Albuquerque Public Schools

Additional Comments

Community/ Staff/ Board Survey

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Prepared and Presented
By

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Cedar Rapids, IA
• Understand the "one size fits all" model does not work for all schools. Recognize that school of choices have different needs than traditional high schools. Stop allowing SIS and instructional curriculum leadership from making decisions in the "one size fits all" model by allowing schools of choices to submit a plan for approval with valid reasons for doing things differently that benefits the students and teachers. A teacher should not have to manage 39 grade books for 39 sections of students because SIS - Synergy is not functional for concurrent enrollment for student scheduling.

• "Please reach out to the following individuals:

- Values site-based management
- Uses equity lens in all decisions
- Willing to rehire cabinet members"  

- Takes the time to understand how and what each department does in APS. Makes informed decisions. Has an open door policy.
- Please seek a candidate who is able to engage community as well as translate issues that are challenging us educationally into programs, support for teachers and schools. We have schools with fewer resources than others in our district, we have students who are hungry, who are challenged by their legal status or those of family members, students who experience or witness violence regularly. These are common issues in the lives of many of our students. We need a leader attuned to these issues with good listening skills, proven ability to work with diverse communities including schools with students with educational disadvantage, and imagination and creativity who is willing to commit to working on these issues as a core part of the superintendent's job.
- I believe some experience within the school system, such as at the principal level or classroom level would helpful and appreciated by all of APS and the public. Thank you.
- I believe some experience within the school system, such as at the principal level or classroom level would helpful and appreciated by all of APS and the public. Thank you.
- I would like to see someone who is from New Mexico and understands the cultural and language diversity in the classroom. I do not want to see someone like [redacted] in this position. She couldn't prove herself as a high school principal or a district leader. Let's not go backwards, but look for a good candidate who is willing to move our public educational system forward.
- Someone who is willing to travel around to our schools and make time to engage students, parents school staff and the community.
- This individual must be willing to put the developmental needs of students first and not cave to the pressure placed on districts to excel on the standardized tests. This over reliance on standardized testing is one of the most detrimental challenges facing our students and educatores.
- "We need a superintendent that is capable of understanding that teachers are in place to teach - not be friends with the students and then attempt to try to teach the students something. I would appear that we have way too many teachers that are friends first and teachers second. That may sound good, but it looks like we have teachers that behave like kids. Professionalism needs to be restored at all levels, and it starts with a superintendent.

- As a parent, I think teachers need raises, and need to have some basics as points on evaluations. Issues that are measured everyday, not just when evaluations come up. Are the teachers on time to work (not arriving as class is starting)? Are teachers dressed suitable to the job? (Yikes :0 you should really look at what some wear.) Are teachers showing up to watch the children on the playground? Are teachers communicating with parents? Are teachers showing the children how to use the tools - like the student agenda - and not just giving the children the tools and expecting them to use the tools? Again, professionalism needs some real help here.

- A superintendent that understands that teaching, and not fuzzy concepts, is needed. My mother looked at
the math books and laughed - she called it "new math" as said that it didn't work when she was in school. I had an education outside of the US and had to learn basics - like the multiplication tables and how to show my own work. Why did we stop teaching these things and why use such indirect methods and group stuff where everyone gets the same grade? My current high school student is suffering now, and has a tutor that is stressing these basics so he can do well in college. A little late, huh?!

- Ability to bring the community into support and protect the school funds. Also focus on child individual strengths to promote success. Encourage teachers to step out of the box in classroom lessons.
- Utilizes existing collaborative partnerships the district has with other decision makers
- The new superintendent should be open to listening to the teachers and students over ANYONE else. He/she should make monthly trips to different schools across the district and interact with his/her students. We know the superintendent chosen will be there to run and lead the board but I want to see someone who is capable to interact with the people on the lower end of the educational "totem-pole".
- We need a new superintendent who has an unconventional background, and one who has experience improving educational opportunities for young people. He or she should also be deeply knowledgeable about the needs of our state and have experience thinking outside the box to help New Mexico improve opportunities for our children.
- "Focus on equity

Outside of APS

- Willingness/ability to restructure organizational chart and hire new cabinet team"
- I want a strong superintendent for our schools. He or she must understand the hardships of students and their families. They must be able to communicate and meet with union leaders and school board members. They will be on the media often, so they need to present themselves in a professional manner at all times. They could even spend time in local schools with special education services. Please find a worthy superintendent for our children, our teachers and education assistants.
- Will support the growth of community schools seeing the importance of engaging many types of partners to support the whole student as a necessity to academic success for all.
- The new superintendent should have experience in the classroom, in management and in working successfully with students, families and communities. S/he should be familiar with the values and history of New Mexico and be able to narrow the educational gap.
- It would be great if the new superintendent was supportive of programs such as Crossroads at APS where students can receive appropriate interventions, counseling, and guidance on matters that are very likely contributors to their poor academic performance (in many cases, not all). If the schools cannot recognize and help students, many of whom live in homes that not conducive to learning, then the expectations that they can just show up at school and concentrate on their studies is unrealistic. The teachers need help with matters (i.e. food security, safe housing, safe neighborhoods, etc.) outside of the school hours that deeply affect the student's ability to learn. The curriculum should include life skills, coping mechanisms, alternatives to substance use and violence, anti-bullying, the negative effects of racism/prejudice, health equity, and other topics that can and do heavily impact their ability to learn the core curricula (i.e. math, science, reading, writing, etc.). Hopefully this next superintendent will be willing to push back on mandated curricula that does not really benefit the students. Less testing and more skills building.
- "Please recruit either [redacted] or [redacted] They are knowledgable about our state and community, but are not from APS. We believe these experiences would be beneficial to the future of APS.

- We also need someone willing to reorganize the executive team."
- I am a sophomore at Volcano Vista. These two years I've spent some time with teachers that don't really seem to care about their job like they should. Actually, I feel like APS is so desperate for teachers, that they are just hiring anybody. I didn't have an AP Psychology teacher for about 2 and a half months after the school year began this year. Luckily we received a good teacher. But other classes, I'm not so lucky. Some kids have teachers that just let them leave class. Other teachers give students the answers to all major tests, and finals. Why? Because they don't teach. It's extremely frustrating because I don't feel like I'm receiving the education that I deserve. And to top it all off, APS is forcing us to devote the whole month of March (and part of April) to state testing. Tests that measure how well we're being educated. Meanwhile, we aren't even being educated by our less-than-adequate teachers. Because we are taking a test that is only
benefitting the district. We aren't learning from those tests. With a new superintendent, I hope to see a change in the whole system. It seems messed up beyond repair, which is unfortunate. Again, I'm just a student. Luckily I'm educated enough to actually know that things need to change.

- A New Mexican!
- [Redacted] & [Redacted] were poor choices. The Chamber's vigorous support of [Redacted] shows their input should be discounted. What is missing in APS is a succession planning process that identifies and develops leadership through rotational assignments and developmental classes.
- GE led they way with these programs. Their success was proven by the number of their managers that were recruited by other firms. All openings should have at least one extraordinary internal candidate. If the current superintendent contract process was a best practice it would be used in industry.
- These have become almost impossible jobs as the politicians have decided they can fix our worsening social problems through reforming the schools and expecting the impossible. The problem is nobody including the Governor and her education secretary actually knows how to accomplish the goal. Unfortunately, they think they do. Their simplistic quick fixes could have a lasting long term consequence of making education the last career choice among the best college students because they have alienated the current education professionals. Maybe because of the environment only flawed candidates apply."
- I cannot think anyone more well suited to apply for the position of superintendent of APS more so than [Redacted] As a life-long resident of Albuquerque who attended public high school (Highland HS) here in the City, he is a visionary and progressive thinker who built successful charter schools based on forward thinking ideas. He understands our community and the needs of kids within it deeply, and has knowledge of how to lead education efforts for kids that come from very diverse demographic backgrounds better than anyone I know. He is someone who has already given so much to this community by and through his vision and strategic planning to create multiple charter schools over time that are some of the most successful in the City. He is someone who will listen first to solve problems in creative ways and is a well grounded individual with common sense.
- I highly suggest you look for someone who is looking to develop strong programs in all academic areas not just reading and math. By educating the whole child, especially with the inclusion of curricular music, art, and physical education, our students will achieve in all areas and have an investment in school. They will see that school is a place where they can develop in the areas that are of interest to them alongside the areas that we wish them all to grow.
- Someone who has been a teacher and knows how it works in the class rooms.
- "Understands that throwing money at it doesn't fix the problem.
- Advocates for the cessation of all the fruitless standardized testing, and can present a clear solution to the problem.
- Doesn't expect to make more in salary than the state governor...open to "'performance-based'' pay."
- I would like a leader who is willing to challenge and resist the current approaches to school reform, such as testing, top-down accountability with little teacher input, and the idea that standards are more important than teacher knowledge and expertise. There little or no evidence these approaches are working.
- Will hold administrators at all levels within the district accountable to policy and procedures, including implementation of district goals and professional development as a systemic plan for improving APS schools.
- The district needs a strong leader who will back the teachers up. They should spend time in the schools and classrooms to obtain real time knowledge of what is and is not working. The new leader should develop a long term plan for employee raises that are fair. The no child left behind act leaves a lot to be desired from a parent stand point. Our kids need real world experience in this competitive job market and they should be groomed for college from day one no matter their families financial background. The new leader needs to be more then just the face of APS; they need to lead by example and be accountable to the community. Our students should come first, over a dollar sign.
- "The survey required that I check a total of 10 answers, but these are my most important criteria:"
- Will work to eliminate 80% of current standardized tests
- Demonstrated commitment to transparency in all decisions
- Will implement community school approach
- Long-time Albuquerque resident
- Will eliminate all efforts of the private sector to take over the public schools"

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• Candidate should have classroom experience, and school site administrative experience. Should be a person that is sensitive to New Mexico's native populations including working to minimize student placement in remedial or special education programs solely based on stereotypes or need to expend state of federal funds because they are available. This person should be more than a "show boat" type of leader. Should be accessible to all residents and tax payers to the APS district. Must attempt at all possibility to select from the State instead of going outside. Additionally, the person should closely reflect the majority student and parent population of the APS school district. It is time the Board quits being the promulgator of colonial rule in NM.

• The superintendent will integrate the importance of well-being, as well as, promote positive prevention and social programs into the schools.

• I believe an important quality in a candidate for APS Superintendent is that he/she is familiar with the unique community that is Albuquerque - they should understand the culture of the people - the teachers, school administration, parents, students and community at large, in order to understand the issues, challenges and opportunities facing the district.

• "- Works toward INCREASING THE AVERAGE EDUCATIONAL LEVEL OF ALL CHILDREN, resulting in a HIGHER EDUCATIONAL LEVEL of all the Albuquerque CITIZENS. Parents who are educated will collaborate TREMENDOUSLY in their CHILDREN EDUCATION.

- Incorporates PARENTS WORK SCHEDULES in CLASSES SCHEDULES. Parents are hurting professionally because their office hours are not compatible with APS educational timetable. I have not been able to WORK for the last three years due to this circumstance. I have over TEN years of College Education (with Superior Certification as an Architect in over thirteen countries), and I am waiting for my children to be old enough so they do not require direct supervision to stay at home while I can go to perform my job.

- Can address this coordination of Parents/Children Scheduling lifes to our Legislators so even the lay can include it in the form of a law (i.e. Business may allow parent of school-age children to work hours that are compatible with APS classes).

• THIS IS UNTHINKABLE IN A DEVELOPED/EDUCATED SOCIETY !!!"

• I am a Highschool Junior and i'm in the AVID (Advanced Via Individual Determination) program and I would like the next representative to support avid in the way that it supports me. Avid supports me by getting high school students like myself to get into college. "Three out of four AVID graduates WHO APPLIED were accepted to four year colleges and or universities". Avid.org. Avid also encourages leadership qualities (organization, tough decision making, having in open mind, demonstrating grit and integrity, etc). This program not only helps students gain important college readiness skills but it also helps me and my classmates with our school work on a daily basis (studying, anticipating test questions that may be on future tests, cornell-note taking, learning logs, reading logs, TRF's, etc). I would like the avid program to spread through ought high schools around the country so that other students have a higher chance of getting into college. Avid has really helped me though ought the years so I would like the next representative to help avid with support through funding for going to out of state (or in state) colleges. So that student will have a chance to somewhat experience the feel of college life and get a good idea of what college classes would be like for them if they went to the college that was chosen for the field trip.

• "Im a AVID and Manzano student. Whoever the superintendent is, the AVID program should be kept and practiced throughout all schools. Also Mr. Kraus is a great Avid teacher and deserves a raise in pay. The dedication and commitment he has towards this program is unbelievable and motivates us to excel in all classes.

• Sincerely,

• I am currently a junior at Manzano High School. I am also an AVID student of four years. AVID is a college prepared course. It helps with ACT and SAT test. It teaches you things that you can use for the rest of your life. AVID is a very helpful class and keeping it and talking about it more would boost our graduation rates.

• Im a junior Avid student at Manzano. Avid has helped me be more organized and learn good habits for
studying and keeping my grades up. Avid is a class that helps prepare you for college and I really believe it would help if other students had the opportunity to join this class. My teacher for avid, Mr. Kraus, is always supportive of me and encourages me to have good grade so i can graduate. He really helps me improve and when I'm not doing so good he helps me to get back on the right track. He is a dedicated teacher to this program and his students. Whoever the superintendent is should definitely keep the avid program because it would help students improve on their academics.

• "APS is needs a strong leader with a vision of what good education looks like. This person needs to be able to co-create this vision with others or bring that vision already to the table. He/she must get people to work together towards that vision. All departments in the city center building need to know that they are working together not against each other and not for their own interests.

• Education is a team effort across all departments. Right, now there are not teams but fractured departments who do not share ideas or work well together. The politics of working here have made the focus on students and schools the last priority.

• Please pick someone who will work to build a real team and not just replicate the same old structure where it is who you know that gets you promoted.

• I am a Manzano High School Junior AVID student that would like the new superintendent to promote AVID because it has helped me in ways that I cannot explain. Thanks to this program I have gotten a better GPA and I have been able to better organize my life as well as my school work. I believe that thanks to this program I will be ready for college.

• I'm currently a Junior AVID student attending Manzano High School. AVID is a program that helps prepare students for future tests and college careers. It pushes students' abilities to do better and to be a better student. I joined AVID my sophomore year, and have seen a great improvement in my education. I'd like the future superintendent to promote AVID and to show its importance to students' lives. Thank you for reading for reading my input.

• I am currently a student at Manzano High School. I am in the junior AVID class and I have been in the class for four years. AVID is a college preparation program that helps students such as myself to prepare for what will come in the future. It helps with preparing us for the tests we have to take such as ACTs and SATs. AVID guides the students to reach their full potential. It would be nice to spread the AVID programs to more of the High Schools and some Middle schools so that it can raise the graduation rates and help students get to college.

• I am a Manzano High School Junior in our AVID program, and I just wanted to say that I would like the new Superintendent to be informed on how AVID has helped me with my education. I believe that it is a very important program to have because it helps many students prepare for college. I really hope that the new Superintendent pushes to keep the AVID program, and make it a main priority. I know from experience that it is an effective program, and is worth it.

• I am an Avid student at Manzano High School. The Avid Program has really helped me in high school so far, and I really want the new superintendent to promote Avid as much as possible in the district.

• I am a Manzano High School Junior in the AVID program, I think that our new superintendent should promote AVID. AVID has helped me in many ways when it comes to school and to home life. It has taught me how to be organized and prioritize and mainly with time management. I believe that if our new superintendent promotes AVID, our schools graduation rate will boost highly.

• I feel it is critical that the next Supt. be committed to providing all students, pre-K - 12, with a well-rounded educational experience that includes all curricular components. This means an inclusion of the arts and other electives areas that address student learning from a variety of perspectives, rather than continuing the emphasis of using time in the school day to focus primarily on those areas of the curriculum that are the focus of standardized testing. The logistical needs of our staff should not take precedence over the instructional needs of our students. Our students deserve so much more than that if they are to be fully-functional, productive citizens when they graduate.

• The candidate should be willing and able to work with the State PED, but also s/he should be willing to push back against politically popular (grading schools, retention of poor readers) policies which are educationally unsound. I think [REDACTED] was able to do this.

• "We need an individual who has a business background. APS is the largest business in Albuquerque with the largest budget. It requires someone who understands business. The problem I see is the selection of
educators who have grown up in this flawed system then asked to try and do something they are not equipped or trained to do. Let educators educate and business leaders run the business. And, get rid of the many layers of administration currently in place. They take away from the budget and do not provide a value added service.

- PS. I only chose responses to items 7, 10, 13, 16, 23, 24, & 28. I could not submit my survey with out choosing 10."
- "Puts instructional time in the classroom first and foremost for students and teachers.
- Evaluates the district required testing for students and is willing to eliminate tests that are irrelevant or not helpful in informing instructional practices.
- Is willing to listen to classroom teachers and incorporate their reflections in the district's policies."
- I strongly agree that we have to hire a person from the ABQ area that knows our community, that knows what is best for our schools. ABQ has many many many qualified candidates, to fill the sup. job, but APS continues to hire these supers from out-of-state, that don't understand our community, and don't understand our schools. Wake up and hire local. local. local. local. local. thank you.

- "Homegrown
- Minority experience"
- "1. Skills and innovative ideas for building family efficacy so home can support education.

- 2. Skills to replace established norms and rhetoric from the PED and feds using innovative ideas, research and courteous professionalism."
- "- Is courageous, willing to make radical changes if necessary to improve this school district.
  - Is not local; too many superintendents come with connections, political debts and networks that interfere with getting done what needs to be done for the students and schools."
- "Has the character and ability to guide APS from a culture based on blame and bullying to one based on mutual respect and support.
- Sets an example of respect for teachers, administrators, and students.
- Will work tirelessly to rid the schools of the abusive "value-added" model of teacher evaluation."
- Keep in mind that education happens in the classroom- not the office. Students and teachers should take priority!
- "We need someone who is a native of Albuquerque and/or New Mexico. NOT someone from another state and who is not familiar with our city, state and culture. We need someone who will actually listen to the parents and students of APS and not pretend like they are listening, when we know they are not. We need someone who will put the students and teachers first, NOT themselves or higher administration when it comes to better academics and better pay. We need someone who has a background in education and not another field. Just because they have a degree in something else, does not make them qualified in education or qualified to be hired by APS.

- In short, we need someone better than [REDACTED] His whole term was a complete joke."
- "As a career educator, parent and community member who has served in leadership positions in several high schools, I believe it is essential that the next APS leader is someone who brings diverse experience (within education and beyond it) and innovative ideas and initiatives to this role--someone who knows well the landscape within the box but is not at all hesitant to explore possibilities and solutions on behalf of our students, families and colleagues outside the box. I also believe it essential that he/she has a deep understanding of our community's distinct cultural and socioeconomic strengths, complexities and needs.

- I am grateful for the opportunity to provide this feedback."
- "Has more than 5 years experience in the classroom as an educator
- Values teaching as a profession, and has a desire to engage teachers and other educators in the decision making process"
- "Someone outside of APS

- Willing to lead with integrity.

- Ability to reorganize central office and cabinet members
• Knowledge of good practice in urban districts
• Training as Superintendent through some sort of development program.
• Intelligent."
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• Ability to reorganize central office and cabinet members
• Knowledge of good practice in urban districts
• Training as Superintendent through some sort of development program.
• Intelligent."  
• Someone outside of APS  
• Someone who spends time with students. This is an extremely large district but it would be something incredible for the superintendent to have some personal connection with the students  
• "The superintendent needs to be able to manage the school district with the best intentions of representing Parent involvement, and support parent rights.the superintendent should be supportive and protect the diversity of needs of all students at APS."
• The Superintendent should be supportive and protective of my children's teachers, administrators and schools.  
• The superintendent should be able to keep political and corporate reform interests from further damaging the public schools my children rely on for their futures.  
• The superintendent should have traditional values and roles of school management and be progressive in working with all stakeholders to make local decisions that represent the diverse student needs of all the community members.  
• The superintendent should represent APS. APS needs strong leadership to give support to help create a diverse curriculum of academic and vocational education for all students.  
• The superintendent should be a good communicator, willing to honestly answer the public's concerns in a timely manner. We need faith that APS is the best school district we can create.”
• "More interested in students than money. How in the world can you pay someone $300K/year for this job?"
• POTUS makes $400K/yr + $50K expenses + benefits  
• NM Gov makes $110K/yr to manage the entire state  
• Abq Mayor makes $103K/yr to manage the entire city
• There is absolutely no reason to continue paying someone you fired, $300K/yr.  
• TX has a bill that deducts from the school budget anything paid to a superintendent after he/she is fired.  
• This would save money all across the state in every school district.
• I attended the public input meeting on 1/12/14. The answer to my questions?  
• ""The superintendent would save the district $300K.""
• My response - reduce the APS budget by $300K since they should save that much anyway, hire a superintendent for $100K and save $500K to spend on the kids. My suggestion for the best job qualification - someone who cares more about students than money.
There also need to be incentives tied to salary. The only thing motivating the superintendent now is fail and make more money with no work. Tie salary to student success - and that is not just high school graduation. Is high school graduation the best option? Not when CNM offers dual credits and UNM requires a student to pass the ACT or SAT (not a high school diploma). The best a student can do is move on to college or enter the work force as soon as possible. Students know when they're wasting their time.

Values and supports other areas of education rather than just focusing on those that are on the standardized tests.

Someone who isn't swayed with the wind of popularity but who will maintain focus on student needs, focus district departments on support schools that is perceived as supportive, seek and listen to input from a variety of individuals who serve students directly every day (not just organizations). Someone who has demonstrated a solid history of integrity in both professional and personal arenas. Someone who will be respected by the larger community, local, state, and national so that APS can grow into a district of excellence. Someone who will align resources, time, programs, and organizational structures to academic excellence. Someone who understands how far behind we are with using technology to improve student achievement and will commit to catch us up quickly.

I would like the new superintendent to make curriculum decisions based on best practices and research as well as be open to input from the community and staff as to what works well with our students.

No drama, please!!!!

I believe the new Superintendent has to be a long range planner with specific goals outlined to meet the ultimate goal of student achievement and high graduation rates. We have not been able to build a concrete plan to meet the district's goals in the past because the prior Superintendent did not think long term and did not rely on research. It's long overdue to consider basic steps of how to reach each goal and include the appropriate stakeholders in each area including departments. Departments have been treated unfairly in the past and some have been favored over others which has created silos and a feeling of inequity or lack of respect for certain departments. It's time to break down the silos among all stakeholders in the district and create a long range plan for meeting goals for each step along the way. The District has in place many exceptional personnel at the leadership, manager and principal levels and needs to capitalize on that collective knowledge. Thanks

I am looking for someone with humility, desire to be in ABQ for a long time, a desire to learn and grow, and who has a collaborative mindset.

The superintendent should have at least 7-10 years of teaching experience in a classroom. Ideally this experience should be in TEACHING CORE CURRICULUM. It's important this person be able to maintain a detachment from the political agendas which are taking over education. Reform is not necessarily a bad thing but my concern is that the person who has this job will ALWAYS do what's right for students. Schools are not companies and students are not a product. Maintaining the ethics good educators strive for is of utmost importance. This person should be able to keep our children safe from being exploited for profit and understand that economics of this state. Children living in poverty absolutely impact schools, teachers and the community. Not considering this fact when making decisions for our district implies ignorance or is a sign politics are advising in areas they have NO knowledge in. Lastly, teachers need to be shown RESPECT and should have more VOICE in their schools. Investing in training from Math and ELA Masters or Gurus (i.e.:Math Solutions) would considerably raise the moral of teachers.

We need a superintendent who was born and raised in New Mexico. We need Someone who knows the people, and is familiar with the diverse cultures. It would be important that this person is bi-lingual since spanish is our first language. We need someone who is passionate about our children and will always be looking out for their best interest no matter what it takes. Dealing with the parents and the community as a whole is essential it getting the job done for the greater good.

is the only acceptable superintendent. If APS does not give this position, they are blind to the community. I am an alum from a local high school, and was the best principal at Double Eagle, Desert Ridge Middle School, and La Cueva High School. He cares about the students. I mean truly cares. He puts students first and their needs. Never his before ours. He genuinely is interested in what students had to say, and took it in consideration. He was a friend, but a leader and got respect because he gave respect. Teachers respected him more than previous principals. If APS does not give the MOST

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DESERVING MAN the most important job in education, something is wrong here. Todd Resch, Superintendent. Has a nice ring to it, doesn't it?

- One who is willing to go to schools and communicate with the students
- Is open to new sports for school like Rugby
- "We need a superintendent who cares about APS facilitating after school activities for our kids. The current administration seems focused on the opposite, closing the schools at the end of the school day to limit liability and wear and tear on the buildings.
- By opening their doors and making after school activities more accessible to more students APS can play a critical role in enhancing the education of our youth and keeping our kids off of the streets."
- Willingness to become better informed about the various Special Education programs to assist in minimizing the numerous changes that have occurred within these programs. Ideally, to realistically manage the roll-out of system programs with appropriate and timely training to all parties that will be responsible for using the said systems. The lack of training and assistance is in desperate need of attention in order for staff to effectively utilize the systems to meet the needs of the district, schools, and families. Special Education is an area that needs attention with sincere thought in order to encourage more teachers to apply and stay with this component of education.
- We need a superintendent who can control his/her impulsive comments and one for whom the primary goal is increased student achievement including narrowing the achievement gap, and not the selfish goal of winning the Broad Prize, ad nauseum.
- "Experience is valuable, but finding a superintendent who can support innovation and creativity in education is equally important

I hope that the Board of Education will set teacher and principal preparation and mentoring as a priority. The pipeline of educators is drying up and these shortages will seriously impact students.

- An earned doctorate as a requirement for the superintendent tells the community that education is valued and respected."
- "Hello,

My name is [redacted] and I am the Community Organizer for a local solar installation company. I have been with the company for only three months, but I've seen first hand how having a choice in where we get our energy from is extremely important on many levels.

- It's becoming more apparent that our the world's energy paradigm is quickly shifting due to environmental, legislative, economic and ethical reasons. It's not a matter of if anymore, but a matter of when. Several schools have opted to go solar and have already begun reaping the rewards of doing so. When businesses, residents or public/private entities opt to go solar they are getting a huge return on their investment and thus can put the savings otherwise spent on energy towards school programs. A new wave of energy independence is upon us. We work towards owning our homes, businesses, cars and more - why not own our energy, too?

- One of my goals as [redacted] Community Organizer is to get involved in the schools since education is such an important element to the progression of not just solar, but energy in general. This requires that a new expertise is integrated into the market which additionally brings the opportunity for more jobs to be added to NM's economy, as solar creates almost twice as many jobs as coal!

- See article here: http://solarlove.org/solar-creates-twice-as-many-jobs-as-coal-nearly-3-times-more-than-natural-gas-for-every-1-invested/

- I would love to see the new superintendent embrace something like solar...it just makes sense.

Thank you for your time.

Kindest Regards,
• Bring vision and energy to APS!!!!
• We need to focus on challenging our students and offering the most challenging coursework possible to allow every student to reach for the stars, rather than teaching to the least common denominator.
• "Our community deserves a strong ethical educational leader that has high expectations for all, students, families, staff, and community, leads by example and holds all accountable.

• Recognizes values the importance of engaging families, community, and business community in the education process the goal of student achievement!
• Recognizes that professional development is a necessary component to professional growth."  
• Candidate should recognize and value the importance of social workers in helping students achieve academic goals.
• "It is shocking that there is no tem on the list like:
• A demonstrated commitment to understanding the ways in which racism, sexism, classism, homophobia, and transphobia impact the ability of students to succeed and a commitment to be creative about creating a district that eliminates these barriers."
• I believe that it is important to have a superintendent who will listen to not only the teachers and parents but the needs and suggestions of the students, as we are the ones receiving the education. I believe we need a superintendent who will get our public school system back on track and has the ability to be an effective communicator and gain the support of all groups. Additionally, improving the quality of the teachers lives and salaries, will, increase morale among the teachers, and make them happier in their teaching profession which they work incredibly hard for. However we need a superintendent who will look beyond just the educational staff and focuses on the maintenance and operations workers and custodians who work extremely hard to keep the schools up and running. Each part is a vital piece to the system, and not one can be overlooked without extreme consequences. This is why in many ways requiring a degree in teaching is very limiting. It fosters that focus just on the area of teaching and leaves students, parents, and maintenance workers in the dust. It is time to get APS back on track and to improve quality of life for everyone that is employed by APS, and everyone that benefits from an APS education.
• "Committed to preparing students for future making sure technology is up to date and focus on skills that will help students create with as well as use technology.
• Has knowledge and commitment of maintaining and creating programs for up to date vocations--technology driven vocations."
• There needs to be more accountability from the "top" down; would like to see supervisors actually come to the schools to see the principals and to walk the halls and to see the schools and the students.
• "It is time to hire a superintendent who possesses the integrity, educational knowledge, work ethic, and reputation that is demanded for teachers.
• The contract offered should not REWARD bad behavior. Should the superintendent behave poorly, comment an illegal act, abuse his/her power, or defile the position in any way - cut them loose - NO BUY OUT.
• The superintendent should be held to 'higher' standards, should be accountable to a 'board' of teachers, community leaders, and parents.
• Perhaps an 'elected board' is out dated. A grass roots lead board of stakeholders is more appropriate."
• "-Not entrenched in teacher union and ability/desire to work for the students and the district as first priorities
• -Demonstrated ability to be fiscally responsible and to make the hard calls to choose budgetary items of importance as well as potential cuts for the student/district future success.
• -Willing (and open minded enough) to return to strong base in education with electives put back into a secondary role of importance.
Willing to work hard for the district to see REAL improvement in scholastic achievements (less bureaucracy and more education).

Willing to stand up to teachers union to promote and reward proven results from good teachers and sever relations with sub-par educators.

Committed to lowering the Teacher/Student ratio (adhere to class size rules), and work with PED to implement common core standards in a more sensible manner (less testing). Improve teacher moral thru recognition, pay increases and the lowering class sizes. Support our teachers, and back them up at all levels.

I want a superintendent who is willing to really reform this district starting with funding from the bottom up. Our classrooms are overloaded and without materials and supplies. Kindergarten should be no more than 14 students, yet APS is cramming up to 25 students into each one. All decisions should be made with students in mind and every effort should be made to support and retain experienced staff members. APS, as the largest district, should be the first to do what is right despite pressure from a profit driven, pigheaded PED. We need a superintendent who can elucidate upon and then actualize the RIGHT thing.

"To Whom it May Concern:

You should consider good Principals in the district for the job rather than out of state candidates.

The former Principal of La Cueva, [Name] was a very good Principal. He supported goals of enabling students to excel in a broad range of activities, and fostered enthusiasm for excellence.

The [Name] Principal at La Cueva, [Name] has lessened the school, gutting the gifted program, and she creates a constructive atmosphere that makes it harder for Students to be enthusiastic about learning.

Specifically, consider [Name] for the position. We do not personally know him, we only saw him speak once at the 8th grade introduction, but my son and I were both impressed by his vision for the school, and the great school he created. We felt lucky to go to La Cueva. We were surprised he wasn't there this year.

And we have noticed policies of contra,l rather than enabling students to excel currently at La Cueva. This does not foster excitement for learning. My son is the gifted program, its currently being gutted.

Not allowing students to go ahead when they are excelling, lessens their enthusiasm for school. My son is gifted verbally, and his amazing German teacher, [Name] approved him to transfer to second year, since he's already speaking German after being with her for the first semester. She is a new teacher implementing the latest technology and science of language instruction utilizing all of the senses rather than simply memorizing words out of a book. She is so exceptional that her first year students are at the same level as the second year students, since last year they had an old school memorize and learn teacher. He's been so excited about Language since being with her, has been researching Epidemiology of root words throughout Gemanic and Romance Language and analyzing patterns of words and their change of over time. And he's chatting with kids in German at school and online in Germany after 3 months of instruction.

That is creating an environment of learning

Versus the unfortunate kids who had the memorize out of the book last year in her second year class, most memory of their first year evaporated out of their short term memory since then, who are now at the same place verbally as her entire first year class. My son is gifted, however, I am quite sure if he was simply memorizing out of a book, he'd be bemoaning the difficulty of German, bored and discouraged. The entire first year class is speaking in German to each other, after only a few months, not just the gifted ones. This is what you need to look at in directing the district. How to teach, not what to teach. Information is everywhere, understanding and utilizing isn't.

[Name] should be the model of language development throughout the district. I know their are other exceptional teachers that I don't personally know that are utilizing the latest approach to learning in their class rooms. Find them and mold the How you teach after them, its not about the what you teach.
So there are two main points in this example: APS need to allow students who are approved by teachers to excel to do so, or they risk dampening their desire for education.

Secondly, and more importantly, they need to work with Teacher like Cathy and look to the latest psychology, technology and science of learning to determine the model of education. These methods foster excellence in thought -- not just memorization - which seems to be the current out moded notion of learning.

APS's list above seems to emphasize leadership and working with community. It doesn't speak to the way in which students are taught that actually engages creativity rather than memorizing lists which has been proven over and over is not effective educational model. Some times it seems like APS is more concerned with producing good test results to make themselves look good, rather than education for the sake of the students. And it over tests them to prove their own worth. Short term memorization is not education. We live in a world of google, all information is available, what's not -- is the desire to find it.

And education through simply memorizing long lists of terms simply is short term memory storage and short term vision of education, that is quickly forgotten and squelches the desire for knowing and exploring.

Please allow the school district a new vision of educating rather than simply memorizing for tests.

Thanks,

[Name]

APS mom to two boys, one a fifth grader at Double Eagle, the other a freshman at La Cueva.

*mostly complementary thoughts…simpler ???

Teamwork…ability to create a high performing team….aligned to mission/vission
Integrity in all he/she does
Quality….understanding principles of quality and establishing metrics that measure the right things and create the right behaviors…data driven…Improving graduation rates with unprepared graduates is where we are currently heading.
Leadership….understands role of leader and follower and creates trust… must be “credible, competent, a good communicator, and demonstrate character (Character Counts)
Respect for all
STEM + Arts + social…
Create a system that lets both boys and girls excel…we have forgotten that boys need physical activity and can't sit in a chair for hours on end…..
Focus on mission of K-12 and APS…..be willing to collaborate with other groups/et.al. to address other needs such as social, etc…and pre-K
Message development….Education is a privilege and all should take advantage of it." Is willing to listen to subordinates, teachers, students, and parents, with a genuine intent to incorporate relevant input into policies and procedures.
"I am in my second year of teaching and am already considering a new career. recently came to my school and listened to the concerns of teachers. I appreciated that opportunity, however, I want a leader for the district who not only gives us opportunities to tell them what is REALLY going on in our schools but who has ACTUALLY WORKED IN A SCHOOL AS A TEACHER for five years or longer. I also want that person to be representative of the communities we serve. I believe the APS superintendent should be a person who is bilingual and who has experience working with low-income communities. I want a person who understands how difficult it is to teach at a school with a high-poverty rate and how different it is compared to low-poverty schools. I also want a superintendent who RESPECTS TEACHERS AS PROFESSIONALS. Right now, I feel incredibly disrespected by the district as work demands are continually piled on with no additional pay or consideration as to how these demands (such as the DFAs) affect the instruction already going on in our classrooms. I am a teacher, not a tester.
Finally, large numbers of teachers are retiring or finding new careers because of the constant disrespect from the PED/District and impossible workloads. What will the superintendent do to support new teachers and make sure they stay in the classroom? I love teaching but I will not continue to teach if I continue to get no support from the district...for example, my position was cut last year and I had to find a job in the last two weeks of school...cutting new teachers every year DOES NOT MAKE SENSE. Teachers who are not doing their jobs should be cut, not new teachers who work hard and have the bad luck of being at the bottom of the HR totem pole.

MORE THAN ANYTHING, THIS PERSON NEEDS TO HAVE THE COURAGE TO DO WHAT IS RIGHT FOR CHILDREN regardless of PED mandates. Anyone who is in it for the money or the power should not be considered for the position of superintendent of Albuquerque Public Schools."

"I am very concerned about bringing someone in from out-of-state who may have a reputation that is ignored. I believe this happened with our last superintendent. It is shameful that concerns reported were not taken seriously. In fact, the last two superintendents from outside of NM left our district due to controversial and embarrassing behaviors. That noted, I think anyone who is not known to the community should be fully vetted to uncover any possible personality traits or previous behavior that would be questionable.

Nothing was mentioned in the list of 33 about special education. I would hope that a new superintendent would be knowledgeable about special education law, especially due to our high numbers of children receiving those services.

Given the current climate in NM at the state level, I would hope that a new superintendent would actually be able to see through 'veiled' efforts to improve student performance that are actually driven by financial support for national testing companies and the privatization of public schools.

In addition, I would hope that the new leader would be cautious regarding the agendas of some charter schools, taking away needed support for public schools, while meeting the needs of a few."

"The new Superintendent
1: should be willing to assess all impacts on staff and students before implementing any new plan.
2. should be willing to keep all board decisions transparent to the board.
3. be willing to work with a salary commensurate with other board members with no golden parachute."

The candidate needs experience in a school district that has SUCCESSFULLY dealt with the issue of poverty.

"The above survey has too long a list and is biased toward answers at the start of the list. You need to randomize the order for each respondent to get an accurate answer. It's also a laundry list of bland concepts, all of which are important. If you want a useful survey, you should ask about individual priorities and compare them against each other (for example, sports vs. academics vs. counseling resources).

The new superintendent should be willing to open channels of communication directly with parents and students to get their input into how APS should allocate its resources. For example, web surveys of district parents asking for their educational priorities.

The new superintendent should decrease the emphasis on student testing, and instead put more of the district's resources in places that directly address student learning: teachers, class learning time, teacher development, classroom materials, etc." Must be able to pass an extensive background check to verifying integrity, honesty, and openness.

I think this and all admin positions should be filled by someone who has spent time as a teacher in the classroom. How could a person possibly know what is needed by students and teachers if they have little or no experience working with students and teachers?

"Fire [redacted]. She doesn't belong anywhere near education. And keep in mind many that what a student scores on a test is up to the student, not the teacher.

Please have this person be smart and have common sense. Be open to new ideas."

Has Godly characteristics. Willing to work with the grunt workers.(the little uys)

"The superintendent should:

- believe that school should be enjoyable for students and teachers. If learning is not fun, neither are motivated to achieve their best!"
- understand that standardized testing should be limited and used to evaluate system performance rather than to grade students or teachers. Teacher-prepared tests evaluating mastery of classroom instruction should be the focus for grading students and evaluating teaching success. Standardized testing doesn't require more than a few days a year and not necessary every year for every student.

- use funds available for supporting classroom instruction, not corporate testing.

- have been a classroom teacher, preferably within the past 10-15 years or less to understand the reality that today's teachers face with an over emphasis on testing and the lack of elective programs that motivate students who may not be performing well in reading and/or math. The dropping of so many programs violates the idea of Multiple Intelligence and providing other avenues/programs for student success.

- have been a hands-on building administrator with recognized success in motivating/inspiring teachers as well as students.

- Recognizes the problems with the excessive testing of students and teacher evaluations and make moves to fix the system

- They should have specific teaching experience, not just education experience. They should be willing to take the standardized tests themselves. They should keep close contact with the student and teacher populations because those are the people who really know what is happening. It is important to truly have the interest of education students in mind, and communicate with them frequently about it.

- Please interview the superintendent of Santa Fe Public Schools.

- "Consideration for a leader that will show leadership behaviors that students can be proud of and teacher and Principals can follow. Special attention to how the new Superintendent will address the many low performing schools in the district is critical. For many years these schools have struggled with no leadership about how to address the factors that contribute to their state has ever occurred. This is more than selecting someone of color - it is everything about selecting someone who is a turnaround leader and has the ability to address issues that are barriers to learning.

- Consideration for:
  - maintaining, using and advancing the teacher evaluation system
  - advancing use of targeted assessments to support teachers making good decisions for students
  - connected efforts for teacher and Principal training".

- Will work with the community, our schools, and lawmakers to eliminate excessive standardized tests, yet acknowledges the importance of a single, HIGH-QUALITY state test. Small changes need to occur that lead our students in a positive direction.

- I think the district should take a serious look at the superintendent working in Santa Fe. His name is ___________.

- Ignore my 10 answers, none represent my intentions. Forget all 33 already selected items and do things differently this time. Just learn the lesson from the last two fools who were hired and ended up costing taxpayers to make them go away.

- Encourages a team building philosophy among administrators, teachers and parents to promote student achievement.

- APS needs a person who has "walked the walk", and is a former teacher at several levels. The person should be able to assume a stance re: testing, accountability, best practices, and data collection. The current teacher evaluation system is inadequate. Not because it is incomplete, but because it is discriminatory of lower performing schools. There are so many issues that affect the education of struggling students. The new superintendent of the state's largest school district should have some input toward how evaluations are used for/against teachers/educators. APS administration should be more involved in teacher training at the college level as well as the district level. The superintendent should also be seen OFTEN at school sites in a "teacher-leader" role.

- Has experience outside of this state in which their district of similar size or diversity is experiencing success.

- Understands and comes from the local community.

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• I recommend pursuing possible interest in this position from [Redacted] Superintendent of Santa Fe School District.

• I think that it is absolutely ESSENTIAL that the new superintendent have at least 5 years of experience in the classroom. Until you teach, you do not understand the challenges that teachers and students face.

• Having experience in management of district resources and sound fiscal practices is important, of course. But to be superintendent of the state's largest district the candidate must have an understanding of the way in which our funding formula works and ways in which to position the district to get the most funding possible through the formula. APS has just about the best practicing school finance person in the state in [Redacted]. The successful candidate should be able to establish a synergistic relationship with [Redacted] and be able to take from his knowledge but also add to it. Actually, the successful candidate should be able to have that kind of relationship with all senior staff, but I think it's particularly important in the finance area since, without money, none of the other affective stuff really matters. I do not think it's important for the successful candidate to hold a doctorate in education--maybe in philosophy or mathematics or some other liberal arts doctorate, but not education. And right now, I don't think a "hybrid" candidate is appropriate (unless that person can qualify to be licensed in NM) given the current furor over the state's current secretary designate of education. Actually, after the current legislative session, she may be looking for a job.

• "It's vital that our educational leaders understand two key concepts: 1) "those closest to the work need to be in control of the work"- meaning the front-line teacher knows what needs to be done regarding educating students. Thus, our new superintendent needs to empower teachers along with...

• 2) Teachers need to stop focusing on themselves and focus more on their students - meaning shifting focus from adult-centered practice to student - centered practice. This includes how our schools are set up and run, overall allocation of resources, and moving ineffective teachers out of the classroom/education."

• "26. should include similar size as well as diverse population and high poverty rate.

• There is a large portion of NM population that mistrusts anglos. As someone who moved here 28 years ago, an anglo, you can gain trust but it is slow and sincerity counts. Still experience disapproval at times in high scale restaurants from wait staff when in the company of my Hispanic spouse.

• New person will need a thick skin. Hope the interviewers will be honest about day-to-day reality here in 2015."

• "I believe that the superintendent should be able to speak the language and listen the language on various levels: Staff, principals, teachers, parents, students. If he/she is able to develop and maintain excellent standards for the teachers, then the trickle down would be very beneficial. Benchmarks should be monitored. Great teachers make great students who make happy parents and the cycle continues from there. A good example is the Superintendent from Aurora CO from 2013. Here is copy from their website explaining him and his beliefs:

• "joined Aurora Public Schools as superintendent on July 1, 2013. He brings a wide range of experiences to APS, having experience in law and educational policy in Colorado.

• main priority is to accelerate learning for every APS student, every day. He has encouraged staff members to think about their jobs and how each one relates to the goal of student achievement. To cement that idea, has asked all staff members and the APS Board of Education to create a three-sentence Unified Job Description.

• Below is [Redacted] Unified Job Description:

• "My job is to accelerate learning for every APS student, every day. I do my job by making sure we have the right people, doing the right work, with the right resources, in the right way. My community needs me to do my job."

• Wonderfully said! By encouraging staff members, specifically teachers and principals, to remember why they became a teacher in first place would be a great idea. I believe by having each teacher and staff member write down their thoughts and beliefs could be very beneficial. Those who have an issue with
writing a Unified Job Description should be reviewed soon. Teacher accountability should be restored.

- A superintendent who is present in the current situation and not for show is what APS needs."
- "APS needs a person that can leave their personal life at home. A person that can perform like a professional. Treat each and everyone with RESPECT we need a grown up not a student.
- Last superintendent left APS looking really bad. I always thought this was a great district the few years has proved me wrong. So come on, lets build the district up again."n
- Is respectful to all parents, students, and employees of all levels
- The new superintendent should be willing to work with charter schools. He/she should see charter schools as assets to the district and be willing to re-open the chartering process to existing and new schools.
- Willing and open to the idea of having more community schools, willing to look over limited English policy of APS and speak on behalf of how all schools are complying with title six, dedicated to increasing welcoming environments within schools among diverse immigrant and refugee communities, wants to work towards transparency among all key stakeholders regarding APS and is able to communicate efficiently and openly, open to listen to community groups on a regular basis and make the process of community reaching out to APS administrators easy and transparent, willing to attend and have all APS administrators attend regular anti-racism training.
- Someone who visits the schools, all of them.
- I believe [REDACTED] would be a great fit for this position.
- Understanding early childhood education is a must. Integrating technology and curriculum is a must. Project based learning with authentic assessments is preferred. Teachers deserve to be treated professionally. The arts are vital!
- "Someone who might be a fair, ethical, confident educator, and responds to concerns about hiring practices for educators. Someone who is willing to look at top positions and is able to I
- Identify people in positions who might not be qualified for such positions. Example: hire someone who is a certified HR professional and has extensive HR experience. It's time to keep teachers in the classroom and out of HR. The district lacks in HR leadership. Old teachers should no be running HR."
- Should understand and be able to represent the diverse communities that comprise APS.
- "I believe it is important for a superintendent to know how to run a business, but a school District is NOT a business. Yet, there are fiscal obligations just like a business. However, the superintendent candidate must be aware that unlike a business students are not widgets, and there are many mitigating circumstances that each student brings with him/her. Often, individuals from the business community do not understand that students are not widgets and place a heavy burden on teachers to output students who are ready to learn or have learned enough to be either career or college ready. What they don't understand is that Student A either doesn't have two parents in the home, has only one parent, has a parent in prison, or whatever the factor may be, and may not be ready to learn something that may be required of him/her at a specific grade level. Students are not on a conveyer belt being force fed knowledge. Teachers are very much like the Lucille Ball episode where Lucy and Ethel are trying to put so many pieces of candy, and the conveyer keeps going faster and faster, and they can't keep up. So they start stuffing the candies into their clothes, mouths, etc. The candies are the students in this scenario.
- A Superintendent must be aware of all of these circumstances; it is a tough job for the right individual.
- Thank you for providing the opportunity to provide input."
- "Is dedicated to enhancing programs for ALL spectrums of students - from Special Needs to Gifted, and is willing to advance these programs - as they both require special services due to their learning challenges
- An understanding of and dedication to Gifted programs would enhance the reputation of APS, and therefore the community.

- Thank you for allowing us to contribute to this important decision!"
- The new superintendent should be willing to promote teachers as the professionals they are while advocating for the needs of students and families. They should understand educational research and ensure the application of these principles at all levels. Demonstrate integrity as a community leader.
• "He or she needs to make financial reform and accountability a priority within APS and make sure the Principals are using all of their funds for the specific use of providing an education for students. The waste within APS schools is shameful and their use of fundraising funds is not above board and transparent.
• Every child should have access to a textbook, not copies made from old textbooks or we should start going down the digital path and bring APS into this era.
• He or she should be able to make personnel decisions solely based on performance, not on threats of lawsuits and should supervise staff better than has been done before. Schools are not the personal property or kingdom of the principal, they are public schools run with public money. They should be supervised enough to know if they are actually running the school, managing their budget themselves and not having their secretaries do it. They should have the skills to manage a budget and not put it off on others, as they are the ones getting paid to do so.
• He or she should see and understand that the overhaul of APS starts at the top and that a lot of principals are not prepared or qualified to run the aspects of a school that does not involve classroom learning and actually hold them accountable for their job performance."
• I want someone who is truly dedicated to New Mexico teachers and students. Someone who understands poverty and has knowledge of the traits and behaviors of families who live in poverty. I would like a Superintendent who values dual language education.
• "Regarding the ""hybrid candidate"" question, I responded with an eye NOT toward the military or business, but a candidate with experience in community-based organizations, especially those geared toward social justice, and addressing inequities between white students and students of color.
• I recommend the board consider candidates who have an analysis of institutional racism (including things like power and privilege), and who have the courage to model exploring one's one biases as a part of a racial equity initiative."
• I believe that [redacted] is doing a fantastic job, and a candidate of his caliber would be ideal. I also think that the candidate should have a vested interest in our community, not just looking for a job.
• It would be great if the future Superintendent was of GREAT and sound moral character. I don't care if they are degreeed correctly, as long as they are a good stable leader with ethics and is willing to talk to employees and tour the different departments and floors. Most important thing is that they don't have any skeletons in their closet.
• 60% of the students at APS are Hispanics. Another 10% are minorities. So 70% of the District is made up of minorities, therefore, the new superintendent should be HISPANIC.
• All the new change is taking a toll on my wife and family to a point where she doesn't want to be a teacher anymore! I looked at her today and could tell in her facial expressions that she is not happy! All these reviews and papers to be written reviewing and reflecting makes work for the sake of work! My wife works diligently in her weekends, she brings work home, she can't cocer material in the classroom due to numerous testing days taken away from learning days! She works at home grading papers putting together tests lesson planning etc. and is not appreciated for any work she does! Something needs to be done about our school system! It's bad when numerous teachers are wanting to put their own kids in catholic or private schools due to dynamics of APS
• Priority should be given to a local Hispanic educator/administrator.
• The selected superintendent must have the cultural knowledge of New Mexico and target the educational gap of the minorities groups of ABQ. Encourage and promote parent participation at all levels of APS. Must be able to work in the culturally diverse community such as Albuquerque.
• "Honest
• Hardworking
• Someone who gets out in the schools and makes themselves known.
• Does not sit around
• Thinker
• Motivator
• Caring"
• "Would like someone who is from our community.
• Has a sense for how to align the district's goals with the diverse and complex issues in our district.
• A common sense approach with an awareness of the long-term effects of decisions made.
• Someone that all (community, employees, staff) have a high regard for and will respect.
• We need a new superintendent who has an unconventional background. A leader who understands education and young people, but has important non-school district experience. He or she should also be deeply knowledgeable about Albuquerque and its uniqueness.
• I'm quite interested in a superintendent who will resist the current standardized testing system. My spouse and I are seriously dissatisfied with the emphasis on standardized tests and the consequent teaching to the test that we perceive at our children's school. We will be expressing our discontent by opting out of the standardized tests for our two children, but we know that our voices are small compared to the whole district, and we hope that the new superintendent will amplify what we are saying by standing up to pressure for excessive testing of this nature and focusing on a more individualized approach to teaching our children.
• "I think it would be good hire someone who sees new and existing charter schools as an asset to the district. Specifically, we would like for you to re-open the chartering process to existing and new schools and we want a superintendent that will welcome them as assets to the community. A one size fits all approach does not serve our diverse community well.
• In fact, some communities think about this as a "portfolio" approach that welcomes a variety of schools that serve distinct needs in the community. Children come to us with very different circumstances, some of which are very challenging and others have less barriers to overcome. In spite of recent events with a particular charter school in the news lately, most charter schools are serving populations that would otherwise be neglected. There is innovative educational thinking happening within Albuquerque as well as other places in the country. Our next superintendent must be willing to accept the challenge to pursue innovative approaches that truly lead to a stronger community; with the talent and skills to lead a new generation."
• I would like to see a superintendent who is willing to carefully examine the current standardized testing regime and whether it truly enhances learning. As a parent of two elementary school children, I have a lot of concerns about my children and their teachers spending so much time preparing students for these tests and am planning to opt out of them.
• The only qualification I want from our new superintendent is that he/she has previous experience as a TEACHER of at least 7-10 years. Too often superintendents are pencil pushers who have no clue what teachers and students are up against. A superintendent with qualified teaching experience will improve education for APS.
• Our APS school district demands innovation, change, flexibility and new direction. We need a new superintendent who comes from an unconventional background. A leader who understands education and young people, but has important non-school district experience - like experience working with the business community or in community organizations. He or she should also be deeply knowledgeable about Albuquerque and its uniqueness, including its unique challenges and populations. It is KEY that this new superintendent understand Albuquerque on-the-ground, not from above, to truly ensure our students get the support and the education they need.
• "I suggest that you hire a leader who wants to partner with local educators from outside the district to serve the young people of Albuquerque. For example, the New Mexico Center for School Leadership has recently been asked to replicate its personalized approach toward learning by a group of national foundations. The Center is one of seven regional non-profits from across the country that have been selected to replicate our practices in more schools. We are excited that we have been recognized nationally and we would appreciate the chance to partner with APS to support more young people in our own community.
• Also, our research has helped us create a new method for school accountability through our partnership with the McCune Foundation. Our project is focused on creating New Metrics to evaluate schools. It has grown out of a collection of highly innovative charter schools in Albuquerque and we think it has real potential to help inform the conversation for all schools in our community. We are starting to redefine what young people should know and be able to do in to be successful in the future.
• Finally, we would like for you to partner with us to create more schools and help transform existing traditional schools to become more personalized to the needs of young people and responsive to the
community. This would mean hiring a superintendent in favor of lifting the ban on new charters and facilitating the bridge-building between the district and some the most innovative charter schools in our community that we represent. We are currently working with a national network of organizations known as Education Cities on a strategic plan to scale our work. It will be completed by June 1, 2015.

- "Stays current with advancing technology and is open to thinking "outside the box" with future technology plans.

- Actively seeks input of campus based administrators and serves not only as our leader but also as mentor to principals and district level colleagues

- Sets district goals and does not sway from them

- Understands time constraints and keeps thumb on overloading principals with ""to dos"

- Brings back the Assistant Principals to the Principal monthly forums. Dividing us has cause massivengapsmin communication.

- ability to see the vision of the staff that has the most contact with the stake holders "the students"

- The APS superintendent should be someone who embodies professionalism and is a good ambassador of the district.  I value someone like ☐☐☐ with the best interest of children and the community. The APS student superintendent should be a strong leader and has a student driven philosophy.

- Is committed to continuing support of gifted education in New Mexico

- "APS has not done well in its supt hirings. ☐☐☐ was a known failure in his previous jobs. The research into his background was awful. A colleague warned my wife about him before his hire.

- And ☐☐☐ was also a disaster. The Board should not make hasty decisions again.

- And since research has shown that 90% of students can be taught to read at grade level -- using phonic and sound-letter based instruction -- there is no excuse for the continued failures of APS to teach reading effectively at early grades.

- I am a parent of an APS graduate who has had reading difficulties.  And I am a retired teacher.  One of the saddest days as a teacher was when a bright, energetic student who told me what she had learned about her reading: she said, ""I can't read."" She should have been taught well, but was not."

- Please choose a local candidate, whose background and character can easily be found, or consider not filling the position at all.  The schools run effectively without any superintendent, as compared with a teacher shortage.  It is not necessary to offer a competitive salary when considering the last few individuals that held that position.  It would save the district some money.

- "1. Demonstrated ability to resist corporate-driven pseudo-reform efforts that lead to privatization of public education, in particular the use of standardized tests of students to terminate the employment of educational professionals or to close schools.

- 2. Demonstrated ability to provide support and resources to schools on the basis of student need.

- 3. Successful experience teaching at the primary or secondary level."

- "We are at a turning point in our district.  We need someone who can take us forward, not backwards.  Someone with good energy that can motivate and bring energy to our work."

- "I think the new superintendent should be committed to equity and believes that education is a civil right, and training in how to lead an urban district. He or she should be knowledgeable in current education and best practices."

- "Our prior superintendent's answer the the very real status quo mentality of APS was to deny it existed. ""Que""? No way! Cute, but utterly ineffective in promoting change.  In order to solve a problem, one must first recognize that it exists.  A superintendent of an ""educational institution"" must, above all, demonstrate a desire to educate themselves regarding aspects of the organization.  They must also be willing to get their hands dirty, engage employees of other professions, and ""lower"" themselves with a..."
servant mentality. Employees should have no question that their leadership is clear in their personal responsibility to enable others to make procedural improvements by questioning and furtively discarding the status quo.

- Leadership at the top does not require that person be an expert on every district function (teaching, for example); only that they are able to recognize leadership abilities (and inabilities) in their reports. APS is rife with poor leadership and before change can take place in administration, a major shake up must occur. The good news is that this can happen by simply adopting the higher standards of the private sector, or even of higher levels of government. I see absolutely no accountability of, and no raising of the bar for upper or mid-management. Why? Because we keep making the same mistakes. We keep hiring inexperienced leadership who are unaware of higher professional standards. We; the taxpayers, hard-working staff, parents, students, and ultimately our society suffers because we keep hiring unprofessional leadership."

- "We need a person who can make decisions about teachers and performance of educators."

- She or he needs to speak Spanish and understand Hispanic heritage and culture.

- We need somebody who can created a system to evaluated teachers not only in their skills but mentally, and verified that the ones teaching our kids aren't mentally ill."

- "Someone who is aware of the needs and challenges of special groups like special education teachers, students, and parents.

- It's critical to link #30 to #32 and #33. The superintendent needs to know which practices really do close gaps in student achievement (such as summer school programs) and which DO NOT (such as more and more testing)."

- Can look at the whole picture and the needs of the community not just what the PED says is the best road. Someone who can stand up to the PED.

- "I would encourage a ""non-traditional"" candidate that has experience non-traditional school settings as well as traditional. In addition, APS needs a candidate who is not in the last stop of their career but is mid-career with strong leadership skills, experience, enthusiasm and energy. APS can not ignore the need for someone who has a deep and thorough understanding of the community, our cultural strengths and diversity, and who is deeply committed to equanimity among those groups and their access to success and education. If a strong leader is chosen, they will surround themselves with a strong team and everyone will have a chance to shine.

- I am a parent whose children are grown and who attended APS schools. As an active community and business person I continue to have a high interest in the strength and improvement of public education. I marked ""other"" in the participant category."

- "The superintendent needs to have a contract that isn't full of nonsense clauses. If he/she violates contract and public trust: gone without a $325,000+ buyout. WRITE THE CONTRACT with REASON so the superintendent works for us, not against us. What has happened with and now is not only embarrassing, but so wrong. So wrong. And, what the Board did to Beth is also so wrong. Get it right, and start with the contract. Please Board of Education, the past 10 years in this district have been so hard because you all and your superintendents in-fight, undermine and cause so many issues it is really hard to educate kids and put up with all of this nonsense.

- Pick someone competent and not so old that his/her ideas are out-dated. Don't pick someone so gung-ho on new ideas that he/she again turns the district on its head. We need a balancer, someone who can make changes that will steer us out of these nasty waters, but not capsize the boat in the turn. Someone who rises above the agenda-makers and who can really guide us with focus.

- Pick someone who isn't going to walk past within earshot of APS employees/public. We all heard about the texts, but I heard that comment. It is ridiculous the personality issues in the leaders in this state, especially and and Pick a statesman/woman who cares about kids AND has enough pride to get along with those who disagree with
We have competent people in the district. Choose someone who will work with people's strengths and not nit-pick or tear people apart. So many careers destroyed under Winston. And, with destroyed careers we lose our footing because we have new people constantly coming in.

Choose someone with integrity. PLEASE. And, when you get this person to sign a reasonable contract, treat that person with respect. This way we can all get back to dignity and educating instead of the cat fight rows we've encountered."

Working with minority, largely low-income students I am interested in someone who is committed to closing the educational achievement gap. Given the new teacher evaluation system, APS and APS authorized charter schools must determine how teachers will be recruited and retained to serve our most vulnerable students given that so much weight is given to student achievement with the Teacher Effectiveness System. I am interested in someone who knows our communities (not an outside candidate), and is well educated, but I do not feel strongly that a candidate must have a Ph.D. I want someone smart and capable.

Someone who is able and willing to speak out against the test based teacher evaluations. The new superintendent should place more emphasis on a conducive learning environment instead of pinning everything on standardized tests.

Please select someone with basic common sense. I find APS as a whole is building policies based on overemphasis on testing (creating stressed students with very shallow skills instead of ability to think critically), inflexible behavior models that penalize, especially younger students, for what is age normal behavior (lack of focus labelled hyperactive, age normal physical interest and humor characterized as sexual harassment, young children expected to sit still for unrealistic periods, childish threats labeled as worthy of police intervention etc.), and the gap is growing between APS and average working parents. My experience is that the voice of the average parent is not welcome, meetings that invite parent interaction are set at times that working parents cannot attend, little notice given, etc. Let's start getting back to some good common sense please!

Please choose someone who will be very careful about protecting religious freedom.

"- Values the role of district IT/Tech Support Infrastructure

The new superintendent (in conjunction with the APS School Board) needs to show an awareness of and respect for the importance of the district's role in planning for and supporting instructional technology objectives through a modernized approach and strategic investment in the back-office IT support infrastructure and an increased level of skilled personnel to bring APS district-level IT support into alignment with the 21st century, thus enabling it to be in a position to better support the tech needs at every level - schools/classrooms/teachers/students.

When it comes to instructional technology, working toward #2 (of the 33 qualities) above without recognizing and correcting this infrastructural reality is like striving to put a fancy facade on a cardboard house.

Future district leadership lacking respect for and keen awareness of the role of strategic enterprise IT planning and investment permits perpetuation of the outdated status quo tech support approach which today lets down students, teachers, and taxpayers.

- Concerned about Special Ed/Gifted students and willing to fight for funding these areas appropriately to support the learning needs of all students.

- Strong will to stand up for the future of our city and state, created via the education of our children, to ensure that children get a true education that expands and informs their thinking even if that means resisting the pressure and momentum of political agendas originating from outside the state."

Look outside the educational system, the current system clearly does not work, and resentment builds when candidates internally are not selected. Look for someone who is going to change the way APS does
business, the most important being educating students, with emphasis on personal responsibility and parental accountability.

- "Need a strong leader who can control the board members and weed out the board members who are agitators. We need a board who can work together and with the different communities. I feel the communities should be respected and not talked down to."
- "Considering the student population and families demographics, it is ideal and imperative for the new Superintendent to be bilingual and bicultural (Spanish).

- Ideally someone that has been born or grew up in New Mexico.
- A person that understands, appreciates and values the history and cultures of New Mexico.
- A person that is open minded, big idea thinker and innovator.
- A person that is willing to make a difference is the students' lives, academically and personally.
- A person that is aware and is able to address the social determinants of health!!!"
- "Coming from a family of educators, I believe it's important to have a leader that has experience in education, has good communication and people skills, keeps the students the main focus and supports teachers. I would love to see someone in the position that is from Albuquerque, that has had experience working with diverse communities, that has proved to be a strong leader and that is competent to make decisions and hold accountability.

- To be honest, I would recommend my oldest sister, [name redacted] to be the next superintendent because she's from here, is a product of APS schools, she's proven to be an effective teacher, administrator and superintendent and I feel that she's at a point in her career, she's ready for a position like this. Someone that has the commitment, drive, experience as my sister would make a great candidate."
- "A superintendent that is fair in promoting from different/minority cultures, consider the leadership team in proportion to the population in terms of their cultural makeup.

- A great superintendent monitors those employees under his supervision closely so they will produce the best results possible. She inspires leaders, to pursue the best outcome given their qualities and strengths."
- "I would like to see someone who is willing to re-examine current testing and teacher accountability practices. The things that are in place take so much away from the classroom, especially from the time teachers and administrators have to improve the classroom. Our teachers are maxed out. Our principals are maxed out. They need more time to spend with their STUDENTS and their CURRICULUM and TEACHING! Our kids need more time with their teachers, and less time taking tests. Yes, we need to assess students. Yes, we need to hold teachers accountable to some degree. But, the current requirements and pressure in testing are out of control.

- I would also like to see a superintendent who is committed to giving students more opportunities for academic fulfillment. We need more electives in the mid/high schools. We need more AP programs. We need expanded gifted programs in the elementary schools. I want a superintendent who remembers ALL kids on the spectrum, not just the disadvantaged, truant, and failing students (which are also very important to address.) But, we need to remember the students who need MORE at the top too.

- I would LOVE to see a superintendent who has spent at least 5-10 years as a SUCCESSFUL CLASSROOM TEACHER in their career lifetime."
- "I would like to see a candidate that has a holistic approach to education, where testing and assessments of students and educators do not outweigh providing a positive, inspiring classroom experience.

- I am very interested to see a visionary candidate, who is determined to bring innovative teaching back into the classroom. I do not believe that teachers who have to gear their lessons towards standardized testing are able to fully teach. I would like to see classrooms where the joy of learning is the main priority."
- I believe it is time to step out of the traditional "promote from within" or hiring a superintendent from
another state who has merely continued the status quo. (I have lived in New Mexico for 22 years, but was born/raised in the Midwest, so have a variety of experiences as a student, teaching at the collegiate level, and as a parent). To be able to assist children to be successful at the earliest elementary levels as well as increasing the high school graduation rate, there must be changes in the way material is presented, children are tested, and teachers are evaluated. An ideal candidate would have a resume that includes: teaching experience, administrative experience, work with the community/business "real world", and a track record of building consensus and showing initiative in developing the manner in which curriculum is developed/presented and reaching out to the community for input and assistance. Finally, and perhaps most importantly, the candidate must have had experience dealing with the wide range of cultural and socioeconomic populations that make up our district so that all groups feel they are fairly represented. I have been disappointed with APS during the 13 years my children have been attending school; they have been fortunate to have individual teachers who were devoted, but the overall approach and quality has been inconsistent. I hope that this time the APS/Board will have the courage and vision to reach beyond the "safe" pool of candidates.

- "I would appreciate a superintendent to demonstrate an ability to work with politicians, media and community members and not be swayed or persuaded through monetary or personal favors for destructive laws or actions against teachers.

- I also think the superintendent should have at least 5 years in the teaching field.

- The superintendent should have the courage to say ""no"" to laws like merit pay or pay tied to test scores.

- Understanding that we are in a huge time of transition, the superintendent hopefully realizes that APS is not ready for PARCC either through educational resources or technology. Also, we are still learning CCSS and the PARCC does not correlate with CCSS or SBA."

- "I would like to see a superintendent that is deeply grounded in the Albuquerque community and understands its diversity and complexity as strengths, not obstacles. Ideally this person would have varied experiences including those within APS and outside of it. I want a superintendent that is committed to reaching underserved members of our community, listening to their needs, and directing APS in a way that serves them better. Finally, I want someone who is committed to living in Albuquerque and who aspires to be in the position for a long time. No more end-of-the-liners, please.

- Thank you for the opportunity to share my input."

- A Superintendent should recognize the importance of APS charter schools within the local community, understanding they fill unique niches for student learning. A Superintendent should demonstrate a willingness to use the 2% of charter school money given to APS to support and include charters in innovative efforts of excellence in education and to help them attain facilities which will allow them to meet the requirement to be in a permanent facility which supports a good educational environment.

- "Why focus outside the district for this candidate? As a long time loyal employee it insults me to think that we have to look outside of our own ranks to find this person. Out of our thousands of employees, not one is qualified?"

- I would also like to see an individual with multiple years of classroom experience. I do not need another individual with no clue as to what teachers face making decisions for us in the front lines. This does not mean that they have to tow my union's line however. I welcome any candidate who is willing to take on any weak link in our district's chain of command.

- Finally, technology is not the magic bullet. Stop wasting our dollars on instructional gadgets, bells and whistles. Focus on real face to face interaction in the classroom, boardroom, and with the community at large.

- Thank you for our time."

- Is willing to be transparent with all decisions, ensuring that administration, teachers, and staff know exactly why decisions are made. The challenges we had with the last superintendent never came to light because of the agreements made at the time of resignation. Because we don't know exactly what happened, we don't
know if another superintendent will make the same errors.

- HAS NOT BEEN BOUGHT OUT FROM A PREVIOUS POSITION. IN ANOTHER STATE....MOST IMPORTANT! We continue to get these people. At least two names come to mind.
- Would like to see a superintendent hired who has an understanding and respect of the culturally diversity of the students and staff. This person should possess knowledge of the research about the 'right' amount and types of summative assessments and speak out/up against too many mandated assessments (either from within the district or from PED).
- Individual can work appropriately with members of the opposite sex. Do extensive background checks.
- Is committed to understanding the challenges and needs of marginalized student groups (including race, ethnicity, sexual orientation, gender, gender identity, gender expression, socioeconomic status, citizenship and ability) and is dedicated to narrowing the gaps in student achievement of these marginalized groups by creating a safe learning environment for all students, every day, in every classroom.
- "Honestly cares about education.
- Remembers what it is like to be a classroom teacher.
- Supports and understands special education.
- Understands and cares about the challenges teachers, school staff, students, families, and communities around schools encounter everyday that can affect education and learning. (e.g. hunger, poverty, drugs, divorce, broken homes, absent parents, gangs/crimes, disabilities, special needs, and many other issues)
- Advocates for students and teachers to have the resources they need for success."
- The Supt. must model integrity and put students first in all decisions.
- APS needs someone that puts students, parents and all APS employees first. Someone that will hold administrators and teachers accountable for student advancement in their grade level. Someone that will listen to concerns from students, parents, and all APS employees. Someone that will treat everyone equal and for them not to think they are above the rest. We all need to work together so students can succeed.
- Our new superintendent should be a multi-cultural individual who understands and works well with a cross section of our city's population. He/she should speak Spanish well and have experience working and leading persons and students who are multicultural who see, feel, understand and experience the world through an acceptance filter that promotes respect for differences among ourselves.
- "I had 35 years of experience in APS as a teacher, principal and district level administrator before retiring a year ago.

In my opinion, the best past APS superintendents have been people who have had a history of effective leadership IN APS (not outside NM) and have had experience as a teacher, principal and district level administrator before taking on the role of superintendent."

- "A candidate with 10 or more years of experience as a classroom teacher.
- A candidate with no ties, affiliation, or employment history with for-profit corporations that design or sell standardized tests, textbooks, or other instructional media."
- I would like the aps superintendent to reinstate the level of respect that the teachers deserve. If this means standing up to the state and local politicians; so be it. Of course, this cannot happen if he/she does not have the support of the board. The issues that have sent so many of our excellent teachers into retirement and caused many to quit, have to be addressed.
- "Willing to have open door access to community and organizations that support students success ex:
- early childhood education, student mentoring, mental health, and reduction of school to jail pipe line initiatives,
- attend community meetings (neighborhood Associations) in school districts to educate, interact and identify student/parent needs.
- place administrators who can support positive change in low preforming school districts, understand issues related to poverty, ethnic diversity and work with staff to improve student and family partnership with schools.
- Support alternative to arrest initiatives for students involved in criminal behavior. Be open to identifying possible changes in discipline policy for students involved in negative student behavior and create immediate support services for students at time of violation.
- Be open to outside the box thinking and not rely on traditional responses to educate, support and discipline student. Identify APS school sites (high schools) and community hubs for after school events, after school
learning or community sponsored events through the year, but most importantly critical times 330-630pm.

- A superintendent who create/finds opportunities to engage and participate with the community, (students families and students, staff) support a community policing based police department."
- Don't hire anyone from New Mexico especially [Redacted] Find someone who doesn't think like anyone here because obviously that hasn't worked. Time to break up APS and follow other cities direction. Look at El Paso. A larger majority of hispanics, multiple districts and better education. Stop the hand holding and start the empowering.
- "34. Has a proven track record in raising graduation rates in previous position(s).

- 35. Has a proven track record in increasing higher education -- community college, technical-vocational institute, college, university -- enrollments after high school graduation.

- 36. Has a proven track record in increasing six-year college or university graduation rates after high school graduation.

- 37. Has a proven track record in working with both magnet and charter schools.

- 38. Has a proven track record in effectively working with State level elementary and secondary education agencies.

- 39. Has a proven track record in effectively collaborating with State college and university presidents to insure that district high school graduates are college and university ready upon high school graduation.

- 40. Has experience in boldly innovative use of district resources, e.g., year-round schools.

- 41. Has a proven track record of eliminating both unnecessary administrators and ineffective teachers."
- I would like to see a local person in this position, Also we need to stop giving away the school district money to superintendents that are unable to complete the contract.
- "We need a candidate that supports their teachers. Teachers are the "bread and butter" of APS and in order for our students to be successful, teachers must feel supported with the necessary professional development and support necessary to do their job.

- Thank you for the opportunity to provide input. Good Luck!"
- Intelligence, personal educational achievement.

- "I think the next superintendent ought to be a "teacher" first and should not be someone who has been out of the classroom for a very long time. Too often, administrators forget that it's the teachers, principals, counselors, school staff, etc. who are working directly with the students and the school community. A superintendent should be a strong instructional leader - one who knows quality and effective educational practice and can communicate that to everyone. I believe that teachers should be able to look to the superintendent for support, collaboration and guidance. Recently, it seems that administration (at the district level and sometimes at schools) and teachers/staff have been at odds - how can any reform measures move forward if everyone isn't working together and understanding why things need to happen? Too often staff (teachers, principals, counselors, maintenance, food service, etc.) are left out of the decisions that directly impact their work - that's not ok and morale seems to be quite low within the educational community.

- Albuquerque is relatively diverse and the superintendent needs to be engaged with all segments of this diverse population, not just one or two of them. She or he needs to understand the varied needs of each of these segments and recognize that, even if fiscally appropriate, a one-size fits all communities attitude will simply not work. It hasn't worked here in ABQ and it hasn't worked anywhere else in the country. I believe that a superintendent from NM would be most appropriate - sure, there may be good candidates from other parts of the country, but are we really saying that there isn't a qualified educator in our own state who can lead the district?

- Finally, I think the superintendent needs to be able to help APS be a leader in the state when it comes to education. We're the largest district, we can learn a lot from smaller districts, but as the largest district we ought to be able to make some changes statewide for the students throughout NM. While the
superintendent needs to work with the Governor, legislators and the Secretary (or Designee) of Education, the superintendent also should be able to, in a professional way, challenge poor policy decisions that impact students.

- many or most of NM education problems could be eliminated by FIRING [redacted] and returning authority to the state school board not the governor
- We need a superintendent that is from the district... a teacher leader, administrator, etc.
- Must be a native of New Mexico... understand the challenges our district provides
- "I sincerely hope that you will restrict your choices to individuals that have acquired and proven these traits as members of this school district. My first choice would be people the past superintendent ‘s have been mentoring. And others who have earned the respect and admiration of the students, faculty and administration already in place. We do not go to other countries for our leaders and president’s. Please let us continue to grow in one direction. But if you must go out of state why not look at out of country. Japan, Germany India, they all have systems that put our’s to the test.

- Thank you [redacted]
- Keeps the needs of teachers in mind at all times, and understands that adding more mandates creates more work for teachers but does not take away previous work. Also understands that Standardized testing is NOT the only way to assess students and teachers, and focuses on alternate methods of assessment.
- I hope the Selection Committee will encourage and seek a diversity of applicants to apply for the position as Superintendent, and will carefully consider all applicants based upon the strength of their past work and ability to help the children in our public schools succeed. The person selected for the position of Superintendent should not be focused on producing data, but should be focused on making sure our students learn and graduate. Most important, I hope that the Selection Committee is comprised of a diverse group of people who bring a strong interest in selecting a candidate that will help increase our graduate rates and will help ensure that our children succeed.

- "Would like a candidate with practical classroom teaching experience.
- A superintendent should be able to make decisions and direct policy without (so much) outside influence. What is the purpose of a superintendent if they are not allowed to manage their district relative of every State and Federal mandate?"
- I feel that experience as a K-12 educator, or at least experience working directly with students in some capacity, is very important in understanding the unique challenges of a school district. We need someone with strengths in communication, business management and education.
- "I hope the board will select a local person from inside APS who is a "known quantity" with a deep background of earned credibility among staff members HERE. The business of doing a national search to bring in an outsider for the purpose of "shaking things up" almost always results in sub-par results. Consider the experience, for instance. I had recently moved to this area when Brooks was selected. The first times I saw him speak on TV and read his "From the Top" articles in the Albuquerque Journal, I knew his attitude and ego were "off" and would result in a mess. I also lived in Kansas City and Las Vegas and watched their districts make the same mistakes twice in each city. Just get a good moral guy (or lady) who everyone knows and respects and let him/her invite the team members to "step up". "Management" is over-rated. It's not even important whether the person has a doctorate, because credibly encouraging the staff to "do right every day" is THE key trait needed for progress toward excellence. People who are already respected are the ones who can pull that off.

- (Please do not interpret this as someone lobbying for a particular person here. I do not know anyone personally who could possibly be an applicant.)
- Best wishes."
- The new superintendent must stand up to the teachers' union. She or he must also work cooperatively with the governor, her designated secretary of education, and both houses of the legislature. The union and some board members have held APS back in winning federal grants and incentive programs.
- The "qualities" mentioned above are mostly garbage. You are off to a bad start already by thinking "inside the box".
- Based on the qualities listed, I predict that as a community we will end up with another over-priced, over-educated, gas-bag that sits in an Ivory Tower.
• You would do well to find a successful local business person that never graduated high school. THAT person would appreciate education. THAT person would have the skills to run an organization while keeping an eye on efficiencies based on their success with their business. They would appreciate hard work, but more importantly, they should appreciate smart and effective work. There are probably ten candidates in Albuquerque that meet these criteria. Any of them would likely be better than Brooks.

• The last thing we need is a bunch of educators and politicians getting involved in the selection process. It has been clearly demonstrated that educators and politicians do not make good decisions in this arena.

• "Has respect for other people especially students, teachers, staff, and parents.

• Will value and utilize input from others.

• Is truthful in all matters!"

• The new leader should make frequent visits to classrooms and schools throughout the city. It is important for those making decisions for our future leaders to see more than just test scores. A strong vision leader is needed to see beyond four walls and a building.

• Hopefully values principals. Does not make false promises. Is able to compromise.

• "This Superintendent should come from our own state of New Mexico.

• Most importantly, should have an extensive Education background such as being a teacher, principal and a superintendent as prior experience and/or all should be a must, NOT Business or Law background. Our schools need Educator Leadership NOT a Businessman or a Lawyer."

• Being diverse and innovative are the most important qualities. Please don't hire another old white guy.

• APS desperately needs to focus on less standardized testing and more on creative thinking for students, such as writing, art, music, drama, and logic-based reasoning.

• Must have classroom experience.

• Hire a New Mexican - we need someone who understands our state's culture. Make sure that the person selected has spent at least 10 years in the classroom.

• "Our previous superintendent believed in standardizing the district. This had both positive and negative effects. Having every school on the same schedule makes it easier for students to transfer to other schools. On the negative side standardizing curriculum and classes taught ignores individual school identities and cultures. While one class/program may not work well at one school, it does not imply that it will work nowhere.

• I would also like a superintendent who supports his/her teachers. While focusing on students is important, I want a superintendent who supports and advocates for the teachers."

• It is imperative, in my opinion, that the candidate be experienced in teaching. They need to have experienced the trials and tribulations of having worked in the classroom, dealing with students and parents.

• I would like the superintendent to be able to rely on the expertise of others in the district (financial affairs, special education issues, building/real estate, etc.) but I want the superintendent to live and breathe education for all. Not just be a figure-head.

• I would love to see a minority, especially a Latina/o in this role. If not, then at least someone who is a local at least regionally. I think it is so important for the candidate to understand deeply the unique culture and challenges we have here.

• Our new superintendent must support teachers and the Teachers Union. She should work to negotiate best practices in conjunction with the Union and all concerned groups to support our teaching and learning communities. She should understand our very diverse community and the varying needs of each group. Her salary should be proportional to teachers and principals. She should resist the ALEC based legislation designed to hurt unions and public schools; including the Governor's deform efforts. She should be knowledgeable on actual research based pedagogy and learning science. She should recognize the connection between academic success and socioeconomic status and work to even the playing field for all our students. She should understand what is SPECIAL about special education and work to support our disabled students to become successful by their own measures. APS is the states largest district and deserves the person who is interested in serving the community to the betterment of us all.
I believe there are some critical characteristics not listed for example the importance of transforming our educational system that meets the true academic needs of our students. Additionally, I believe it is important to re-open the chartering process to existing and new school as well as work in partnership with APS as having educational opportunities are assets to the community. This is considered a portfolio approach that creates supports mechanism for students as well as welcomes a variety of schools that support and serve the needs of a district within communities.

There needs to be more emphasis on LISTENING TO AND ACTING UPON the expressed needs of the district's teachers and support staff. We need a superintendent who truly believes that our teachers and support staff are experts in education and will do what is best for our students. We need a superintendent that will lead the district AWAY FROM the blame and shame attitudes that are currently the norm.

This person should have work experiences from more than one school district or institution of higher learning. Preferably this experience was gained by working in New Mexico and other states. It would be narrow minded to believe that only someone whose entire experience set was gained only in Albuquerque and New Mexico would be best qualified to lead this District.

I really think that we need a superintendent who has experience in New Mexico. We are faced with some very significant challenges including: school grading/report cards, teacher and administrator evaluation systems, transition to common core standards and PARCC testing, and a teacher shortage. Someone who knows New Mexico will help our district continue to be the flagship district of the state.

Consider a candidate that is or has been directly involved as an educational leader within New Mexico.

Has been a classroom teacher as well as an administrator.

I would like to see an APS graduate as our new superintendent! Let's find someone who has family and loved ones in Albuquerque--someone who actually cares about the future of our city rather than a double-dipping outsider who will eventually return to "his" home state. I say "his" because you have a giant wall of almost all white men as superintendents down there in the twin towers. How about a local person, and how about some diversity?

Someone who has a focus on integrating science at the elementary level.

I would like to see someone who is an educator at heart, someone with teaching and building leadership experience. I would like our new superintendent to spend time in classrooms and see how our current policies play out in the day to day lives of students and teachers. I want someone who is focused on equity and a holistic approach to teaching and learning, someone who is not focused only on math and reading scores on standardized tests. I think the new superintendent should be effective at communicating her/his vision and building alliances with key stakeholders and in the community. I hope this person is someone who can stand up to harmful state policies, particularly high-stakes testing and accountability run amuck, and advocate for meaningful reform that improves the conditions of teaching and learning for all students, regardless of race, ethnicity, home language, socioeconomic status, gender, or sexual orientation.

Should not have had many complaints against them while they were an administrator. Should have a history of having worked well with teachers under their leadership and have had developed a positive relationship in the community in which they worked.

APS has gotten too big! Our district needs to be broken into 2 or 3 districts to make it more management. The Superintendents for each district would then collaborate and work together to ensure that all the Albuquerque districts are running as efficiently as they can. Perhaps we need to be broken into elementary, middle-school, and high school districts.

"(1) Good character: honesty, integrity, high moral and ethical standards (in personal and professional life), trustworthy, good work ethic
(2) Good listener: truly cares about students and all stakeholders regarding students (true open-door policy)
(3) Cares about teacher concerns, although ultimately makes decision
(4) Accountability: to students, teachers and all ancillary staff, school board, parents/guardians, the community
(5) Is fair and consistent
(6) Responsible
(7) Sincere and caring and supportive of teachers
(8) Dedicated to help all students make gains academically and behaviorally
(9) Expectations for teachers are fair, where standards are high, but are achievable and where we are provided the resources/tools that we need in order to succeed
(10) Makes school safety and training in school safety a priority"
"This person should be the face and carry the voice of APS to the public and communities that help to create our schools within the district. A strong team to work with is a key piece therefore a background in education isn't as high of a qualification because the other teams like Curriculum and Instruction can carry that voice and vision. This person needs to be able to build a bridge between legislators, the board and community in order to fulfill the mission of the district and needs to be able to represent all of us - to be perfectly blunt a white man from the midwest isn't gonna cut the mustard - we have proved that time and time again - let's be bold be daring and think outside the box for this one - APS is a huge business and needs to be run like one so that the teachers and students continue to seek success and the community sees the district as a beacon not a burden!

Happy day - and good search -

Erica Bearman"

"It is vital that the new superintendent understands (or is willing to learn) the negative impact of time spent on testing requirements, on actual student learning. This also has a huge impact on teachers who have to try to balance demands on their time, and find effective ways to allocate their planning time and instructional time.

A fiscally responsible and sensible superintendent would plan effectively to avoid unreasonable situations such as telling schools there is not enough money to make copies of materials for students."

"- Very supportive of teachers, and understands their job descriptions well
- requires each school to develop a clearly defined continuum of behavioral strategies that relies on a staffed position for an in-school time out room."

- consider Broad Academy graduate and/or Broad Prize Winner district senior administrator

"Albuquerque, and New Mexico for that matter, represents a very unique cultural, economic and political environment. This needs to be taken into account when looking for the next APS Superintendent.

While I see a desperate need and great benefit to our city in having new ideas and a fresh approach to our school district's many delicate issues, many who are new to this educational/business environment become discouraged by the mediocrity in ambition and political status quo that exists here. Finding someone who understands our issues and knows how to navigate the likely "process" that they will encounter is important.

I feel that it is important to find ways to educate all of our students in spite to the economic challenges that many of our families face. Many of our students have no continued educational support at home. However, while tending to these challenges, our Superintendent should not disregard students who do not have those same needs or abandon programs that foster higher educational goals or preparation for the professional job market. I feel that it is important that APS explore tangible learning experiences, apprenticeships, and college preparatory options, in addition to work in the classroom. Our goal for education in Albuquerque should be not just adequate, but excellence.

A Superintendent who supports a variety of educational opportunities is key to quality education in our community. We cannot have a "one-size-fits-all" attitude to education. APS currently spends vast sums of money on huge "trophy school" facilities that are meant to serve a very large surrounding community. This doesn't necessarily address the student's individual basic educational needs. It is ridiculous that students and teachers in APS are still being shuffled around to fill up classes in these large schools two months into the semester. This is very disruptive to the learning process.

We need a Superintendent that will reward and encourage great teaching with great reward while establishing ways to assess and re-train or re-direct poor educators."

How about a record of honesty and integrity; one who is not easily swayed by special interest groups?

Interesting that none of the options relates to special education, which is critically understaffed right now, and possibly the biggest concern for me and others!

- A high degree of professionalism and well as personal and professional integrity
- Bilingual (English/Spanish)

We need a superintendent who has new ideas, who supports the students and teachers, Someone who
communicates directly with students and parents. Someone who actually makes their administration and staff follow written APS policy and not just use the policies that benefit them. We need a leader that will help make APS a better school system, to advance education for students so that our kids are not ranked amongst the lowest in the country and that will put good teachers in the classroom not teachers that are ineffective. We definitely do not need a politician or someone that continually will keep our children exactly where they are now. Number 22 says promotes positive student behavior conducive to a healthy learning environment, this should also be true of the staff and administration.

- "Must have ethics, doesn't lie and keeps his word.

- Hire a woman, the men in the administrative positions since the beginning of the Brooks era have messed up this district and staff morale.

- Someone who is willing to spread the "wealth" not to just a select few yes people.

- Someone who is not afraid to reinterview and rehire administrative positions ."

- I think it is important to consider the qualities that were missing from the previous two superintendents and their serious flaws which resulted in the need to spend a great deal of money to terminate their contracts early. It is vital that the new candidates do not possess similar flaws. The selection process needs to thoroughly examine the leadership and interpersonal skills of all candidates so that the district can move forward.

- Ability to develop a plan for students who are entering the workforce and not interested in attending college. Real life skills such as job search, investing in financial future, budgeting, developing credit, consumer rights, renting or purchasing a home. In reality not all students are college bound especially students with special needs.

- Allow principals to be responsible for their schools as building CEOs.

- "- Be more visible than previous Supt.

- ~ Support Mental Health/Special Ed Services through funding of services.

- ~ Have vision that can transform this district.

- ~ Truly have a transparent office not just say that they do."

- I would like to see a superintendent who does not just follow orders from above, but is able to use common sense regarding issues such as the overtesting of our kids.

- Must stand firm against all the senseless testing that is infecting our schools ! Must support teachers and parents who stand against testing, too.

- Work with teacher who are in the trenches every day with the students and listen to the voices of those teachers.

- please quite giving money to companies who make money make test that show more tests are needed. Is it really that hard to make a test to see what level a kid reads at or does basic math. Quite using kids as gunie pigs to test how well their teachers perform - let the principle determine that.

- I think that it is important that a candidate know the Albuquerque community and if possible have some experience with APS. The internal problems that were created over the last six years, including the practice of hiring and advancing people not for their skills and performance, but based on who they are friends with, needs to be addressed. There are smart, qualified candidates within this community. I would like to see someone who is dedicated and has a personal stake in Albuquerque assume the role of superintendent.

- "It would be great to have someone who leads in a positive way, who listens to constructive criticism, who values input from others, rather than someone who instills fear and creates an environment where everyone is a "yes man."

- Also, someone who will prioritize the health (including mental health, safety, and well-being of our students, and is not focused exclusively on test scores."

- I think it is ethical this time around to specifically outline in the new superintendent's contract that they can not have a buy-out if they chose to leave early or are asked to resign because of unethical behavior. We wasted over $300,000 on [redacted] to buy him out and the public and employees never got the full story. This is upsetting especially when so many schools are over crowded and lack enough budget to fund student needs. If this new superintendent is let go for ANY reason, they should NOT have a buyout equal to the remainder of their contract.

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• I would like to see someone with actual classroom experience, and a commitment to spending some continuing time in real classrooms with real teachers. I would like to see someone who, in addition to strong business credentials, has strong credentials in pedagogy and some demonstrated understanding of childhood development.

• "APS should stop wasting time and money on this search.

• Please make an offer he can't refuse!!!!!!!"

• I would like to see a superintendent that is willing to select associate superintendents that are not principal "peers" but are supervisors. The superintendent needs to focus on doing what is right for the students, Consistent leadership at the school level is lacking in this district. We need a leader that can get that back on track.

• Integrity, positivity, communication, consistency, active listening, and the ability to use / choose / keep competent leaders in the district to advance district goals.

• It is important that the superintendent be a leader, not a politician, and recognizes the supporting departments within the district as viable to the success of the learning environment. Without the personnel that work in the supporting departments, the teachers & students would be hampered by problems. Too many administrators ignore or belittle those outside the classroom.

• The person hired needs to also fight for the employees of APS for cost of living and promotional raises based on job performance. Clerical staff are extremely underpaid.

• The candidate MUST move APS into the 21st Century. At a minimum the candidate will have a Ph.D or Ed.D. It is shameful that you would consider anyone without this. The current environment of teaching to the lowest performer HAS to stop. Other districts in the country have similar or worse socio-economic conditions yet they out perform APS on every level. I want someone who is not afraid to show clear progress. The board needs to commit to this also. Stop the status quo.

• I believe it is important to find someone who believes the students and teachers come first, before the needs of the politics of the position. I would like to see someone with the utmost integrity and sound decision making skills that is willing to work hand-in-hand with the teachers of APS to meet the needs of the students. The superintendent should be someone who is innovative and able to think outside the box as there is rarely a one size fits all solution to most problems. I would also like to see a new superintendent held accountable for their actions.

• Must be a New Mexico native and know the school district and be involved in Education.

• A Superintendent that will: genuinely put student's and teacher's needs first; will listen to teacher/ student/ parent groups; will not be bullied by politicians and corporations; has been a teacher him/herself; believes in, and will take a stand for, less teaching-for-testing and a lot less standardized testing; and will allow the teachers to get back to why they became teachers in the first place.

• "Someone who will help APS schools improve their state and national rankings by offering more advanced & gifted classes (including pull-out and and all-day gifted programs) from 1st through 12th grade. This will help encourage a better culture towards academic achievement overall in our schools and likely bring up test scores due to more positive peer pressure for learning among all students.

• Someone who will have APS do a better job at making it easier for parents to receive gifted services for their children by making testing for giftedness an option that ALL parents are informed during the Kindergarten school year. Some students are twice exceptional and therefore do not fit the usual profile."

• "Stay away from golden parachutes and similar rewards. Instead concentrate on performance and dedication to the district, discharge for cause and never let severance pay be the incentive to leave.

• No automatic raises and require adherence to achievable goals and objectives.

• Do not hire a superintendent that is not and cannot be presentable in a physical way, i.e., morbidly obese. In other words, require professionalism in appearance.

• Do not tolerate sexual harassment at all

• Do not hire a candidate that will criticize public officials (elected or appointed). And, while you are at it, do not tolerate such criticism from board members and staff
• Do a through background investigation on the final two. Check for civil complaints and criminal violation
• Task the superintendent to develop a plan for splitting the district into two or more districts."
• "Must be able to discontinue the practice of testing and retesting when the material is not presented in the first place education is the charter schools is for sale to the highest bidder not the way you see it. More oversight should be done the top is responsible for this but they come in look around and leave the educational materials are approved but they are purchased on the Internet is that the quality education your high school student gets? Lack of responsibility lack of oversight and lack of responsibility are problems throughout the APS system students would rather drop out than say they learned nothing or got a BS on the SBA the reason for the BS is the Internet purchased education. Since APS actually has an online school there is no reason for their charters to purchase the entire classes on line and the well off students can purchase the class and test as well.
• Part 2 Teacher behavior when teachers yell and scream at the students and parents complain their punishment is they go to another school to teach if other staff complain they are forced out of the school as well a real leader would be on top of this but for years this has been aloud to fester and female staff have been undervalued as well as some male staff who dare to speak up for the student or their coworkers they end up leaving for another school or just leaving. The student attrition rate proves my point the charter schools will say it's not the right fit but the student will say differently when they are asked after they leave.
• Dare stand up for the students and watch your students grades sink fast and their is nothing you can do about it.
• Your new leader needs to look at a new set of rules for the the APS system including how the charters grade the students make it a fair game for all. Make Principals accountable for their actions and the actions of their staff no exceptions, stop violating the federal free lunch program by making the teens who ride the public bus and are late clean the cafeteria instead of eating their free lunch. And make sure they get the right portions it's not a free for all. No more favors for the parents who can donate large money. Someone from outside of New Mexico can't be paid off! Yes we are aware of the pay off! I think you should in all reality break up APS it really is a monopoly that's why their is no accountability and so much corruption in the schools integrity would be nice have the students be involved they are the ones quitting school because the system is rigged. Happy searching look north!"
• It is critically important that the board do their homework on applicants and research their connections to companies such as Pearson and Amplify, as well as their relationships with groups such as Teach for America, the Broad Foundation, and the Walton Foundation, in addition to the Koch brothers. The opening in Albuquerque presents opportunities for money to be made for education companies, as well as the broadening of charter influence and elimination of public schools. None of this is acceptable; anyone who has demonstrated relationships with these groups should not be considered.
• Need someone that listens to those of us at the school site who are in the trenches. Need someone that can help schools have input into what is being asked. No more top down directives that are bogging down school personnel. Someone who is open minded, can admit when wrong, learn from experiences, and be someone we can trust who has our interests first. Must get along with any governor, and other political leaders. Someone who is willing to roll up their sleeves and get dirty and actually come visit schools in person without media attention.
• "I believe the managing model of a superindendent is outdated. The list above shows just how many roles need to be played. Why am I being asked to choose one important role over another. It doesn't work in parenting either - you don't choose your roles from day to day, you play them all as needed!
• Why do we keep assuming all these roles can be played by ONE person in such a large district? Why not have a Superintendent Team of three diverse people, who are working in the district and in the schools to know what's really going on & what's needed. The Team can convene and plan with the school board.
• Let's get rid of a leadership model that creates systemic cluelessness by the main office. When I question why something is being overlooked or delayed at my child's school, I'm told, "That's APS, for you." Let's end that! This is not a mindless bureaucracy, this is my child's education and the future of our communities!
• The Team approach dispels the rigid hierarchy and makes the top administrators approachable. No need to impress the Team, just get the job done and run your schools with commitment to excellence and consistency. The Team should be viewed as a resource to the educators and administrators who impact the lives of children every day.
• Thanks,
"Must be able to commit to the future of our students and ensuring that the students needs are met at every level and not just pass a child when they are not ready for the next grade.

To ensure teachers are educated and committed to the best outcome for the students by ensuring a strong academics program that will increase the percentage of students graduating within the state.

To ensure that our state measures up with nationally recognized leading schools. And if we don't measure up to the top level, to ensure that the responsible parties are held accountable to reach such goals.

Comfortable giving hard messages but willing to make a change when challenged for the good of the educational system in the NM.

Collaborate efforts to see what other states are doing to ensure their educational programs are working and effective so that NM can mirror with their strategic goals.

Candidate should be well versed in education theory and practice, have personal experience with teaching children and/or adults, and be willing to advocate for the children, staff, and faculty from that perspective. Candidate should prioritize special education services, use of technology enhancements, creating a useful faculty evaluation process inspire of what is being handed down by the PED, minimizing standardized testing that takes away from classroom instruction time, and continuing to create alternative learning environment to suit the variety of student learning styles and needs.

I would like to see a superintendent who is willing to visit on a semi regular basis with teachers. It is important for teachers to know that they have someone who will support them and stand for what is right in education, especially when we have a governor and education secretary who do not respect our profession.

How about, just for a change, NO alcoholics, drug addicts, or mysoginists? I'm tired of my tax dollars going to thugs.

"The historic culture of APS superintendent's behavior of abuse and mismanagement has shown repeatedly that the APS district is TOO LARGE to manage well. APS needs to be restructured before we can expect a well-run district.

The secrecy of dismissal makes it difficult to choose appropriate characteristics to look for in the next superintendent. Based on the limited information given the public, I would hope for a superintendent that:

Is dedicated to transparency, clear record-keeping, and open communication with students, staff, board and community.

Is willing to support teachers, acknowledging that we all want student success.

Thank you."

I marked "teacher", but I retired 3 years ago. I am also a parent of three APS teachers and a grandparent of two APS students. I volunteer in one of the elementary schools. Teachers and administrators need to know that the superintendent is trustworthy and honest. A superintendent should be available to visit every school in the district and listen to the needs of the staff and the community of that school. I think this is especially important in the first year or two of the superintendent's contract. APS needs to build a rapport with the PED, but not give in to their bullying tactics. Testing and evaluations must be addressed. The morale among teachers is very low and justifiably so. They feel that no one listens to them or have any idea of their work load and environment. Getting parents and community involved in the schools is an absolute necessity. Teachers and administrators cannot be expected to "do it all". I hope the Board of Education will seek out the advice of teachers, administrators, and parents when they are considering applicants. Maybe each board member can hold meetings in their districts to talk to their constituents.

"I believe any candidate that is thought of needs to be honest and trustworthy and have previous experience and references from another job.

The candidate also needs to be willing to admit mistakes and learn from them."
- has several years of actual K-12 teaching experience
- has strong high-level administrative experience in a reasonably large school district
- has many strong REFERRALS from fairly recent under-staff and peers - including those from DIFFERENT job positions the candidate has held
- (i.e., the board should RESEARCH the candidates’ job history and contact co-workers over a many-year time spread).

#11 - Parental involvement means that Parents—or designated adult(s)—will be "present" in the student's education. The adult will encourage the student's self-direction (NOT build self-esteem) and champion academic success. Parents will NOT threaten any teacher's ability to reach/teach a majority of his/her students.

"Has the ability to put students before government and do what is right by the students.
Supports the teachers and recognizes the work they do each day."

I'd like to see someone who is willing to make the hard decisions, such as closing smaller schools, redistricting school boundaries and an aggressive facilities construction for school buildings/campus' older than 30 years. These older facilities no longer support 21st century learning effectively.

"Establish a fixed "contract buy-out" dollar amount before hiring anyone and require them to agree to the amount before finalizing the hiring process. I've been teaching for 20 years and "buying out" the contract of the superintendent has been the norm rather than the exception. I believe anyone interested in the position should be made agree to a specific amount that isn't based on salary or remainder of contract.

Conduct a thorough background check and a mental health evaluation on the person selected.

Choose someone from within the state of New Mexico rather than bringing in outsiders. You will find out more about the person and his or her ability to carry the responsibilities of the position if they are local. They will also have a better perspective on how to work with the unique population we have."

We need someone to support the true learning of the child, not the test taking wanted by politicians. We need to develop real thinkers, readers, and writers for the future.

We need a superintendent to understand that teachers do not want to be moved from their school based on their evaluations. Teachers generally teach in a school that in their community. We need a superintendent that is willing to understand that some programs that have been purchased, and were very expensive to purchase, are worth throwing out and getting something that works such as our new math program. They need to be willing to look at evidence and data and make good choices that really support our students.

"Must be will be get out of the office and get into the classrooms with the teachers and students of all ages and see what is really going on in the schools.

Must be willing to help out in the cafeterias to see what the kids eat for breakfast and lunch at all grades. Just so that he or she can see just how little our kids get to eat every day.

Must be willing to work hand in hand with the teacher at leadership camps or workshops to bust moral so that the good teacher feel needed and wanted still.

Must be willing to go to bat for our teacher with the state to get them better pay and better equipment that is needed badly. We are losing teachers to other states because our teachers are not being appreciated enough."

Has demonstrated the ability to change a failing 'corporate' culture.

"I want a superintendent that is not a politician. Someone who wants to work with educators who actually work in the schools.

It would be nice if the superintendent was on the sub call list and had to take a random position at a school once a month to actually see what is going on not the dog and pony show that is put on for expected visits.

It would also be nice to have someone who could really look at central office and see how to shrink it."

Someone who knows the diverse population of Albuquerque. Someone from Albuquerque. No more outsiders. Albuquerque is unique and needs a leader who knows the community, the culture, the language, the history, our strengths and our weaknesses!

Insistence on full transparency.

The superintendent needs to be someone with experience in teaching or administration. Our state's
The education board is in the depths of stupidity because Susanna Martinez hired Hanna Skandera, an unqualified person.

- The superintendent needs to be able to place principals who are not effective, in positions where they do not work with parents or teachers...or better yet, tell them they need to find a position outside of APS.
- The district needs a superintendent who values and promotes non-traditional schools such as magnet and charter schools.
- Understands the impact of poverty on learning and is committed to providing a wide variety of instructional and non-academic supports to help students succeed (ex: community schools, school-based health centers, parent & community resource centers, etc)
- "This survey is not scientific. It does not check for only 10 answers. It does not allow ranking of choices. It does not check for multiple surveys from 1 person.

- I seriously doubt if anyone in APS is capable or correctly interpreting and presenting the results of this "survey".

- The person who is selected should have the technological background necessary to detect such weaknesses in this in and school and administrative technology. The candidate should agree to resign any time there is a "no confidence" vote by the board, without holding up the citizens of Albuquerque for additional funds.
  A contract with the person should not give that ability.

- show support for all teachers that deserve that support
- "Someone who has had NO connection to charter or other schools where there has been fraud, embezzlement, or other criminal activity related to schools by principals or money handlers; i.e., supervisory or other kind of connections where the person might have approved budgets for such schools. This is essential.

- While many traits not checked are significant, these are the ten I have selected. I feel personal integrity is the number one quality we need to seek."  

- I feel we need a Native New Mexican in this position because they would know the needs of our community and the difference between Dual Language Programs with the specific needs of keeping our Native New Mexican Speakers/Students in New Mexico after college graduation and the completely separate English Language Learner Programs needs.

- "I believe a lot of these traits are needed but most high on my list is be open to ideas and have an open door policy to the group of parents who have a vested interest in their children's education.

- Good luck in the search process."

- I think that we should vote [redacted] as our new Superintendent. He has done a fantastic job holding our district together and I believe that he could potentially make a great impact.

- I feel it is important that the new Superintendent is supportive of not only APS public schools, but also APS charter schools. Charter schools are very important to me, because I believe that they provide many alternatives for non-traditional students and there are a multitude of learning styles and interests that our students want to pursue. To me, the more choices and options a student has, the more likely he or she will be successful in school. Thank you.

- It would be nice to select a candidate that is from New Mexico. We have a diverse culture. Albuquerque has generations of families that have been here a long time. It takes time to understand the people. By the time someone from another state learns the culture, valuable time has been spent learning instead of improving on important matters such as getting families to understand the importance of a high school and college education. If we want to improve our graduation rates among the minorities, it's important to understand the culture.

- I would like a superintendent who will continue the improvement in all schools in Albuquerque as [redacted] did. Del Norte High School is an example.

- Building on the importance of "students first" philosophy: Teachers are the people, the resources, who impact learning in the classroom. It is imperative that teachers receive professional support and positive encouragement. Rich professional development with stress-free time to prepare and implement appropriate lessons. To this end, solid, knowledgeable principals are imperative in a well-managed, learning environment, the school. At this point, invested administrators make all of this possible. For APS to
function well and to be healthy, students and teachers, as well as those who support them, must have a robust working environment! A top-notch superintendent could orchestrate and inspire all this.

- I think we need a superintendent that is from New Mexico that understands our community’s and our city's needs for better education and willing to work with family's and help thesejs people to find ways to keep there kids in school. Most of the time its economics conditions that causes kids to get behind in school. As members of the community and parents, teachers and superintendent we all need to help our kids. So I think it is very important that we have someone that understands our community/conditions. We can't keep relying on our teachers to do everything when it comes to education.

- I am concerned with the over-reliance on standardized testing. Evaluating teachers based on student test scores does not accurately reflect effectiveness. I am also concerned with the amount of money and time spent on practicing, purchasing equipment and tests, and taking tests, while time spent teaching and learning is decreased. Students and teachers deserve a safe learning environment, with basic needs met (food, materials, resources, freedom to learn and explore). Our new superintendent must be knowledgeable about concerns re: PARCC exams and the corporate takeover of schools. He/she must be committed to keeping our schools public services for our community.

- We desperately need a leader who appreciates the diversity and needs of our community, who understands how poverty, racism and privilege shape the educational engagement and success of all students in our community and how APS can meaningfully impact these factors through effective policy and practices including cultivating and nurturing dialogue, respect and a sense of community, creating culturally relevant and affirming curricula, embracing the importance of the arts, languages, comprehensive history, and community engagement in our educational system. While the "reality" of high stakes testing and other far from comprehensive or accurate forms of measuring student "success" are prevalent, we need a leader who can see and "live" a healthier, more holistic vision of education in which students invest in learning and growth because it speaks to them, recognizes and affirms their stories and histories, strengths and interests, and helps them become more well-rounded and engaged learners and citizens of our community.

- It is especially critical to work more with teachers than it is administrators & others since teachers are the front line & already know what works & what doesn't. To ignore the needs & expertise of teachers indicates a poor candidate.

- Take your time vetting each candidate, even if it means extending the time frame for hiring. You've really got to get this right.”

- The new superintendent will need to be able to negotiate the gap between the image of APS as a collaborative, community-welcoming organization and the practice of APS being a highly departmentalized, top-down organization...while acknowledging the external politics that impact the District.

- "I strongly believe that the best candidate would be one from New Mexico, who clearly understands our demographics and is prepared to tackle the challenges unique to our State. Most outsiders wouldn't understand the challenges.

- I also believe that the best candidate would be more of a younger ""up and comer"" type. Someone with a proven track record and experience, but not someone who has already been a Superintendent of an extremely large district."

- This district should hire someone from New Mexico, period

- "#8 is too vague because it does not address if the candidate has experience working with the Albuquerque community

- Suggestion: Has experience working with diverse communities throughout Albuquerque or New Mexico

- There is not an alternative to #16, but I believe that there should be a qualification related to ample classroom experience"

- I sometimes feel that APS needs to look into hiring someone from New Mexico instead of bringing employees from out of state. Someone that knows about our state and the past history of education here in NM. The best superintendent was since he left all others have been from out of state and have not been the best for our state, for example the bad idea of year round school which was a waste of money. We need someone with a strong background of the importance of education for our children. Someone that understands that these children sometimes don't get help from their parents because their parents didn't
finish school and really don't know how to read themselves because that the way it is here in NM. We need to stop being a political system in APS and start seeing everyone as equal for the employee's side here in APS. You need to hire someone that everyone can relate to, not just the big bosses or board members. Never met the last one never felt that he cared about his employees.

- Can help create and maintain a core Training and Development Team and new paradigm shift district wide that helps benefits students, parents, teachers and all administrative staff regardless of the difficult changes, one that bridges the gap in professional development, growth, community involvement and support. Your Choice! Your Voice!
- "All of the options listed above are just vague enough to implement whatever agenda is the flavor of the day. "'Expert"' "data-driven" "reform" "management" "accountability"… blah blah blah.
- No more "'experts'" and career politicians. We want someone who knows the community and is willing to acknowledge the real issues (poverty) that face our students.
- As a teacher (and a parent of a high school student) of nearly 15 years, I find it absolutely disgusting that the people who "manage" schools are those who are least interested in actually working with kids. Armchair quarterbacking is the new norm.
- It appears that APS (administration and Board) is more focused on and concerned with maintaining bureaucratic power over schools and teachers through the creation of more boards, management positions, and reforms, rather than empowering communities with independent decision making (or the tools to do so). This district is a behemoth kerfuffle, loaded with narcissistic "'managers'" that want to dictate, rather than lead.
- It will be status quo. Another "'highly qualified'" person will step into a massive paycheck. However, the PR arm of the district will distract people from the real issues facing schools. But, hey - photo ops are important.
- We need a superintendent who will manage the District with integrity, honor the diversity of our community and bring the needs, interests and challenges of our students to the front of the agenda. S/he must address long standing issues of achievement gaps, over-testing, teacher fatigue and historical resistance to family & community input.
- "Has knowledge of the school counselor role and values the role of the school counselor
- Sees the role of the school counselor as vital to academic, social and college/career ready success"
- A great superintendent should be visible, available, and approachable. Questions are welcomed because it shows the person is interested in finding applicable and tangible answers in order to move forward in the education of APS students.
- Someone who keeps the needs of STUDENTS and TEACHERS first. Also, someone with the ability to stand up to the pressure created by the governor and PET regarding increased testing.
- APS ought to be cultivating leaders within their own ranks rather than hiring an outsider. APS should offer the position to someone who is currently working for APS.
- It would be nice to have someone that can articulate clearly what the goals of the district are and how they will be implemented. In that same vain have a strong leader that can stand up to the various union groups and do the right thing. The position is political and we need someone that can navigate those waters (if possible) but keep the district and educational priorities up front. We need a leader that can admit mistakes but not repeat them. Shrink the PR department, they seem to muddy the water rather than explain what is going on in the district. Call parents and students out that are wrong and don't sugar coat everything in such a political correct way. Good Luck!
- Must be committed to cultural competency and developing appropriate curricula that reflect our community and is relevant and engaging to students.
- As a parent and employee of APS I would love to have open dialogue with those in charge and feel that when I have concerns about my child that I will be heard. Too many times nothing was said or done in a situation that we experienced. It was left to myself and a counselor to make the decisions.
- Pick a local, i.e. Albuquerque or New Mexico native, preferably someone who has worked within or foe APS
- Not interested in someone that supports the "one size fits all" model of education.

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• "If we are truly committed to closing the achievement gap(s), it is time to look beyond the charismatic candidates who present a good first impression. We need to dig deep and focus on those candidates who:
  - Have a proven record as teacher and school principal
  - Have successfully worked with students, staff, and parents to foster improved student achievement in communities that serve students in poverty
  - Have first hand experience working collaboratively, at the school level, with stakeholders to meet the challenges of creating, implementing, evaluating, and redirecting instructional programs that successfully address the wide range of needs presented by students in poverty
  - Can translate the school experience to the wider arena and have a proven record of communicating that experience to the District and State levels.

• My personal request to the APS school board is to seriously consider local candidates."
• Provide a support for teachers due to the chaotic education environment.
• This next superintendent can really be a turning point for our schools. Please be bold and willing to push the status quo. Do not hire from within someone who will be more of the same. We need a change agent willing to be progressive and move our kids forward!!
• Someone that feels comfortable walking into classrooms of all ages, interacting with teachers, and students....someone that works well with and is respected by teachers and staff.....someone who will put students first and always work to make decisions with student interests at his/her core.

• "The survey required that I select 10 items, but only #s 3, 6, 17, 27, 30, 33 were MOST important to me.

• All of APS is currently a disgrace to public education. As a native New Mexican, born in Albuquerque, I'm embarrassed for what the school district has become--at all levels from the former super, the school board, administration and staff. The bottom line is the children need to come first, period! The next super needs to have a burning desire and willingness to work hard and long at fixing public ed in Albuquerque--this is a marathon not a sprint. We don't need someone that wants to coast until retirement (pulling someone out of retirement might actually be what's needed), can't control their mouth, or constantly seeks publicity. The only time I want to see the Superintendent or school board members on TV is when something unprecedented has occurred. A graduation rate of 73% is nothing to boast about--it just tells me 27% of those children have fallen through the cracks and will most likely be sucking off the public tit for the rest of their lives.

• A few years ago there was a newspaper headline out of California where a superintendent donated a year's salary back to his school district because he was passionate about his job and the importance of the work. I'm not saying the next super should work for free, but we need someone with real passion for the job. Someone that is willing to give as much as they expect from their staff--someone with real work ethic and respectability.

• My children use to go to a blue ribbon school. I say use to because in just 2 years that same school is as mediocre as all the others. The dedicated principal retired--he was someone willing to deviate from the APS manual, he was willing to call out parents and children who weren't taking care of business, he was willing to call out teachers that wanted to just coast along. Now over half the dedicated staff have retired or moved on as well. I have seen what's possible at an APS school with the right leader and dedicated staff so I'm not wishing for the unattainable.

• I didn't vote for the current governor, nor do I agree with most of her politics; however, she's the only one willing to risk drastic change by requiring all 3rd graders be proficient readers before moving on to 4th grade. This is basic common sense. Yes, it will be expensive. Yes, it will require a lot of changes to the current structure. But the alternative will continue to devastate our State.

• Please don't settle. The decision for the next Superintendent is going to determine whether my children will thrive in this State or not. Let the next Superintendent of APS be the model for the rest of the state and beyond.

Thank you."
Let's not extend a contract for the superintendent prior to expiration of his or her existing agreement. In the past you have re-up'd and then had to fire or let go of the superintendent. This leads to a buy out or golden parachute paid for by the tax payers.

"We definitely need a strong communicator with a commitment to teaching and learning. We need someone who is a strong instructional leader, with a strong understanding of managing a huge organization. Our candidate can't be afraid to make hard decisions and push for a change of culture, professionalism, and organization in the district. We need a candidate who isn't afraid to stand up to the teacher's union and is willing to work to eliminate many of the obstacles that the negotiated agreement poses to our district's progress. We need someone who is not willing to take "because that's how we do it" as an excuse to maintain the status quo.

A shake up in the good ole boy politics at City Center is also warranted. Departments need to be integrated so that decisions are not made in silos.

We also need someone who will work with the PED to develop strong relationships and repair the 'us against them' mentality which has permeated the district for far too long.

Our new superintendent needs to treat women with respect and conduct business in the office, not on the golf course. Principals, even male principals, need to be held accountable for doing their jobs."

"Has the ability to hold all APS administrative employees accountable for their actions.

Ability to look out for the educational need of every student by putting students needs ahead of his and his administrations needs.

Ability to reprimand any of his administration members that causes or is involved in any fraud, waste, and abuse.

Able to relate that the students are #1 priority to all of his administrative member."

"I am an administrator at a local charter school. I am very interested in a superintendent who is interested in a "portfolio" approach to the district, welcoming different schools that serve different needs in our community. I am highly interested in a superintendent who is willing to consider alternative assessments for students who come to school with a sliding scale of access at home and academic abilities. I hope that your candidate would be willing to re-open the chartering process to existing and new schools.

Thank you and best of luck on your search."

"Ability to work with Secretary of Education and the Governor but has the professionalism, courage, and fortitude to stand up to unreasonable, tyrannical directives placed on district.

Has organization ability to restructure the associate superintendent responsibilities so the school principals will be held accountable for what is going on in their school."

"Maintains zero tolerance of the pervasive bullying and intimidation of staff in the schools.

Holds all administrators including principles accountable for the unconscionable actions displayed toward teachers and support staff

Ability to initiate organizational change within the APS system.

I believe APS requires a complete organizational change, similar to what the APD is attempting to achieve.

If this does not occur, APS will not maintain their teachers and support staff. This school system will continue to implode.

Please consider hiring experts in the field of organizational change to assist a new Superintendent.

For the last 3 decades the school board has hired the same person as Superintendent. The only difference has been the suit of clothing. Please do not do it again."

"The Superintendent must possess the ability to make hard decisions about student improvement for students that are not at grade level in reading, math, science, problem-solving and critical-thinking.
knowledge and skills. How will s/he make changes to address this need so that high school students are ready for high school level curricula?

- The Superintendent must believe in the goal of every student is to be ready for college, a trade school, the military, or the work force. Students who are not college bound by their choice should not be forced to fail in college-prep courses; however, they should have relevant and rigorous options that still meet the basics of state and national standards and Common Core goals.

- The Superintendent should be able to work with the NM colleges and universities to stress the importance of a solid high school curriculum. Some students assume they are going on to college and don't worry about their G.P.A. or finances because they are admitted with low standards and finances provided; therefore, they do not take their role in their high school education seriously. "It is the teacher's job to make sure I pass." is not the culture of student learning we should promote!! If institutions of higher learning do not admit students who are not prepared and insist that they do remedial work at the community college level or on their own with on-line classes before being admitted, then, maybe, all students who believe they are college bound will take high school seriously.

- Every school should be encouraged to promote an atmosphere of learning by strict adherence to district-wide tardy and absence policies that include consequences that matter to the students. Absent and habitually late students cannot learn!! The student culture in the school should be: “I’m here to learn; and, I’m going to put forth my best effort!”

- The APS system must be streamlined and the multitude of 'support' personnel MUST be placed in the schools. There are supervisors supervising supervisors in APS. HR is inefficient and loses excellent personnel because of poor management. Training personnel is the KEY...Training in the schools and in the administration building. If kids come first then personnel should be placed in the front line. An organization should not have personnel hired by a director to teach the teachers what to do. The director needs to do that. And Special Ed....Oh my. Train school site personnel so that you don't need a gazillion SE people cleaning up messes.

- How about a superintendent that supports a COMMON VISION throughout APS.
- How about a superintendent that understands that if a program does not work that it should be thrown out rather than "expanded".....such as the truancy program that was a failure in most middle schools and all high schools.
- How about a superintendent that will make tough decisions such as dumping ineffective people so that we can get strong administrators that know what they are doing.

- I am tired of wasting my taxes on a very broken system. Hire someone who can fix it."
- "I would like to see someone hired who is going to listen to those with "'boots on the ground,"' meaning the teachers. How about dealing with long-term problems, such as chronic absenteeism among students (not just those who have parents who haven't learned to call in every time even if a kid isn't really sick, but with kids who just are not present in class enough)? How about enlarging the "'schools of choice'" concept--my son goes to one and I am very happy there.
- How about persuading Brad Winter to stay??
- "Someone capable of restructuring the district's supervisory structure for principals i.e. redefine the Associate superintendents structure).

- understands the importance of the whole child in the educational process"
- Takes a holistic approach to students and parents - body, mind and spirit.
- [Redacted] was the first good superintendent APS has had in a long time. His personal judgment may have been off but I know principals appreciated his leadership. Look at Jefferson County Schools, Golden CO for a similar size district. It is not a poverty-stricken district but is a good example to follow.
- The accountability of our leader around instructional programs is critical. We need a leader who can, along with the Curricular Associate look at instructional programs, systems and/or structures that will be cost effective but more importantly have an impact on student achievement. They then must support principals to have those programs or systems done with fidelity in the classrooms at our schools with district support. This will have a direct impact on student success and staff morale!
"Provide support to teachers and school staff. They have a tough job and need lots of professional development to be at their best.

Partner departments with schools so that departments are NOT detached from the "real school climate". Locate as many departments as possible at school sites. Have every non-teacher from departments volunteer one hour per week at a school site.

Build an APS charter school at the Milne APS contractor site for students grade 11-12 to get hands on experience working with APS employees on HVAC, engines and general mechanics. This would be a fantastic location for an APS charter/magnet school as it is close to CNM and employees working in the field everyday. Not all students want to go to a traditional college. The pay for plumbers and HVAC employees is higher than most educators and with the added CNM background, they will have the needed business knowledge as well. This would be a win win situation for APS."

"Respect students and parents, value their ideas, input and opinions.

Treat all teachers fairly and work toward getting them better pay.

Right now most students would NOT want to be a teacher because the profession is not respected. That needs to change so that a more diverse population will be able to work with students."

Most important is the ability to address successfully the looming and constantly growing achievement gap that exists between white students and students of color (Hispanic, African American, Native American, etc.) Equal is not equal and the funding process currently being implemented is flawed. Although Title I funds and bilingual funds are allocated based on poverty, academic needs, and language differences, these funds are obviously not sufficient to address the gap. A system of allocating funds by weight (weighted student formula) is long needed in the Albuquerque Public Schools. The candidate must have experience and knowledge of the weighted student formula method of allocating resources or at least, willing to learn about and deliver this process. Of course, in addition to this process, supporting schools with significant numbers of low socio-economic and English language learners is paramount to beginning to address the gap. Again, equal is not equal, and a superintendent must realize this and be willing to make decisions based on this knowledge. It will take courage and true conviction to acknowledge and support this moral imperative.

Has to be able change the perception of education in APS to one that is highly respected by the community and supports teachers and students to achieve their goals.

"-Should be familiar with New Mexico, preferably someone who knows/understands the dynamics of APS school and communities in the Albuquerque Area. We want a Native New Mexican to represent our people!

-Bilingual (English and Spanish) should be a priority in order to communicate with most families."

It would be nice to have a superintendent who can instill trust in its subordinates and treat all of them fairly, and not have favorites; a super who has demonstrated capability to lead rather than see themselves as Gods, who demand respect without earning it. I do not feel that the previous super ever did anything to earn respect by anyone. Thank you for this opportunity.

"1) Is the future superintendent open to fresh ideas in order to propose change at APS?

2) There is a strong disconnect between the district policies/ initiatives and what the schools are reporting in relation to special education, how will the new superintendent address this problem?

3) Principals are not being held accountable for what the district has been trying to tell them and their schools in supporting the needs of special ed students. Many of the principals do not care what the dept of spec ed tells them because we are not their bosses, how will the new superintendent resolve this issue?

4) When lawsuits come down on APS because of a school's irresponsible behavior, what will the new superintendent do about it rather than pose for the cameras?

5) Principals are very ignorant to research based programs designed to help special ed students, how will the new superintendent address this problem?

6) How will the new superintendent follow up when he/she proposes new initiatives?

7) How do you change the atmosphere in the district? Right now, my dept is cold, does not work as a team and many of them act like sharks. Its been very depressing working here.

8) There are many administrators like myself who are bilingual, will there be any administrators who speak fluent Spanish be considered for schools with a high population of Spanish speaking students to become principals and also understand the population?

9) When I was a teacher, I received a lot of mentoring support. Will the new superintendent build some kind of support system for new administrators in both the district and schools?

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10) Many administrators who have certified themselves as ESL or ESOL do not speak Spanish or any other language, how will the new superintendent address this concern?

Thank you for your time.

The new superintendent should know and understand the appropriate and limited uses of standardized testing and work with parents and students who want to change the misguided policies of the current governor.

"We need professional management vs. administration. We have a bunch of administrators but very little leadership and solid organizational/process management. We call administrators, "building managers," as if they manage a buildings independent of people. It is a strange culture.

Special Education needs help and as there are 60+ open jobs, I could write so much. The workload is unsustainable for many and the whole management structure needs to be redone. Stop promoting the same hack managers and get some new blood into SPED management.

The new Superintendent should have a people first commitment and work on educating staff vs. "training" them. This is a very disrespectful point of view which I find unique to education.

MOST IMPORTANTLY: APS needs a REAL HR department. The goal would be to look at teacher evaluations and offer new opportunities to teachers who are doing a decent job. If a teacher is struggling, possibly there should be managers who are very good and developing people and getting them doing the right work. After working in corporate for many years, I am shocked with the turnover and lack of serious HR work at APS and in education. It is really bad, but since there is a "not invented here" problem, no one sees what a huge blind spot having no real HR department is. This would save so much turnover in schools if the jobs were communicated more clearly and people were matched to better environments. This could also help staff some of the South Valley schools with a variety of teachers because people would be more informed about what would be required from them. Every job at APS is different based upon the principal and the District needs more uniformity on the work loads. This will provided everyone more flexibility. When you read a job description, it does not describe the real job. This turnover in SPED is unbelievable!

Working with people and retaining excellent people is so much more than just posting jobs on a web site and having clerks slam people into jobs. We have too much turnover. Low performing employees are not provided support, just abuse when they get a bad evaluation. It is a real shame!

"Recognizes that elementary schools are equally as important as middle and high schools and respects principals accordingly

Supports the appropriate allocation of resources for students with disabilities, including facilities, services and personnel, both in schools and at the district level

Displays a nondiscriminatory attitude toward all employees, students and community members

Gives equal attention and resources to schools in the South Valley

Promotes the teaching of basic self-regulation and social skills to all students"

I strongly urge you to hire from WITHIN our state this time. I began working for APS under Jack Bobroff's administration and can, upon reflection, say honestly that none of the out-of-state selections were able to advance the district.

Please look within APS-there are many many qualified people who are not apart of the "in-crowd (La Cueva Cluster) or inner circle of past administrations" that would and could do an outstanding job of making this district a joyful place to work in again!!! -please bring back the respectability and most importantly the professionalism-that the students of this district sooo much deserve!!!

Should have an "open door" policy and be approachable even by lower level employees

I believe the next superintendent needs to be a person of good business sense and able to identify how an organization is structured and to be developed as a corporation... He/She needs to be a person of belief of TQM Total Quality Management and its uses of driving an organization to high standards! A person to lead
an organization as a whole and not as a person of one... We need a person of change and direction to drive a successful organization and its people to a brink of empowerment...

- Needs to know how to tell the Legislature and PED to kiss off. Needs to know how to abandon common core education requirements. Needs to keep music a highly funded part of education. Needs to incorporate computer technology into the students hands.

- We need a superintendent who is pro-teacher: supporting, understanding, and promoting the integrity and professionalism of teachers. When a superintendent understands the demands of teaching and is willing to support teachers within both the community and with the state government, the superintendent will lead the way to strengthening and improving the learning success for students.

- "Makes recommendations and decisions that are data-INFORMED.

- Has extensive knowledge of non-education issues that affect education outcomes"

- "I would also like to add that the new Superintendent needs to be able to respond and create appropriate programs that eliminate bullying, that recognize LGBT Students and value them for who they are. He or she needs to continue to support the APS Safe Zone program which has been successful inspite of the lack of support from the previous Superintendent.

Respectfully,

The next superintendent needs to have impeccable integrity. Lead by example as actions speak louder than words. Be willing to be held to the highest level of accountability. No excuses attitude.

- The superintendent should be friendly, easy to speak to, he/she should be available to the staff of different departments and be able to help parents with concerns about Principals, Teachers, Managers etc... He/ She should be able to fight to rid the teachings to standardized testing only and go back to teaching the basics for our children. Like reading, writing, times tables, and grammar. Demonstrate strong leadership skills, promote positive student behavior and be able to work with the media positively and with confidence.

- "Please find a person who support student learning and does not rely simply on tests scores to feel good about oneself. Scores are only one part of a picture. The vision must and should include a person who is devoted to quality education in all schools for all students measured by other factors than a climbing graduation rate.

- Also, find a person who is not a sucker and won't be duped by the other directors in CityCentre who are blinded by their own egos. This person must put the children first.

- Also this person needs to be smart about assessment and get rid of all of the assessments that are placed in schools under the district assessment department that are not helping teachers to use these assessments to inform instruction."

- Experience with community and business partnerships

- While implied in 5), the person chosen MUST have a minimum of 5 years and preferably 10 or more years of classroom teaching experience.

- "The aspects of the Superintendent's profile are well described in the points above.

- Please limit the initial contract to at TWO-YEAR initial contract. The teachers, students, and the community have been stung in the past because we could not rid ourselves of a bad choice in a timely manner."

- "Is not a "'good ol boy'" and cannot be swayed by this longstanding, dysfunctional network; and, is not afraid to demote or terminate those who are.

- Is an intelligent, respectful individual who is not afraid to destroy the old system to build a new one.

- Is, if not experienced with, able to be educated about the family and cultural characteristics native to NM, some of which are generational and distrusting of organized "'white man'' systems; and, some --via familial transmission--have either created or allowed and maintained gangs in the NM area."

- "The new superintendent needs to have the ability to assess the current structure in APS both financially and in personnel. The current structure of employees who do not work int the schools needs to be evaluated. There is a structure that has been in place for over 25 years of people working at district offices
with the goal of assisting schools. The structure does not work due to the fact that these people see themselves as supervisors to the schools versus a resource to assist teachers and principals.

- If an analysis would be given you will find that the resources intended to help schools is not taking place. The example would be the reading and math coaches. How often are they at the schools. The district personnel needs to be assigned to the schools and have the school administrators evaluate them. They should not be assigned to district managers who keep them busy doing district paper work and allow them to take extended lunches.

- If the resources were used directly in the schools teaches and students would have direct assistance to make the grade.

- The new superintendent will need to have the courage to restructure all resources if the students in the struggling schools will have a chance to excel.

- I am a retired administrator and community member."

- "All 33 are important, of course, and filled with positive thought. This opportunity for non-ed community input is excellent, I appreciate it. All of us in our town are affected by poor public education results.

- I am very concerned that the board selected the same "head-hunter" search company which brought our previous failed superintendent to us. Comments from Wichita friends indicate he had unpleasant character issues there as well. PLEASE make sure that top candidates are more carefully vetted this time.

- So let's also talk about personal ethic and high standards. The finalists must show personal characteristics of respect for others and strong value systems.

- Sadly, our track record with superintendents is not too great and it may be difficult to attract high quality candidates; I am concerned that will not deter from hiring a "super" superintendent!

- (I do NOT like #16 if that implies bringing in a retired military officer - not the right mix.)"

- We have a lot of waste and corruption and it all needs to go, whoever is our Superintendent needs to clean up the system and get rid of this issue. Salaries are also not competitive enough we are losing great teacher because of the new evaluation system and not enough pay. The testing proves nothing and as a parent, I am concerned at the loss of some things like cursive etc.

- Hire from within. I think that someone that works for APS and has come up through the ranks and who was once a teacher is going to be able to best understand the root of the problems that persist, know how to address the issues and build a consensus to get things accomplished. In my opinion some of the best Superintendents that APS has is that to model. They have ties to our community and it is not just another job to them. Both of my parents worked the whole lives for APS, my wife works for APS, both my wife and I are products of APS and my kids go to APS so I have a familiarity with APS. Also, you can fix a ton of problems by opting out of the PEDs standardized testing as a district. It's important to measure progress but not in this manner.

- "I think the most important thing you should look for in a new superintendent is the ability to resist what politicians call "reform" while at the same time implementing true change that addresses the needs of our children in the 21st century.

- The new superintendent should be someone who has the courage to remind Governor Martinez on a daily basis that she does not run the school district in Albuquerque.

- Pick someone who will stand against the absurdly nonsensical drone of "testing, testing, testing" and all of the rest of the corporate agenda.

- We need a superintendent who has credibility as an expert on education to balance the luddites and flat earthers now in charge of PED.

- Pick a superintendent who is unafraid to sue the State of New Mexico for failing to provide adequate funding for APS and other districts in the state.

- I dare you."

- "This time, please look for a person who has empathy with the racial and ethnic constituencies of the district. APS should insist on a leader who speaks Spanish, or at least is willing to learn Spanish. Brooks acted like he was still in Kansas, not here in NM.

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• APS needs a person who understands curriculum and instruction, and not just wants to name programs to buy and bring in."
• The next APS superintendent should be an education professional who has no encumbering ties with a political office in our city or state.
• "1. Personality is a key factor in the ability of a superintendent to be successful.
• The normal school experience is at least 13 years and students should not be subject to constant changes in expectations. The new superintendent should be able to protect the students and faculty from frequent change.
• There is a point where the student must "sit down and work" to learn. The superintendent should avoid blaming parents, society, poverty, teachers or other potential causes of poor student performance. The superintendent should be able to demonstrate his/her expectation that the student himself or herself has a responsibility to learn.
• Grandparent
• Note: survey actually requires ten checks."
• Is committed to standing up against the PED education reforms and limiting student testing and eliminating teacher evaluations based on student testing.
• "It would be nice to have
• ~An INDEPENDENT thinker who will not bow down to the governor and her political operatives
• ~Someone who understands that we are last in just about everything and work accordingly to pull us up
• ~Someone who does not look down upon minorities
• ~Someone who will not want to be part of the Good Old Boy system in NM
• In THAT order."
• The APS District is in need of a leader that has experience working in a traditional educational setting, but that has experience building transformative and innovative education models. If we are serious about APS closing the opportunity gap and building a world class educational institution, we need a leader that is able push the traditional views on education and take some risks together with the school board and larger community. An effective leader should be able to leverage relationships in the business community, social sector, parent groups, teachers, and educational institutions to develop strategies that will make significant improvements in student achievement. We desperately need a non-traditional leader.
• "I believe that our next superintendent needs to know how reform works on a district wide basis. It is imperative that schools that need support in improving student achievement have the knowledge and background for school improvement. Meanwhile, the superintendent needs to know how to drive improvement in already well performing schools. That is a difficult task but it is imperative.
• Second, I would like to see a superintendent who promotes goals that are shared by all schools but who allows each school to determine how they would like to attain the goal. Working toward a common goal is crucial in these times of being scrutinized by the public, it will unify the APS."
• Have you considered  from Santa Fe Public Schools? He possesses those traits that would make for an excellent Superintendent for APS.
• "high integrity
• culturally competent
• consensus builder and negotiator
• successful record of responding to internal and external community needs/interests
• successful record in gap closing and educational reform
• research and data-driven"
• I think it vital for the next superintendent to have first-hand knowledge of the schools in the district. Visit the under performing schools, as well as the high achieving schools - not just for an hour, but for an extended period of time. This will be time consuming, but valuable in the end.
• Willing to reorganize Executive Team to establish trust, vision, and ability to move forward with a new team.
• I would want somebody with as little experience with a big district as possible. Someone who understands their capacities and relies on the existent knowledges and experiences of parents and families. Someone who thinks "community first" and academic tradition last. Someone with a vision for collectively realizing the unaddressed needs of our communities, not posing as an expert on things they know nothing about. Someone who values democratic and collective leadership over authoritarian, simple-minded, bureaucratic practices that care about business more than labor. In short, we need a person who seeks out, trusts, and follows the dreams of our community.
• I would like to see common core OUT of Albuquerque schools. I would also request that the age deadline be removed. It is extremely frustrating as a parent to have a very smart child who is not developmentally delayed to be turned away because of the age restrictions. We need to not only provide quality education to children with special needs, but also to those who are bright and intellectual to help in improving our state as a whole. We need programs that are appropriate for children at their developmental stages and encourage recess and other education that is conducive to their learning styles.
• "-Understands local context
• -Has experience serving in the local community
• -Partners with community organizations to create a learning environment responsive to the needs of students and parents
• -Advances greater equity throughout all district systems
• -Models professionalism, transparency and accountability"
• Someone who will truly work towards what is best for our students and children. Someone who is not driven by money, propaganda, and politics
• We need to go outside of APS, outside of candidates who have spent their entire career in education, and outside of anyone that is 'in bed' with the teachers union. APS is a microcosm of NM, a state which has consistently underachieved in education. We cannot begin to fix this systemic problem from within, we cannot listen to those who state 'Outsiders don't understand what we face in NM and hence can't be effective'. Go with a person who knows what we need when a kid graduates High School and build backwards to support that end-state.
• We need someone who is knowledgeable and up to date with the data about common core and all the new testing. Preferably someone who sees how damaging it is and is willing to listen to and stand up for our teachers and students. Someone who is not afraid to stand up to bureaucracy to do what is best. Someone who has experience teaching. High moral standards and personal integrity are probably most important to me.
• I understand that APS is a large district, but I think a superintendent show be aware of the parents concerns about the safety of their children at school, or should be easier to be contacted.
• 
• "Has working knowledge of/ experience in the classroom.
• Is committed to supporting site-based curriculum in order to meet the diverse needs of such a large district - no one size fits all mandates"
• Will not give into pressure from the board the way current superintendent has in hiring principals. Will also clean up wasteful spending; chief of staff that now has a new position???? Wow!
• The candidate should be aware of the "reforms" being forced upon districts, schools, teachers, and students from the PED and Federal Government and know that these are not supported by the very people the Superintendent will be serving. They should be knowledgeable about current education reforms, below the line funding, excessive testing, school letter grades based on these tests, teacher evaluations and know that our district has a large transient and high poverty population. These factors have an impact on student achievement, which are currently ignored by our Governor. The candidate should be confident in expressing their views about what is the best thing to do for our district, schools, teachers and students with the PED and Governor.
"The selected candidate should be FULLY vetted. His/her work experience and performance must be a prime consideration. Employees, including teachers, principals, district administrators and other district personnel who have worked for the candidate should be interviewed in regard to their opinions of the candidate's strengths and weaknesses. In addition, parents, union representation, community members, business representation, state education officials, local government and postsecondary representatives who have worked with the candidate should be interviewed in regard to the candidate's professionalism, efficacy, knowledge of educational best practice and ability to lead with a positive attitude and with respect for the employees he/she leads. The interview process should be such that the selection of interviewees is wide, objective and confidential.

The candidate should have knowledge of the Albuquerque community and New Mexico legislative and public education processes. APS needs a candidate that can "hit the ground running" rather than a superintendent on a two-year learning curve.

APS needs a leader that creates a "team" environment, values the expertise and opinions of teachers, administrators and parents, and demonstrates a genuine concern and enthusiasm for student achievement. The candidate must recognize when a unilateral decision is appropriate and when to advocate and welcome collaborative decision making.

The candidate must be able to create and maintain a working environment in which employees feel safe to participate in the educational process.

Finally, the candidate should possess a passion for education that is strong enough to motivate and show respect for all classroom teachers.

APS needs someone who has a business head who can run the district without adding jobs where there doesn't need to be jobs and retain good employees. To many employees I know who work at APS leave because of pay and lack of respect and appreciation of their hard work.

The board should look within our state for a person that is aware of the problems within our state. Stop spending money on people from who knows where they come from, and it should be the community that gets to have a final say. Politics should not play such an integral role in choosing someone that is ultimately going to be in charge of making decisions that will affect our future. Remember these children are our future!!! This survey is a bunch of crock, why ask our opinion and then limit us as to which traits we find relevent!! APS at its best.......

the current direction with the office of equity must be a priority. The new leader must embrace cultural proficiency and push towards ending the achievement gap. Because of the fearful nature that Winston Brooks made employees, this person must be able to continue the healing that Dr. Winter has done.

The ability to recognize the importance of technology, both in regard to the instructional benefits and also to the reality of supporting an enterprise of this magnitude.

As an APS employee for 27 years I feel we need a superintendent that will lead the District towards improved classroom instruction. An explicit plan to train teachers, principals and district administrators needs to be created. The District needs a strong professional development model that will directly impact student learning. A system needs to be developed so we would have data that would inform the District leadership of whether the professional development is being implemented in the classroom.