique. No school district in our area is life ours so just because something worked where you were before doesn't mean it will here. They need to learn the community first.
Parent	Fort Montgomery Resident	Honesty and sincerity.	I have been very happy with our experiences at James I. O'Neill!	This is such a wonderful small town and area! Teachers go above and beyond to help our children succeed!
Parent	Fort Montgomery Resident	Transparency	If a new variant arises	My child/children are done with masks! 100% will not go back to them even if it means homeschooling
Parent	Fort Montgomery Resident	Fairness and understanding. A good knowledge of the area they work in and people/students they work with.	Making sure the students get all the tools they need to learn and getting them back to all their specials like music, etc and extra curricula activities pre- covid	That there is a wide range of ethnic backgrounds and incomes in our community. Everyone deserves the same treatment.

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Parent	Fort Montgomery Resident	Very important	The knowledge with the community	Been friendly and interested in any area related to the kids
Parent	Fort Montgomery Resident	Works with parents for the betterment of students and honest input from quality teachers	Spending money WISELY, listening to parents/guardians objectively, reasonable budget treating makes/females the same academically, sports wise and opinions	Combinations of a variety of familys/students, living in different communities (poor vs wealthy) and NO presumptions made before.
Parent	Fort Montgomery Resident	Honesty.	School safety, communication, gender equality within the dress code, revolving door of principals, student and teacher mental health	Small community with a diverse population. Lots of potential. Great people.
Parent	Fort Montgomery Resident	MOST EXPERIENCED AND QUALIFIED	ADDRESSING THE DIFFERENT NEEDS OF EACH COMMUNITY REPRESENTED. EQUALITY IN FUNDING WITHIN THE 3 LEVELS OF SCHOOLS. EXPERIENCE WITH BUDGETS	IT'S DIVERSITY AND UNIQUENESS
Parent	Fort Montgomery Resident	professional, understand issues goin on with youth during this pandemic	Drugs and vaping in schools, it is everywhere!	Close knit community
Parent	Fort Montgomery Resident	Realistic plan of goals for improving our each of our schools, professional and relatable for our diverse communitis, provides team oriented leadership, available and approachable.	Most important issue is understanding the diversity, understand HFIS is and elementary and middle school combined and there are wide different needs in one school. Striving for maintaining strong professional leadership. We've had many principal changes and we need to settle in with the right fit with a new superintendent.	We are diverse in all facets. We have a community that wants to be proud of who we are.
Parent	Fort Montgomery Resident	Informed and flexible	Our district somehow manages to educate our kids with a very small budget. I imagine this is extremely difficult.	We are very diverse and close knit.
Parent	Fort Montgomery Resident	Leadership	Up-to-date curriculum and building/maintaining a positive winning culture that is fair and equitable for everyone.	The high school community is extremely unique and diverse, given its students come from Highland Falls, Ft. Montgomery, West Point, and Garrison. A really good Superintendent will leverage this uniqueness to make James I. O'Neill the best high school in the state in all areas, including academics, athletics, the fine arts, etc.
Parent	Fort Montgomery Resident	A talent for innovation.	A dearth of extracurricular options exists here.	We have a thankfully diverse district which presents a unique opportunity to produce tolerant, globally minded citizens.
Parent	Fort Montgomery Resident	Engaged with parents and community. Personable and approachable.	Enabling traditional family values and traditional classroom environment free of political ideology and barriers to learning.	We are very diverse and most value strong families.

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Parent	Fort Montgomery Resident	Great communicator	Grounds maintenance of our fields and more variety/funding in sports (not focus on just basketball and football)	We are small and very vocal on social media. Not going to please everyone
Parent	Fort Montgomery Resident	Communication and community involvement	Moving us forward in our current direction	Our uniqueness!
Parent	Fort Montgomery Resident	Honesty.	The students and putting them first. The need to expand our Special education department so there are enough teachers for the amount of students that need it.	Our district is small and lacking in Special education department.
Parent	Fort Montgomery Resident	Getting involved in the community and promoting the diversity in our community.	The need for community involvement. Incorporating programs that help meet our communities needs like BOCES ESL programs.	We are a growing diverse community. Programs that get the community involved as a whole would be of great virtue.
Parent	Fort Montgomery Resident	Clear, concise, and honest communication skills.	Controlling costs during a strong inflation period. Safety for all students. Reduced bullying tactics. Drug prevention	N/A
Parent	Fort Montgomery Resident	Someone who listens to the parents more than acquiescing to the state for funding. Children are to be raised by their parents not the school.	As a parent I am against Critical race theory being taught. I also do not want my child ever masked again in school or forced "vaccines". I would like my child to be learning not being indoctrinated.	We have a small, tight knit community of people who have worked hard in giving our children a safe environment that supports each child's talents that are both academic as well as the extra curricular activities that make for well rounded adults. I would hope that these programs will continue to prosper in both the high school as well as the middle school which has seemingly been overlooked with those programs.
Parent	Fort Montgomery Resident	Dedication	Quality of education	Resources
Parent	Fort Montgomery Resident	strong leader who makes informed decisions	the disparity of programs and facilities between the Elementary/Intermediate level and the High School.	We are a small community made of of a diverse population both ethnically and financially.
Parent	Fort Montgomery Resident	That they are self aware and prioritize the wants and needs of the students & families within the district over their own cause/beliefs.	- Regulatory Overreach - Parental rights / Body Autonomy	We have blindly believed that our schools care about our children as much as we do. The past 2 years have taught us this is not the case. We trusted that school board members & administrators alike would share our values and instead, they've caved to federal and educational bureaucrats. Our children COME FIRST. Do better.

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Parent	Fort Montgomery Resident	Communication, Actual use of feedback provided by the community.	-Intermediate School. It is by far the worst run school in the district and the most important one. You have not been able to keep a decent principal and the communication is horrendous. The lack of discipline in that school and the favoritism that takes place is out of control. There is no consistency in punishments and the ability to adequately prepare the 8th graders for high school is poor.	See above.
Parent	Fort Montgomery Resident	Experience working with a small district, present and accessible	Meeting the needs of an extremely diverse population.	That our district has a wide range of students with varying social, economic and ethnic back rounds.
Parent	Fort Montgomery Resident	Interaction with students and staff. Pushing a comprehensive curriculum for students that is academically good and culturally appreciative	Health and safety	Celebrate diversity and push towards innovation
Parent	Fort Montgomery Resident	Leadership, honesty & transparency	Improving the learning environment at Highland Falls Intermediate School by addressing student behavior & holding accountable those who do not follow the rules.	Tight knit, small town, unified community
Parent	Fort Montgomery Resident	experience	not sure....	small.close knit community
Parent	Garrison Resident	Business acumen that can also relate to parents needs	Continued growth of AP programs and college prep	It has been great for our children to attend a school that brings together different communities. Sports, clubs, JROTC have all added to our experiences and the partnership with West Point when we are able to have events there.
Parent	Garrison Resident	Commitment	Bullying both in school and on social media Student engagement in curriculum and continuing to offer interesting classes for students at all levels of learning	Unusual school demographics that appear to seamlessly incorporate students from military and non military families into one student body. Students from West Point and local towns bring their talents and abilities from different backgrounds and primary learning and with the nurturing of current staff and administration continue to grow and give back to communities near and far whether it be through institutions of higher learning, military service , or as skilled tradespeople.

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Parent	Highland Falls Resident	<p>We are an area that is changing. Our school district is currently underrepresented in the hiring of more diverse candidates. We want a Supt. that believes that the education system should represent all races of teachers and workers. I would like to see people of color included in higher jobs, not just janitorial and teachers. Also, more spanish and creole speaking teachers. Representation matters. Someone who values our children learning about the true history(not sugar-coated) and not caving to the small percentage of the population that does not want to hear it.</p>	<p>We are a small school district that has grades 3rd to 8th grade in the same school. Highland Falls Intermediate School believes that homework is important in 6th,7th, and 8th. But regards it as busy work in grades 3-5. How are these students taught to work independently? Homework teaches students the importance of planning, staying organized, and taking action. Homework also gives parents a chance to see what is being learned in school. While it may be time-consuming and boring compared to other activities, repetition is needed to get better at skills. Since students are expected to have learned these skills. Some students when they move to older grades may struggle to keep up.</p>	<p>We are a small community that wants the same things as bigger school districts. We want field trips for all grades. We want to be seen as a competitive learning district for all of our schools. Not just the high school.</p>

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Parent	Highland Falls Resident	Honesty	include community as much as they should in decision making. Board meetings are NEVER advertised or reminders sent out prior to meetings which seems very convenient. maybe new superintendent is more tech savy they could send out through the district text alert reminding community of meetings? Right now the current super/board seems to not be able to do that. A superintendent available for public comment during meetings for public open discussion would be ideal to make public aware of what is happening in our district and have their questions answered for all to hear. Hopefully the new superintendent will focus on putting more investments in our district's foundation of education like the FMES SCHOOL and HFIS school instead of continuing to focus on the high school since that has West Point contract which always seems to be the priority in decision making to the board and superintendent currently of where money is allotted to. The HS has all new fields and FMES has puddles of a playground and the sign in front is ancient. They have a library on a rolling cart....seems like no money ever goes to that FMES school anymore while HS has manicured lawns. How about invest in a library to promote education for the smaller kids in district learning to read?	That our district does have a West Point contract with the HS but maybe they should also look at improving the FMES & HFIS schools to improve the foundation of education in our district. Our numbers of reading & math improve during HS level but that is when West Point joins in (so these children had an education NOT from our district which improves our numbers) we should be focusing on the education of those in the community who have been in the district since prek where math/reading levels in HFIS are below satisfactory!! 37% in reading? 42% in math? Hoping our new superintendent puts value in these children and focuses on THESE children.
Parent	Highland Falls Resident	I would like to see a Superintendent who values the parents' assessment of the child, and a Superintendent willing to take things on a more case-by-case basis. Not as much of a one-size-fits all approach, which is what we see in DODEA.	I would like to see less learning on laptops wherever possible. The distractions that laptops create actually impede the learning process. Laptop learning inhibits students' interpersonal skills and diminishes community bonds. I would like to see a healthy emphasis on reading.	I would like our new Superintendent to have a growth mindset in regards to the schools, but also the HFFM community at large.
Parent	Highland Falls Resident	Understanding when and when not to suspend students depending of the issue.	Biased faculty.	Fundraising for more programs for the students.

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Parent	Highland Falls Resident	Willingness to be transparent as well as non-dogmatic and most especially non-political	Budget as a driver of taxes, equal involvement of stakeholder communities—west point folks don't part taxes but the dod contract is huge and as recently re-learned, essential to the survival of the school	The community has multiple disparate pieces that feel differently about each other. What thoughts does supe have for defusing that inter-group friction?
Parent	Highland Falls Resident	Presence	N/a	N/a
Parent	Highland Falls Resident	keep us informed of any situation of the school	try to always keep students in activities and a level of education always up to date!	it would be a good choice to be from our community but if not just have a love for the students and know how to run it successfully
Parent	Highland Falls Resident	Getting to know how to support the kids	Cultural inclusión	Cultural diversity
Parent	Highland Falls Resident	Wisdom and acknowledgment of the US Constitution.	Bullying, racial division, student gpas	These students need to be united, not constantly told that everyone is racist. Teachers need to teach instead of being constantly political. My children's ELA class is actually an immigrant studies class where they learn nothing but how everything is racist. 3 of their good friends are failing bc these teachers are more interested in being social justice warriors.
Parent	Highland Falls Resident	Keep parents and student/teacher apprised of pertinent information succinctly. Kids/students learning at their own pace, in a safe environment with smart quality teachers are THE most important elements to foster	Helping female students/teachers to have the same/similar environments, facilities, sports, and abilities as MALE students/teachers. There are many discrepancies daily especially in the sports areas. Set up is for male sports and females can USE certain areas IF convenient. Not acceptable in this world environment of 2022.	Small diverse communities populate the schools in HF/FM/WP use every community to provide the BEST education and needs for ALL students. Think outside the normal BOX, be inquisitive and curious to be the BEST school system in the county or state! Give kids the quality memorable education they need to get through life. Ask the children what they need and want they are your source!
Parent	Highland Falls Resident	Safety of the community	Kids being picking by each other	Better communication with parents
Parent	Highland Falls Resident	I want honesty and transparency. Not just from the superintendent but also from the board.	Address all of the kids issues due to Covid and a lack of schooling for a year and a half	You cannot only pander to westpoint kids. Our kids count too
Parent	Highland Falls Resident	Clarity	Health & Safety	None

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Parent	Highland Falls Resident	Understanding and care for our children	Bullying within the schools	We are a small community where everyone tends to know everyone. Sometimes that's good and sometimes it's bad. But the children are the most important people in this community at the end of the day. They shape our future
Parent	Highland Falls Resident	Providing resources (academic and non-academic) for our children, making sure that they have quality education especially for our kids with special needs.	Creating / seeking opportunities for ALL of our children. Recognizing talent and expanding on it.	We have a lot of teachers and staff members who really and truly care about our children and want to see them succeed.
Parent	Highland Falls Resident	Personal ethics and inner strength is what I most value, along with the ability to keep church and state separate without spouting their religious views. Has to have a strong ability to do whats right for children and stop throwing staff and kids under the proverbial bus. Also needs to have an even temperment, lacking any narcissist tendencies that could get in the way of doing the public service job they are hired by the tax payers to do.	Harser discipline and expulsion of our local town and village students when compared with other student populations in the district. Considering these are the same children who are the lifetime products of this school district where anomalous behaviors emerge, this has to be addressed by the new superintendent. Local kids are paid for by tax payers and dererve an education in my district. Stop pawning them off and eliminating them from their own community.	This is not a very diversified district and not representative of our cultural mix of students. This community needs an influx of professional with new ideas and ideals. The small town mentality has got to go as the tax paying residents who keep this town afloat are from all over and own a stake in this community. We need diversity especially in hiring more African American and local professionals.
Parent	Highland Falls Resident	Involvement within the school community	Providing support for students who fell behind during the pandemic.	Knowledge of the vast demographic of students that is seen within the school community.
Parent	Highland Falls Resident	Communication with parents - perhaps having an overall plan for the school year - including themes and topics that will be talked about in school - and communicating that plan through online services, hard copies sent home and in person meetings. Would love to have a meeting each month devoted to parents and community members to discuss topics/issues with superintendent.	More cohesive communication through all three schools.	We are more than just a community of folks who are in need. There are a variety of cultures and socio-economic folks in this town.
Parent	Highland Falls Resident	Equity in curriculum and working with the community.	Revamping all curriculum to reflect multiple voices, especially in ELA where there are Native American, women, LGBTQ, African- American, and Latin X authors, characters and voices.	It is diverse and all students should be able to take AP courses, not just a select few. There needs to be more students of color prepared for the AP track as almost all students of color are placed on the regents track at the high school. Our students need to see themselves in the curriculum.

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Parent	Highland Falls Resident	The quality I value most in a successful Superintendent of Schools is integrity.	Ensuring that the district receives the funding it needs to provide a well balanced education for our children.	It is a small close knit town and just like any other small community, we need someone who will fight for our district.
Parent	Highland Falls Resident	Care and concern for students	Phone policy	We are a close community
Parent	Highland Falls Resident	Fairness, inclusion, competence in their job and the community	Inclusion, underline racism in schools	This is a small town with a lot of people in power from generation to generation with closed minded views it's time to open doors to new views
Parent	Highland Falls Resident	Honesty Compassion Human	Fairness Lunch	Students are unhappy about school
Parent	Highland Falls Resident	Experience as a teacher on a variety of grade levels. Experience as administrator. Experience as superintendent.	Special Education programs, collaboration and unity between buildings.	We are very diverse economically and career wise. Sensitivity to the mobility of our West Point Families.
Parent	Highland Falls Resident	The excellence hard working	For me personally none	Everything it's okay
Parent	Highland Falls Resident	Sharp and bright	Covid regulations	The demographics of everyone one
Parent	Highland Falls Resident	Someone who will spend the school district's money as if they were paying the outrageous taxes that we are paying	Cut spending	It's a poor town
Parent	Highland Falls Resident	Someone who fights for the students as well as the teachers of our school district.	The changing of mandatory bus rules. I believe that buses should be mandatory for elementary and middle schools and optional for the high school.	What the schools need and require for the students as well for the teachers.
Parent	Highland Falls Resident	The ability to work with all on every issue.	Where to draw the line between educators and parental interference with curriculums.	Extremely economically diverse community.
Parent	Highland Falls Resident	Communication. Diverse and inclusive leader.	Getting resources to ensure that our children are prepared academically to compete with larger schools	We are a unique community with a heavy military presence.
Parent	Highland Falls Resident	Someone honest and available when needed .	Someone who can put out the dumpster fire created by inaction of the outgoing Supt.	In my opinion, the principal in HFIS is unqualified to even work in the lunch room. That administration is not doing our kids any good . The teachers are the ones holding it together.
Parent	Highland Falls Resident	Flexible, liberal, environmentally conscious, clear behavioral vision, understanding of individual needs, believes in bodily autonomy	COVID mitigation without denying people's basic human right to free choice and bodily autonomy	It is a diverse district in terms of culture, ethnic background, and economics.

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Parent	Highland Falls Resident	Ability to relate to the students and being able to interact with the parents on a personal level.	Improving communication with the parents, getting more volunteer participation from staff outside of school hours, adding tutoring, keeping taxes from increasing, bullying is a real big problem in our schools and we need to find a way to stop sending our kids out of district as much as possible.	Parent participation is extremely low and needs to be addressed. Many children need better education assistance especially the 504 children. There needs to be more after school clubs so more children can have an opportunity to participate, parents should be given the opportunity to be involved in the school more at all grade levels.
Parent	Highland Falls Resident	Fair minded balanced temperament and genuine concern for well being and education of all children regardless of race, sexual orientation, religious beliefs, military affiliation or income	Bias against "non-minority" children, indoctrination of children, budget concerns due to West Point funding, increased financial and emotional stresses on families within the district, continued cyber bullying, drugs and vape in the school	For the most part, this is a small community with a genuine interest in our children's education but as with everything in life there needs to be balance and the children have suffered with the recent pandemic in particular with too much reliance on technology which is damaging ability to form bonds and connections in reality
Parent	Highland Falls Resident	Open-mindedness--- willing to try new programs ---	The diversity-- 3 different communities merging into one at the high school is important. PLUS -- knowing and working with parents across that section	It is not easy and a massive undertaking--- be willing to bring in new programs for those behind-- and new challenging programs for those ahead. I would love to see more in-house special education programs--- fewer of these kids being bussed out.
Parent	Highland Falls Resident	Understanding and be able to see the parents point of view and be a complete advocate for family and the best education	Safety good morals good faith. Present for students and staff. Hard working	Very unique community
Parent	Highland Falls Resident	Experience	Program management	Unique needs of the community
Parent	Highland Falls Resident	Honesty	Bullying , more services for all the kids who did not do well during Covid shut down	Catering to only the needs of westpoint kids is a disservice to the rest of the kids
Parent	Highland Falls Resident	Communication	Dynamic activities	.
Parent	Highland Falls Resident	The successful candidate has a clear vision for our district and effectively communicates such to the community. The candidate also needs to be a good listener, someone who considers all of the variables in certain situations. This person must value our thoughts and desires as parents / guardians.	The fact that we feel open communication and transparency have been neglected.	We, as families in the district, have a keen understanding of our children and what they need to be successful.
Parent	Highland Falls Resident	strong leadership and ability to advocate for both students and teachers effectively	Declining education	It's rich heritage but also its full of political bs

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Parent	Highland Falls Resident	Communication	Support for the children as they may have delays from recent events	They should consider the status of the middle school environment which consistently is the worst score school in the community.
Parent	Highland Falls Resident	Experience. Like Eileen Conners. That is who I recommend	Division and diversity	That it is anti-progressive and I would like the candidate to remain open-minded
Parent	Highland Falls Resident	open-minded	None	Nine
Parent	West Point Resident	stands up for teachers' and students' needs above data and money pressures	unifying three different communities in the school	It is a small school district with all of the pros and cons of being such.
Parent	West Point Resident	Outside the box thinker	Successful education of diverse student populations	No one solution will work for every student
Parent	West Point Resident	Common sense	School schedule. Shorten the breaks throughout the year and start on Labor Day and end by May.	Great kids at the schools, make sure they come first and apply common sense to the year schedule. Have more social events for kids.
Parent	West Point Resident	Communication and competency.	High quality instruction for all students. Data must prove it!	High Expectations amongst parents, students, and stakeholders.
Parent	West Point Resident	Commitment to excellence in all areas	Someone that will elevate education and athletics	n/a
Parent	West Point Resident	Looking out for the best interest of the students without politics.	Adding curriculum to the schools that include real life skills i.e. financial planning, changing a tire, job interviews, resume building, thinking outside the box for career choices	The kids are way more capable than they are given credit for and much more aware of what is a waste of time. We care much less about Covid protocols than they like to think. Time to move on.
Parent	West Point Resident	Someone who puts the students first and the needs of our community and doesn't let NYS "guidance" bully them. Someone who believes in choice for families and not mandates from the government.	The potential to have to deal with another round of Covid restrictions. Also, the school calendar has been very frustrating for WP families. Christmas break should be a full two weeks long. No one wants to go to school until 23December. I've never been in a district with such a short winter break. Please move some of the February break days back to Christmas break. Try to get the Spring breaks to match with West Point schools. Please work with Dodea to coordinate school breaks to match up!	Our kids love snow days :) Also, the HFFM school calendar holidays/breaks never align with West Point schedules. This makes family trips very difficult to plan. For example, HFFM does not have a full 2weeks of Winter break like West Point schools. This is very frustrating for families.

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Parent	West Point Resident	The ability to communicate effectively with staff, faculty, members of the community, and external stakeholders including the NYSED and the consortium of federally impacted schools. It is very important for the Superintendent to be able to represent this community effectively, especially when advocating for and securing the resources our district needs to run a high quality school system.	Sustain successful advocacy for securing the needed financial resources.	People here value leaders who have a strong work ethic, who demonstrate presence, who collaborate in the development of solutions to challenges, and who exhibit decisiveness when selecting a course of action. People here also value leaders who can find the right balance between enforcing policies and decisions to promote fairness and modifying policies or solutions when circumstances change.
Parent	West Point Resident	A classic, traditional academic, loves education, experienced director	First, removal of Covid restrictions. Second, Academic progress. Third, prioritize unity in the community and increase quality of school life through sports, music, theater, proms and other events. Our students have missed so much the past few years.	A lot of military students, eager to get involved and be a part of the school
Parent	West Point Resident	Listening and advocating for all students. Fairness. Responsive.	Continue to advocate for all students regardless of vaccination status.	Our West Point connection is unique and should be celebrated. Youth from Highland Falls and West Point have been playing youth sports together for years and have a stronger bond than many think. We need to continue promoting our school as one team, one community.
Parent	West Point Resident	The ability to work with all of the various stakeholders in the district, quickly and effectively.	The most important issue is always maintaining financial solvency.	They have to appreciate our unique blend of communities and they have to understand the intricacies of federal impact aid.
Parent	West Point Resident	Good communication/ fair/ friendly	Immunized / not immunized students	They are a military heavy based community and have extremely patriotic families.
Parent	West Point Resident	Integrity	Just to keep parents informed on any and all important topics.	I have none at this point.
Parent	West Point Resident	Honesty & Communication	Communicating important information to parents about emergencies and non-emergency situations, educational opportunities for students of all grades, educational and non-educational training for teachers, and graduation senior date so parents/family from out of town can plan in advance.	Staffing level of teachers, nurses, janitors, etc., virtual learning issues (chrome books not working, internet/server connection).

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Parent	West Point Resident	Curriculum development	There is currently no textbook available for the Algebra 2 and probably other classes. This is educational malpractice. Students need the option to learn from and refer to a textbook, especially students that are college bound.	There is no pool available for the students in this community. The school should have gotten a pool rather than an additional football field. If sports facilities are going to be improved a pool should be patio priority.
Parent	West Point Resident	Focus on teamwork of educators and fights for teachers rights	Pushing educational excellence and lobbying for exit from common core test requirements	The diverse and unique quality of Military child struggles are important when considering policy. Especially when it's a large part of the population
Parent and Faculty/Staff Member	Fort Montgomery Resident	Integrity and honesty.	Renewing/repairing/nurturing the relationship between faculty/staff and Admin. We all need to be able to trust each other and rely on each other.	West Point is NOT the HFFMCSD. West Point merely attends our district. Those children are no more or less important than our own.
Parent and Faculty/Staff Member	Fort Montgomery Resident	Integrity	COVID management, academic achievement lag and behavioral supports after lockdown/remote instruction	Significant proportion of the HF-FM community consists of people of color and people at/below poverty level. The new superintendent should be sensitive and proactive to the unique needs of these populations.
Parent and Faculty/Staff Member	Highland Falls Resident	leadership to be able to guide us even though there is so much noise in our world.	support staff , better communication with parents and schools, class Dojo for high school as well. its such an easy and fast tool for teachers and parents to stay informed or send messages.	our town has so much to offer, kids from different regions very unique , beautiful people and history. West point and the hudson valley are rich with things to do .
Parent and Faculty/Staff Member	Highland Falls Resident	Experience	Working to get more parents involved in the school and their kids education	The uniqueness of our district, 3 communities(HF, WP, Garrison)rolled into one
Parent and Faculty/Staff Member	Non-Resident District Employee	The ability to support students, faculty, parents and employees	A thorough curriculum and a firm and good relationship with parents	The community's relationship with the USMA
Parent and Faculty/Staff Member	West Point Resident	Vision I believe a superintendent that possesses vision and is dedicated to implementing a creative and thoughtful district wide plan based upon meeting the needs of a variety of students would benefit our community	Meeting the needs of ALL students. Attention needs to be given not simply to one group of students but to ALL students. Each end of the spectrum and the middle should receive support, programming and encouragement	I believe it is important to understand the immense talent within the district among the students and faculty. The potential of this group is limitless with positive reinforcement and intentional decision making
Parent and Faculty/Staff Member	West Point Resident	Transparency and an ability to communicate with multiple populations	Managing school funding in a way that is sustainable for the long term.	It is a great community! You have a great parent base to draw from.

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Student	Highland Falls Resident	Doing his job that can uphold the best of his abilities	That's his decision to make not mine but I don't have a idea in mind.	It's a great community
Student	Highland Falls Resident	B	V	V
Student	Highland Falls Resident	Reasonable principles	Dress codes, detention for being late	None
Student	West Point Resident	just be there when a student is having trouble meaning with themselves or having conflict with others	maybe that to be aware with kids because who knows what they can do or bring to this school	that we are a good school but there's also loud kids in our district