Stakeholder Input Report for

North Allegheny School District
Pittsburgh, Pennsylvania

submitted by

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June 2020
North Allegheny Public Schools

Executive Summary of School/Community Input Groups for Superintendent Search

On Thursday, May 28 and Friday, May 29, 2020 consultants facilitated conversation with six (6) stakeholder groups of the school district. Feedback was centered on four (4) probes. The responses were collated to determine key themes that represent the current views of district patrons and employees. In addition, the same questions were made available via the firm’s website to broaden participation in this most critical work to ultimately select the next superintendent for the North Allegheny School District.

In the executive summary, consistent themes and ideas are recorded. They represent input that was consistent to all or most of the groups and could be considered to have broad support. The complete lists of feedback by group is compiled in another list.

OVERALL THEMES

- **Tell us the good things about the community of North Allegheny.**
  - Location to Pittsburgh and the East Coast-top place to live and work
  - Abundant activities for all ages
  - Schools are major source of pride---many move back to raise their children
  - Engaged and supportive families and community---very high expectations
  - Excellent extra-curricular opportunities
  - Business partnership opportunities abundant in Pittsburgh area

- **Tell us the good things about North Allegheny Public Schools.**
  - High achieving students and wonderful staff
  - Separated from other districts regarding technology (remote learning), music required in 4th grade, college prep and whole child development
  - Arts are the best in Pittsburgh-
  - Students come ready to learn and are coached to great success
  - Strong SPED, HAL programs, Wellness
  - Excellent staff at all levels/much accountability for results
  - Strong family and community support
  - Sports are competitive
• What are the hot topics facing the district that the new superintendent should be aware of?
  ○ Reopening the schools
  ○ Administrative turnover and a relatively new board
  ○ Financial shortages and property tax concerns
  ○ Middle School restructuring of the day
  ○ Initiative fatigue influenced by central office turnover
  ○ Need balance between culture of excellence and well-being of the child
  ○ Change is very hard in NA—not all students succeeding
  ○ Entrenched groups and power politics/dealing with strong and different opinions
  ○ Lack of engagement with kids in the middle
  ○ Clash between athletics and academics/forced choice for students

• What are the skills, characteristics, and traits that the next superintendent should possess?
  ○ Strong leadership with ability to listen, collaborate and decide
  ○ Strong conviction to do what is best for kids in the face of financial and political challenges
  ○ People oriented with ability to relate with students, staff, parents, board and community
  ○ Motivator and inspirer
  ○ Embrace NA tradition and culture
  ○ Visible in schools and community
Stakeholder Input
Reported as received from each Stakeholder Group

Principals/Assistant Principals – 23 participants

1. **What are the good things about North Allegheny and your community?**

   - Close knit, family oriented community
   - The positive attitude of the students
   - Strong, loving community
   - High expectations for the students
   - Large corporations and corporate collaborations and partnerships
   - Google
   - Heinz
   - Westinghouse
   - Carnegie Mellon
   - District partnerships with corporations and universities
   - Steelers, Penguins and even the Pirates
   - Nicest suburb of Pittsburgh
   - Beautiful residential developments
   - A growing district – up to 200 students per year
   - Room for additional housing developments

2. **What are the good things about the North Allegheny Public Schools?**

   - The Arts program, acceleration of students, capacity to learn
   - Dominant regarding athletic programs
   - Focus on more than just test scores, health and wellness, school climate
   - The district looks at the whole child
   - Dedicated to meet the health issues of students and staff
   - Gifted programs
   - Field trips – exposure to a variety of activities
   - Music program is very strong
   - Families that value education
   - Technology integration throughout the district
   - Student one-to-one initiative
   - Modern teaching, modern learning
   - How to work smarter
   - Strong special education programs, keep students in the district, autistic work program, program for hearing impaired
   - Academic competition success
   - Programs for gifted students
   - Variety of program offerings
   - Incredible people, great teachers
3. **What are the most significant issues the next superintendent will face as he/she comes into the district?**

- The size of the district and the staff
- Create a healthy environment K-12 – a positive culture must be established
- The district is experiencing a different Board of Education – the Board is split – split votes are different than the past
- Teacher union and collective bargaining – used to have an amicable relationship with the union – the Board is making decisions without collaboration
- Decisions must be made in the best interest of students
- Decision making and collaboration
- Be able to make a decision
- Redistricting is going to be a challenge
- Addressing student enrollment growth
- Significant financial and budgetary issues going forward
- Hiring a new HR Director
- Mentoring a new staff at the central office – new Executive Leadership team

4. **What skills, qualities, or characteristics should the new superintendent possess to be successful here?**

- Good, positive, strong leader
- Excellent Board/Superintendent relationships
- Trust – two way
- Humble, humility
- Good listener
- Affable, easily approachable
- Not afraid of making tough decisions
- Student focused
- Values institutional knowledge
- Hardworking
- A doer – walk the talk
- Strong public speaking skills
- Take the time to learn about the community and culture
- Evaluate programs – before changing them
- Strong skills to get people “on board” regarding decisions and initiatives
Teachers’ Union Leadership (20 participants)

1. **What are the good things about North Allegheny and your community?**
   - The community is extremely involved in the schools in a positive manner
   - Pittsburgh is a great city that feels like a small town and North Allegheny is a wonderful community in which to raise children
   - A family feel – a great place to raise kids

2. **What are the good things about the North Allegheny Public Schools?**
   - High achieving motivated staff
   - Human resources – how the staff works together
   - Collaborative approach – surveys to include students, staff, parents, etc.
   - The ownership of challenges by the staff
   - No one person is bigger than the District
   - It’s the place to be as far as public schools
   - The District is not cutting programs – it values diversity in its program offerings
   - Value in the electives
   - High achieving demographics
   - Outstanding music program and ensembles
   - Committed staff
   - Value in working together as groups

3. **What are the most significant issues the next superintendent will face as he/she comes into the district?**
   - Size of the district, restructuring the middle school day
   - Differences between the three middle schools
   - Communication is a challenge – everyone needs to receive the same message in a clear and concise manner
   - Difficulty in bringing change to the district
   - Challenge is the turnover in administration – many use the district as a spring board to other districts and opportunities
   - Administrative turnover
   - Inconsistencies across the district
   - “Initiative Happy” as a result of administrative turnover
   - Hard to get “buy in” from the staff
   - Working with very involved parents who are very demanding
   - Dealing with the political environment
   - Board of Education micromanagement
   - Vocal, active community
   - Balance between culture of excellence with mental health of students and staff
4. What skills, qualities, or characteristics should the new superintendent possess to be successful here?

- People person
- Calming influence
- Speak to parents and staff to get them through this difficult time
- Evaluate district before implementing change
- Wants to stay a long time in the district
- Listen to others
- Humble
- Approachable, available
- Integrity
- Great communication skills
- Decisive
- Accountable
- Empowerment
- Charisma
- Empathetic
- Collaborative
- Open-minded
- Seeks teachers’ and union’s input prior to making decisions
- Committed long term
- Wants to use the district as a destination not a stepping stone
- Promotes an inclusive environment
- Values and understands diversity and equity
- Inspirational leader
- Willing examine other districts regarding how they are doing things successfully
- How to deal with the pandemic and remote learning

Central Office Executive Council (8 participants)

1. What are the good things about North Allegheny and your community?

- The location of the community
- Easily accessible to Pittsburgh
- Accessible to local businesses
- Excellent school district – some families stay, some leave and then come back – generational
- Academics as well as athletics
- Great place to raise kids
- Affluent district
- Affordable housing is available
- Parks and recreation
- Active parents who are willing to volunteer
• Land available of housing growth
• Diversity with a significant Asian population is positive
• Destination employer – great talent that seek jobs in the area

2. What are the good things about the North Allegheny Public Schools?

• Variety of programs, academics, athletics, the arts
• Offerings for kids gives them a wonderful experience
• Ability to attract excellent teacher candidates
• Community wants the district to keep progressing
• District that is willing to evaluate gaps – example is technology initiative
• The students are an excellent asset
• The Executive leadership team works well together
• A new Executive leadership team
• Great wellness initiatives
• Positive relationships with religious leaders

3. What are the most significant issues the next superintendent will face as he/she comes into the district?

• Struggle to review and revise curriculum
• Finance and budget is going to be a huge challenge
• A divided Board of Education
• Engagement with the Board of Education is going to be a challenge
• Trust issues with the Board – provide Board training
• Board micromanagement
• Lack of trust between the Board and the Executive team
• A great deal of oral history however lack of documentation
• The plan to reinvent the middle schools
• Implement the outcomes of the group process regarding recommended initiatives
• Teacher Federation had a back door to the Board
• Board, Executive Council, Union relationship needs work
• K-12 curriculum articulation

4. What skills, qualities, or characteristics should the new superintendent possess to be successful here?

• Authentic
• Get out in the district
• Get to know staff, students and families
• Transparent and honest
• Loves and cares about kids
• Hard worker
• Get out with the people and kids
• Strong convictions
• Stand up to the Board and have the skills to convince them to do the right thing
• Strong leadership skills
• Strong ethics
• Integrity
• Doesn’t take things personally
• Thick skin
• Supporter of the Executive team
• Decision maker
• Challenge administrators to be stronger leaders
• Solve issues at the lowest level possible
• Willing to disrupt traditions
• Review feedback from surveys both negative and positive
• Knowledge of Pennsylvania

Parent groups (21 participants)

1. What are the good things about North Allegheny and your community?

   • Pittsburgh – small feel however all the offerings of a large city and only a 20-minute commute to the city
   • Exceptional outdoor spaces
   • Affordable housing
   • Cost of living is reasonable
   • Great parks and recreation
   • Generational city – people are born and raised in North Allegheny and they stay or come back home
   • The North Allegheny Culture
   • People want to move to North Allegheny because of the schools
   • The schools have an exceptional reputation – other districts look to North Allegheny
   • Opportunities presented for students with different interests

2. What are the good things about the North Allegheny Public Schools?

   • Variety of programs, breadth of offerings, co-curricular activities
   • Naviance
   • The Tech School
   • District is a leader in many aspects of education
   • The technology initiative – student one-to-one initiative
   • Excellent curriculum in the district
• A large district – offers benefits to a variety of groups and a variety of offerings to include the arts, music, athletics, curricular offerings, clubs and organizations
• District is willing to re-evaluate its programs and practices in order to meet the students’ individualized needs
• Special education programs are exceptional
• Gifted program
• Strong academic programs to challenge students at a high level
• Enthusiastic teachers
• Focus of student and teacher well-being
• Well-rounded approach to address the needs of the whole child

3. **What are the most significant issues the next superintendent will face as he/she comes into the district?**

• Change is very slow – it is like turning around a cruise ship
• Size of the district is a challenge
• Dealing with the community is going to be a challenge – community is very involved – they attend Board meetings with issues
• Different groups are entrenched is what they want – they are relentless
• The athletic groups all want to win – winning is important
• There are groups that have a sense of entitlement
• How to engage all the students in the middle – district does a great job addressing the needs of those at the top and those at the bottom
• Balance high stakes testing with wellness
• Finances – must be resourceful – how to get the kids back to school in the fall
• High standards for all teachers must be consistent
• Vast differences exist among teachers in the same grade level or teaching the same course regarding student expectations, grading, final exams, homework, etc.
• Bussing and school start times
• How to effectively implement technology into instruction

4. **What skills, qualities, or characteristics should the new superintendent possess to be successful here?**

• Willing to listen and willing to make a decision
• Communicator
• Trustworthy
• Thinker
• Welcome input
• Examine what is really working well
• Observant
• Partner to all groups
• Approachable
• Motivator
• Transparent
• Clear expectations
- What is best for the students – it all starts with the student
- No arrogance
- Accountable – make opportunities for people to speak
- Personable
- Forward thinking/forward looking
- Experience in a different type of district
- Adaptability
- Collaborative
- Embrace the district
- Visible
- Super energetic
- Invested in the community and district
- Someone who is not internal to the district or worked in the district in the past – someone with a fresh perspective
- Respectful of individuals’ different opinions

Employee groups  (10 participants)

1 What are the good things about North Allegheny and your community?
  - People move to the district for its academics and athletic programs
  - Strong reputation
  - Pittsburgh area is great – big city with a small feel
  - Growth in the area

2 What are the good things about the North Allegheny Public Schools?
  - Great people are attracted to the district due to the pay
  - Excellent special education programs
  - Engaged, supportive families – committed deeply for the students and the school system
  - Highly dedicated staff
  - Strong academics, sports, music
  - Collaboration with building leadership, administrative staff, community and students
  - Many levels of support
  - Expectation of excellence

3 What are the most significant issues the next superintendent will face as he/she comes into the district?
  - Covid – 19 pandemic – must be actively involved in getting everyone back to school
  - Delays to two initiatives – redistricting and middle school restructuring
  - Curriculum shifts
• Move away from traditional teaching methodologies
• Finances and budget
• Culture shift regarding instruction
• Stressed out administrators due to the burden of the job

4 What skills, qualities, or characteristics should the new superintendent possess to be successful here?

• Committed to the students, faculty and staff
• Visionary
• Transparent
• Accountability
• Open door policy
• Maintain strong relations with the unions in the district
• Flexible
• Strong leadership
• Progressive
• Proactive
• Hold students accountable
• Good social/emotional skills
• Visible
• On the ground
• Open mindedness to all areas, academics, co-curricular, all facets of the district
• Well-rounded
• People person
• From the area, knows the history of the district

Business, clergy, local township leaders (3 participants)

1. What are the good things about North Allegheny and your community?

• The school district is a top place to work
• Location – suburb of Pittsburgh
• Access to great places to go
• Cultural opportunities in Pittsburgh
• State park access
• Outdoors people/city people
• River access
• Technology
• Medical education in the area/robotics
• Connections to Pittsburgh
• Highly rated companies
• Great food options
• Interest the outdoors
• Fantastic quality of life
• Amazing place to raise a family

2. **What are the good things about the North Allegheny Public Schools?**

• Quality education
• High rankings
• Excellence – strong staff
• Excellent interactions with everyone in the district – students are well taken care of
• Breadth of the programs ex. STEAM
• Faculty/teachers
• Opportunities
• Culture of collaboration
• Level of preparation for college/university
• Co-curricular activities
• District cares about the whole child
• Education Foundation
• Focus of wellness
• The people make the district great

3. **What are the most significant issues the next superintendent will face as he/she comes into the district?**

• Clash of the cultures of academics and athletics
• Example – marching band students can’t run cross country – conflict between academics, athletics and music
• Disproportionate growth in relationship to where the buildings are located in the district
• Redistricting due to growth
• High school is tracked
• Focus on individualized accommodations for students in the middle and elementary schools
• Keep per unit cost down – financial and budgetary issues going forward are going to be a challenge
• Delay in middle school restructuring
• Board won’t raise taxes – behaves politically
• Advocate for resources

4. **What skills, qualities, or characteristics should the new superintendent possess to be successful here?**

• Willingness to stand up for the students
• Best interest of the students at the forefront
• Student advocate
• Impartial
• Attention to the arts, athletics and academics
• Relatable
• Visible – present, attend events
• Wants to be with the students
• Relate well to the staff and leadership
• Work well with all community stakeholders
• Embrace the reputation that the district has and don’t let it be tarnished – all the graduates are excellent
• Advocate for resources
• Willing to push back smartly to the Board
• Energetic
Survey Monkey Results for North Allegheny School District
June 2020

(NOTE—these responses have not been edited, they are printed as entered by the stakeholders)

430 Responses

Administrators
Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

- Our community is a very professional, supportive group of people that are always willing to help. They expect greatness and always willing to support our efforts.
- It is a rather affluent area. Low crime. Great place to live.

Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

- We have a dedicated group of staff and exceptional students. NA is a very special District.
- It is very high achieving. You need to witness it firsthand to fully grasp.

What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

- The old regime was not trustworthy and very underhanded that forced individuals out so they could hire people that did not disagree with them. There will be some individuals that are working in Central Administration that should not be trusted.
- The school board is split 5-4, currently against the sitting superintendent. Many people within the district are pushing a rather liberal agenda.

What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

- Be honest, trustworthy, loyal and supportive of our staff and students. We need someone that will dedicate their life to NA and make us the top District in the US.
- I am hoping the next superintendent is a common sense person. Some of our current central level administrators have really turned the NASD into a corporation. Activities and professional development have not been aimed at education, but rather pushing their own liberal agenda. I really hope the new superintendent is focused on what is good for kids, rather than pandering to special interest groups pushing an agenda.
Classified Staff

Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

- All McCandless Township Residents who reside in North Allegheny School District are family-oriented, engaging, and active members of the community we live in. With neighborhood watches, celebration of community activities, easy access to local businesses, Northland Library, and North Park, there is always something to do!

- Highly respected School District with many great neighborhoods & a great place to raise a family!!! We live in a town home development & our population is truly representative of the world with so many ethnic & racial groups.

- My community is a safe environment to raise children and live. The people are friendly and stay mostly to themselves.

- Local business is supportive of NA

- Increasingly diverse culture  Ample resources/support Highly educated and professional families (overall)

- United, intelligent, friendly, hopeful- quality students and families

- We are so proud of our school and community. The businesses work well together with the district.

- I don't live in the district.

- Location, Our neighborhood is awesome. Convenient to all sorts of stuff.

- Small in a way even though large in student population- high expectations - NA keeps staff informed well about community happenings.

- Kind and caring community. Increasing cultural diversity. Residents young and old care about quality of education

- People come together for causes; they are very compassionate and giving,

- Concerned about keeping NA standard

- The people care about each other.

- Great student guardians/parents involvement and interaction . Example PFA

- Very nice family environment with parks, various sports complexes.

- The NA community puts students first and places a high value on innovation and collaboration. Processes affecting students are well supported vertically (through decision-makers at multiple levels) and horizontally (through peer network collaboration) and typically treated with the importance they deserve.

- Things can happen with large numbers in population
Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

- North Allegheny embraces being a role model for what it means to be a kind and caring school district. From emphasis on ensuring quality education for all students, leading by example, dedicated staff, and a committed administration, it is one of the most enriching places where students, families, and staff can belong to something bigger than ourselves.
- High achievements in academics & sports are stressed here & NA is a highly regarded District locally & nationally. Someone who is interested in educating the whole student & not so much importance on testing & test scores.
- NA has one of the best curriculums in the area and allows opportunities for students to thrive and be successful in life.
- High expectations placed on students Excellent/dedicated teaching staff More attention to holistic approach in recent years Much improved technology for students in recent years Caring/supportive upper administration in recent years
- Family, excellent leadership, Principles, teachers and staff. Passionate
- The teachers are fabulous! We excel in academics, athletics and the arts. We are a very well rounded school district. We have something for everyone.
- The students are amazing. They are so bright and very talented. They make it easy to come to work each day. We have some amazing staff within our buildings. From the janitors and cafeteria workers to the special ed assistants, teachers and admins.
- The best teachers, plenty of financial resources to support the needs of the students.
- supportive families, many grew up here and stayed, most educators care about students
- Caring students. Many parents support academics at home. Students are very accepting of those with limitations.
- Our schools care about all kinds of kids; they try to accommodate many different kinds of needs; they are problem solvers.
- Staff supports each other
- The schools emphasize being on top on technology needs and providing a variety of learning techniques for the students. They realize that our students are all different and require different methods to learn.
- Exemplary cleanliness
- Great teachers, principals and support staff.
- Schools at NA have strong positive culture and heavy involvement from their constituent communities of students, parents and families, teachers, and other staff. All schools across the district hold themselves to high standards of excellence and cultivate pride in their individual character and accomplishments among their student bodies.
- We have top notch educators
What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

- Despite our size, communication is extremely invaluable. An emphasis on activation/inclusion of instruction related to the emotional/mental well being of students needs to incorporated into the curriculum. While there is tremendous value placed on academic achievement at NA, it is essential to help our learners understand major issues going on around them (i.e. pandemic, understanding of various cultural backgrounds within NA, racism, pressures to manage academics/activities/home life). We teach students how to be good learners, but at what cost to their emotional/mental well-being if we are not addressing them within the curriculum?

- Understanding of the geographic, financial & ethnic diversity of NA. Not all students are high achievers, sports stars & some of our students have special needs that need to be addressed.

- There needs to be more diversity in the staff and workers.

- Learn what we do here, especially what we do well, before making changes.

- Significant room for improvement of buildings/grounds Racial divides Stress/mental health of students needs ongoing attention/care/concern

- We have been beat up for quite sometime! We need a true leader who recognizes the value in ALL employees, not just the administrators. He/she needs to be visible and talk to everyone...and listen. We’ve had a dictator. It didn’t work. We need a leader with no agenda other than making North Allegheny a premier school district again!

- The superintendent should be aware of the lack of minority teachers at North Allegheny and the strong desire among many employees to recruit minority teachers and staff. This is an ongoing effort that requires backing from the superintendent among others in administration. They should be aware that diversity and inclusion should not be a box that is checked by our district but a priority that will be addressed increasingly with each year so that our minority students no longer feel marginalized and targeted. They should also be aware of the importance of having early intervention programs within the district to aide our special education department and more resources to assist in the transition of students moving from school to school within the district.

- We are NA! Able to smile while handling day to day, month to month, year to year problems and new issues as they come up as with this past year ex. pandemic, etc.

- Need to help instill resiliency into the student population. ~Create a way for the school to not only help the student but to also help the parents/guardians to help their student. Give the parents the pride that they helped their child. ~Understanding that staff are individuals and may need flexibility and not just read the contract for what is permitted. ~Know that there is staff doing the difficult daily work in an incredible dedicated manner but are not being noticed or heard.

- WE need good leadership, someone who really wants to know people and cut thru the bureaucracy. Less wasted time on mundane topics, someone who will get things done. Get rid of wasteful spending

- Buildings not supporting the other buildings
• NA is not your cookie cutter variety of a school district. We strive to be the total best that we can be. There will be issues if that is not the same agenda that the incoming superintendent has in mind when he/she starts.

• Outdated facility structure and equipment. Example boiler/chillers, lifts, & custodial equipment

• Lack of safety and security for all buildings -physical -training

• There is currently a pandemic that affects the way many decisions and processes work! Parent and community voice is very strong at NA. This is, on the whole, a very good thing. But it also means that you will hear both positive and negative feedback, quickly, about most district-wide decisions that involve change of any sort. Generally, the community is very positive in its response to change and innovation.

• Your district is only as good as the people working under you.

• That there’s not enough cultural dialogue within the district schools...ESPECIALLY NASH.

What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

• Leads by example Demonstrates humility & integrity Transformative Appreciates creativity/outside of the box thinking Embraces change Takes time to conduct "rounds" at our schools regularly

• Be a kind, intelligent & understanding person with previous experience working in a classroom previously, experience with Union issues & interested in participating with the NA community & events. Someone who has no ties or previous relationships with NA staff or community members.

• Be able to see ALL students for their special and unique qualities. Be open and diverse as well as develop opportunities for ALL students.

• Be local, be aware of who North Allegheny is.

• Familiar/comfortable with communities like NA (large/affluent) Cares deeply about the whole student, including social/emotional needs Cares deeply about the wellness of the staff/employees Excellent "people"/communication skills Approachability/openness for new ideas Deep respect for all employees/functions of the school district Intended longevity in the position

• Leadership, passion, knowledge, friendly, strong, look to future and learn from the past

• He/she needs to be a great leader! He/she needs to be someone that I want to work with in solving problems because he/she truly values my opinion. He/she can’t come in and make immediate changes!! He/she should take one year and just assess what’s good and what needs to be tweaked at NA. He/she can’t have an agenda!! He/she should be someone who is in a support role for all of us to make NA great again.

• They should be versatile and able to adjust. They should be resilient, strategic and relational. They should be adaptable and altruistic. They should have empathy and an understanding of the importance of diversity and inclusion.
• hardworking, forward thinking.
• friendly, personable, willing to listen to staff, welcoming and approachable by all staff just like our last one!
• Friendly, open to ideas, flexibility to all manners of learning, supportive of staff like family because we view our schools as our second family.
• Problem solving skills, negotiator, compassionate, a leader with heart and passion
• Open minded
• They have to be very amiable with the parents. They need to be able to accept advice from their "advisor group". They need to be able work comfortably outside the box with covid-19 issues. And they need to remember that their decisions affect all of the employees and students at NA.
• practical and realistic
• Thinking outside the box and let teachers teach
• Ability and track record of fostering collaboration across stakeholder groups--there are many staff teams, community groups, and external supports at NA that make extremely valuable contributions to the district environment, with or without the help of additional leadership; the superintendent's chief value added is leveraging these groups as district assets, encouraging collaboration, and facilitating innovation among them with the best interest of students always in mind. Additionally, the outgoing superintendent cultivated a very positive, growth-oriented, and student-focused culture at NA. Many staff informally report a substantial improvement in morale through his transition into the district. Any successful new candidate will need to be able to capitalize on the asset of organizational culture that has been created here in order to help the district do its best in service to our students and community.
• Strong back bone, willing to update technology and support all employees
• Needs to accessible to all staff, students, and the entire community.
**Community Members**

Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

- It is family. While the district as a whole is so large, it is also small. I see people today that I graduated with whom I may have only known via a Calculus class at the high school. This is what makes NA special. This community also stands up for their children. The school board, and administration, have tried to make change and the community has pushed back. People's opinions here matter, which is something else that I believe makes NA a great place to live.

- Our community is strong and very competitive. We strive to do well and move forward for our future by solving important issues and protecting it for families.

- the school district's record is a top selling item for home prices

- Can we please stop paying for these candidates education just so they can leave afterwards???

Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

- Caring staff members  High quality educational content  Technology integration  Music education programs  Athletics

- Our schools are strong and very competitive. Helping our students reach their potential by providing numerous opportunities. Keeping positive staff to be an example for our students.

- good education  too much emphasis on sports  educational staff too many administrators and overpaid. should be willing to take a pay cut as should the new administrator. recruiting agent should lower their cut also. job doesn t really need sold. many applicants. recruit agent should take flat $15000.

What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

- NA is a large district. As a former staff member, the new superintendent needs to understand that the needs of students, parents, and staff are immense. This position requires careful attention to detail, and compassion for all district stakeholders. While the past superintendent at North Allegheny changed this trend, there were times at North Allegheny where the superintendent and administration have been very disconnected from the students, parents, and community. The new Superintendent should make every effort possible to engage with everyone in the NA community. NA is a family. There is a sense of pride, and togetherness that exists both inside and outside the confines of the school buildings. You are not just a name on a website, a name on the wall, a phone number in a directory. You are the leader for one of the largest, most well respected school districts in Allegheny County. Good luck!

- How important communication is with parents, staff, and the community regarding issues/concerns. The community wants to be part of the solution.
• parents have too much influence.
• Many children are raised by their grandparents and when addressing issues of "ask your parents" or "you need your parents permission) should always include as your parents, grandparents, guardian ECT. So these children don't feel isolated.

What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

• Attention to detail  Compassion for students and staff  Excellent communicator  Experience with large districts  Open to new ideas  Districts who have implemented 1:1 technology
• Leadership qualities; Be decisive; Strong in confidence; Listen to the community's concerns; Honest in their work; Say what you will do and Do what you will say.
• have a set. set high standards and take no BS from the parents
• Should be fair when handling controversy over which child did what. Never assume that a child is the problem just because they were the ones who were caught. There is always more to the story.
Parents
Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

- We are a loving and caring community. The diversity in the community is growing. Parents are active in their children’s education.
- I’m thankful for the families I’ve met and have been a support for our family through the years.
- The supportive family atmosphere and the high educational level of our community make this an excellent community.
- It is diverse.
- Nice people, are all willing to help if you need it. The community homes are not trashed everyone keeps up with their homes.
- NA is a nurturing school district that offers students a lot of opportunities.
- We are very fortunate to have many outlets for students to get involved in sports, band, clubs, volunteering, and other activities. Perhaps trying to get more involvement from other district community members would help to create a larger NA community.
- It is a safe community. Law enforcement is very responsive to needs.
- Easy access to downtown and cultural activities. Diversity. Cost of living is not too high. Good hospitals. Good universities. Safe neighborhoods.
- Education is a priority Diversity
- Close community lots of active and involved students and parents
- Mostly safe, caring and involved parents, decent socio-economics
- Our community is caring and wants to see all the kids succeed.
- Safe, cohesive, proud, healthy food and activities easily accessible
- Friendly people, convenient to many shoppes, restaurants, and many outdoor activities.
- Mostly down to earth people. Neighbors helping neighbors. Great place to raise a family. Low crime area for the most part. A lot of great resources, including schools, libraries, police, fire dept, etc.
- Safe communities, housing good investment.
- We are very diverse. • Academics and athletics are pushed hard at NA. Sometimes there's too much weight on it. • On the flipside, our children have lots opportunities.
• Many times parental input is valued highly or weighted so much that it waters down decisions that should be made more promptly.
- close to cultural opportunities in the city.
- This is a great place to live! The cost of living is low, the people are friendly, and the schools are good.
• We can come together when necessary to protect our neighbors from environmental threats like fracking. Franklin Park is safe enough that the cops know people and their dogs by name.

• This community cares about its schools. It cares about the kids.

• Great location and quality of living.

• The northern suburbs of Pittsburgh, and the NA district in particular, are the newest, fastest growing and among the more prosperous in the region. Historically most residents have placed a high priority on education and are rightfully proud of our schools.

• GOOD LUCK!

• Education is a priority to the families in the NA community. We have active participation in between the school and the community.

• Diverse

• Parental involvement

• I love the parks and businesses in our community. I think we live in a great location, close to both nature and parks as well as the city.

• The parents are very involved in their children's education. This community is affluent and are willing to pay for their students education.

• This is a community with a lot of kind, hard working people who value education.

• Beautiful, vibrant community with the advantage of being near a large city.

• We are an open-minded, family-friendly community.

• The things that make our community attractive (air quality, house prices, school test scores) are not necessarily the good things. But if the question is "Why would you want to move here?" then the answer is "because the public schools, for all their flaws and problems, are some of the best in the country, and the people are interesting."

• Most of our neighborhoods are like large families. We all look out for each other's kids and encourage good behavior.

• We help each other when in need and we stick together. I’ve always thought this but have seen it in action so much this year!

• Family friendly atmosphere.

• Involved families that care about their kids' activities.

• Due to our tax base our school district has excellent resources and facilities available to our students.

• Access to stores, museums, parks and other recreational opportunities.

• Care and respect between neighbors, students and parents, educators, law enforcement officers, and other constituents.

• High level of community involvement in the school. Stable area - growing, but not too fast
• Diverse, lots of amenities, lovely open spaces, education minded neighbors
• Diversity
• Safe, good neighborhoods, family-oriented.
• Friendly, Diverse and Ambitious
• Mostly safe, caring and involved parents, decent socio-economics
• Diverse, offers quality programs in the fine arts and music, multiple athletic opportunities for children
• Accessibility to a wide variety of services, businesses, and educational resources. Mix of rural and suburban environments. Accessibility to outdoor recreational activities (North Park, Bradford Woods Reserve, etc)
• We care about each other. We may argue at times about how exactly that should look but it's rooted in caring. The parents here are involved and supportive.
• Many parents/guardians are involved in their children's academics and school experience, and are excited for opportunities to get involved with the school. There are many professionals in the district to resource.
• Overall, my local neighborhood and elementary school (McKnight) is close-knit and has created a culture of kindness and growth for the students.
• High income levels that support our school district
• Supportive of the school and invested in its success.
• Good neighbors, nice families
• Prioritize education for our kids  Highly educated parents  Asian Indian - large population we want to be a part of decisions on child's education
• It’s very family oriented with great neighborhoods.
• Wonderfully multicultural and diverse! We are raising our 5 children to be inclusive of ALL individuals
• Diverse, Interest in growing all students, strong interest in sports and arts
• Our community is safe and cares about its students education
• This is a community of generally well educated people-(academically). Housing values are high, and this is considered a highly desired area to live with schools that people seek out for their children.
• It is very diverse in our district, from demographics, to housing, everything. There are a lot of private, quiet neighborhoods, yet we have access to everything we need as far as shopping, etc.
• why isn't this survey in spanish, too? I see the most recent one regarding remote learning is? Also - the statement on George Floyd - was that also available in Spanish? I'd suggest resending.
• The North Allegheny district is a community filled with varied economic status and is growing in diversity. The number of businesses and homes offer a strong tax base to fund great schools.
• It's an awesome, caring place to live.
• Small community, Everyone knows each other and looks out for one another
• Nice suburb, feels safe most of the time. North park, restaurants and shopping close by.
• Close knit communities
• Money, money, money, money! MON-EY!
• McCandless is a beautiful area to live with parks, shopping nearby and close proximity to Pittsburgh. It’s a nice community of people that care about the neighborhood.
• It seems the majority here are good, friendly people who look out for each other. We value community and patriotism.
• Pride in our region. Diverse backgrounds. Focus on education at a high level. High level of Support for music, arts, and school and club sports.
• We support one another in our strengths but also our weaknesses.
• North Allegheny is a great place to raise a family. Fantastc schools and 20 minute drive from Pittsburgh with many cultural amenities.
• Good communication, generous, ability to lift up those around us
• We are located in a beautiful suburb north of the city of Pittsburgh. We have beautiful neighborhoods, great restaurants and shopping. It’s a friendly, diverse area!
• This community rallies around its people, has helpful neighbors and responsible citizens
• Safe, friendly, watch out for each other
• Green and clean. Small town feel but you get everything you need. Amazing people.
• Parents invest in their children. Parents ensure children learn what they need to learn. Parents provide transportation. Parents provide mentoring. Parents are invested.
• The large community offers a breadth of opportunities and experiences.
• We live in a community where parents are involved in their child’s education.
• The community is safe. Most families have at least one working parent and many have two working parents.
• Pittsburgh is a family friendly mid-sized city with affordable housing stock - the people of Pittsburgh enjoy a high standard of living.
• Diversity
• Friendly, supportive neighbors. Safe, quiet neighborhoods.
• Middle to High Income with lots of resources Nice proximity to urban center Suburban attributes with amenities

• The people, its a caring safe community - while large, still seems like a family. Family friendly - everyone is always willing to lend a hand.

• Very active and interested and supporter in public education

• Our community is very safe. We are fortunate to live in an area where crime is low. Families value education and parents also tend to have higher levels of education. Many families move to this community for our schools. As parents, we support our children in their educational goals and extra curricular interests and activities.

• Our community is an energetic, caring and diverse community with all of the resources required to be successful

• We are lucky to have a relatively diverse student body and a wealth of resources within our own community.

• Strong commitment to community service. Parents are engaged and actively volunteer in schools

• Very family-oriented

• The community is very supportive of the school and its efforts to help students learn and grow.

• We have quality education and opportunities for the kids

• Engaged parents

• Great place to raise a family with many resources for activities and spaces for gatherings

• Great school district. Helpful to one another in a community spirit. Shops & restaurants near school buildings are helpful to the students

• Access to North Park, city activities - great cultural and recreational opportunities. Definite sense of community.

• You feel safe and there is a lot to do in the area

• Pride in our region. Diverse backgrounds. Focus on education at a high level. High level of Support for music, arts, and school and club sports.

• Safe, quiet, family-friendly neighborhood close to shopping and interstates.

• Safe Economically stable Easy access to events Great restaurants Friendly people Clean Affordable Consistently ranked as one of the best places to live

• Great schools, great access to parks/green space, strong faith community, close proximity to Pittsburgh

• Diversity. Sense of willingness to help the community as a whole rather than focus on individualist needs.

• Our community is strong in family values and academics.

• The Town of McCandless is a very nice place to live, visit or work. Residents have access to North Park, countless dining, shopping and entertainment (McCandless
Crossing), and one of the top ranked school districts in the Commonwealth of Pennsylvania.

- Togetherness, pride, & committed to do the best for our kids
- This community is positive and supportive.
- The beauty of North Park and NAI campuses. The many opportunities for students to explore all types of learning, especially the arts.
- Diverse educated, family centered
- Generous community, family centered
- Desirable so people stay and you get to know your neighbors.
- Good school district. Safety. Low crime. Low taxe.
- People look out for each other and take care of one another. Strangers smile at each other. It’s a great place to live!
- My community is safe and friendly. I know most of my neighbors and live on a street where there are several children my son's age. The bus stop has approximately 15-20 kids so there are plenty of NA kids. It is slightly diverse and overall I enjoy my community.
- Diverse community with capability to have wider topics in the school
- Our community is kind, welcoming and very family oriented.
- Quick commute to the city for amenities, culture, etc. Beautiful setting.
- Ingomar has the privacy/larger lot sizes, yet close to everything within minutes.
- Diverse ethnic, educational and income levels.
- The service area of the NA district is a great place to live--comfortable, safe and with genuinely good people and yet with easy access to the amenities of the city.
- Blueberry Hill Park; good balance of neighborhoods and access to retail; easy access to major roads; good school district
- We live in a safe and supportive community that values hard work and education. The stores are clean and the people are friendly.
- The good thing about our neighborhood and school is it is community-oriented. Parent involvement is valued.
- Property value
- There are tightly knit neighborhoods and people look out for each other.
- Strong sense of community. A lot of people stick together.
- Lots of people that care.
- I love how everyone is so supportive of each other and listen carefully to the concerns of others.
• A mid size metropolitan city, but with a small town, hard working mentality.
• Our community is wonderful and supportive.
• Our community is filled with helpers. Much volunteering occurs in our neighborhood. Our community is involved in the schools.
• Wonderful diverse community with parents and teachers that are invested in the education of kids.
• The community as a whole cares about the level of education being provided in the district. It is a friendly community that cares about the arts and athletics alike.
• The fact that NA is a highly desirable school district, home values remain stable even during national crisis. In most cases there is a higher than average sense of pride toward the NA community.
• I feel that our community really cares about each other and values education and are eager to get involved.
• Diverse educated, family centered
• Low crime good schools
• We live in Venango Trails. It is particularly diverse for this part of the Pittsburgh area. We like that Marshall Elementary reflects this diversity. We wouldn't have survived the Covid pandemic without such wonderful neighbors. Being able to chat with everyone from our front porch made an unbearable situation tolerable. We’ve somehow created a welcoming and neighborly place to live, which is rare in the suburban US these days.
• Most people are friendly, helpful and engaged. The community has a lot to offer in terms of activities, parks, and resources.
• Strong commitment to education in this community and great pride in the school district
• Great tax base, well maintained, safe place to live
• We are down to earth people who still believe in solid families where moms and dads are involved in their children's lives and value good manners, respect towards others, kind actions, and hard work. We take good care of our homes. We do not go for flashy when we buy cars but we are willing to spend the extra $ for excellent quality. We look out for each other's kids and welcome them into our homes for supper. We keep track of our kids' online behavior and protect them from dangers. We want our kids to have a bright future but recognize that we are only the cheerleaders, not the ones who make it happen. Our kids are blessings not burdens.
• Our community values a well rounded education and has parents that support their children and school staff.
• Great pride in the school district.
• 1. The people. The longer I live in this community, the more I realize that it’s much more than welcoming and friendly. I see repeatedly where there is a need, there is help. And our children are raised finding ways to support and protect each other.  2. The Family Friendly Atmosphere. It’s a great place to have children and raise a family. The families, community and school district support well rounded people with experiences and skills
that will help us all be better in the future. 3. Hard work abounds. While the expectations of our students by our school district are high, the district offers plentiful ways to meet the varying educational needs of our students.

- Value education and have high expectations of our students and educators. Learning to value and nurture the whole child, but room to grow here.
- People help each other. Very welcoming. Our neighborhood supports each and celebrates each other.
- Diverse wide range of socio economic families organized
- Close to Downtown Pittsburgh but little traffic. Many shoppes and parks nearby. Very low crime rate and great school district!
- Families generally support students and their schools. District seems well run administratively.
- Safe. Established as desirable. Lots of options for activities (parks, restaurants, sports, clubs)
- It is very family-focused and safe.
- Sense of togetherness both as a district sms more macro as Pittsburgh overall.
- The community is economically stable with a desirable school district.
- Our school district is, by and large, 20 minutes from Pittsburgh, which is a beautiful city worth spending time in. As far as the North Allegheny School District: it is big, but the staff and community work together to make each kid feel special, and the community in each school feels like home.
- Most people seem vested in the pride of our community and strive to improve it for the better.
- Parents take part in their children’s education.
- Diversity in culture compared to neighboring districts
- People are connected and care about one another. There are good schools, churches and medical services available.
- The sense of community and safety.
- Want to do the right thing. Surprisingly close-knit, for being such a huge school district. Well-funded.
- We are a diverse suburban community with a wide range of student backgrounds.
- North Park! Northland Library. Good schools in the area. Convenient to downtown, hospitals, shopping and La Roche University.
- Well maintained Community involvement
- Close community, parents are involved and invested, low crime and poverty.
- Lots of greenspace, easy access to major highways, excellent medical care.
- Lots of opportunities; even just simple things like sidewalks to encourage families to get out and walk
- Public safety, community involvement.
- If these question were written by McPherson & Jacobson LLC then "your" community could be used in the text but if it was from the local school board then "our" community would be most appropriate. With that said thank you for asking anyway. As well all know and are proud of is the reputation regarding the quality of education in the North Allegheny School district so that is first and for most for most parents I would speculate on. Generally very safe community that is a wonderful experiencing for children to grow up in.
- Safe, friendly, value education and hard work, lots to do for kids, good schools, lots of parks and open spaces, close to city and entertainment but still feels rural in some ways
- Pittsburgh is consistently ranked as one of the most livable places in the country. The amount of amenities available in relation to the low cost of living cannot be matched. Pittsburgh is a hybrid city = Midwestern in many ways, but has components of East Coast/West Coast feel. NA is an excellent community, easy access to city, and a great place to live.
- Our community needs to get back to the value, morals and traditional fundamentals that make the schools thrive.
- Safe, supportive
- People are friendly, lots of activities in the area. Clean. Well maintained.
- Access to resources - including parks, recreation, and resources
- Family friendly community with convenient amenities. Culture, sports, dining in nearby Pittsburgh.
- timely, clean buses; clean streets; I appreciate when roads are maintained (though not all boroughs do this equally); competitive sports teams, educated parents
- It's very diverse.
- it is a Very caring, engaged and highly educated community
- nice suburban area, feel pretty safe, easy access to shopping and parks.
- Healthy and safety first community even though High Tax payment. Socially well balance, educational goal oriented society.
- diverse, international
- Caring families, involved parents. Beautiful area.
- All four of Municipalities that comprise the NA School District are economically strong and growing. This is rare in western PA.
- North Allegheny is filled with passionate community members and the schools are well respected by their families.
- Involved parents, many neighborhoods, and strong academic test results for students
• Near to city with country vibe, North Park, Northland Library (part of the Carnegie Library System), Excellent schools, Low Crime
• nice neighbors, nice homes but not crazy prices, convenient
• A beautiful area of Pittsburgh to live. Beautiful in the geographical surroundings as well as the wonderful and friendly people who live here.
• North Allegheny (NA) parents that are North Allegheny graduates take a lot of pride in the level of education taught and school buildings. I know many NA graduates that are moving back or currently live in the district so that their children may experience the educational programs at NA.
• Safe, growing community with significant proportion of highly educated parents and higher than average income profiles.
• Strong sense of community. Beautiful area north of Pittsburgh.
• Racial and ethnic diversity. Respect for all people. Active and healthy population. Close proximity to many amenities and the city of Pittsburgh.
• Convenience to North Park, low cost of living, great school district, convenience to city of Pittsburgh
• Our Community has kids with Diverse background; raised by hardworking parents. Its a beautiful place with walking trail and a fish pond.
• People are good for the most part. They care and are involved in their children’s education.
• Safe, friendly, supportive and involved.
• People for the most part look out for each other and are accepting of diversity and culture.
• Mostly safe, caring and involved parents, decent socio-economics
• Neighbors know each other. People get involved and WANTto be involved.
• The community is diverse and increasingly multiracial and multiethnic.
• Monetarily sound
• There are numerous resources for recreation and enhanced educational opportunities. The park system is excellent and businesses seem to be engaged in social justice causes. There is some diversity of racial and ethnic groups but it would be good if there was more diversity.
• This is too broad of a question. I think we are fortunate to live in a community that has a good school district. This basically boils down to money ...basically income level, middle to upper class.
• Top school district in the Pittsburgh area, with many families moving to Pittsburgh for high-tech jobs (university professors, software engineers, etc) deciding to locate here. Leads to a growing community of families dedicated to their children’s opportunities and growth.
Increasingly diverse student population  Financially secure geographically and demographically

Family oriented, safe, high value on education and success

We are fortunate to live in a community where privilege is leveraged through high incomes. It is a community that, despite the stereotypes of suburban Pittsburgh, does attract a variety of viewpoints and life experiences.

Generally well educated with a good variety of resources.

North Allegheny is a great place to raise a family. Fantastic schools and 20 minute drive from Pittsburgh with many cultural amenities.

Caring. Well rounded. Balance academic, social, sports, etc. healthy.

- it is family oriented - residents are respectful - lots of activities families can get involve with - has variety of commerce - generally safe & low crime

The families that live here have been here for many years or even may be the 2nd generation so they are definitely invested in their community. They want to maintain the values and standards of the past but also move forward into the future and evolve.

Community is supportive and kind. We value education as a whole.

Great environment to foster innovation in the future of our kids due to the available curriculum if NA school district

It's is quiet. I do feel that there is some sense of I am better than you and my kids can do no wrong.

Most people are friendly, helpful and engaged. The community has a lot to offer in terms of activities, parks, and resources.

We live in the Highpoint development that attends BWE and love that the community has social events to get to know each other. The neighborhood welcomes new families and creates a small town feel where you feel supported.

Our community is committed to a good education, safety, environmental responsibility, sticking together, and helping each other.

Everyone is friendly & gets along very well. We feel safe here. There is alot of diversity within Marshall Twp, the school district & the surrounding communities. There is access to so many things to do - activities, shopping & restaurants.

It is economically diverse. It is supportive of the district and comes together when needed (for charity, pandemic, etc.) It is a great place to live.

Many residents value education and the great majority of the community behaves respectfully of others. Many attend houses of worship, of which there are a variety.

Our community is safe and provides top notch education.

Family tradition; broad resources; inclusion; economic vitality; access to healthcare; retail; recreation; NA schools.

Good cooperation and support spirit.
• People communicate with each other and discuss issues that impact the community. We have great biking, hiking, walking trails. Schools are great. Close proximity to downtown, which has a lot of offer. Also great dining, movies, entertainment Locally.

• The NA community takes a great deal of pride in having one of the preeminent public school districts in the Commonwealth. Students are engaged, ambitious, hard working, talent and give back to their community in many ways. Whether it is the classroom, athletics, music, theater or numerous other extracurricular activities, the NA community takes pride in their performance and has demonstrated sustained excellence in a wide variety of disciplines. Families are very supportive of the students, teachers, coaches and administrators and place a high value on education. There is a strong sense of community and support for NA.

• We live in a wonderful close knit community. We want to see other succeed and thrive.

• Caring people who want a quality life

• Highly educated population. Top Notch school district. Very safe neighborhoods and plenty of green space. Close to everything you could need as well as the major artery to downtown.

• It's safe and has a good school district.

• Safe, clean, green space opportunities, shopping, close to downtown Pittsburgh

• There is a lot of wealth. There is a value on education and youth. There is a lot of willingness on the part of families to participate in the school process.

• Multi races and multi nationalities

• Excellent quality of life. Good local businesses and community spirit. Easy access to parks and green spaces, shopping, and entertainment.

• People are good for the most part. They care and are involved in their children’s education.

• We are wealthy economically, have a large tax base, have parents who are interested and willing to volunteer, and children for the most part want to learn and be successful.

• Teachers that care about kids.

• Community that values education. Strong and diversified tax base. History of performance over decades.

• Our community, though large, feels small and is tight-knit. I'm talking mostly about the Franklin Park - Ingomar community and can't speak much outside of that. We all have an interest in the success of the school system and its students.

• Safe, friendly

• One of the best things about our community is our schools. We expect a lot of our administrators, teachers, coaches, ourselves and our children.

• My family and I live in Bradfordwoods. It’s a caring community that will always find kindness and love in every situation.

• Very engaged parents. Very good school system.
• NASD attracts good families that are interested in high quality education
• Our community is safe and most everyone is well-meaning.
• Diversity, libraries, parks, sports and educational enrichment opportunities
• In general, the NA community is a supportive one. Families are happy to participate and help when needed.
• We are a community of diverse learners. We value education. Many of the parents are former graduates of NA and are highly involved in the education of their children.
• Friendly, family oriented, working class
• safe area, lots of green space for outdoor activities, opportunities for families to interact on a social basis
• Active Engaged Upper middle class
• We have a community of supportive and caring parents who encourage their children to grow academically and as good citizens of the world.
• Diverse but people look out for each other. Many families have been in the community of generations but there are also many families who have chosen to relocate here. Very supportive.
• Diverse population, well funded
• growing, educated, high income, high tax base, dedicated and involved parents
• Wonderful families...truly a community.
• The community is strong and many are able to live good lives through the ideal location of businesses and recreational availability (parks, etc.)
• Why are we only asking for 'the good things’?
• Friendly, respectful of community and environment
• Truly care about the students and their experiences.
• close to the school, all of the kids in our area go to the same school, we all meet and socialize at the bus stop, we rely on each other occasionally to watch kids if we're running late.
• NASD is a culturally diverse. There are families across many backgrounds including Southeast Asia, Europe, and Central America.
• High academic standards and lots of diverse opportunities both academically and athletically. One-to-one schools.
• Good things about life in the North Hills include an overall community that values education and understands that the arts are as valuable as science. And athletics are great, but not the be-all, end-all.
• We have a community who is willing to give input and feedback, cares about the district and its practices, and are mostly informed.
• Close to businesses, but has great communities surrounding. Not far from downtown Pittsburgh
• Families are involved and supportive. Education is important. Kids are fantastic!
• Strong community support for the school district
• Safe, Invested in Quality Schools, Reasonable Cost of Living
• Tight knit, care for each other. Pride in North Allegheny and its surroundings.
• The people, the resources, the support

Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

• The Peebles Elementary school show genuine love for the students. They are invested in each child, responsive to parent concerns and very enthusiastic about their jobs.
• because the district is so large, there is a wealth of opportunity available to the students -- they just need to be made aware of them and encouraged to participate to take advantage of these opportunities - both academic, artistic and extracurricular.
• The diversity of options for involvement in clubs/activities/sports is excellent
• It has a strong curriculum to provide.
• Great schools with very helpful teachers that make sure the children get the help they need.
• McKnight Elementary feels like a family. My son loves his teachers and the staff. He feels comfortable and has been taught to be kind to his fellow students. The school provides a lot of different opportunities and we couldn't be happier.
• As a North Allegheny grad and former teacher, we have always provided an excellent education garnered to meet all student needs. NA has also always been on the forefront of current teaching practices. Our faculty is truly outstanding and really cares about students and their well being.
• Strongly engaged in providing educational opportunities to students.
• The schools are a safe learning environment. The school is known for educational excellence.
• Experienced teaching staff Opportunities available (both with curriculum and extracurricular activities)
• Cares about students
• for the most part, good teachers, good academics, lots of opportunities and levels of classes as the kids move into high school
• Due to NASD being a sought after district, there is a lot of money and resources available. Would want a new super to review and analyze the use of that money and
those resources, to ensure it is not focused too much on sports (or a sport), and is benefitting the students who need additional help and support, as much or more than it benefits the smartest and/or most athletic students. We are as strong as our weakest link.

- Teachers and staff care about the kids and push them for success.
- promote acceptance, kindness, and exclusivity. Allows for differences among students.
- Neighborhood schools with many educational choices for students to choose for their future.
- 2 of my children attend Peebles Elementary School. The strength of PES is the very talented principal who is involved with the school in every way. She does not "sit in the ivory tower"; rather, she is among the teachers, staff and students on a regular basis, and she takes the time to make parents feel involved. [I contrast this with our experience at Carson Middle School]. I would hope that you choose a superintendent with a similar set of skills: strong leadership mixed with personal relatability. That is the winning combination.
- Top of the line learning for all in the district.
  - The value and content of the curriculum.  
  - At the middle school and elementary school level, we have had such great support from the staff and the admin there regarding our children's well being.  
  - Speaking for IMS and the athletic dept, their anti-bullying approach and quick response has made a huge difference in our child's life and ours. Not all schools do BUT NA does. Mental health is so important. Knowing they have admin support is crucial.
- High quality education, music opportunities
- Franklin Elementary was rated one of the best elementary schools in the nation. We love the band program at Ingomar Middle School.
- Elementary school - Mcknight - has been great because the principals set the tone to pay attention to wellness. Not as clear in the secondary schools.
- The school has many opportunities and a variety of activities that are not normally found in a smaller school.
- I am too fed up with the poor quality of learning materials, lack of teacher engagement, and school construction to give a constructive answer. My child did not have a playground all year.
- At every school and at every level, I have found invested teachers and staff. It really doesn't feel like a "big, impersonal" district. At NASH, I was on a first name basis with most of the teachers.
- Counselors seem to be good. Appreciate their help. Wonderful opportunities and area of studies that I did not have growing up. Clean. Seem to be kept well. Good maintenance staff and teachers and office workers.
- We are lucky to have one of the highest-rated school systems in the country. We have dedicated and well-respected faculty and administration. I am particularly proud of the music and performing arts programs which routinely win national competitions and foster
camaraderie and teamwork and build character (every bit as much and more than our famous sports programs do).

- IT IS ONE OF THE BEST PUBLIC EDUCATIONAL SCHOOL DISTRICTS IN THE NATION.
- Transition programs set up for students moving from one building to the next.
- Motivated teachers
- NAI has a fantastic principal who follows up with parents after changes have been implemented. Recognizes the ‘average and below average’ student.
- My daughter has had wonderful teachers and I am very happy with the quality of education she has received so far.
- We have a number of great teachers. The rest is all noise.
- The schools, from the principals to the teachers to the paraprofessionals to the secretaries and custodians, work very hard to provide a positive learning environment for the students.
- Some very strong teachers and leaders, excellent facilities and resources, good reputation.
- Our schools are built on relationships, rigor, and relevance. They utilize technology to assist in instruction.
- Involved parents and families, high quality educators. The specials, especially, are phenomenal. When the school is freed from AYP goals and ESSA requirements, they're brilliant. We've also heard good things about the IEP programs but do not have direct experience there.
- Special needs education is decent. Gifted needs better support. Regular students can also do with more rigorous curriculum /learning opportunities besides math.
- Our teachers genuinely care about the students and families. There are many good activities and learning opportunities.
- As a former student and current parent, the education is unmatched. We chose to live in this district because of the quality. I love the closeness we have enjoyed at our first year at Peebles. Neither my husband nor I attended this elementary school, but I am so glad we are here. It truly has been a benefit to my child. Makes everything so much fun and goes above and beyond for the families all while still being professional. She has come to the rescue for transportation issues, and a minor accident with a bus this year. My child feels safe and happy being under her and her staff’s care and I couldn’t be more proud of the entire building.
- Great quality of academic performance and ample extracurricular activities.
- Use a mix of technology and resources for teaching. Offer additional after school programs.
- Our schools provide a safe learning environment.
- Long tradition of success
• Academic rigor, high-caliber and caring teachers, fairly easy access to academic resources online and offline.
• Excellent school system with good students and attracts talented teachers.
• Knowledgeable and committed teachers, engaged parents, strong curriculum, diverse and interesting co-curricular and extra-curricular activities, good athletic and music programs, very good gifted program
• Various of sports
• Good teachers, academically rigorous, good resources, many opportunities.
• Excellent reputation
• for the most part, good teachers, good academics, lots of opportunities and levels of classes as the kids move into high school
• Diverse, student centered, assessment based and then designed around students’ needs, caring and communicative teachers
• Our experience with the majority of our sons' teachers and school administrators has been very positive. Most seem to genuinely care about their students and are engaged in educating them to the best of their abilities while ensuring that they are physically and mentally healthy.
• The staff is the best thing. I’ve had kids at PES, MMS and NAI. The staff at at each school has been amazing and is the heart of the district from the top on down.
• The district offers competitive salaries to it's teachers, and has strong financial resources.
• Again, McKnight faculty and staff have created a culture of kindness and growth for the students. The administration, are amazing and truly put the kids first in everything. They provide whatever resources each individual family or student may need and truly show they care.
• Strong academics, sport teams, and the arts for all
• Great teachers who are engaged and motivated. Good, safe facilities. Top notch education program. Excellent opportunities for students to join extra curricular activities such as sports and music programs.
• Kids feel safe, teacher engagement
• strong teachers have tech equipment for students
• Our schools have amazing teachers who truly love their students.
• Academic excellence, robust extra-curricular activities, the chance to excel, inclusion and assistance for special needs students
• Responsive to feedback from parents and community. Growth centered
• They have a good reputation having being highly educated Students Colleges seem eager to accept our students
• Overall, caring teachers and administrators. Some members of the teaching staff are very brilliant and combine this academic brilliance with exceptional rapport building skills and
pedagogical skills. Schools are generally well kept physically. The arts and extra curricular activities that give life to the students and the community are supported and well developed. Parents advocate actively for a full scale educational program.

- Despite being so large, NA does a great job managing things with this large district. We have a big tax base, and our kids have access to a lot of things other districts do not. NA is organized, is run like a well-oiled machine, has too-notch teachers, awesome school spirit, lots of talented kids, and superb academics.

- My daughters have attended McKnight Elementary, Carson Middle School, and NAI. Our experience with each of these schools has been nothing short of excellent. The staff is caring, collaborative, and makes it their job to focus on the "whole child". From focus on the individual to team building, my daughters have been afforded an education beyond just academics. Educationally, NA is innovative, supportive, and fair.

- There are some amazing educators and staff people in our district. We should continue to celebrate their achievements and give them the recognition they deserve. We also have wonderful libraries (except maybe the HS could use a better book selection) and we need to continue supporting those with books and programs.

- Small classes, wonderful teachers, each child gets the help they need, each child is known by all the teachers and is recognized

- Do not have much to say regarding this.

- Resources, funding, teachers are amazing

- The school district is run a like corporation. It’s all gloss & PR. Like hiring expensive consultants.

- NA has quality teachers and staff that care about the students. My kids always look forward to the teachers and enjoy talking with them. Many teachers talk with them during lunch and other times throughout the day and it creates a friendly positive atmosphere. We also love the bands, orchestra, before school chamber orchestra classes and concerts in the winter and spring. We have the best cross country and track and field team.

- The best teachers - all have a passion for teaching, and genuinely care about our students.

- Many educational options due to size. Strong (and vocal) parent support. Well supported by community. Strong music/arts and athletic programs.

- The diversity. My child is being exposed to many more cultures than I was ever exposed to in school just by having friends of different cultures.

- North Allegheny is a premier district in our region for academics, athletics, and the arts. There is opportunity for every student to find their niche at NA.

- Our schools have wonderful teachers, paraprofessionals, and staff in general.

- Our schools are top notch! We are known as “NA University” because of the array of academic offerings as well as a multitude of sports and activities.

- Fair treatment seen is schools across all ethnicities. Friendly and easily accessible staff.

- strive to keep up with the times, a lot of variety to the curriculum, different levels of learning
• Very competitive, lots of opportunities to learn and excellent opportunities expand music, other language, art and other skills that are important to any student.

• They spend all the money on sports and band. If your child is in NASD, grades 11-12, then they receive more funding than ALL THE OTHER GRADES PUT TOGETHER! If you live in expensive Franklin Park Elem with 60%+ Asian population and generous donations, then the overwhelming portion of funding will go to Franklin Park and NASH. Parents provide all support for children.

• The amount of resources that are available.

• North Allegheny provides wonderful opportunities for children in the honors and advanced placement program and children identified as gifted. North Allegheny also does a tremendous job with special education and 504 accommodations.

• NA offers a variety of course options to its students.

• NA is a very good school district that is interested in bettering itself.

• Dedicated and highly qualified teachers

• Engaged teachers and well-resourced schools.

• Good resources and programming for high achieving students  Generally good faculty

• Nice class sizes. Caring teachers and administrators. Great emotional support program at IMS. Fun activities for students and families.

• IMS and MCK - regardless of size the kids are well rounded and supported by their teachers and support staff. From the front desk to a teacher you haven't had yet, they know your kids. Not sure how they do it, but they come to know the family even if you've been to the school as a parent a few times. Easy to approach and assist when needed. Safe

• Great culture of support and inclusiveness

• As an engaged parent in the district, I believe our educators place a strong emphasis on the holistic success of our students. Our teachers and administrators encourage an engaged and positive school climate. Our children feel safe when they go to school each day. We have a strong academic foundation in a high performing school district. We encourage personal growth and prepare our students for future success. The "Tiger Strong, Live Long" program focuses on mental and emotional well being and places high emphasis on healthy, well adjusted young people. Our educators are top notch.

• The strength of this system is in its people. These are professional educators who are passionate about their careers and care deeply for the children they work with.

• I feel like the staff at NA really cares about kids and values learning experiences for them.

• Excellent teachers and administrative staff  Emphasis on kindness and inclusion  Unique opportunities for students across a wide range of interests

• Highly skilled teachers; kids are taught technology skills and stem topics; innovative ideas, like adding bicycle riding to PE.
• The school leaders are dedicated to making the learning environment the best possible one for the students.
• Something for everyone!
• Excellent teachers  many opportunities for students academically, socially, and extracurricular  safe learning environment
• Engaged parents
• At Bradford Woods, it feels and operates like a smaller school where my child can grow and thrive with teachers who know her and families who engage in their kids activities
• Valuable teachers who really care about the students well being. Good communication and transparency.
• Most of the teachers are engaging, supportive and push their students. Especially teachers of honors, AP classes. Staff tends to be responsive to parent questions and concerns.
• My children have had some awesome teachers that have been kind and caring there are lots of opportunities for them
• Many educational options due to size. Strong (and vocal) parent support. Well supported by community. Strong music/arts and athletic programs.
• Awesome teachers who really care about my kids. Our principal really makes an effort to get to know each kid. Even our bus driver is super friendly greeting each kid by name every morning.
• Upward spiral. The more good students one is surrounded with, the better. NA has attracted families that care and is filled with many good students.
• High reputation for academics  Stable teacher base  Good economic base which generates tax dollars to recruit high quality candidates  Low incident rate for student disciplinary issues
• High standards for quality of education, good facilities and resources, talented teachers, many opportunities for student activities and support, great communication with district families, safety is prioritized
• Teachers seem to really care about the students. We do not seem to be lacking in resources or quality people.
• Forward thinking with technology and willingness to adapt and try new things. Spectrum of options for class selection.
• They support family and when i have asked for it i have always received help for my children.
• My son enjoyed two years at Hosack Elementary, but had a very negative experience at Carson Middle School.
• High quality, prideful, variety of opportunities for all kids, provides diverse preparation for college/life
• See above.
• Schools are consistently reliable and provide students appropriate opportunities to meet wide variety of abilities and interests.
• Education priority  Athletics  Student proud
• Excellent teachers, well trained, helpful, compassionate
• I'm always impressed with how many teachers in the district are products of NA (NA graduates themselves). When I see the teachers outside of N A they take the time to speak to me by name and ask about my children.
• Good school district. Access to different subjects, clubs, and technology.
• Teachers who truly care about their students and go above and beyond (most, but not all). Many opportunities available in academics and sports/extracurriculars for students to explore.
• NA is an outstanding school and has an excellent curriculum. I love the fact that students can get credits for college while in High School and experience so many different classes outside of the box of the regular classes offered. All schools are equipped with the proper materials for students to excel and compete globally.
• School is ok and continue to enhance
• Our schools offer a wide array of opportunities in academics, athletics and the arts.
• Families are committed to and supportive of academics  Arts and music programs are emphasized and not cut like in other districts. Quality teachers throughout academic experience.
• Large selection of elective courses to support challenging academics.
• Driven students, high grades. Many educational and athletic opportunities.
• Student centered. Positive culture. Highly competent teachers admin and staff.
• I think the NA district is already very good (good academics, dedicated teachers, very good facilities), but can be better with the concerns I have mentioned in my response to question 3.
• opportunities available to support a wide variety of student interests; mostly quality teachers
• We have well have well educated teachers that have the best interest in our children's growth  Our athletics are stressed as being important. Our success in our sports influence our success and drive in other genres (The Arts. Music, Theater, Writing, etc.) We have the reputation of being a big district with an overall winning mentality.
• The "back to school" picnic, diversity celebrations and community events throughout the year are evenly spaced to give families an opportunity to engage with the school community and not overload families with additional activities. The PTA is a great organization that fosters positive parent -teacher -student interaction.
• Excellent reputation
• I can speak for IMS and McKnight. McKnight is a HUGE school, but it truly does have a big heart. There is an amazing community in that school and the principals and teachers
do everything in their power to watch out for their students. Grades and performance take a back seat to relationships and well being because they know kids won't learn if they are not well with good relationships.

- A small feel for such a big school.
- There is a lot of respect for the schools.
- The staff has been wonderful keeping us up to date with what's going on
- There are still some teachers who care about the students.
- I would hope that a new superintendent would help bring about change that would allow for more positive dealings with NA. I have been very disappointed in the district this first year.
- Our schools have strong academic programs, many opportunities to participate in the arts, and many participants in successful athletic programs. Our schools work to be on top of new technology. We have a diverse student population.
- Very invested teachers and administration who are focused on the well-being and education of children.
- We've had a great experience with our daughters to date. For the most part, teachers want the students to succeed and will help the kids where possible.
- The NA School District does a good job of preparing students for the next step in their academic career. The athletics and arts need some improvement.
- We have great teachers and staff who often go above and beyond to achieve excellence.
- Education priority Athletics Student proud
- Quality education
- We’re glad North Allegheny held off on cancelling school. It made me feel like culturally, the people who work at North Allegheny are an optimistic and hopeful bunch. Everyone who has been all fear, doom, and gloom about the whole situation are making a bad situation worse. We also like that Marshall is a good fit for our daughter. She’s gotten lucky with teachers so far.
- There is support for varying levels of learning within the schools- remediation, enrichment and those that are on course. There are a lot of opportunities to be a part of many organizations and activities. The opportunities to challenge your student exist and opportunities for parents to get involved also exist.
- Teachers are caring people
- staff at Peebles is committed to connecting with families and building a community, one to one technology is very helpful
- Our schools offer each student a solid and well rounded education without going off into new and untested trends. They are at the forefront of new technology and giving students great opportunities to grow but still respect some of the "old fashioned" principles like being kind and helpful, showing respect to adults, and being thankful for what we have. Our history lessons do not try to re-write the past and values the many accomplishments of past generations all around the world. They still teach right and wrong, not as defined
by individuals but as defined by our Judeo-Christian principles. They welcome ALL students and work alongside them to reach their fullest potential. The teachers work long hours to meet the needs of their classes and keep NA a wonderful, safe, and challenging district.

- Our schools have many diverse opportunities. The district is a leader in student access to and utilization of technology. The district has many caring professionals who are dedicated to their students. Central administrators also seem to take the time planning initiatives and programs prior to them being rolled out to the staff and community

- Outstanding education opportunities if the students take advantage of it.

- Great schools cannot exist without great kids, teachers and leadership. The diversity of the people and their experiences create exposure to things that a single family or families just like 'ours' cannot create.

- We have amazing students who come to school ready and eager to learn and whose families value education, our students achieve sometimes in spite of the educators but more often because of the educators.

- Most teachers genuinely care about their students & life outside of the classroom.

- Large but feels small great teachers and staff great PTA curriculum is rigorous and appropriate robust specials programs and teachers great supplemental programs like reading, math, special ed

- Very dedicated teachers that are often there for their careers.

- Lots of good programs for students, there's a lot of things to do to help them find activities that interest them.

- Good teachers, resources, communication. Large alumni class. Lots of options for extra curricular

- The overwhelming majority of the teachers, staff and administrators are truly concerned for the well-being of our children and the academics are rigorous.

- Elementary Teachers who CARE. Elementary Administrators who CARE. Emphasis on growing technology. Continued emphasis on the arts.

- The NA education prepared my kids to perform well in university.

- Staff is great; FES really pushes our kids to be academically advanced

- Franklin Elementary School. Great leadership there. The PFA is actively engaged in the school and the team is just fantastic. I can't say enough about the teachers my children have had, also, they are so caring and, again, make the kids feel special despite being in a gigantic school district.

- I like the class sizes and the personalized attention I feel my child can receive if necessary.

- District lacks Trade skill training, not available until 10th Grade through AW Beattie, needs to begin at 7th grade

- The teachers and staff engaged towards providing a good learning environment for the students.
Competitive learning environment
The faculty care about the students and want to do a great job. The students have supportive families. The students are motivated and want to succeed.
The level of care for the children and the willingness to work with parents.
You will have few issues with lack of parental involvement. People have moved here for the good schools, and want the schools to have whatever necessary for success. Excellent, top notch elementary school teachers.
Our schools are ranked in the top in Pennsylvania. We have some of the best teachers and staff. People move to our community specifically to be in our school district.
Low taxes. Good community support and involvement.
Many diverse programs for children to be involved in. Has a sense of community.
Strong academic and athletic programs.
NA is always looking to improve, and open to do the work that needs to be done to improve the academic lives of it's students.
Happy places, well-funded academics and extra curricular, activities, lots of community activity by school and by neighborhood, well-kept grounds.
Everyone strives to give our kids the best. The teachers and administrators care and think through situations thoroughly considering it from various perspectives.
There is a sense of family among the elementary schools. They are large enough to have resources and opportunities, but small enough to not be lost in a sea of students/parents. The incoming superintendent should know how to find that balance across the entire district.
The North Allegheny School district has a very good rating via the State and National ranking system, hats off to you. This is good for visibility regarding national recruiting.
Great teachers, very dedicated, positive interactions between students and teachers, lower levels of violence/fighting/discipline issues, parent cooperation
Long history of success, but with opportunity to modernize and improve to keep up with rapidly changing districts surrounding Pgh. Some of the best schools in the state form a ring around Pittsburgh. Outstanding teachers, good funding, large district with lots of resources.
Great schools that have lost focus over the past several years.
Variety of opportunities for students - academic and extra-curricular. Technology is good.
Excellent opportunities provided for education starting in elementary. My kid has always been challenged. Offering school guidance counselors, music, and great sports. As a college professor, I can personally state that students who come from NA- tend to excel academically. They have good study habits. They are well-prepared for college. This is a great school district.
Collaborative learning that utilizes technology
• Quality educators who are very professional.

• excellent standards for student learning, teachers, prep for standardized testing (ACT/SAT), and college acceptance; also like that each student is issued an iPad or computer with electronic blackboard to centralize work and help parents track; "be the kind kid" motto--given the competitive nature of NA schools, students actually do need to be taught this. Many parents are ultra-competitive in sports/school and are not teaching this to their children.

• Because it is large, many opportunities exist.

• Very good teachers and the large student body allows students of every interest to find like-minded students to challenge them in excelling at their interest known for high academics. I think their communication with parents have been good. Blackboard and technology seems good.

• North Allegheny School District have the balanced education system between the community supportive and academic oriented.

• Broad range of subjects, safe

• vast opportunities within Na for students. Caring teachers and staff

• Outstanding academics, athletics, and arts (e.g.music). The Focus 2020 initiative has positioned the school well for remote learning. The Tyler System, Student Portal, and Blackboard system are outstanding and allow parents to follow their children's academic performance.

• Administrators and teachers that truly care about what is best for students.

• Strong academic test results for students and top rankings state and nationally

• Invested teaching and staff that care about student success, (both academically and emotionally) Access to quality resources: (teaching staff, special education and support staff, technology, facilities, sports, art and music education, bussing etc..)

• Peebles was an excellent school for my kids. Carson middle was great too. NAI needs some tweaking. Somewhat scary for my daughter. My sons had no issues.

• Franklin Elementary is my only experience so far. The teachers have been simply brilliant so far. The curriculum is challenging which is great. The staff and system in place for situations of "extra needs" is above and beyond anything I could have asked for. A reason why we decided to send kids to NA vs a perochial school to have those resources available.

• I am apart of McKnight Elementary. The school is ran excellent. All teachers and principals are very involved with the children. I cannot express how great it is to attend a school event and see teachers from higher grade levels engage my child in a lower grade. The office staff is friendly. The level of awareness and support is amazing.

• NASD is already ranked among the top school districts in Western PA. The emphasis of the superintendent should be on how to rank it among the top in the nation.

• Strong academics, arts and athletics. Good teachers.

• Quality education, technology, teachers and teaching.
• Large population of kids. Diversity. Strong learning support. Strong technology use.
• Highly rated, wonderful principal (Peebles ES), positive teachers - really showed their commitment during coronavirus, fun activities for students
• NA schools have great teachers who help with any shortcoming in kids or any academic help required for Kids. They also have summer plantation program for the kids and after school learning programs that kids can choose from great options.
• They have appropriate resources to educate the regular education students, the teachers are caring for the most part
• Inviting, caring, and compassionate.
• The teachers and staff care about their jobs, the buildings they work in and the families that attend the schools. They try to listen and aid in helping students to perform their best.
• for the most part, good teachers, good academics, lots of opportunities and levels of classes as the kids move into high school
• The staff go above and beyond-especially during this most unusual remote learning- they were quick to respond with questions and needs. They were very creative as well as accommodating when things were difficult.
• The students are motivated to learn and teachers are committed to teaching.
• Diverse.
• There is a high academic standard and the teachers for the most part appear to be very informed and enthusiastic regarding the subject they teach. The sports and music programs are outstanding and the coaches demonstrate excellent character traits for the students to learn and reinforce commendable values and skills to practice in their lives.
• I think my students experience for 1-12 was relatively positive, given my son had learning issues which was very stressful. Most of my students teachers were very good. There were a few outliers. I do feel there is a lack of oversight of teachers.
• Great, very dedicated teachers and support personnel. Excellent balance of programs between academics, arts, sports and other programs.
• Investment in technology  Engaged teachers at the primary school level
• Highly rated, well rounded, arts, music, athletics, extracurricular activities, good facilities
• High professional standards, valuing of continuing education for teachers
• Wide variety of resources.
• North Allegheny is a premier district in our region for academics, athletics, and the arts. There is opportunity for every student to find their niche at NA.
• See above - strong academically, great resources and lots of opportunities
• - generally teachers are well qualified and care for their students - lots of activities to offer - good academics - good rate of graduating seniors attending college
• Parents are involved with their children's education and want to make sure that they are receiving the best that they can from the best teachers in the best environment.
• We have an excellent academic and extracurricular reputation and many class options for students to explore. Elementary schools are smaller and personal.
• I am happy how the principle in Franklin making with NA school district will find new ways to improve teaching.
• Very few of the teachers in our school went above and beyond. The majority showed favoritism and did not treat children equally or fairly.
• There is support for varying levels of learning within the schools- remediation, enrichment and those that are on course. There are a lot of opportunities to be a part of many organizations and activities. The opportunities to challenge your student exist and opportunities for parents to get involved also exist.
• My daughter attends BWE and we love that it’s a small school where the teachers truly love what they do and care about the kids. My step kids go to McKnight and we like that they have the Memorial Day celebration, Colonial Day and other celebrations to break up the structure of the school year and incorporate fun memories.
• Our schools emphasize individualized education at the highest level, working with parents, and providing as many opportunities to students as possible. There is strong school spirit in all of the schools.
• All staff have an interest in our kids. They are friendly & easy to work with. They want the best for our kids no matter what level of learning they are in.
• Our schools are phenomenal. Not only academically and athletically, but the music programs are outstanding and key to a child's growth and development. There are so many options for the students who are not athletic or musical. We have an amazing school community. For as big as our district is, it feels like one. Students feel safe and supported from K all the way through 12th grade as shown by even elementary teachers providing parades, signs, and messages for graduating seniors. A candidate should value the importance of ALL children and continue opportunities for all types of activities and programs. Also - the teachers and principals are amazing and a key part of why our school communities are as positive as they are. The leaders are VISIBLE in the community and positive. The communication is consistent and positive. Please continue this.
• Most teachers seem highly committed to teaching. Music education is excellent. There are many opportunities for students to belong to smaller groups within the extremely large class size.
• NA has very dedicated & caring teachers. They make for an environment that is conducive to learning while also being nurturing.
• Parental involvement; record of academic excellence; focus on arts as well as STEM; broad resources; inclusion & tolerance.
• Good athletic team and team spirit to be sustained and developed further.
• Responsive to feedback. Great teachers. Outdoor space.
• We are blessed to have tremendous resources within the NA schools that help all types of students to succeed. Whether it is GOAL providing unique growth opportunities for our accelerated students, learning support for students needing assistance or any one in
between, NA helps students maximize their individual abilities (our family has benefited from all of these). This is really amazing given the size of the district, but somehow students are able to move beyond being seen as a number and get individualized support. Administration certainly deserves a lot of credit for putting people in a position to succeed, but the teachers are the ones that really bring this to life. Between our three children, we have had over 30 "school years" and with very few exceptions, our kids have benefited from talented educators that really care about their success. Teachers stay on top of developments in their fields, genuinely care about the kids and do a great job of communicating with the families.

- The teachers are wonderful, I haven't met one I haven't like. They go above and beyond for their students. The opportunities are there if the students use them. In academics or sports
- Whole person focus
- Very invested in our students. Large budget. Caring teachers. Plenty of resources for students and families. Ton of opportunity for kids to get involved in activities.
- It has a good reputation. The teachers seem to be capable, in my limited experience.
- Academic rigor, good teachers, available technology, communication exists between parents and schools
- There is a lot of opportunity for children. There s a high standard.
- Multi races and multi nationalities
- Relatively small class sizes and support for students with challenges. Many dedicated professional teachers.
- They have appropriate resources to educate the regular education students, the teachers are caring for the most part
- We appear to a have good teachers, good equipment for learning, and because of salaries of teachers the possibility of keeping teachers.
- Dedicated professional staff.
- Each school develops a unique identity. Strong performance at all schools and levels academically, arts and activities.
- Schools get a lot of participation from the parents for holiday activities, other routine / class-specific interactions, etc. The schools have resources for things like GOAL, which are important for us.
- Caring teachers and school administrators, lots of opportunities for students
- The best thing about our schools is the teachers. They not only teach our children their subjects, but they are involved and invested in our kiddos. In my experience, they truly care.
- I love the two principals at Marshall Middle!
- Does very well with special needs as well as gifted students.
• NASD grades 9 -12 are phenomenal. The teachers, the curriculum, the organization, the way they handled remote learning - all phenomenal.

• Our schools are diverse and the teachers seem to really care about the education and advancement of their students.

• Class sizes are not terrible. Lots of opportunity for gifted students through GOAL. Interesting classes available in Senior High School. Key club. Teachers and administrators respond quickly. Bullying is discouraged in middle and high schools.

• Our particular elementary school is small, which lends itself for a feeling of community.

• NA schools provides multiple opportunities in academics, the arts, and sports. There is something for everyone. The education is rigorous and prepares students for further education beyond high school. The schools have caring and supporting teachers and staff.

• Rigorous, structured, great teachers

• Caring involved teachers, middle school has an amazing administration and guidance team. Wide variety of academic offerings and levles.

• Parents are involved Excellent state ranking Excellent sports teams

• Our schools have committed teachers and support staff. They genuinely care about the students and work to meet education goals.

• Caring staff throughout. All emphasize to do you best and willing to help if you need it.

• Top notch educators. Teachers and administrators who are noticeably passionate and skilled. (The McKnight Principal and Vice Principal are the most incredible we've experienced out of 5 schools!! The band director for Carson is also one of the most amazing at student interaction and musical training!)

• high standards, high quality, professional, caring, many resources, great teachers

• We’ve been in the school district for 14 years now. We’ve had so many wonderful, caring teachers. We are so blessed with good schools.

• Academics are strong plus athletics, and arts are supported as well.

• It seems like this survey is missing a big opportunity to solicit honest and real feedback.

• Good academic opportunities

• Committed to excellence in all areas (academics music sports). Have many committed teacher

• very communicative about what's going on at school, very accommodating and collaborative with our children's needs and abilities

• The NASD has a core belief of a holistic education. This includes basics such as reading, writing, and arithmetic. But also, physical education, and artistic education including music. Many of the teachers have a vested interest in their students success. During the pandemic, several of my student’s instructors reached out to status their well-being - above and beyond classroom work.
• The North Allegheny Schools have a lot of good. Caring, amazing teachers who have consistently gone above and beyond for both my children and their friends. The teachers push our kids to WANT to learn, and they provide them with the tools to do so, even if those tools lie outside their classrooms. I also love that NA kids accept each other, regardless of sex identity, gender identity, ethnic heritage, skin color, and more.

• Our school is diverse and teems with student-led initiatives. The teachers are wonderful, the students are driven, and the administration actually cares about students.

• Great caring principals & teachers. Lots of programs that meet every child's needs

• Teachers are hard working and interested in doing what’s best for students.

• Strong academics

• Vast resources and invested in quality and breadth

• Some of the best schools in the nation. Areas of focus for all kids - disadvantaged, disabled, gifted, college-leaning, trades, athletic, musical, etc.

• Quality teachers, engaging activities, athletic programs

**What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)**

• The Superintendent should be aware of the concerns of black parents having children in a predominately white school district. He/she should have an awareness of racial biases. There is not a diverse staff, particularly teachers, and this should change. Some families have 2 working parents.

• the disparity in how the remote learning situation was handled -- not just by school, but by grade and even by class in a grade. it seemed to be dictated simply by the capability of the individual teachers versus having some universal training for all educators to be adept in implementing regular interactions with students in a remote environment. there is so much technology readily available that was not put into good use.

• There is a great deal of stress on higher academic students to overachieve - burnout, anxiety, and depression follow. They are highly driven to make A marks so as the level of perfection required to do well increases they stress for perfection increases. There are programs for kids who are less academically inclined that start at 8th grade, but they are only good on paper. The actual extra support, accountability and encouragement are not seen in real class settings. It becomes a way to group these kids together, which does them a disservice in the long run.

• He or she should be able to respect diverse cultures. Should be an experienced person.

• Kids that cause a problem in the district with drugs, alcohol and bully other kids around should be taken care of asap. Don't let them destroy the good kids.

• We need a less pedagogical approach to leading...so as to not get caught up in the inertia of statistics. We need a leader that won't micro manage so as to retain quality administrators and teachers.
• Greater insight into difference in learning and educational development between girls and boys. There are, in fact, differences. Encourage inquiry from students. Promote critical thinking over rote learning.

• The class sizes are very large and feeling like individual needs are identified are lost at times.

• As skipping grades in certain subjects is very easy, it increases pressure on kids to do so so as to remain competitive. There needs to be more consistency in the schools and the classrooms, teaching and grading policy wise. It appears that the same group of students get more opportunities across the board, efforts should be made to involve more students, different sets of students in different activities. At high school level, we need more counselors to help reduce the student to counselor ratio.

• Online classes need to be ore uniform. a couple of teachers have videos posted, but most others are not. This is not optimal. We were told that all teachers were expected to have recorded video lessons, but that did not happen. Live streaming would be ideal.

• Lack of diversity among students but Specifically teachers. There is barely any. Black, Asian or Hispanic. That needs to change.

• Too much pressure on the kids, too much homework. Very early school start times for high school. Parents that get overly involved. School is operating at a financial deficit this year and expected for next year as well.

• I think the Athletic Department needs a thorough investigation as to how it’s run and their record keeping of funds in and out needs to be evaluated.

• It is a BIG district, with a LOT of money needed to go around. NASD needs to be try to use that to be more agile and flexible and resourceful like smaller districts.

• I would like to see the district better prepared to teach kids remotely other than just emailing parents assignments and leaving it up to them to complete the work. Teachers should be having face to face time with students when remote. I would also like to see a greater push surrounding diversity in the district.

• Our family would like to see more racial and ethnic diversity among NA staff. We would also like later school start times for older students.

• REMOTE LEARNING DOES NOT WORK! If they're considering this for the new school year, then they need to hold ZOOM classes. This is not the way to learn - on some many levels!!

• Academic pressure causing mental health issues in teens. Renewed consideration to timing of school day. School is for academics; sports needs to take a backseat both in funding and prioritization.

• High School time issue must be looked into. That bullying does take place even though the schools say they have anti bullying Policy. Students should be pushed to excel, but without extreme mental distress.

• That if a concerned parent reaches out to him/her they get back to that parent as soon as possible.
• Parental input can be weighted so much that it waters down decisions that should be made more promptly. • Bullying - zero tolerance policy is a must to keep and stay vigilant on. Can anything more be done to keep it in the forefront?? • Staff/admin being more educated on neurological disorders like ADHD. They do a lot, but there is a huge stigma around the neurological disorder that parents feel they are dealing with it all by themselves. When a child still doesn't qualify for a 504 because the student is below the "threshold", there is a huge burden on the parents to anticipate the struggles they know and/or fear lie ahead based on their child's history. We know our kids best and it shouldn't be a struggle bc the child doesn't fit in that qualifying bubble. Keeping kids in the staff's eyesight who are better educated of ADHD behavior, so no child w/o a 504 or IEP falls behind is extremely important.

• I perceive little racial diversity and although the curriculum tries to support diversity in all perspectives, there are challenges.

• The response to COVID-19 was terrible. Remote teaching systems need to be in place with actual teaching.

• There is definite discrimination against students of color. Need increased work on special education and socio-emotional classes where teachers sometimes try to just pass students along rather than actually educate the students. Need more emphasis on socio-emotional wellness and decrease stress and it's toxic influence on students and families. More counseling and therapeutic opportunities for students. More staff training on mental health.

• The school has become too large and unfortunately the quality of education is lacking along with leadership. The school places too much on who you know, and educating the masses vs. the individual. The school is more concerned with displaying their numbers and how they look by the number of "stars" they have rather than educating their students. Not every student is the same. More emphasis on actually preparing students for real world exposure and experiences. The teachers don't go out of their way to help their students unless their is something in it for them. The bullying is terrible and most of it comes from the kids who come from so called "good families". We need to go back to putting education 1st and foremost. The supposed online learning was a joke. The teachers were the least prepared so how can they adequately teach the students. These kids needed a schedule to follow, not lesson plans put up on blackboard. It should not have been playtime for the teachers. What about the kids with IEP's who need that extra support. This was an epic fail for the district because it showed just how little the administration and faculty could function without a script to follow. Go back to have the teachers "teach" and prepare these students for real life. Enough with the frills, teacher appreciation, and touting how many scholarships and awards the school has received, how about basic knowledge and getting these kids taught in a manner that makes sense. Technology is really behind. Tutoring should not be a necessity for every student to make it in this district, and if needed the school should go out of it's way to get this to the students and not at a cost.

• Attention to Special education on all levels especially HS

• Well, we can’t move forward without a solid foundation and format for learning. When her teacher returned there was no interest in connecting with our child as an individual until the penultimate day of school. While I appreciate that NA is willing to do so much
to maintain buildings and grounds and to create strong arts programs—that’s why we moved here—our child is getting left behind academically. She is far smarter and resourceful than given credit for. Her teachers are not looking beyond the obvious parameters in their evaluation. Take for example, looking at basic math facts; even though she is on to multiplication and multiple digit addition and subtraction, these are not part of the curriculum so teachers don’t look for them. She is pulling solid Bs because she is too bored to pay attention. I see great things from other elementary schools in this district and wish that her teachers were more engaged.

- We care. We watch. We are invested.

- The blackboard system is not being used consistently by all teachers and is difficult to get an accurate idea of what is due when; too many questions and searches, etc. The laptops are not good quality and crash/update/freeze quite often. Students not having books is a problem, and it is exacerbated by the failure of the laptops. Too much is done online and it takes 2-10x the amount of time homework should take. Inconsistencies are insane from school to school and from teacher to teacher within a building; this is an incredible problem. Children should be doing the same across the board: Bio is bio is bio, unless it is AP or remedial. Bullying is a problem, and those with money or influence or other accommodations get away with it.

- There is a vocal minority of taxpayers in the district who do not share our value of education and focus only on cost control. We cannot allow this narrow attitude to dismantle the excellence that our schools are known for, which ironically contributes to our property values and enriched our community.

- THIS IS A BIG BUSINESS IN THE REGION, EDUCATION, AND NORTH ALLEGHENY RANKS VERY HIGH IN BOTH ACADEMICS AND ATHLETICS AND THIS NEED TO BE MAINTAINED

- diverse population, implementation of technology, holding teachers accountable, number of students and building needs, 24 hour job with a lot of moving parts - be prepared to build the plane as it is flying through the sky

- Most effective use of technology to improve the academics of our district and school from home process needs significant overhaul. Concern about falling behind academically during this time and need to be prepared for this in the future.

- Lack of special education laws for general education teachers!!!!!

- I think that the school should offer full-day kindergarten because a half-day program only allows for about a 1.5 hours of instruction per day, and working parents would not need to find alternate sources of childcare and transportation.

- 1. Our orchestra program is a mess. School hired someone who is not a string player to teach orchestra at IES. It is not a good situation. They also moved the grade school teacher up to middle school and high school and she is having them play music that is technically challenging -- but the kids really miss the teacher who retired-- he was really dynamic and they are not buying in to the program. I really like the current orchestra teacher, but she needs to focus on making orchestra fun, not just technically excellent. Remote learning has really hurt the program. This is a performance class and filling out handouts doesn't help. Perhaps small section teaching via Google Hangouts or Zoom. I have had two daughters quit orchestra. One because of IMS teacher and one because she
is unhappy because she is not connecting with the middle school kiddos. I'm sad.  
2. Google hangouts discontinuance/Zoom non implementation. School use was abruptly terminated during online usage. This was how my daughter was communicating with her math teacher and one of her close friends whose family limits online access and has isolated her from her friend group. I understand that the school is concerned about internet security but the failure to use google hangouts or zoom for daily interaction with students/faculty and to permit the kids to use google hangouts between friends has been hugely isolating and really harmful to those kids who do not have robust social technological connections to their peer group. Security is great but not at the cost of having adequate contact between teachers and students and students with their peers.  
3. Technology issues. Teachers are not required to use uniform homework posting, assignment listing, and uploading link processes. This has been a problem for at least three years on a middle school level. Blackboard is a joke because homework assignments are not posted in a uniform manner on it (and teachers stopped posting calendar assignments when long distance learning happened.) There is inadequate training and no mandatory uniform processes for blackboard use and the system does not work well as is. It is not user friendly for parents and spotty. The entire system needs to be revamped to be more user friendly for both teachers, children and parents. The System weaknesses of either Blackboard platform or in its spotty nonuniform implementation with the teachers has created huge distance learning inadequacies.  
3. Slide show app. This is an awful app and the teachers use it for purposes that it is not and should not be used as a teaching posting platform.  
4. A spreadsheet where homework assignments would be uploaded and sent to students would be hugely helpful and should be an easy one button click for teachers so that the assignments post on the assignment calendar. That is not happening. Also the postings on calendar should be uniform. Post the day is assigned and daily until the date the assignment is due-- not just on the day the assignment is assigned. (Teacher training!)  
5. We have quite a nepotism problem with hiring. Hiring someone's kid for a job they are not suited for is a disgrace. We have several people in different roles who are not suited for their positions because of who they know --not what they know. This has to stop. Hire the best teacher or administrator for the job, stop hiring people who are related to staff or board members.  
6. The math program is not working. It does not encourage understanding of fundamental skills. Listen to the teachers who have been teaching math for years instead of just blindly implementing programs without parent or teacher input. One of the strengths of this district is that you have highly educated parents. The parents need to be able to help their kids learn. Numerous parents cannot follow this overly ambitious math program. Standardized testing scores are falling because of this poorly implemented program.  
6. The AR program is also not working. I had two out of three kiddos who were strong readers. Now I only have one because they absolutely hate this testing system. The one that reads the most is not permitted to take the tests until she is at school --usually after a week or two after she read the book. She doesn't always pass the tests. Same thing happens with my non-reader. Waiting so long to take the tests because someone might "Cheat" on the AR test is awful. This system discourages reading for pleasure and has harmed my children's education.  
7. The principals at IES and IMS are great. The vice principal that was moved from IMS to the NAI last year is also amazing.

- This district is so big. There is a big push toward the multitude of AP classes and so on. The new Superintendent needs to keep a focus on programs for the average kid, the
average student who might get lost in the shuffle a bit. We need to continue the ground we have broken with STEAM and career readiness.

- Size of our school district has, in many ways, become a liability. Many students feel lost in the system, consistency within the enormous teaching staff is nearly impossible, and increased competition for opportunities and resources is unfair.

- Our schools desperately need more diversity. In particular, we need to look hard for candidates of color and/or with diverse backgrounds who can help our schools with true inclusion.

- stop bullying. Focus less on sports and more on community.

- Absolute need to go back to school in full capacity regardless of covid-19 risk. No Altered schedules with remote learning.

- Racism and class disparities are ignored but exist and matter. The forced drum beat to test scores is not good for the children, the teachers, or the leaders in the system. (This is a federal problem, sure, but it's hurting the kids.)

- More diversity training.

- This is a diverse community. Not all families are from high income homes. There needs to be more group discussion about treating everyone with respect and kindness.

- I would like to see nepotism addressed within the district. I had heard rumors years ago, but have seen it first hand over the last 2-3 years.

- Sometimes excessive competition and stress can be noted among the students.

- Too many fundraisers - we already pay a tremendous amount of taxes. Need better online teaching resources where the teachers do live/interactive teaching, not just share videos. Parents should not be pushed into paying to be PFA members, just so they can sign up early for the after-school programs. NA is getting way too big and kids have to get tutors or personal trainers just to make a team. Consider how to break apart the schools.

- The District did not handle remote learning well and this needs addressed as many inequities occurred across the District.

- Needs in the special education department pertaining to the amount of assistance needed. Continuing to enhance the vocational ed program.

- we don't like tax increases

- The diversity in the district is not reflected in the school board or the community councils. It has not affected the schools' excellence or in the school environment, but in the future a more diverse opinion is necessary.

- NA is so big! Good sports players that would make team in any of other districts aren't able to make a team and excel in the sports they've participated in past years. In shorts, not enough opportunities for many talented students to grow and shine.

- The district is great, but a lot of focus is put in math abilities and those students who are brilliant in non-math areas are not challenged enough.
• 1) antiquated processes and buildings throughout the schools  
2) for such a top notch school, we should have a 2nd pole vault pit  
3) balancing large graduating class sizes with the students feeling like they are getting individualized attention

• The physical plant is sorely in need of modernization, particularly NAI and NASH. Standardization of computing platforms and hardware is a necessity that should be addressed (i.e. iPads vs low-end Dell laptops); a revamp of Blackboard is sorely needed; more focus on engaging and educating students with special needs and requirements should be prioritized as these kids are the most likely to have a more difficult time integrating into society after high school

• Sometimes parents are too involved and make demands, threats, that are unreasonable or inequitable.

• The parents/guardians put stress on the administration and staff for special treatment of their child(ren), and the students are under extreme stress to perform to above-average academic standards. As a result, the percentage of students seeking counseling for their mental health is high. The district can be a difficult one for the average student, because many resources go toward the high achieving and IEP students.

• As a parent, I am VERY concerned about Covid-19 and students returning to school again in the Fall. Additionally, violence, safety, and school shootings are sadly a major concern for us as parents. I do not want my children to ever be scared to go to school, nor do I want to worry every day about them returning home at the end of the day. Finally, academics should obviously be a priority. Academics on all ends of the spectrum should be priorities as well, from gifted programs to special education and assistance programs.

• The division of income inequalities at the high school level. The need for competitive academics overshadow the need for raising kind students.

• Big school. Diverse interests and needs. The "middle" cannot be overlooked just because they are not in need of "special" treatment. The "middle" is the rank and file.

• I think there is bullying that still goes on amongst kids

• the lunch menu items are not healthy could we offer healthier food options?

• That the district has a history of hiding things from the community to keep up a positive image. Also that some members of the school board use their position to push their own personal agendas.

• Encourage PRO-inclusion and boost interracial and multicultural communication; aware there IS a drug problem in the district and work to help the addicts (this is never openly discussed; past students have died from overdoses)

• Over testing, Remote learning was a failure, need to adjust start times

• Obviously our online learning was a joke and the up coming year will be tough with CDC regulations. Also watch politics in our school’s especially higher grades teachers should not grade or push their beliefs on children

• The community expects transparency and excellent communications skills. The community expects teachers and administrators that are kind and respectful to all patrons. The community expects a thriving arts and extra curricular program for all students. The
community expects teachers that know their subject area. The district's HR practices have been laden with nepotism for decades. While this is not always a bad thing, it is time for a change. If a major graduate school could trace the hiring practices of family members (and the exclusion of other better qualified candidates) it would be a case study for bad practices. This should be a high priority for the new superintendent.

- It is very difficult to manage keeping the academics at the top with this many kids. I know there has been a huge amount of money spent to expand buildings to accommodate growth. Have to be careful and balance keeping NA at the top while money is being focused on keeping up with increase in students (buildings, buses, etc). Our ratings have slipped a little last couple of years.

- due to the varied economic status there is still a have, and have not culture. The size of the district also leaves us with cliques and issues of students that don't feel like they are part of the school community.

- Keep costs down - ie, taxes. There is a lot of wasted class time during a students school days and that should be addressed. There are some teachers who regularly leave their classroom for extended periods of time for unknown reasons. When this happens, they are not available to teach or answer questions. There are some teachers who allow other students and teachers to visit their class rooms - even during tests - which is a total disruption. My children (and other parents I've spoken to) have experienced a few teachers like this and it's frustrating. There should be a better way to communicate this to the administration so that your child is not singled out. In some cases, it feels systemic. The administration must know who these teachers are - especially in the case when they've been teaching for 10++ years - so why aren't they requiring them to do their jobs properly?

- The district struggles with diversity staff and differential education. All students are not treated equal due to the lack of understanding of cultural differences. Many parents feel that the district cares little about the students and decisions are made without them at the focus point. Example, when school is canceled the district does notify students in a timely manner.

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- Redistricting students I am NOT in favor of it. It disrupts the students education Redistricting should start at the beginning (Kindergarten) Try to find an alternative way to fix the problem- hire more staff- people need jobs

- Schools are horribly overcrowded and do not give children who need a challenge any support. Teachers all teach to the struggling children and let the smart kids suffer in boredom. All of this just to try to be politically correct! They need to group kids for math and reading too and stop worrying about hurting everyone’s feelings. Not everyone gets a medal in the olympics! Bullying is also a very real problem that is happening as young as first grade. Safety is also concerning here. They need metal detectors in all schools, we are paying enough taxes...school should also have a better remote learning g program. Not a bunch of busy work that teaches kids nothing and frustrates them.
• Low diversity, high socio-economics
• Keeping up appearances & pandering to minorities.

• I feel that school and facilitates like the gym at NAI and NASH need remodeling and updated for the students. If we are to feel proud about our school we need a school that reflects that. I also feel that the kids in high school should have a later start time in the morning because of homework and after school athletics and activities. Sometimes a track and field meet doesn’t get kids home until very late at night. Younger children in elementary schools should swap the start time with the older kids. From my personal experience elementary children are awake earlier and do not have all of the after school commitments and homework of older children. I doubt if this problem will ever be resolved before my kids graduate. What a shame because this could really help with being tired during the school day. the district has been dealing with this for years.

• NA once considered closing an elementary school which ignited community activism, and ultimately changes many faces following school board elections. We are passionate for our schools and teachers.

• Buildings and HVAC systems badly in need of updating and repair. Particularly NAI and NASH. Redistricting has been a volatile issue and not always done well (ie crowding at Marshall in 2015 after moving all kids there).

• Stress on students and parents.

• NA is the largest district in our region. With that comes more opportunity for excellence in specific areas such as academics, music and sports but all of these areas are highly competitive especially sports teams.

• Any incoming superintendent needs to value the knowledge and experience of their staff, community members, students, and parents. The Central Administration would better serve the schools and community if it requested feedback from its members and used that knowledge to help them make better and well informed decisions. The whole cannot function without its many parts and a superintendent needs to understand and respect this. It is also important to communicate and do so effectively. The parents specifically need clear, concise information when information comes from the administration.

• What makes our school especially great is the size. However, the size can also be its biggest challenge. Additionally, it’s a highly competitive school. Academically it’s challenging. Often, it is the very gifted that are given the best education. The “average good student” can sometimes be short changed.

• The superintendent should be not only aware but also act against children exposed to drugs, cigarettes, vaping and alcohol at a young age. Not only education, monitoring and assessing and early prevention and protect youngsters before the become habits.

• bullying is still a big issue everywhere even though it is usually tried to keep quiet

• Too much technology and kids are forgetting that there something called a pen. Elementary school kids are going to have devastating effects on their long term ability to focus, think and write something due to too much use of digital technology.

• The Instructional Support Team (IST) Model is illegal since NCLB in 2001, then IDEAIA 2004, and ESSA 2015. The School Board does not agree with any laws, and
therefore all PSSA Scores are terrible except 4th grade Science. 8th grade all subjects below pathetic PA Average. There are not schoolwide supports. There is not a writing program, differentiation, MTSS - Multi Tier System of Supports, NO BOOKS PROVIDED MORE RECENT THAN 1960 in 9th grade. Math Pace too slow not functional. Science no experiments with lab reports. No Truancy Plan - they send children to detention homes for 30 days illegally. They will not follow ANY PART OF THE PA CONSOLIDATED PLAN. NO LAWS FOLLOWED: 2015 ESSA, 2004 IDEAIA, and 2001 NCLB. Parents are never provided NATIONAL DATA UNIVERSAL SCREENING REPORT (3-5 x year required). There are not any flexible groups in reading or math. NASD does want children to write using business communications. They do not want children to advance to Calculus in high school. They do not follow PA COMMON STANDARDS! They do not provide literature books for complex discussion and synthesis. They do not complete essay questions. ALL ASSESSMENTS ARE ABCD SCANTRONS = less work for teachers. Worksheets that are 30 years old. THERE IS NO OVERSIGHT FOR CLASSROOM CONTENT! NASD does not tell teachers what strategies to use. NASD does not tell teachers what materials to use, and it shows. It is a terrible educaiton then they process kids through Kaplan for SATs. They abuse federal and PA money by not providing school wide supports. THERE ARE NO SCHOOL WIDE SUPPORTS. There is not a writing lab or math tutoring. THERE IS NOT COMPUTER PROGRAMMING UNTIL 9TH GRADE! It is a terrible education. NASD School Board does not agree with federal education laws or PA Consolidated Plan, so they do not follow any educations. There is not progress monitoring and Least Restrictive Environment not followed. The PA Board

- Communication across all channels and between all parties invested in the school district. Making sure the resources are understood by all who they are available to. Understanding that opportunities for involvement should not be exclusive to only those who are available during the work day (pfa/parent liaison committee/school performances etc). Setting up all students for success and not just success with testing scores.

- As the parent of an African American child, it is essential to me that the new superintendent makes it a priority to increase diversity hiring among the faculty. Not only does this have a benefit to my child, but also to all children of all races.

- The children in the “middle” are falling through the cracks. We are a huge district, and the average to above average children seem to just “exist” SILENTLY in our school district. They are not provided the opportunities that the honors track has available to them. All children need to be challenged. We need to focus on a STEM approach to learning and discuss all avenues for future career choices with all children.

- While NA has almost limitless opportunities for its students, the normal stigmas and stereotypes still exist in the community. I would love to see a superintendent lead the district by making sure every student that comes through North Allegheny gains the skills needed for success.

- Our high school start times are shockingly early and we can't seem to figure out how to change that despite the majority of families in the district wanting it to change.

- Overcrowded schools and aging infrastructure.

- It is an incredibly large school district with a very diverse population throughout.
Lack of diversity. In light of current events in Pittsburgh and nationally, it is clear that all of our children need to be prepared to be socially engaged citizens equipped to understand and relate to different communities. This can be a challenge in a district with a lack of socioeconomic, racial and ethnic diversity relative to some other places.

The average student, athlete and performer gets left out or behind. Engagement, participation and raising the middle required. Lots of championships, great performances and other achievements, but too many kids don't participate. Years of stale, by the book and technocratic administrative leadership. The district requires fresh and catalytic leadership.

Supports for students that do not qualify for Title I services, but should have an evaluation, these students if not failing poorly fall short of the services they need to succeed.

Strong support and passion in each area (education, special needs, arts, music and athletics) that is great when the areas work together but can become troublesome when areas focus only on their area.

Our new superintendent will no doubt want to be successful to enable a seamless leadership transition. She or He will be faced with new challenges as we navigate COVID-19. Our facilities and buildings will continue to demand expansion with the best financial decisions. Technology will continue to impact learning and new leadership should be very focused in keeping our district on the cutting edge in this ever changing environment. Continued mental health and well being of not only our students, but our staff as well will certainly be an issue of focus.

Enrollment growth & overcrowding. Providing enough opportunity for everyone to experience extra curricular activities that interest them.

Sometimes I fear that we rely too much on our reputation as "North Allegheny" without striving to continue to be the best for all students. There is a lot of pressure on kids to achieve academically and I worry that too much of that can be detrimental. Change is difficult (especially in a district this large), but I'd like to see more innovative practices and opportunities for all students to experience success and dive into something they truly love.

A lot of teachers could use some help with clear communication skills. A task force to improve and standardize remote learning is critical.

The growing and changing needs of the 21st century.

High stress due to academic competition among the student body and some families.

academic pressure keeping our students physically safe keeping our students and staff healthy

NA is focused too much on the test scores at price of developing students. I have a student who worked very little and got in a lot of trouble. Despite turning his work in late continually and not showing up for school, the school continued giving him second, third, and fourth chances. The result is a kid who think he doesn't have to work hard because he came from an entitled district. I also have a daughter with a learning disability. She is struggling and still gets passed with A's. Her work is not nearly what she needs to move to the next level. My other two children do not have any academic or
behavioral issues, so they have no issues. The take home message is, the district does NOT work with parents if it means it will effect their test scores and cause them to have lower graduation rates, etc. They also do not support the principals who want to enforce school rules and not bow down to parents whose kids didn't get the scores they expected or on the team they wanted.

- Division among staff and parents regarding time changes for high school. Money would be better spent elsewhere such as More sidewalks on Cumberland road where kids walk to McKnight road.
- Too much emphasis on football at NA, need to support all sports. Great support/education for students at the high end and low end of the spectrum, but the kids in between tend to be overlooked and allowed to just be mediocre.
- I do feel that NA might be lagging behind some of the other schools in the area
- Buildings and HVAC systems badly in need of updating and repair. Particularly NAI and NASH. Redistricting has been a volatile issue and not always done well (ie crowding at Marshall in 2015 after moving all kids there).
- The challenges from overseeing such a large district.
- Average students are being left behind
- Social media is destroying kids every single day. A problem arises, they escape to their online world. This isn't something that can passively be corrected. It must be specifically taught how this is dangerous. iPads to gradeschoolers isn't beneficial.
- Current redistricting Growing population and the need for capacity assessments
- Redistricting, student stress discussion/survey results
- Online school does not work. We seemed to be prepared, every student had a device, but the quality of remote education was poor. Otherwise great students in classroom settings became disengaged. School must be held in person to be successful.
- Please take more green and sustainable initiatives. Please address racism and teach our kids how to talk about it.
- Although NA may be a prize-winning district, it has failed to provide emotional support to all students. It labels and pushes kids out of their neighborhood school, claiming that unless there's a need to hire a social worker, counselor, paraprofessional or special education student, they won't invest in helping all students. It follows that the District has a false belief that the Carson and Marshall Middle school students will return this fall, having dealt with a global pandemic, with no emotional needs. The school places academic achievement above the health and well-being of students.
- School closures and resultant increased class sizes has been considered in last 5 years as solution to budget concerns mainly from pensions. Thankfully the community/families voiced concerns and a number ran for school board to assure voices heard.
- I would really like to see someone
- The tendency of the district to overlook issues that should be addressed transparently.
• I would really like to see someone focus on the social emotional health of our students as well as resiliency based, protective factors. I would like for all students to feel that they play an equal part and have a place in the large district.

• Top tier education  Sports excellence
• Redistricting, student stress discussion/survey results
• Lack of diversity in staff
• Kids get stressed. Sometimes requirements are overwhelming (i.e. homework load), making it difficult for them to succeed at getting a well rounded experience. Striving for excellence is great, but too much pressure is extremely detrimental.

• There are very few teachers of color in the district. At my son's school there is absolutely NO diversity whatsoever. As a person of color I would like my son to see what the world represents not just one particular culture.

• Having affiliation with companies to do projects in 11th and 12th grade for students will Help them to understand the interested topics and provide ability to prosper faster. Affiliated to google, Uber, Facebook for software project internships, Allegheny health for health related experiences would really make the difference in kids for colleges.

• No issues that I’m aware of.
• There's the NA bubble. It's predominantly affluent and lacks an African American community. Also lacks religious diversity. Or let me say that my children's experience has not been inclusive from a religious perspective

• Teachers teaching the same class (AP/Honors) MUST be consistent (this was NOT the case for Honors Physics at NASH), no teachers having his/her son/daughter in class (especially when more than one teacher instructs the course) (This occurred at NAI for Honors Chemistry), IT never returned my call/email when I reached out of help with parent access for BlackBoard (luckily my children were self-motivated to be successful, so I eventually gave up.) Naviance isn't well explained to parents/students so if using it... invest the time to actually teach it (30 minutes during open-house for parents doesn't cut it.), as a tax payer; teachers should have full teaching schedules not 'study skills' all day or 1/2 time with a full daily prep period. STOP hiring 'coaches who can't quality teach', or those connected to someone with influence or letting teachers play angry birds/on cell phones during class time and only instruct on the day she/he is being observed by a principal. Principals should know what's going on in the classrooms everyday. Thank goodness that teacher retired and my children were able to learn independently. Enough is enough NA. These teachers make GOOD money. Lastly, focus is only on a student if they are in the gifted program, have an IEP or star athlete. If in the middle/average, you're just another number. After 18 years in the district with 3 children, K-12 all years, I went from a mom who 'bleeds black and gold', to a mom that's glad to 'wash my hands' of this district. Very sad.

• The district is growing too big.
• This can be a high pressure environment with pressure and expectations to “succeed” whatever that means. I urge you to always do what is right for students! Don’t disguise same old in the box thinking for innovation. Be bold. Be creative
• Excessive homework assignments for all students, especially at the middle and high school levels based on national recommendations. Strong consideration need be given to changing the start times of the different school levels based on sleep needs and times (high schools should start the latest).

• there is a sense that students who are not at either the high end or the low end of the academic spectrum can get lost in the shuffle; the music programs are important to students, parents and the community

• When my husband and I attended North Allegheny, the teachers and coaches hired were leaders with a strong depth of character and experience. The people that are chosen to lead our young people should be good role models and encouraging motivators.

• Diversity. Educating students in the area of empathy and compassion for diverse student groups. I believe empathy and compassion grow when we seek to understand the culture (music, oral traditions, books and history through the lens of diversity), review words / actions that may be offensive, and learn from the inventors & educators of a community.

• Declining rating in performance

• Every school has its own culture and our district has many cultural ethnic groups in it. Some schools do struggle with pressure to perform. The source of that pressure, whether it be family or teachers or school culture is up for debate.

• Keep the curriculum evolving with the times.

• A tough time with online learning.

• Re-districting.

• The mainstream students are forgotten about. The administration focuses on athletics, super smart and special needs students. All the students in the middle, average or mainstream are forgotten about. There needs to be more inclusion of everyone. Also the Middle and High Schools are disgustingly out dated, deteriorating and dreary looking. It would be nice to see money invested in the buildings, tax payers investments, to be proud of our schools. All school districts around NA have made investments into the buildings and look nice. NA buildings look sad.

• We have been disappointed with our experience of the kindergarten program this year; especially, the lackluster teaching style. There needs to be better communication from the teachers, more individualized attention to the children, and a review of their disciplinary procedures.

• North Allegheny is a highly attractive school district with continued growth. North Allegheny is working to better meet student needs in regard to sleep needs and school start times.

• Continuing to evolve the digital learning platform and figure out how to incorporate that in future learning.

• Work load and the anxiety it creates for students.

• The new Superintendent should be aware that the district has been on a slow but consistent decline in rankings during the last superintendent's reign. A further slide is
going to give pause to this wanting to move to this district which ultimately affects property values and the taxpayer's willingness to accept increases.

- The enormity of the job! Would love to see things cleaned up at NAI. The jump from middle school to intermediate is so huge. There are many rules and supervisions at the middle schools and then you get to NAI and everything goes...no dress code, no monitoring in the hallways...lots of immorality and drugs; it's really too bad...I have heard so many parents say that if your kid can make it through NAI, they can make it through anything.

- Top tier education  Sports excellence

- We will be very upset, so much so that we’d probably withdraw our child, if the kids don’t go back to school in the normal fashion next school year. We’d also like there to be fewer platforms to sign into for report cards, lunch money, parent communication etc. We’d like to see the iPads used LESS and think there should be more discussion at school (in every grade level) about effective uses of technology and detrimental uses of technology as well as discussions about the ways tech companies weaponize neuroscience. Finally, NA is a wealthy school district. I’d love it if the superintendent could convince the PTOs to raise money and organize volunteer events to better the larger community of Pittsburgh instead of raising money for activities and “stuff” that privileged kids have access to at home (like bikes.) We’re citizens of the world, that’s now more evident than ever before. Our kids should learn by example the importance of helping anyone who needs it, regardless of whether they’re in our immediate community or not.

- How to maintain a solid learning environment with an ever growing district. How to continue to challenge students who are high achievers but may not meet full requirements to participate in GOAL. Given current conditions, be able to advance our students in a possible remote or hybrid environment. There are numerous clubs and activities to be a part of in the school system. However, the competition can sometimes be extreme. How do you allow for opportunities to have kids continue to play or do what they love even if they don’t make the club/team?

- Due to sheer size I worry that when my children leave their smaller elementary school they will be lost in the crowd. Social issues such as bullying make me nervous as they head into the bigger schools.

- Use the budget wisely; the parents are working with tight budgets and need to know that the money we pay in school taxes is well spent. Do not bow to progressive agendas; use common sense in making decisions regarding our students, such as bathrooms, locker rooms, and athletics. Keep NA competitive in athletics and academics, emphasizing hard work and integrity as the most important qualities in our students. Respect the parents as the most important influence in students' lives.

- NA is a large district with very demanding parents. The reputation of NA is one of excellence and parents want their children to pursue that through every opportunity. The new superintendent will have to understand fairness and be willing to say "no" when the situation calls for it.

- We need a strong candidate who is willing to tell parents No!  I feel someone is willing to hold strong to a strong belief system & not afraid to rock the boat. As a parent you
can’t always expect to get what you want & a candidate who is willing to to say No to what is wrong!

- Even in a great school district, children can be labelled a behavior problem and be left behind. NASD is a preferred district and continues to grow, long term planning is vital. Leadership must be diligent against bullying.

- That this district and board want champagne on a beer budget. They are not always willing to put their money where their mouth is. They are still earning that Social emotional needs are equally as important if not more important than academic. Academic achievement is more likely when social and emotional health exist. Putting the needs of the whole child as a top priority is a win for all, student, family, district, community and society at large.

- Theres a huge contingency who would like to see school start times change. There’s a lot of growth in the district & also repairs to be done. Very large to do list.

- remote learning for elementary was not up to NA standards remote learning was disorganized and not equitable between grades and teachers students were not given adequate support during remote learning district was not prepared for remote learning Kindergarten should be one to one technology needs updated elementary start time should be move earlier so kids come home earlier

- Parents and kids want to be in school in person in the fall! My 10th grader who has a 4.3 GPA did not learn anything this past fall (no fault of district)

- There are still some in our community, I think mostly with no kids in the District, who believe we should prioritize low taxes over quality education. These same people believe we should teach kids like we did 15 years ago when their kids were in school. Current school board seems a little disconnected.

- Due to the size and $ in the area there are a lot of talented kids who specialize from when they are toddlers in Theater/band/sports/academics. NA always wins. It can be difficult for someone who wants to pick up an activity as a novice to have a chance at participating. Separately, diversity is an issue.

- There appears to frequently be in-fighting between members of the school council.

- NASH is an embarrassing facility compared to other school districts. Even though school tax rates are ridiculously low, residents scream when we need to make stronger investments in the schools.

- Infrastructure seems to be in need of updating in our 9-12 facilities;

- My twins are rising second graders with three months of first grade COVID education. So my experience is severely limited. But i know that some parents (not me) were EXTREMELY frustrated that NA doesn't offer full-day kindergarten. This decision was the result of research that the current Superintendent explained fully and carefully when we were in Kindergarten orientation, but there were some families that still got all ragey. So look out for that. Also, a LOT of strong leadership will be needed for the upcoming redistricting, which will not impact where my children go to school, but will impact where their friends go.
- Continuing challenges with district growth and expansion and making sure no children are left behind or marginalized. Awareness that recent district growth includes many ethnically and racially diverse individuals, and I hate to say it, that is a sore spot for many current residents. I see it with my own eyes and it is unfair to treat these individuals with anything but the same respect we hold for each other. I welcome them to the district, but have unfortunately seen many community members voice their concern and/or disdain privately and sometime publicly. It's wrong.

- Armed Teachers and Armed Security

- The school district is very large. Emphasis is placed on helping higher and lower achievement students. Sometimes students in the middle don’t appear to fit in and are not afforded the same level of attention. Because if this, it is easy for these students to be forgotten.

- Politics

- The students are competitive in every area. Success is expected from everyone. Parents want to be involved. Traditions are important here.

- Issues with buses/bus drivers, bullying, high school start time, and upcoming issues for children if/when coming back to school such as separation anxiety.

- Principal is unprofessional in her interactions with parents. Not well-regarded. Immature. Unpleasant. Brushes off parental concerns. Does a good job with the special education kids- to her credit. Surprised that there were no better candidates for such a well-compensated position in a good school district.

- There will presumably be big changes to the school system regarding COVID-19. I encourage the superintendent to be one that puts the students’ best interests at the forefront, and perhaps think outside of the box instead of following guidelines line by line that are not produced by someone in education.

- Need to do a better job with remote learning. Need a way to measure the stress we are putting on our children because of the high expectations of the curriculum.

- Making children more culturally aware.

- North Allegheny SD pursues excellence in everything, but it is sometimes at the expense of student health. Some parts of the community seem very focused on athletics and keeping taxes low without a vision to improve the education and well being of our kids.

- NA is awesome, but it could be better.

- The reputation here is that if you're a student who needs extra help, or you're a very high-achieving student, then this is the place to be. If you're in the middle, then you get lost. I have seen that play out often and I think NA can do better.

- Redistricting and creating/supporting an inclusive culture while still maintaining a conservative atmosphere

- Virtual learning during the pandemic has been chaotic. The lack of consistency among teachers in approach and tools used puts unnecessary burden on parents who are in many cases both juggling full time jobs. The school should have been better prepared.
• I think that it is no surprise here the School district like all others locally and nationally were caught in a catch-up situation regarding online learning. If and let's hope it is not the moving forward standard but an major over haul is going to be the number one priority moving forward. Not so much in just the technology but also the instructing the teachers on how to teach on-line.

• helping with remote learning if COVID 19 prevents attendance in classroom

• NA has a long history of success, but is aging in certain ways. We need some innovation to keep up with other local districts that are achieving success, but not so much adjustment that in injures the underlying reasons for our district’s excellence.

• Political correctness and liberal agenda has taken a precedents. Many teachers no longer teach like they used to.

• Unresolved school start time issue. High school starts too early - not good for mental or physical health of the students. Need to focus on the well-being of the STUDENTS.

• As the parent of an African American child, it is essential to me that the new superintendent makes it a priority to increase diversity hiring among the faculty. Not only does this have a benefit to my child, but also to all children of all races.

• This district lacks in diversity. This is due to the high cost of living in the area. While some of the teachers do an excellent job on have including accurate educational information on African American history, Native American history, women's history; others have not. There's more to it than this. Most racism, homophobia, and transphobia is covert and is learned at home. So, I think that the success of any school administrator in this area will only be supported to the degree that a school culture shifts and that parents and community is also educated. If NA put half as much money into diversity and inclusion as it did sports; think about the cool possibilities the future could hold? I mean this in the best possible sense as NA attracts some of the best possible teachers and students. You could do so many great things and so could your alumni.

• Curious why we get a new superintendent every couple years.

• Diversity and Inclusion is a major challenge. Be sure to think through a plan to encourage all leadership to display more than just a poster contest, and to show a true commitment to diversity.

• NA should continue to promote diversity and continue to support students’ mental health.

• too much parental control on sports teams--my husband has coached basketball for NA and parents are have too much control over who plays; poor road maintenance for some school districts and boroughs; arbitrary zoning for neighborhoods often cut in half with separate school districts; lack of realtor transparency with school districts (ie the bait and switch for advertising NA zoning despite Avonworth school districts)

• Despite the size, each child needs to be recognized as an individual, not a number.

• The district’s size and success make it difficult to make changes where changes are necessary. The number of exceptional students and talents make it difficult for students of modest talent to excel to the best of their ability

• We are new to NA as of 6th grade, so I can only share my experiences. 8th grade should be more high school prep as middle school was very easy with teachers spoon feeding the
kids, then the jump to 9th grade made it harder. At least second half of 8th grade should start preparing students for more independent learning.

- District have the diversity, ability to achieve in various area so it need the various supports, fast reaction and efforts from new superintendent.

- Very competitive. Bullying is a problem. Students suffer from anxiety, but no sufficient help is offered. Teachers don't post grades in a timely manner (usually at the end of a quarter) leaving students in the "unknown" (a big contributor to student anxiety). Teachers are focused on the excelling students and those doing poorly, leaving the middle to themselves. With the online instruction this quarter: not all teachers were available during their posted hours or responded in a timely manner.

- Inclusion should be at the top of their list. Anti bullying campaigns. Our teachers do and excellent job with education but directives and initiatives such as this need to come from the top down.

- Extreme need for all day kindergarten!! Kids need the time in school. The day is so rushed, curriculum is rushed. The kids would benefit from more time with teachers.

- Bus transportation for students is a growing challenge. High School ELA Core Curriculum needs to be changed to prepare students for college and career. The focus needs to be on research and knowledge of software for writing and communications. The study of classic literature should be elective classes not core requirements. Lack of transparency in the election of Class Officers in Middle School and High School. Don't let this issue make it to a Public School Board Meeting. Too many of the "Advisory Committee's" in the School District meet only during weekdays limiting the parents who are available to participate.

- Economic disparity, Children's mental health due to high pressure academics, creating curriculum that goes beyond performing well on tests.

- Not all of our school members behave in an ethical manner. Several are more concerned with their political alliances than doing what is in the best interest of students.

- Lack of overall diversity - racially, ethnically, and socioeconomically

- Although Covid was a unique situation it did show how unprepared the district is for remote education. All kids learn a bit differently. Having various online resources would not only help in situations like Covid but provide teachers more resources and keep parents more informed on students progress. I also think the half-day Kindergarten and superintendent meetings that happen during the day make it very hard on working parents.

- There is high expectation for excellence, but it is important to take the broader view when defining success- children being the client ultimately - as we are tasked with enriching their lives via positive learning experiences.

- Maybe encourage and enforce a dress code. Also, if my child misses high school gym, making up the missed work should be easy just like any other missed assignment.

- The concern I would have are concerns that I can't verify but are rumored. Being in a district that has a wealthier tax base, you seem to have drug issues. I hear rumors of
serious issues at NAI especially. I would hope that the superintendent hired would take an approach that isn't simply talk but action behind that "talk."

- Considering this is seen by final candidates: You must already have a compelling vision to taking a top ranked school district (SD) into making it among the country's top 10 SD's. That requires world class teachers, and I am not sure all of the teachers in NASD are of this caliber. How will you make sure the nation's best teachers are recruited and retained at NASD?

- Racism within North Allegheny School District is consistently minimized or completely disregarded. I am referring to racism from students, teacher, administrators, and in the curriculum. It has been a destructive environment for my children.

- Too much competition among students, competitive environment. Continue to look at student wellness.

- Improve diversity in the teaching staff

- Substance abuse. Most people move into the district so their kids will not be so common, so this common core curriculum needs to go.

- Would love smaller class size, need to consistently be innovating - doing a nice job with iPads/technology for students now.

- No diversity Culturally or religiously, average students are not good enough, the school district caters to a competitive insane culture, Special education is behind where it should be, for all of the money that was invested into technology a very poor job was done with distance learning, Class sizes are too large and not equal across the district, none of the elementary schools are the same with much of anything, it’s too large of a district to make any real changes because money is always a huge factor.

- You are being brought in to one of the best school districts in the USA. Not just the state of Pennsylvania.

- Continue to raise awareness about race and bias to allow the kids to spread positivity and hope for their fellow humans. Continue using mindfulness to shape lessons and incorporate mental health awareness and building healthy skills.

- Too much pressure on the kids, too much homework Very early school start times for high school Parents that get overly involved School is operating at a financial deficit this year and expected for next year as well

- Even though this is an area of high millage, there are still issues of homelessness, lack of materials or internet access from home; they have to know how to address the needs of anyone denim to diamonds. Expectations are high to maintain and/or improve the already excellent reputation of the district-from parents and community supporters-in academics, the arts, and athletics.

- The school board does not accurately reflect the beliefs and make up of the parents and community.

- Would Like to consider a variety of supports to put in place for kids with iep, kids are often involved in multiple activities it have multiple demands in their time. Making working parents difficult to meet all the demands.
I feel there has been too much focus on unhealthy competition among students who stack their schedules with AP classes and who fill their resumes with self serving positions and do not learn the value of volunteering for the good of the community and not just for personal gain to be accepted into elite universities. I believe this is at times reinforced by the school which labels these students as stars and over promotes these students' accomplishments. I also believe the new leadership should be aware of the pressure put on the teachers by some parents to give inflated grades to students for the purpose of personal gain and college acceptance into schools that the student is probably not really academically suited to compete. Finally, I feel leadership absolutely needs to be aware of the very unprofessional and unethical situation that occurred this year with the orchestra holding onto students and parents thousands of dollars when the spring trip was cancelled. This has created financial hardship for many families and there was initially no response and then a dismissive response by decision makers including: faculty, the travel agency and the parent volunteer group, NAOPA regarding the refund time frame. This is shameful behavior that does not lend itself to trust and tarnishes trust. In times of trouble, full transparency is a very sound way to conduct oneself and business. I feel that the superintendent needed to step into this situation and inform parents of a real time table. As a parent, I have never had a single problem with any aspect of the school and this was a very disturbing experience. There was no response from the previous superintendent and the leadership dropped the ball on helping to resolve this issue. This is when top leadership is looked to for guidance.

- There are not nearly enough resources for students exhibiting emotional stress due to the school work or identifying those in need of mental health assistance
- Not a lot of diversity in the overall population or school district, district does a good job continuing to grow awareness, but still an area of improvement.
- Student body size is increasing dramatically and there should be a second full service high school
- A lot of classism in the district, sometimes it seems that NA is just going off it’s reputation instead of daily actions to educate, parents can be a bear (and I am a parent), pushes from liberal groups to be ruin public education by focusing on Liberal issues instead of education
- This is not a racially or ethnically diverse community. There are no attempts to bridge experiences with the more diverse city population. Despite admirable District initiatives to promote kindness and respect for differences, biases and prejudices are reinforced at home and amplified in schools. This extends even to worthy programs for academically gifted students, which are perceived as promoting elitism (and I say this as a parent of a recent alumnus who was a high achieving GOAL student), and of course extends to the glorification of sports over academics.
- Aging facilities, large size seems to slow the process of change
- NA is the largest district in our region. With that comes more opportunity for excellence in specific areas such as academics, music and sports but all of these areas are highly competitive- especially sports teams.
- Making transition into post-COVID not being excessive, scary or anxiety producing.
- school seems to favor athletes/sports (major sports ie football, basketball & baseball) compared to club sports & other activities - need to let go of teachers that is low performing, does not teach (teach by having students just read materials & not explain it) or has multiple complaints by parents/students/other staff of any type of misconduct - treat & help each student as individuals - redistricting should be at least a 5 year plan instead of 2 years (switching school can be traumatic to young students especially if it happens multiple times). This will effect students changing school or their friend changing school - more education on diversity and different cultures

- I do not feel that the curriculum is up to the level it should be when comparing to other districts in other states. Also there is so much pressure on the students and teachers for PSSA testing that I do not believe that the students are being taught the things they need in the way that they should. There is not enough communication or easy access to new parents to understand how North Allegheny works. By this I mean the classes, the levels and how students are placed through their career at NA.

- NA has a reputation of not being a good place for African American families, although we are not one, this upsets me. I appreciate our efforts toward diversity and hope that we will continue there, but also stronger discipline toward any racist behaviors. I was told that policy (prior to COVID 19) was that students could not be sent home or denied entry if they had a fever- I hope this policy changes. Not just in light of COVID 19- but overall we need better protection of the health of our children and staff. Recently there was an NA graduate in the news for murdering his mom and step father. He was known to be aggressive and using performs enhancing drugs since his time in school. Many have said coaches were aware and students were afraid of him while in NA, but he wasn’t expelled because he was an asset to the football team. This kind of action is common in all districts, but I would like ours to be different and truly put our students first. This man was failed by his coaches by not being put in rehab then. The other students who lived in fear of his outbursts those years were failed too. I would like to see a push toward a student first mentality - not just district first.

- Addressing new ways to teach virtually which was lacking and showed a weakness in our program with the pandemic. I would also like to see that there is strong environment to promote diversity among kids and faculty. I would like to see that school promotes arts, music and technology further than what is required.

- Teachers need to acknowledge that not all children are equal in their learning style and that they are not all at the same level. They need to learn how to adjust to and accommodate kids with disabilities and not all do. Bullying is still very much a part of the school day and outside of school and they need to focus on all components of bullying. Teachers need to make the learning environment fun and engaging especially at an elementary level.

- How to maintain a solid learning environment with an ever growing district. How to continue to challenge students who are high achievers but may not meet full requirements to participate in GOAL. Given current conditions, be able to advance our students in a possible remote or hybrid environment. There are numerous clubs and activities to be a part of in the school system. However, the competition can sometimes be extreme. How do you allow for opportunities to have kids continue to play or do what they love even if they don’t make the club/team?
• We have been extremely disappointed with the remote learning that NA has provided these past months. My sophomore has had very little work and almost no interaction with his teachers. NA needs to spend the summer months figuring out how to provide a quality education for its students if remote learning continues.

• As with all school districts, although fortunately less so in NASD, there are factions within the student body that erode the base by engaging in drug use, vaping/smoking, implicit bias. It would be nice to have greater ethnic/race diversity in the faculty. Individualized education (IEPs) should be staunchly defended and implemented.

• The district owning their own buses is extremely important. The bus drivers are employed by the school. They know our kids well & go out of their way to make sure our kids are safe. You don't get that when you contract buses & drivers. Consider how some of the teams are decided for school sports. There are alot of kids and only so many spots. The coach says the AD decides, the AD says the coach decides. A teacher should not coach 3 sports at the same school. They can be partial to their players. Think about how we move forward under pandemic situations. We are thankful that we were ahead of other school districts. Many kids need the accountability of seeing the teacher so remote learning has been difficult especially when parents are working full time at home. Internet connection has been tough. MiFi is needed.

• For as big as our district is, it feels like one. The care and kindness is widespread from all levels of the schools, leaders, school board, parents, community. Students feel safe and supported from K all the way through 12th grade as shown by even elementary teachers providing parades, signs, and messages for graduating seniors. While top-notch, academics and athletics are not the only outstanding parts of NA. An example is the music programs - it is phenomenal and the arts are key to a child's growth and development. The GOAL program is thriving and necessary for kids to have enrichment. There are many options for career electives, like business and technology. There are many club/activities options for the students who are not athletic or musical. We have an amazing school community. A candidate should value the importance of ALL children and continue opportunities for all types of activities and programs. Also - the teachers and principals are amazing and a key part of why our school communities are as positive as they are. The new leader should listen and value those teachers, staff and principals. The current superintendent and leaders are VISIBLE in the community and positive. The communication is consistent and positive. Please continue this visibility, communication, and support for our kids.

• There are some indicators that the greatest focus is placed on students at the top and bottom of the class and that the kids in the middle (and that can still be quite high performing) get much less attention. In my opinion, greater attention is needed for cost vs. benefit.

• It’s easy sometimes for the “average” good students to get lost in the crowd. If you aren’t an all-star athlete or outstanding scholar, but still a good student who is involved in other non-academic programs, you may still go unnoticed in such a big district. There should be recognition of this and in some fashion, better inclusion of all students as NA “stars.”

• Scale: a large district with high expectations can disenfranchise the average student. Competition: similar concern. Lack of diversity & and toward elitism. Admin tends to focus on maintaining high image rather than addressing health & wellbeing of students.
• Students are over loaded/overwhelmed with amount of work due to the number of classes per day. Incorporate pep rally in school to create team spirit. Consider introducing half schedule for seniors who have completed classes.

• Inclusion should be at the top of their list. Anti-bullying campaigns. Our teachers do and excellent job with education but directives and initiatives such as this need to come from the top down.

• The curriculum is stressful and puts a lot of stress on students. Mental health issues are exacerbated by the rigor of the curriculum.

• There are many issues that just exist in our world in general and apply across most school districts (e.g., bullying, social media, substance use/abuse). The fact that these are more widespread doesn't make them any less important, but I believe they are less unique. Two issues that NA has that some other districts may not have are diversity/inclusion and student stress/pressure to succeed. NA has a significant Asian population, however, we are underrepresented in the Latino and African-American communities. Given everything going on in the world today, it can be difficult for our students to appreciate issues outside the "NA bubble". Student stress/pressure to succeed is a major challenge to balance achieving excellence while still letting them be kids and enjoy their school experience.

• Bully and negativity with students- they are set for real world issues because they come from well set families. So some things are overlooked and not addressed. Families that work hard and make their kids earn what they have are looked down upon.

• Stress management needs

• Communication is ridiculous. We get emails from our own school's messenger service, we get peachtree messages, we get messages from the district, we get message from the PFA, we get messages from our own principal. They need one very concise communication system for EVERYTHING. Also there is a major discrepancy between elementary school activities. One does a ton of fun activities for the kids and parents, ours does NOTHING like that. If you look at the school calendar most elementary schools have activities locked in for the entire year when it comes out and then mine and other barely have anything on it. Very frustrating as a parent.

• The amount of homework that the school gives the students has caused nervous breakdowns in students under the age of 15. That is unacceptable. Also, the community is something like 97% white and has nothing to do, and no way to get around unless you can drive. Talk about a homogenous community that discourages any sort of interaction outside of your comfort zone.

• Pandemic? Large student population and many diverse constituents. Parents are very involved at every level for the good and bad. Slow moving to make changes (behemoth). Not progressive-NA does things the way they have always been done. Priorities are determined by loudest voices. School pressure/culture to be the best in everything.

• I'd just appreciate clarity in communication and planning from the district. Sometimes the district communicates poor information and then must go back on what it said (FID, for example, along other experiences I have had).
• Parents concerns are ignored by the school. Parents should be able to reach out to the third party getting help. The school structure should be more transparent.

• Some teachers are less dedicated, e.g. middle school math teacher does not grade homework so students get no feedback - behaves like a college prof. The elementary math curriculum is really dreadful (Go Math!) because the materials are poorly worded and require beyond grade-level reading. Sometimes the questions are incomprehensible even to me (a PhD trained scientist). Math and STEM move very slowly. Feels as though much of the teaching is passed on to parents with large homework loads in elementary school. Middle school seems to move at a snails pace. Too few school days (seems like state bare minimum) and random "development" days interrupt classes and working parents schedules. District seems to assume most families have a stay at home parent or grandparent. School schedules don't match child development (e.g. early morning starts for H.S. students when teenagers naturally sleep late).

• No diversity Culturally or religiously, average students are not good enough, the school district caters to a competitive insane culture, Special education is behind where it should be, for all of the money that was invested into technology a very poor job was done with distance learning, Class sizes are too large and not equal across the district, none of the elementary schools are the same with much of anything, it’s too large of a district to make any real changes because money is always a huge factor.

• NA was slow in responding to the pandemic and never properly provided the students a quality educational experience as platforms were not used to instruct on-line actual classes as other less wealthy, smaller, and closer to our district schools were able accomplish. NA seems to view everything from a litigious perspective versus acting in a timely, creative, and student directed manner. Our students had an on-line homework experience during the later half of the school year and not an educational in-person (e.g. Zoom, GoToMeeting, Microsoft Teams) experience. For the taxes I pay and the so-called reputation we have as a district we failed to meet expectations. We seem to be losing key administrative personnel (Principals) all too soon and perhaps have become a stepping stone for administrators. The commitment to the schools/district seem to be in question and I wonder why? Is it the superintendent's leadership, in building issues, other?

• I understand there is talk about drastically changing the middle school day schedule. I've had 4 children go through Marshall Middle. It was the best years of their lives as far as school goes. Why would anyone want to fiddle around with such a proven commodity?

• Lack of stability with senior leaders. Unhealthy relationship between governance and senior leaders. Lack of clear, driving mission/vision/values in a practical way. Too much focus on superficial without building the underpinnings of a high performing organization.

• - I honestly believe we are overtaxed and if I think it's shameful the way the school district's attorneys go after property tax assessment increases when a home is sold - school buses are still ripe for bullying with most reports from various kids in the neighborhood confirming the drivers aren't really paying attention to behavior. perhaps this is just the way of reality given their focus on driving but the bus remains an issue with discipline and bullying
• The district's "commitment to excellence" is heavily based on academic standards related to excellence and high scores in testing and honors classes, and athletics and some other activities where only the best of the best get in. This leads to a very competitive environment that divides students. The district's sheer size coupled with the competitive environment has also made the "average" students get lost in the shuffle. Students participate in activities at a young age but aren't able to continue in High School because they don't make the cut. Leadership roles are typically held by the same kids who are the best of the best academically or athletically. Unfortunately NA's culture is also very segregated between races/cultures and academics/athletics/etc. There's a lack of understanding of diverse opinions. Our community for the most part lives in a "affluent suburban bubble"

• Mental Health and safety for all students. I feel that the emphasis is on Academics and the status/ranking of the School District. As a result, so many teenagers are seeking counseling due to the pressure they have. This can lead to extreme anxiety. Mental health is just if not more important than physical health.

• Not very diverse.

• NASD grades K - 8 are sub-par. The district packages it up to look pretty but the quality of the curriculum, the teachers, and in some cases the facilities is poor. Any new superintendent coming into NA should be aware that the remote learning at the elementary and middle school levels was a disaster and anyone who tells you anything different about it is either being paid by the district or doesn't have a student in the district.

• The new superintendent needs to focus on the safe reopening of our school and not rush the process. The health and safety of our staff and students needs to be priority number one.

• Bullying is a problem in elementary school. Guidance counselors at MMS are not up to date on autism.

• The overuse of technology, particularly in the lower grades. While we undeniably live in an increasingly digital world, studies have shown repeatedly that learning and brain development happen best with low-technology methods.

• I'm sure there will be aftereffects of Covid-19 for a few years. The Super must do what is necessary to maintain the academic and extracurricular excellence that NA now enjoys. Whatever that takes.

• Sometimes, the education can be a bit too rigorous. Some students have developed anxiety issues due to families that have pushed the school district towards advancing students before they are ready. There is a sense of competitiveness that can be very unhealthy. Some families have to be the best at everything and this creates an unhealthy environment. Some students feel superior while others feel stupid. The sports programs are very political. Sometimes it is not what you can do, but who you know. This is also unhealthy and unfair. There are parents that are manipulative and will do whatever it takes to get what they want for their child.

• Collecting feedback from students on individual teachers. There are some really great teachers and some not so great teacher.
MES is run as an operation where you check the box. As it's gotten bigger it is not as warm as it used to be and it feels like one size fits all. I feel that our top administrators not being parents is a huge hindrance for fostering that culture. MMS is an amazing school with an amazing staff and we should strive for all of our schools to feel that way.

Very vocal parents Very political Very political sports - parents of athletes are also teachers / SOME cannot separate athletic ability from social engagement of own child

Financial disparities between building communities and families can cause strain. Ultra competitive athletics, while producing great athletes leaves no room for others who wish to be included. Children on the extreme ends of the education spectrum do not receive consistent support for their individual needs and are often just offered extra work rather than modified expectations.

Preparation for future events that result in distant learning.

The sports program is extremely limited and discourages (or makes impossible) participation by less experienced athletes. I think it's a shame that the teams are so talented at the expense of more children being able to participate. That's actually shameful. I also agree with someone who told me that NA is great for the best students and the students who need the most help- but that average students or those who could really shine with a little extra attention or push- are lost in the flow. That has absolutely been our experience. Average students or athletes really have no place here, and that's sad.

changing environment (e.g., COVID), continuous improvements needed, infrastructure needs--schools are old

If we are to continue in any sort of online learning in the fall, there must be changes. These last 10-12 weeks have been beyond a challenge. I’m surprised that such a prestigious school did so little in regards to teaching these last weeks.

The McCandless political scene. Deep varying political views in the entire area. Lack of diversity. Schools need to weave in history about POC and women and speak about human rights.

There are VERY few teachers of color in the district. My son attends Hosack. In a picture of the staff recently emailed to us - every single teacher was white. That is not acceptable. Considering what is happening in our country right now - this is shameful.

Special needs department

Student stress due to the rigor and competitiveness of district #1. Unequal favor And $$ given to certain athletic programs. Too much focus on football. Very poor coaching in some areas and nothing is done about it ( eg boys soccer. Girls lax).

from what we've seen, parents are VERY involved in their children's school lives; be prepared for super needy and super nosy parents

Remote learning for senior high school was done without live instruction. This must be corrected to keep the students engaged and actively learning. It also holds both the teacher and students accountable.

Not all teachers deserve the money they receive. Some are amazing and some are lazy. If your child is not elite or in special education, they seem to fall through the cracks.
• One of the biggest complaints about NA is that the kids in the middle -- the not gifted, not special ed -- get lost. I don't know if that's true or not but I do know my gifted son was very lost until 10th grade Honors Chem. But once he found his passion -- Physics -- he was nurtured and encouraged, and his teachers enjoy hearing his tales as a Physics/Math major in college.

• Problems with ongoing diversity/racist microaggressions that go unaddressed in the district, the drug issue at North Allegheny.

• Belief that students are pushed too hard. Constant extra days scheduled into calendar

• Technology needs to continue to move forward. Pressure needs to be taken off of kids to be the best. Focus should be on Do YOUR best not be THE best

• Racial insensitivity exists as well as issues with on-line learning.

• Schools are big - hard for students to explore areas that are not in their expertise

• Property taxes are really high for schooling. Options for catholic schools are closing down. Especially with COVID, how can we make schooling from home better and more engaging since nearly all students have quality internet access in this district?

• Teachers need to teach even when school is remote. Parents are having to do their jobs and not getting paid and we are using all our own supplies....be aware of your tax base.

• How can we still treat the students like individuals despite the large size of the school

What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

• Patience, compassion, leadership skills, listening skills, open minded, and empathy.

• technologically-savvy, listens and answers community needs, willingly communicates on a regular basis, action-oriented, not change-adverse but forward-thinking for all students and families in a variety of life-situations. (i.e. the fact that NA forms still say 'father' and 'mother' is dated and insensitive; a small example of something so easy to change with these times).

• A level head, excellent communication and listening skills, thick skin and patience.

• Person should be smart, friendly, approachable, resilient, responsible. Should be able handle a big school district

• Problem solving skills. Must be tough, but understanding.

• It has come to my attention that there is a push to divert district resources to improve the athletics programs in our district. I'm not sure who is driving this initiative, but this is NOT the direction that our district should be moving toward. Every dollar that is spent on a state of the art football stadium or new sports branding, is one less dollar that can be used to provide education to our students. I enjoy sports like any other parent, but to focus on sports programs is a move in the wrong strategic direction. Winning a state basketball title does not provide my son any advantages in life. Beating Pine Richland in football does not give our kids a leg up in this world. I'm hoping that the push for stronger athletic programs is just a rumor because, although sports are fun and physical
fitness is important, for 99% of students NA athletics are irrelevant over the course of their lives. Money should be spent on educational programs first. NA is an excellent school district and we (along with many other families) chose to move here for the education. I choose to pay high property taxes in the NA district so that my son can be afforded more educational opportunities, not so my son can watch close football games between our rivals.

- NA needs a dynamic leader that truly has a vested interest in the district and it's advancement. We need a person who listens to all input and logically does what is best for everyone...not just what they think is best. In light of current happenings in our country, we need someone who cares about the diverse population of NA and their needs/concerns...as well as the needs/concerns of teachers, administrators, and other district employees. We need someone who is determined to continue to carry on the traditions and achievement that has made NA a premiere school district. We also need someone who is very personable, and has the right experience and years in education to lend their past knowledge to make NA even better.

- Excellent people and communications skills. Confidence to delegate while holding staff and faculty accountable. Accessibility.

- Positive, enthusiastic, problem solver, accessible, approachable, and a visual and present frontline worker.

- Transparent. Skilled communicator. Open minded. Forward thinker. Can connect with the students, teachers & parents.

- Ability to Communicate with the community Experience in a leadership position within a large school district Forward looking (especially with the technology and the use of technology in education)

- Open minded , honest, values teachers and families

- Open to change. Looking to always improve curriculum and education The new superintendent will have a really great support system in place so he/she must be willing to not micromanage and be willing to listen to his/her staff and not just assume he/she knows everything

- Accountability for the welfare of students and staff. This should be someone unbiased and fair. This person should know that everyone is tired of teaching to test and standardized tests need to stop being a priority in order to receive funds!

- Focus to improve the diversity of teachers and staff. Have knowledge of actual remote learning programs that are efficient and age-specific. Work towards a shift to full-day kindergarten, which benefits kids & parents. Improve nutritional value of school lunches, source locally and organic when possible, inc options for vegans and kids w allergies, inc number and types of cultural food options, etc. And, post nutritional value of meals that can be easily found online. Continue with a regular touch-point/meeting for parents, but make it more accessible by offering both in-person and remote options. So many offerings from NA feel like they leave working parents out of the loop, which feels like it takes away our voice and can end up hurting kids of working parents.

- High energy, someone who pushes hard for change and success, someone who will champion diversity iniatives.
- Organized, careful listener, progressive, strong science and educational background, makes decisions based on best evidence available in the literature, accessible and visible.

- Approachable, committed to our students and their well-being. And work out a solution for the 2020-2021 school year!

- Strong and experienced leader. Brings good ideas of the table (for example, without FOCUS 2020 we would have been in bad shape during covid-19).

- Someone who can reach out and listen to all - teachers, parents, students, administrators. Someone who can keep NA at the top of school districts. Want colleges to be impressed when they see child’s transcript and that they attended NA.

- That NA is a very diverse group of students. ALL students need to be cared for. That NA needs to stay away from taking sides.

- 1. Vision - A clear vision of what needs to be done for the good of the district. Setting the vision, objectives, and goals for your district is a must; as is seeing those goals achieved. 2. Leadership - To make sure that the students in your district are learning and achieving at a high level. A great superintendent is knowledgeable about the best practices for maximizing the achievements of their students as well as giving support to the teachers in their district. 3. Listening & Communicating - Being a great communicator and listener is among the list of things that makes an excellent superintendent. You must take in all the differing viewpoints as well as communicate the needs and accomplishments of the district. This may mean communication with media, school events, public meetings, and even through written reports.

- Ensuring to the extent possible that educational opportunities and all policies are equitable. Continuing the good progress made in technology and instructional support for same.

- This is a school district where parents are going to demand excellence.

- Ability to listen and not be sucked in to just focusing on sports and money.

- Leadership, compassion, honesty (don't sugar coat it with the students and community). Communication skills are vital. Don't meet to meet. If you want to get to know the community, great, but come up with an action plan, what you want accomplish, how it will get accomplished, and what is the timetable. This is not personality contest. Education front and center and you will get the results you want. It is a changing world and these kids need prepared more than ever, but don't forget about the basics. Be prepared and open. We don't need a yes individual but someone who make a decision for the greater good even though we may not always agree with it.

- Background in Special education

- We need to be a strong leader capable of understanding the facets of a problem well enough to adapt quickly and effectively; we need a leader that leads by example, not just words in an email. The new superintendent needs to actively engage with parents in a constructive way. For example, when I asked about how to make transportation to FES safer for evening activities last year (2018-2019) I was completely blown off; when confronted with the request from both the principal and teachers that my then kindergartener WALK to school in an area deemed unsafe for walking, I phoned to ask for police presence to direct traffic or a temporary sidewalk/crosswalk. There was
absolutely no answer other than a “we’re looking into it” type email. The candidate also needs to be strong on technology and arts. There is no good tech without the creativity the arts bring to our students.

- Kind and caring = putting students first (as opposed to $\$ and personal gain) and not thinking of them as a number or that they are all the same. We are not widgets in a manufacturing process and should not be treated as such. Also, understanding what is involved all the way down the line, not just thinking about the top level.

- Dedication to excellence; exemplary communication and persuasive skills; a thick skin.

- BE ABLE TO DEAL WITH THE POLITICS THAT COMES WITH THE JOB!

- Be prepared to deal with a significant amount of PR issues and speak as well as write documents to multiple sources

- Not already be receiving a pension from a previous position. Pro diversity. Able to manage a budget. Go against the grain for the better good.

- I think the new superintendent needs to have a strong background in curriculum development and should understand the need for STEAM education and programs that expose students to possible career paths. I think that it is important to provide students with a well-rounded education, but I also think that allowing students to specialize or choose a learning path in high school will help them choose a career path prior to leaving high school and will greatly reduce the challenges that students often face when choosing a college or career path.

- We need less of a person who is able to navigate politics and is willing to be a yes man to the board. We need someone who will put academic excellence first and who will advocate for the teachers when they tell you what works to effectively teach children. More and more great teachers are retiring instead of implementing ill considered programs. Listen to the teachers before experimenting on our kids with "cutting edge" programs.

- Be a leader, be visible, and work toward bringing people together. They will also have to be flexible in planning in the midst or the aftermath of a pandemic. Student safety is of the utmost priority.

- 1. Visionary (not just lip-service visionary, but able to envision new solutions to ongoing problems) 2. Resolute (firm enough to steer a very large ship in a new direction) 3. Inclusive (proactively including students and parents who don't fit into typical "mold")

- It would be wonderful to see a candidate from a minority group (POC, LGBTQ+, disability community, etc.). The person should also have a clear vision, be well versed in leadership and communication, have the students’ and teachers’ interests equally at heart, and be able to bring groups together of multiple backgrounds.

- Our daughter noticed at the beginning of her kindergarten year that while most of the teachers were women, but all but one person in power was a man. Then she asked why the only black adult at her school was the janitor. She's too little to notice the lack of queer role models, but her parents have. She's not too little to observe power structures. The right superintendent would understand they are a closely watched role model demonstrating that diverse voices matter. Diversity and equity are HARD. Don't ignore
them. Our kids are watching and forming very deep ideas about who gets to be in charge.

- Keep up with the innovative learning techniques. Culturally aware.
- The ability to relate to all types of students and find ways to get them engaged with uplifting each other. Compassionate and firm with discipline.
- I want someone that will truly listen to both the community as well as the district employees, and won’t push aside concerns that go against their own agenda. I want someone that has years of working as an educator as well as having managerial experience. I want someone that will not sit in their office and “dictate” based on “data” but someone that will actually go to the schools see the issues and address them.
- Balancing difficult issues (e.g. keeping up great academic achievements and extracurricular activities and managing stress and excessive competition)
- Listening to the kids, parents, and teachers to find out what they want and need. Don't just focus on state rankings of the school.
- Innovative, committed, fair and open-minded
- Personable, friendly, someone who listens and acknowledges to both the good and the bad.
- 1. Awareness of diversity in NA in terms of students and parents' country of origin and cultural background 2. Consider offering IB curriculum at high school level
- ability to listen, make balanced decisions
- They should understand the strengths of the school district and work with the district to implement the policies. New ideas are essential and they should have the ability to create and implement new ways of learning. They should be able to work with the current board, principals and other stakeholders to have a smooth transition.
- Knows its important to reward well-balanced students. Usually only top students in either sports or academy get recognized. However those students' academic or athletic performances are nowhere near to match athletically or academically.
- Leadership that encourages the growth of principals and teachers, transparency. It will hopefully be someone who values academic rigor but also values emotional development.
- forward thinking --not paying catch up with other districts tech savvy approachable
- Open to change. Looking to always improve curriculum and education. The new superintendent will have a really great support system in place so he/she must be willing to not micromanage and be willing to listen to his/her staff and not just assume he/she knows everything
- The ability to recruit and retain quality teachers
- Good communicator, organized, informed about and understands PA standards and initiatives, motivating and inspiring for the teachers
- Administrative and managerial acumen, compassion, empathy, a passion for education, a willingness to think outside the box, a willingness to seriously consider students who fall 'outside the curve', not everyone is bound for college and resources must be made
available to those who seek alternative paths, a focus on the education and well being of children rather than on metrics and testing

- Promote transparency at all levels, have a heart for the kids over all else, be able to be diplomatic in balancing cost vs benefit in finances, academics and emotions.
- Strong communication skills, collaborative, experience with a large district, efficient, strategic, hands-on.
- I would like to see a new superintendent that is prepared to oversee a school district prepared to adapt to today’s world, cultural, political struggles, technologies, etc., while still focusing on developing decent human beings.
- Compassion, Leadership and Empathy The choices that are made show our true self, far more than our abilities.
- Energetic, positive attitude. Band Leader/Ringleader/Adult on the front lines
- Communication, compassion
- ability to listen strong leadership experience with K-12 education administration prioritize students' needs
- They should be moderate in their beliefs in order to best serve all those in the school district. They should have knowledge and background experience with school safety and they must value transparency and not be afraid to tell the truth when problems arise.
- I would love to see a minority or female candidate or member of the LGBT community
- Good communication skills, innovative in new remote learning setting, ability to listen the community/ parents and make changes
- Open minded not closed minded
- Mostly covered above. Community members have high expectations for the schools. The expect proactivity, not reactivity. Nepotism and lack of diversity and racial awareness are two major problems that are sensitive and crying out for attention. Many of the district's residents do not understand racial acceptance or diversity, so this is an impediment to anything the schools might do. A community awareness program is needed.
- He or she is going to bombarded from many different directions because this is a huge district with a lot of vocal parents with a lot of money and influence. It is extremely hard to manage satisfying everyone and maintaining are awesome reputation. The new superintendent will be especially challenged to keep NA up there after coming off covid home learning for three months. I think we need to try to get back to normal physically in the schools in the fall. I know that is mandated by state, but we need to try to get back to normal. School, athletics, marching band, everything. If we are home in the fall and theses kids have no activities this fall, it is going to be a mess. Having a senior this spring, it has been devastating for him in the loss of his senior year. We need to get back for the kids in subsequent grades. While NA did the best they could with online learning, I think another semester at home could be extremely detrimental to these kids academically and for their psyche if they can’t do anything as far as sports or activities. We need to get back, period.
• One of the number one qualities of a good superintendent is child centered and supportive of the teachers that do the work to make the schools great. Again, academics are very important, but equally focused should be the social emotional well being of each child within the district. Equity and diversity needs to be taken seriously, especially in the current climate.

• Please hire another superindent - he lived in the district, his children went to NA schools, he cared because he is part of the community. Great leadership skills and took our schools in the right direction.

• A clear vision of what needs to be done for the students within the district. Excellent listening and communication skills. Not afraid to have a true diversity agenda.

• Down to earth, good communication, open minded, will listen and is willing to try different approaches to things, works well with people

• Strong leader who can make changes for the better. Who does not worry about pacifying parents but cares about helping students to grow. Someone who cares about the intelligent kids and their growth. The district is in need of a lot of help.

• Un-relentless seeking of equality for all races, authenticity, listening to what teachers need, fearless leadership

• They’ll really need to like Asians. It would also be helpful if they were a transgendered, refugee, amputee, pansexual, Tesla driving, football enthusiast of color.

• Always do what is best for the students and put yourself in their shoes.

• Must uphold the quality education at NA. Be transparent, continue to improve, and never sacrifice quality for anything.

• HONEST. Strong communicator especially public speaking skills. Good listener and open to input. Good financial understanding.

• Empathy, compassion, and the ability to look at situations from different angles. Most often, there is not one right answer to a question and those different answers should be evaluated.

• The new superintendent should place priority on students. Students should have equal opportunity to excel at academics, athletics and the arts. Facilities need to be maintained to continue to provide good opportunities in these areas. Continuing north Allegheny’s mission for technology driven education must also be a priority.

• Patience, knowledgeable but has a willingness to learn from others (regardless of their position), must realize there is always room to improve, strong communicator, approachable

• The new superintendent should be a proponent of public education with years of experience in public school systems. Additionally, he should have a vested interest in the North Allegheny community. Our candidate should want to not only maintain the impressive standing of NA- but want to make us even more successful by continuing to improve the use of technology and have a good working relationship with teachers and really addressing their needs!
• Be fair, open to input, easy accessibility to the parents and students. Frequent interactions with the student body.

• Personable, be someone that the school community sees and is present for things. Not just a name

• Someone who doesn't run after more gadgets and technology and but track record of developing schools to teach basic concepts of comprehension, compose thoughts, and articulate on paper and the ability to speak up with analytical argument.

• Run away - The NASD School Board will not follow any laws! Go elsewhere and save your career! NASD School Board does not want a writing program to mentor writing. They will not fund books grades 1-9 or provide free digital books. No one wants their child in schools where there is complete indifference to all laws followed and academic success! Take another position. Save yourself! The teachers have absolutely no supervision. They are mean and cruel to children. They are grossly overpaid and only want to process Scantron Worksheets that do not follow PA Common Standards. They want to be camp counselors and on parade driving through neighborhoods instead of actually teaching. They all want to be camp counselors and process ABCD Worksheets. The teachers literally refuse to teach. They process paperwork/forms decades old.

There is no learning occurring! Dumb it down NASD = best music program in the nation. Illegal - mandated required music every other day in middle school! You will sing or play an instrument no computer programming! They are anti math, science, writing, and reading. There are not complex discussions on novels as required by PA Common Standards. 9th grade 4 books all year (that is 5th grade): 1597 Romeo & Juliette, 1937 Anthem (100 pages double space), 1958 Lord of the Flies, and 1960 To Kill a Mockingbird. They will not even use free digital content from Gutenberg.com. Free books not even. Must have same grammar for 8 years Grammar Worksheets that are 30 years old every year. Not age appropriate! There is no writing program. PA Common Stds requires writing every year. Go somewhere else! Save yourself. NASD School Board misuses federal and PA Funds for Sports, Clubs, and music program. Principal stated interview, "I think art is the most important thing we do." It shows. All they care about it the illegal music program instead of school wide supports. I never heard of a magnet school district allowed to deny children skills for writing, actual literature at appropriate pace, math, and STEM and forcing children to sing or play an instrument every other day. It is illegal! There are no schoolwide supports! MTSS is not followed. There are not national achievement tests after 7th grade. There is not universal screening using national data. Overpaid teachers $120,000 have over inflated opinions that this is good. 9th grade English packets are not appropriate and do not follow PA Common Standards. Why is PDE allowing NASD to misuse federal funds channeling children into learning support instead of MTSS for math and reading? Why is NASD anti-literature complex discussion. There is no discussion. They complete these packets in MimioGraph that are not appropriate! They do not follow PA Common Standards. The teacher communications are not appropriate. They do not model business communications. It is one big sorority! It is not appropriate for teachers to close communications to children and parents with "Hugs," Never in any other industry would
allow a communications to anyone with "Hugs." THERE IS NOT A FORMAT. It takes multiple reads just to dissect what the assignment is. GET YOURSELF INTO A TECHNICAL WRITING CLASS! This is not a sorority. The teachers do not want to mentor and coach writing. They want to pass out forms/worksheets that are 30 years old and SCANTRON. There is not essay or completion questions. IT IS A DISASTER! If you paid and invested for your own child in elite athletics and really love music, ABOVE ACADEMIC SKILLS IN OTHER STEM CAREERS, then this is the school district for you. Save your career - go to another school district. They are acting illegally breaking every education law. There are no reports of specific skills of SPECIFIC SKILLS TO BE INSTRUCTED AND MASTERED. NO READING LEXILE LEVEL. NO MATH QUANTILE LEVEL. NO NATIONAL % READING AND MATH. NO GRADE EQUIVALENCY. It took until 8th grade to get okay. FINALLY REMEDIAL READING TEXTBOOK OUTDATED ENDED. THEY WILL NOT MENTOR ANYTHING. I have absolutely no idea what they do at school. LOTS OF ASSEMBLIES - NOT FRIDAY AFTERNOON, LOTS OF PEP RALLIES. Worshiping Tigers instead of actual art. NOT APPROPRIATE AND SCARY! DO NOT PUT YOUR CHILD IN THIS NASD, if you want authentic learning and prepared for the future especially in a STEM career. You will have to send them to summer school. The staff is inept. They will not send home math tests to see and record ERROR ANALYSIS. There is not error analysis in math. ABCD ONLY MATH and math software. NOT APPROPRIATE! That is not universal screening required by three federal laws an PA Consolidated Plan. They can do whatever they want. PDE HAS ABSOLUTELY NO OVERSIGHT. They lie in Special Education Plan. The Comprehensive Plan does not follow any laws. Apparently they do not like the laws. THIS IS PUBLIC CORRUPTION AND THEFT!

- Open, inclusive, accountable, understanding, big picture and outside the box thinking.

- First and foremost, the new superintendent needs to be a great listener and an individual who actively engages the public in discussion. North Allegheny needs to be MORE transparent as a district, and a forthcoming superintendent with excellent communication skills would be extremely beneficial. Finally, we need a superintendent who actively visits the schools and really gets a sense of the unique needs and dynamics pertaining to each school in our large school system. We need a superintendent who LEADS our school district by making sound decisions after hearing all sides of an argument.

- A superintendent who understands the workforce trends in our region, state, and nation. Someone who is innovative and makes decisions based on facts and data, rather than societal and communal norms.

- Motivated to effect data driven improvements, you'll have to be friendly while keeping your eye on the ball.

- Innovative, dedicated and committed to pushing for bigger budgets to reduce student to teacher ratios.

- He or she need to have extensive experience - preferably as a superintendent.

- Change agent. Take collaborative input but drive a vision. Willingness to remove staff/administrators not responding to the vision.

- Good communication skills. Open to new ideas. Enthusiastic.
• Have a clear vision and plan for the district. Leadership, working with the whole district, board, parents and all for the good of the students. Not having just one agenda and not succumbing to the board without listening to the masses. A good communicator and listener.

• Creative and forward thinking. Awareness of education for the future and how to get there. Needs to create a positive environment of togetherness. Continued focus on kindness and community involvement.

• Our new superintendent should have dynamic leadership skills. She or He should be comfortable and experienced with strategic planning and technology. Transparency and strong communication/approachability with employees, and all stakeholders is also very critical in public education and a strong district such as North Allegheny. I also value a leader whose characteristics support and understand our teachers who are on the front lines everyday educating our young people.

• The ability to effectively understand and articulate the board's direction to the public, faculty and staff. The person should be well educated, experienced, successful, and should be able to demonstrate fiscal responsibility, strong moral convictions and the ability to run a transparent and energetic administration.

• They will have to be adept at dealing with a wide range of people and thinking about what is best for the district as a whole. They should be able to communicate well, innovate where it makes sense and keep the best interests of students at center.

• Willingness to listen, including to marginalized voices

• Highly educated; Demonstrated creative problem solving; Good listener, diplomatic but also strong in character.

• Willing to change with the world and its modern challenges.

• Continue to support diversity. Continue efforts to decrease student stress. Revisit a decrease in homework load.

• student-centered arts advocate listens to the students makes herself/himself approachable has an active presence in the schools moves beyond data to educate the whole child

• Be ok to stand up to parents to advocate for education.

• The capability to recognize problems within a system and willingness to collaborate to problem solve

• Open to discussion, full transparency, accessible, talks meetings with students to get their perspective.

• background in hands on education - focus on the importance of well rounded students and importance of quality teachers and staff surrounding our kids

• Needs to come from a larger district even though NA is so big we needs our kids to not feel like they are just a number

• HONEST. Strong communicator especially public speaking skills. Good listener and open to input. Good financial understanding.
• People person, experience managing a large operation, integrity, excellent problem-solving, and passion for kids' education.

• ability to relate with students and parents. Being able to be in present but look to future also.

• Should be conservative. Please get us back to educating the students how to think and be independent. No liberal agenda or virtue signaling nonsense please.

• Conflict resolution  Academic strategy  Communication  Financial acumen

• Previous experience in a high performing school district, comfortable spending a lot of time in the schools/working with students of all ages, holds teachers accountable,

• Good at communication with public and families. Long range vision. Supporting teachers and really listening to their needs.

• Please work to unify people.

• This is a traditional District that does not employ districtwide Universal Design Learning, a Multi-Tiered System of Support, or Social Emotional Learning. If you are an innovative leader, I would not apply. It is also not a very diverse district, and if you're a champion of equity and inclusion, I would not apply. If you are politically savvy and like the status quo, you should apply.

• Unselfish commitment to advancing the kids education. Have integrity, willingness to innovate/make tough changes when needed, ability and willingness to openly communicate to kids and community

• Be student centered and well versed in real world issues that these students are confronted with daily in a rapidly changing environment

• See above regarding social emotional based learning- as well as access to school based therapy.

• Communicate and relate to the students. Communicate and relate to the parents

• Previous experience in a high performing school district, comfortable spending a lot of time in the schools/working with students of all ages, holds teachers accountable,

• Engaged with community

• Open minded. Not to be bias. Keep politics out of teaching.

• Someone who values school community input, but will not be a pushover. Somebody who is willing to make tough decisions with objectivity, not influenced by funding or politics. Somebody whose main focus is to make students priority one - always!

• An open minded, diverse, forward thinking, compassionate person who has dealt with children of all different backgrounds and can relate to children with issues that might have nothing to do with school.

• Having broader knowledge beyond school would be good. Some of items are good in South Fayette school vs ours. Experience to get company affiliation and influence would be beneficial
The candidate should be able to handle a district with a large diverse student body as well as a large staff. And be able to manage all of the different needs. Good time management and organization.

This should reflect the core values of NA. They should come with excellent academic credentials, vast experiences, able to build community, embraces diversity and inclusion, drives the academic standards and forward thinking required as it will be demanded by the families.

NA needs a superintendent that knows what going on in the buildings, holds principals accountable for making sure all students are on an equal playing field and teachers are consistent, keeps within the budget (not looking to raise taxes), and able to make the 'unpopular' decisions to continue the focus on the NA mission without all of the 'fluff'.

Able to communicate with parents openly.

Creative. Inspired. Vision for what can continue to make NA a district that will attract young families

Excellent leadership and communication skills are essential in addition to knowledge and experience in education administration. Clear and frequent communication with not only teachers and other administration employees, but also with students and parents is very important.

honesty; good communication and negotiation skills

The new hire should be honest and fair. This person should have the kids and the school's success in mind without any unfair biases. They should be well spoken and educated. This person should be a professional with innovative ideas and confidence to set a precedent of how things should be done rather than what is the easiest and most people pleasing scenario. This person must be strong and confident, however modest and approachable. They need to sustain and improve ALL areas of NA and not just the areas they favor.

Care for students' social, mental and academic success. Proven leadership. Diverse mindset. Plus, a Track record of diversity.

Transparent, honest, strong leader

Compassion for children An understanding of what it means to teach the "whole child" An understanding of childhood development Non-prejudiced Well versed in demands of current market place Understanding of importance of technology AND when its use is appropriate

Great personal skills and interaction with all schools and teachers as well as with students and parents.

Must be on top of things.

Excellent listener, empathetic, and supportive.

Understand the ethnic, economic and working class of residence that make North Allegheny School District. I have witnessed teachers assume everyone is wealthy in this school district and they, the teachers are owed something. Everyone has different levels of status and students should not be subject to this mentality by teachers who are paid by
the citizens in this school district by the taxes taken from our paychecks. I would like to see someone who would humble the majority of these teachers and administrators and lead by example with humble, hard working and personable leadership.

- Ideally, someone who listens to parent feedback, encourages open communication and is will to change established norms to improve overall experiences.
- Experience in upper administration  Ability to lead  Skills in communication
- Personable, approachable by parents and teachers alike
- They must be open minded to change. The way we've always done it doesn't mean there's not a better way.
- The new Superintendent needs to be HONEST, RECEPTIVE, OPEN and TRANSPARENT. HONESTY is the key to the next superintendent.
- Ability to take into account the various needs of such a large population of students and a willingness to try new things...sometimes it seems that NA does not adapt to changes like the ability of having online courses as many districts do now.
- Communicate and relate to the students. Communicate and relate to the parents
- I don’t know what it takes to be a superintendent, but I’d like to see someone who thinks critically and doesn’t kowtow to the demands of uninformed parents. And by “thinks critically” I mean someone who examines problems from every angle and comes up with creative solutions. Someone with a growth mindset who doesn’t have the words “can’t” and “won’t” in their vocabulary. I’d love to see someone with a liberal arts background in charge. And I’d like that person to take seriously their part in the nurturing and training of children’s minds. If the American public had been taught how to think and communicate, the country wouldn’t be in it’s current state of disrepair.
- The superintendent needs to be able to make a lot of decisions in an environment where there are a lot of opinions. He/she needs to be someone who can work in the present while considering what the future might look like. He/she must have knowledge of differing learning environments and open to testing new things. Must have a broad knowledge base to understand and work with differing education levels- elementary, middle and high school. Be willing to keep what is working well, impartially identify what isn’t and effect change for the better.
- Strong commitment to IT, as well as understanding that students are more than test scores.
- commitment to being current in best practice and research in education
- Humility  Common sense  Willing to listen  Love for students  Socially and fiscally conservative
- Be a good listener. Take information from all stakeholders when looking to make changes. Be accessible to parents, staff, etc. Have the best interests of NA students K-12 at the forefront of their work.
- Confident but strict. A person willing to fight for what is best for students! Someone who likes to have fun but will be firm with decisions.
Establish goals and a strategy to achieve them. Interview each of direct reports to understand skill set and replace as needed for those that do not align to your strategy. Superintendent must be able to delegate successfully. Sense of humor enables leadership with kindness.

Be a great listener, communicator and negotiator. Have priorities that align with the district mission and philosophy.

Excellent communicator. A listener. Someone who has been in the classroom within the last 10 years. Ideally someone with children who will also be attending the schools.

someone who is organized understands a large districts challenges someone who wants to build NA curriculum and make it even more rigorous and elevate the standards especially for elementary elementary education needs reshaped and more technology needs incorporated like the high school.

Good communication skills to talk with parents and teachers and understand their needs.

Solid decision maker, willing to stand up for what's right for kids against uninformed or out of touch community and school board members.

Communication. Willing to solicit/accept feedback. Celebrate and encourage diversity. People get upset about misuse of funds or lack of communication around where they high property tax dollars go.

Diplomatic, loves children, bright, kind and the ability to de-escalate fraught situations.

Diplomacy.

In addition to program management capabilities to oversee the necessary capital improvement projects over the next decade, the right candidate will need to possess sales skills to convince the stakeholders to raise taxes / contribute more to the district.

Well versed in technology and the need for technology adoption. Also, someone who is looking to drive the agenda of the taxpaying student families.

STRONG LEADERSHIP Ability to communicate effectively with all stakeholders, with an understanding that being pushed around by us parents is probably not the best idea. This is probably one of the top school districts around for white privilege, and I'm not sure too many of the parents would acknowledge this, so that's a challenge that the new Superintendent would have to navigate as well.

An open mind and willingness to adapt. There is no one right way to do the job, but there are many wrong ways to do it. Flexibility, compassion, and understanding are of the utmost importance.

Active Shooter Training for Students and Teachers.

Due to the large size of the school district, you must be a good delegator. Additionally, there are many parents that will loudly and strongly force their agendas, whether it is best for the whole district. You will need to deal with these individuals, especially the ones who have found their way into community leadership roles.

Strive to be accepting to all
• Great communication skills, experience as a superintendent in another district, teaching background, respectful toward everyone, able to make decisions but willing to listen to others.

• Effective communicator, have children of their own in order to understand the challenges parents face, seriously take into consideration parental input, approachable, and visible to the community.

• The candidate must possess high degree of experience with successfully deploying remote learning environments. This will enable effective design, allocation of sufficient infrastructure, rigorous training of staff and students, and ultimately the implementation to support the needs of all district teachers and students. The current system for remote learning lacks uniformity which negatively impacts the quality of education expected for a school district of NA's pedigree. The ability for NA to provide a first class education in both the physical and virtual classroom environment is imperative. Development of a modular recorded training library is also of great importance for student learning, remediation, and retention of subject matter.

• Good judgment. Professional. Community will have strong and high expectations.

• Skills that scale to solve the problems of such a large school district.

• Diversity Plan for academic success for students

• Good diplomatic skills! Many NA parents are very passionate about their position on issues! A vision to improve the district, and the courage to stand up for that vision against parents/board members who try to preserve the status quo.

• An international mindset/awareness, experience with an internationally diverse student population.

• Someone who can navigate the psychology of upper class entitlement.

• Open mind and string work ethic

• Proven success in leading a large district through technological transformation.

• Unfortunately, these positions have become very political so to make sure they have the skill sets to manage that type of environment. Also, the ability to keep the competitiveness of the school district because if school choice ever gets passed through public school districts are going to be playing catch up to the private sector.

• works well with families, current on educational standards

• Communication skills are needed to connect with a large group of stakeholders. Vision and leadership to help us adapt to the current age are required. A certain amount of political skill be required as this is a demanding region

• We need someone who REALLY listens to teachers, staff, parents and students and then solves the real problems in our education system at NA.

• Honesty, courage, intelligence, and a sense of fairness. Put students FIRST before teachers and politics. Advocate for the STUDENTS.

• A person who is able to make decisions well. (Quickly when needed in times of crisis, listens well and gathers appropriate information.) Some one who has experience, but also
stays up to date on the latest in education. Someone who is not too concerned with being popular or being liked. I want someone who will do what is best for the teachers, principals, and the students. Someone who can build community with diversity and inclusion in mind, hire with this in mind as well, and create policy toward this end.

- Has the knowledge and desire to get rid of Common Core.
- This is a challenging community that is divided on a number of social and political topics. My child attended a session in Harrisburg discussing gun legislation and was called out publicly by a facebook group for it. A group of doctors had to defend flu shots at a School Board meeting last spring, while anti-vaxxers spread misinformation about the flu shot. The next superintendent needs to be able to be able to keep community members focused on education.
- Problem solver, decision maker, conscientious & caring
- Collegial; promoting of community, sportsmanship, professional and fair; succinct and clear with emails--we get a lot of them as parents in NA
- Compassion, ability to multitask, responsive to parent concerns
- demonstrated ability to manage a large school district and make necessary changes. Persuasive leadership
- personable, willing to listen to what the parents have to say, but of course make decisions what is best for the district.
- These fast changing situation wants the leader who has the open mind, hawks'eyes to catch the changing wave and the prompt right decision making sense. We want to update our district and awake.
- Open to group discussions or individual talks with the parents.Has to be visible and accessible.
- Empathy and understanding of differences. I’d like to see someone who wants to make sure NA is a leader when it comes to inclusion of all students and serious consequences to those who practice any kind of bullying. I fear for my kids as they grow up and hope that school is a place of security and peace and not a place of fear or insecurity.
- Caring, involved, passionate, committed, strong communication and inclusivity commitment.
- The job of Superintendent is difficult in the NA School District. NA is very large and complex. A candidate should have experience in a large school district. The candidate must be approachable by parents and teachers. The candidate should have the ability to take a very good school district and make it elite. There is room for improvement in every school district.
- Empathy, ability to inspire and create vision, the capacity to communicate-effectively, well and often, the courage to be clear, fair and firm, conviction of students’ intellectual and emotional well being are equal, the capacity to drive change-these are uncertain times, that require leadership capacity over subject matter expertise
- They need to be willing to provide opportunities for ethical training and leadership to the Board of Directors. They have to care about students, quality education and supporting
our excellent staff more than playing political games, bowing to pressure from the Athletic Director and undercutting growth.

- Strong commitment towards enhanced ways to use technology to secure greater engagement by students and teachers to improve academic success. Focus on improvement of diversity

- He or she should be tech-savvy and willing to adopt new technologies to improve student education.

- Effective communicator / listener  Consensus builder  Organized executive skill  Ability to take the 'long view' beyond number driven tasks  Ability to pivot in our ever changing times

- Honestly, just look at what has done and model that.

- A few bullet points: - a superintendent who considers conservative values in the curriculum. As a conservative, I notice very subtle liberal slants to certain pieces of the education in the grade school. I can only assume that this will become more noticeable as they progress in years as I know most educators are liberal. I feel it is important in the age of "political correctness" to not forget about the conservative families who are just as large as the other side, but never as loud. I want a superintendent who I wouldn't be able to tell whether he was a Democrat or Republican, -a superintendent who will listen to expert opinions on school security. The prior superintendent had an opportunity to hire a person to lead the task force of protecting our children in our district. The hiring process had a certain candidate (who I became aware of) that had an amazing educational background as well as experience. I am looking for a leader/superintendent who goes outside of the comfort zone and is an innovator. School safety is my biggest concern in today's age of internet and school shootings. I was so glad to hear of a leadership change at the top, as I feel NA wasn't heading in the direction which I felt comfortable in.

- Someone who is engaged in the schools and attends functions from all schools as possible.

- The incoming superintendent should have a compelling vision to taking a top ranked school district (SD) into making it among the country's top 10 SD's. How does he/she intend to do that?


- Good interpersonal communication skills, caring, willingness to listen and make changes for the benefit of the school.

- Good leadership qualities. Strong communication skills. Change agent.

- Open to change, community commitment, focus on continued strong academics

- Allocation of funds in areas that inculcate future Job prospects. Allocation of funds in sports that inculcate team building and competitive skills.

- Have a thick skin...

- In addition to being a parent in the district, I am also an educator in another district. I would like to see the new super possess the following qualities: a true leader, willing to collaborate, admits that he/she does not need to be correct all of the time. There needs to
continue to be transparency and communication with parents. I would like to see someone that believes in purposeful visibility, being in the schools unannounced, speaking with students and educators in all buildings and attending after school events, not just the big highly attended events. I'm hopeful that the new NA superintendent is a ‘we’ person, a team builder with great energy and persistence and they respect our profession and is an educator, first. The new super should be confident, and truly passionate about each student's growth and achievements, NOT their PSSA/Keystone score!! In my opinion there is too much emphasis put on that one score. Granted those PSSA scores bring accolades and money to a district, but what do they really do for the individual student?? They should not drive the students education, the informal/formal class assignments should be driving each students instruction and support. I have seen students placed in inappropriate educational classes based on this one test because the superintendent is SO DATA DRIVEN.

- Fair, Firm and Consistent. The superintendent can't have hidden agendas or have a political bias.
- Open minded, positive, thinks in the best interest of students and teachers, bring about new ideas and fixes things that aren't working even if they go against the status quo
- Open to change. Looking to always improve curriculum and education The new superintendent will have a really great support system in place so he/she must be willing to not micromanage and be willing to listen to his/her staff and not just assume he/she knows everything
- Approachable, well-rounded with various economic classes, leadership-team approach while still being the final say when necessary. I personally would like to see someone who attends district functions and not just coffee at 9am when many people are working.
- The new superintendent should be collaborative and committed to engaging and communicating effectively with all stakeholders, particularly parents.
- These are changing times for the school district. It may be important for the new superintendent to have a solid background in the arts and humanities to promote critical thinking skills and problem solving based on the works of great literature. I feel the focus on critical thinking skills and not just reaching finite goals is lacking. While NAI and NASH offer honors and AP English classes, the focus on using classical literature to learn how to have civil discourse is underwhelming. IN a polarized nation we need to promote this in future leaders more than ever in our country's history. I believe an imbalanced focus on the STEM areas of study has not been healthy for flexible thinking and tolerance of ideas that are not just an echo chamber. Certainly, the new superintendent needs to be very technologically savvy and I believe all teachers need to have all assignments posted on their blackboard with NO exceptions! I believe consistency must be improved for all faculty to be on board with standards of teaching. The new superintendent also needs to consider hosting small focus groups throughout the year involving students, parents and teachers to allow different stakeholders to have a voice in positive change.
- Someone with obvious leadership skills and is not afraid to go against the grain and do what is right. I would also like to see improvements made in accessing online grades. I think Tyler and Blackboard should be combined. It is time consuming and cumbersome to log into 2 different sites, one to obtain assignments and the other to see if the
assignment are submitted and grades...utterly ridiculous! What about cons? What improvements should be made...no mention of that in this survey. I dont see how this survey can possibly help without instituting an area for improvements needed...only asking for the positive is not helpful in my opinion and just a matter of going through the motions.

- Continue to push for improvements and excellence, even when things are going well already. Drive to maintain and extend diverse programs across schools
- Excellent communication skills and by that I mean to speak to the various stakeholders is digestible and effective ways, to manage a budget and not raise taxes, beat off liberal groups and keeping the focus on education
- Transparency of communication, leadership in community, visibility in community, stellar academic credentials, history of advocacy for not just the exemplary students but for kids of all levels of accomplishment, recognition of NA's place in larger community during political upheaval and crisis of climate change and willingness to speak out about that
- Kind and outgoing, placing an emphasis on both educational best-practices and mental health, wellness and social best-practices
- The new superintendent should place priority on students. Students should have equal opportunity to excel at academics, athletics and the arts. Facilities need to be maintained to continue to provide good opportunities in these areas. Continuing north Allegheny’s mission for technology driven education must also be a priority.
- Leader. Good communicator. Intelligent
- - intelligent - leader - confident - respectful - neutral - good listener - academically incline - caring - accommodating - down to earth - decisive -flexible - helpful - resourceful - visionary
- They should actually want to see children/students succeed and do well. I know this is simple but at the end of the day this position is to look out for the needs of the students. More and more all I hear is what the parent wants and what they think the student should have. The students need to be heard and see what is needed for them so they can excel in school and then later in their adult life. Let's look at the person and not just how many degrees and certifications they have which are very well needed and deserved. Let's also look at how they treat their fellow teachers, administrators, and students. Do they have the compassion for their fellow human as well as the strength to direct and be the captain of their "ship" aka the NA District.
- Prior teaching experience is a must. A desire to understand the needs of the staff and students personally - all superintendents should be seen in their schools and personally know the schools, staff and students they are making decisions for.
- Compassionate, innovative, has a track record, capable of managing a big district
- Friendly, approachable. Adaptable
- The superintendent needs to be able to make a lot of decisions in an environment where there are a lot of opinions. He/she needs to be someone who can work in the present while considering what the future might look like. He/she must have knowledge of
differing learning environments and open to testing new things. Must have a broad knowledge base to understand and work with differing education levels- elementary, middle and high school. Be willing to keep what is working well, impartially identify what isn’t and effect change for the better.

- Not accept what has been done before as what is best  Better, honest communication with parents  Prioritization on academics first and foremost

- Communication skills to keep all families informed and feel like they are listening to parents concerns.

- The candidate should have experience managing a very large student body, promoting diversity, excellence in special education needs, and academic distinction. Prior leadership experience is a must. Would look for someone who has specific experience in handling crisis situations and someone who has awareness of unique challenges of our time in the area of student safety/gun safety. Candidate should be willing to work with parents and community leaders.

- Be friendly. Attend activities within the district so you are seen & people get to know you. Be down to earth & willing to listen. Make great decisions that will impact our kids futures.

- excellent communicator (to parents and to community) openness to new ideas  a good listener for staff, teachers, principals, and community willingness to be visible at all types of events recognize the value of teachers and principals and how much time/effort they give  knowledge of technology and how important it is to each student and educator be a good leader, allowing buildings to do what is best for its stakeholders (with guidance) flexibility to try new programs in best interest of students should network with other superintendents of high achieving districts in the Pgh area for larger decisions (ex pandemic and perhaps school calendar consistency)

- I believe that a greater perspective is needed vs. being born and raised in N.A.

- Positive leadership skills. Leading is different than managing when it comes to running an organization. That comes from the top and down and is equally noticed when it is happening and when it is not.

- Leadership; Vision; Diplomacy; Communication; Empathy; Collaboration; Organization

- Qualified and servant leader interpersonal skills.

- Empathy and understanding of differences. I’d like to see someone who wants to make sure NA is a leader when it comes to inclusion of all students and serious consequences to those who practice any kind of bullying. I fear for my kids as they grow up and hope that school is a place of security and peace and not a place of fear or insecurity.

- Open to feedback, clear communication with the community, centered on what is best for children as a whole, not just what they need to do well on tests.

- Communication skills are highly important. Experience working for a large district with high performance expectations is also important. Finally, an attitude of putting children first is critical. It is about the kids - not the adults.

- They should have patience and be able to look at all situations as outsider. Remember these kids are kids not just a number in the school.
• Ability to transform how things are taught without losing the core of how kids best learn
• Willing to shake things up a bit and ask questions. There are things in this district that are highly inefficient but it is the way we have always done things. We need someone to ask why???? and change things if necessary. We also need someone who is tech aware and is ready to implement some serious virtual planning in case COVID-19 does not go away.
• An understanding of how the world works, not an idealized version of how school should work.
• Good listener, excellent negotiation skills, ability to manage large organization and many personalities, personable, empathetic, kind. Understand the district. Ability to look at the big picture-steer the ship. Ability to place students best interests above politics. Bring outside knowledge and best practices to NA.
• We need someone who is personable and can relate to others. Of course, we also need someone with a proven track record of results and a great educational background.
• Need to understand others' culture and believes
• Good listener and strong leader. Someone who wants to improve math and STEM education.
• Have a thick skin...
• I believe the Superintendent needs to be willing to stay for a long period of time to provide sustained leadership. I think we need a doer, who can act speedily when crisis is upon us and be less worried about not acting (perhaps because of fear of litigation) and truly address he needs of the students to have a powerful and meaningful education. I hope the new person understands the needs of students with disabilities, others who learn in different ways, and can support and advocate for the less traditional student.
• The new superintendent should be someone that understands that PSSA scores mean nothing to kids and community. There is zero motivation for kids to do well. Look at our SAT/ACT scores in comparison to PSSA’s. Kids care about what gets them into college and gets them good grades...PSSA’s do neither of these.
• Healthy (motive for leading, humility, hunger and smart about people, conflict, team development). Management Skills (must be able to manage the tempo and scope of responsibility with strong underlying skills of calendar, tasks, project management, communication, etc.). Smart (balanced experiences and professional knowledge but least important of the three).
• The superintendent should be a strategic thinker that moves the school system towards advancements in educational approaches/processes and ensures the district is taking advantage of technology where necessary and "old-school" approaches where they work better. The strategic plan should be developed and budgets adjusted accordingly to support. The superintendent should focus on creating students that can transition into critically-thinking teens and adults and ensure we (as a parent/school partnership) are creating a generation of able-bodied and able-minded people that are set up for success.
• We need someone who has a history of being a change agent - he/she needs to be willing to break the mold and look at the experience for all students, not just the greatest or least
achievers. Invite students, parents and teachers to be part of conversations to create changes in the district that will improve the student experience.

- Servant-Leadership. A passion for learning. Common Sense. I'd like the new superintendent to lean into this community and learn what makes it special. Not just changing something for the sake of change. Not just bringing new programs for the sake of something new. Someone who understands you can't please everyone and therefore, someone who can use common sense and discernment to make wise decisions for our district and not base decisions on his/her cronies.

- All of the qualities/characteristics of someone for your children. Maybe, instead of focusing on the nationwide rankings; focus on the happiness and well being of the students. If the students are happy, they will perform to their full potential. The rankings will sky rocket! Cause and effect.

- Open, kind, compassionate, good ideas.

- We need an experienced superintendent. NASD should not hire someone who is a first time superintendent or who has only been an administrator at a very small district. The NASD administration, teachers and union are highly resistant to change and criticism and at the K-8 level we need a lot of both. Education K-8 over the last 5 years has been governed by the whim and whimsy of inexperienced administrators who are looking to experiment with student education rather than focusing on providing a quality education. For example, we have 1 to 1 devices but the teachers weren't prepared to use them for remote learning; we spent a fortune in time and money on considering moving the start time only to find that it is infeasible given the size and geographic spread of our district (something a majority of people knew at the outset); we invested time and probably money is exploring a block schedule at the middle school only to scrap it (which is good because anyone who reads about education would know that most schools that have used a block schedule model over the last decade are moving away from it because it doesn't work). We need an superintendent who is a little more "old school" who will focus on stabilizing the educating; weeding out under performing teachers, teachers with many parent complaints, teachers with excessive absences, etc. As a district we need to spend less time on flexible seating, feel-good messages painted on walls etc. and instead spend more time on providing students with a quality education and a stable, predictable learning model.

- The new superintendent needs to be an intelligent critical thinker, organizer, and leader. The new superintendent also needs to be warm and possess empathy and compassion. These traits go a long way.

- Open mindedness. Aware of ableism. Concerned about the needs of a diverse student body. Concerned about preventing disease spread and school violence.

- Flexibility is very important, especially now as we face uncertainty in what the next 1 or 2 school years will look like in terms of social distancing, contact mitigation, etc.

- We need a superintendent that stands up for all of the students. One who will not be victim or cave to demanding parents. The superintendent needs to be able to deal with bad politics and stand their ground for what is best for all students and not just a selected few. They need to be open and willing to listen and consider everyone's concerns.
• Be aware of the community. Listen to students & staff and let them know that you hear them. Act on your vision for the greater good of the school by implementing best practices and your fresh eyes.

• Personable, reachable. driven to make NA the best again (as I feel like its slipped over the last few years.) Someone that will make a concerted effort to listen and engage in productive dialogue.

• Ability to say no under pressure- do the right thing. Do not succumb to monetary donations affecting decisions

• Well educated with solid leadership experience. Should have many years of experience including time teaching as well as previous administrative roles.

• Student centered mindset.

• Someone who embraces diversity and maybe has a plan to bring out the best in all students- not just the ones who need special ed or the ones who are already incredibly advanced. Someone who wants to bring out the best in all students- and put them all in the same playing field.

• see the importance of technology; flexible/adaptable to changing environment, high standards, ability to relate and handle demanding parents

• An understanding and PLAN for the current climate. Proactive. Willing to make plans and pivot when needed. Considering what is going on in the world, we need someone who is willing to be flexible and work hard to maintain the educational standard NA has been known for.

• Emotional intelligence - someone who is able to listen and understand varying sides and judge based on the best interest of the children.

• Diversity, Access and Inclusion. The make up of the faculty should be reflective of the district. It's most certainly not right now. I trust bringing in a diverse set of candidates will be TOP priority?

• Experience as a teacher. Easy to communicate with.

• Flexible. Open minded. Immersive. Approachable.

• thick skin, ability to listen empathetically, even when people are being kind of ridiculous, pragmatic in finding consensus for solutions to benefit all the kids in the school district

• Proactively seeking opportunities to better the technology and delivery of instruction.

• Intellect, Flexibility, Ability to deal with difficult parents, Not afraid to say no to people when needed.

• Success comes from respect: respect of the kids, and respect of their families. A new superintendent should listen to all of us with a legitimate gripe and work with us for the betterment of the district. S/he should have a sense of humor, a willingness to lead our kids by example, a depth of knowledge about new educational techniques and a willingness to explore them, and an ability to build rapport with kids, teachers, administrators, parents, and the community as a whole. In short, there are large shoes to fill, but wow, the places NA can go if they are filled properly.
• Superintendent should emphasize allowing students to have a major leadership role in future events and should increase their participation and solicit more of their feedback and discussion in order to better the district.

• Business like, but caring & focused on education

• Understand child as a whole person. Prevent problems instead of reacting to problems that could have been prevented.

• Good listener, willing to go to bat for the teachers-not just role over for agitator parents, experience with on-line learning.

• Leadership record, ability to innovate, track record of successfully managing change

• Able to make difficult financial decisions. We can't just say we're going to do everything. Money doesn't grow on trees. Balance helping everybody with also recognizing that there may have to be some cuts, especially in difficult financial times. Super hard to do.

• Compassionate, business savvy, able to be able to relate well to parents
**Students**

Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

- Variety of kid/student activities  High expectations for students

Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

- Variety of activities  Variety of course offerings  Community support for schools

What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

- There is a huge discrepancy in how GOAL students and non-GOAL students are treated. Non-GOAL students have way fewer enrichment opportunities and teachers are biased against those students and have lower expectations.

What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

- The new superintendent must be able to think clearly about what is best for all students and not allow himself/herself to be manipulated by special interest groups such as GOAL and athletics
Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

- Our community works hard, helps one another, and strives for excellence.
- The families in this community really value education and this is one of the primary reasons why we are a sought after district. The rigor of academics, sports, and the arts help to make students well-rounded and prepared with 21st Century skills.
- Right now, we have a school administration who puts students first. I would love to see the continuation of mindfulness practices and the efforts to reduce stress for our students.
- Our community has deep roots and yet is welcoming to new families. We embrace differences whether it’s in income levels, culture, race, and religion. We take of our people who are original owners and are hospitable to those newly developing neighborhoods.
- Diligent, thoughtful students who care about making a difference.
- Kind, friendly, middle class, supportive
- Despite our community being large, the community sticks together, supports our schools, and wants what’s best for our students.
- We have a very involved and hands-on community. Parents, teachers, and students are proud to be involved in shaping the future of our community.
- It’s safe and diverse.
- Our community is tight-knit and committed to excellence in education and the health and wellness of the families in the townships.
- Involved parents and high expectations
- Families are very supportive and involved in the school community.
- The community often steps up when people are in need. The community has high expectations in all areas. The community is committed to providing the best for students (again, in all areas)
- Feel valued as a teacher in the school district
- I love how the community provides so many opportunities for our students. Athletics are valued, but not over-valued so much that other activities are diminished.
- We have very supportive families who give good home lives to our students. We have students who want to come to school, who want to learn, who want to further their education in some way after their time at North Allegheny.
- Pride in our school district.
- Community feel is important and building and enhancing what we have is important, too
- Community and parent involvement, education is highly valued
• We are quite fortunate in that community here at North Allegheny is supportive and involved. They participate, donate and also ask us to do so as well. The District has a wonderful working relationship with many businesses in the area, and students volunteer as well as work in the area. Some businesses permit some high school students (those who have particular needs) from both high schools to go there as part of their school day to develop social skills and work on other focused areas.

• The community is very proud of where they live.

• Invested in their schools and their school success!

• We are a strong community with resources and connections and means.

• Great place to raise a family; great schools; close to city but not urban; great community support of schools.

• Our community is dedicated to promoting safety, inclusion, and learning in regards to our students. We are a large community with a lot of different opinions and outlooks on life, so it is important to be open-minded and listen to differing ideas. What is most important is what will benefit our students. In the end, we all want what is best for them, and our community will come together and work together to make this the best place to be.

• Community is engaged and active however there others that are disengaged.

• Diverse in strengths - top scholars, eagle scouts, top ROTC, top athletes..... and most respect those with strengths in other areas.

• Parent and teacher involvement is high, and the students care about their school and their community very much.

• Caring

• The community is affluent and as a result, many of the students in our schools have the support of educated adults in the home. There are pockets of our community that are continuing to grow with new development and attract international families moving to Pittsburgh for work/education.

• A school community that represents excellence in academics, athletics, arts, and community service.

• Community support of education is a major part of the North Allegheny School District.

• The North Allegheny community is an area of kindness and caring. The district holds 7 elementary schools, 3 middle schools, and two high schools. This district is home to the best music and sports programs around. Many clubs and organizations for students to become involved in and find their group. It is a wonderful community to live and work.

• 1. Excellent community relations 2. Tradition of excellence - a well-rounded education of students is valued

• Having the opportunity to work in 3 different districts, I can strongly say NA’s teachers and expectations for students make it the best. Comparing NA to other districts, I can see that the teachers for NA spend a good amount of time creating amazing lessons that promote so many choices and opportunities. It is confirmed how hard our teachers work when we talk about the time we spend making the lessons. At previous districts I was
always the last one to leave the building, but here at NA, many teachers are at work and still working late into the day or night.

- The North Allegheny community is passionate about high quality education, cares about its neighborhoods, comes together when someone is in need, holds our leaders to high standards, and takes pride in working hard.

- Supportive and involved parents  Supportive and collaborative staff  Friendly  Generous  Communicative

- Pride in academics, athletics, and the arts! I personally live in the district and we are raising our family to be apart of the great tradition of North Allegheny!

- The parents and students are helpful and supportive to the school and educators. They do like structure with a caring flair. The community collaborates with the school to make concerts, assemblies, activities, and events successful.

- The community as a whole supports education and is involved!

- Parents that CARE about children and education.

- Strong family community. Emphasis on environment and educational programs.

- The NA community values education and supports the teachers and students. Community members are actively involved in the schools and seek interactions. The student population is growing and is increasingly diverse.

- We have a very diverse community with a lot of diverse needs.

- The community cares about the well-being of all members. They put an emphasis on the education of our children, and generally support all efforts to provide students with a high-quality education.

- This is a great community full of well educated people. The people in our community are caring, kind, and generous. They want a superintendent that will treat all involved with respect and understanding.

- High achieving district with good parental support. Close knit for how large the district is.. fairly diverse population for the area

- Community members are kind and supportive.

- We are a community of caring and friendly people. In the schools we teach not only to curriculum, but to form well rounded young ladies and gentlemen.

- Our community is very child-centered. Families put their children, and their education, as their first priority.

- North Allegheny is an educated, concerned community that wants the best for its children and teachers. We are concerned about educating the whole child and looking out for individuals' emotional well being, especially given current challenges.

- Our community is a safe, beautiful place that is able to come together in times of uncertainty.

- NA is a community that cares about education. Teachers care about students and generally students come to school with the intentions of receiving a quality education.
• Diversity, world viewpoint, character, strong families, strong educational backgrounds
• This community truly cares about the well being of the whole child. We highly value the arts and sports in addition to academics.
• Our community expects high standards in education, on-line learning, and diversity.
• Our community is derived from a unique and diverse group of individuals. The best part about our community is the support it shows for one another.
• While I do not live in the NA community, I love that it is a blend of small businesses, family farms, interesting culinary destinations, and multiculturalism. The NA community is truly a melting pot, and it is evident as you get to know the hidden treasures.
• The North Allegheny community is extremely supportive of the educational environment at the school. The students are self-motivated. The parents are helpful and supportive. The teachers care very deeply about their students and are committed to doing their very best. It's a great place to work!
• North Allegheny has a long history of positive parent involvement. While the demographics of the district are changing, this remains true overall. One of the results of the parent involvement is accountability of the staff as well as high student achievement.
• Good rate of college bound students. A lot of resources.
• Our community is full of hard-working individuals who hold high expectations for themselves and stakeholders.
• This community is safe, well cared for and has a nice network of businesses and easy access to different areas in Pittsburgh. We have a great library and parks that all can use.
• People value education for their children and support schools. Home owners care for and maintain their properties. Religious organizations are thriving and active in the community. Neighbors care about each and help each other.
• Community members are very involved within the community
• We are a community that values education. The educators and the parents have high standards when it comes to education.
• Strong support for education.
• High education level. Values education as a means to self-improvement. Involved in schools. Understands the relationship between high quality schools and home value.
• Amazing kids/parents! People who want their children to work hard and succeed!
• Good families; kids work hard & most have support at home. Good relationship between school and community.
• We have a close large community that loves there school.
• Our community values a high quality education. There is a great deal of support and encouragement for teachers to provide a rigorous curriculum and high level of engagement.
• Our community is unique because it is diverse. Our community works together to make it the best place to raise successful people. We have a very educated community.

• We live in a community where the kids and parents care about success.

• This district is a fabulous place to be as an employee. All professionals and paraprofessionals have the same goal in mind each and every day. We want to stay on top of the latest, best, and most effective ways to provide the best education for children.

• A lot of small business support. Strong school-community connection. Access to many resources.

• Are community is full of people that value education. They are not concerned with PSSA scores...most community members don't know we still give the test.

• The families in our community care greatly about education. The students that we have work hard and care about their success in school. Parent participation is strong in school events.

• The community is helpful, cooperative, and involved. They are very involved in the students' education. The majority of the families are very successful in terms of their jobs.

• Hardworking, caring, involved parents with high expectations and involvement

Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

• Incredible teachers and resources, wonderful extracurricular activities and an incredible music program.

• The staff are some of the best that I've worked with and truly care about the students. Many go above and beyond their content in the classroom and act as mentors to students beyond their time with them.

• While a big emphasis has been placed on mindfulness practices and reducing student stress, academically, our schools are also high achieving schools. The staff looks for ways to improve themselves through professional development opportunities.

• Our schools have high expectations which include manners along with high scores in academics.

• Dedicated, hardworking staff and administration who genuinely care for our students.

• - caring - compassionate - rigorous - kids first

• Caring, compassionate, rigorous, kids first

• Our schools are student focused and are consistently looking for and implementing ways to support our students.

• Our teachers genuinely care about student success and progress in fields of learning, and social, emotional, and mental health.

• NA feels like a family because of our current leadership. We aren't afraid to fail forward or try new things. We're asked for our input a lot and communicated with well. I feel
like we're headed in the right direction to modernize our educational environment with leaders who care about us as people and not just employees.

- Our schools are comprised of dedicated staff members, students, and their families. We all want to be part of the same team who strive together for common goals.
- The teachers are the rock of the District.
- The majority of the students are focused on learning and doing well in school.
- The schools are well-run A professional environment where exceptional practices are encouraged
- We have a great relationship with the community and their willingness to support us.
- The students are the best part of our schools. We have students that come to school motivated to learn and willing to try new things.
- Dedicated staff, students, and families who are interested in educating the WHOLE child.
- They are ranked very high by many different systems, Niche, NAMM, PSSA testing scores, ACT/ SAT testing scores, National Merit Scholars, etc. We have a district that people want to work at and continue the legacy.
- Strong sense of being a collective group. We all belong to our school.
- Consistent messages sent from Admin through various communications, "grade level" time, committee work and opportunities, and still allowing buildings to make decisions that sometimes are different than other buildings, but acknowledging that not all buildings/cliental is the same, so difference in approaches to activities/events may need the flexibility to do other things to accomodate the cliental we have.
- teacher and student commitment to education, supportive families, supportive administration
- Our District is full of diversity, students who are accepting, and teachers who go above and beyond to ensure that students, families, and other staff members feel welcome. There is also a array of teaching that happens in classrooms of North Allegheny. Since the implementation of Focus 2020, our classrooms, teaching, and learning have been transformed. It is truly remarkable to see what students are capable of: coding, in first grade, how many attend the Pittsburgh Kids Marathon, participate in the Diversity activities, and show up for the art show. The elementary band and chorus concerts are what you would expect from middle school students. The sports program is a sought out, families moving in specifically for it, and the JROTC program is exceptional.
- Students work hard, and most staff care about each student as an individual.
- We have many creative and talented students in many aspects inside and outside of the regular classroom setting.
- We have an abundance of students who have a lot to say, do and offer. We need to continue to provide that with a constructive means to deliver their messages of diversity, tolerance, inclusion, and change.
- Family atmosphere; freedom to follow our own professional judgement; parents that are involved and want the best for their kids.
Our schools are innovative, diverse, and advanced. Our teachers challenge our students to be the best learners and humans that they can be. There are many diverse staff members who work together to meet the needs of our diverse students. Our staff put our students first, and they are very passionate about what they do.

People work hard to do the best for our students.

because most are working at grade level or higher, the teachers can put time and effort into other things.

Good management at elementary levels

Our schools have a history of excellence and therefore we get a large pool of candidates for employment opportunities, which help us hire highly qualified individuals. Our students are presented with technology and the teachers receive support in embedding technology into their lessons. Due to the size of our school, we are able to offer numerous extracurricular opportunities which helps every student find something to belong to.

Even though North Allegheny is a high-achieving school district, current administration does an excellent job focusing on the health and wellness of all students and staff members. Teachers feel appreciated. There is an emphasis on teacher wellness and happiness. This allows teachers to provide the best possible learning opportunities for all students.

There is a culture of learning that starts with the administration and carries through to the teachers and students. The expectation is that students are in school to learn and become better individuals that will then continue on to a productive future. Disrespect to staff and fellow students is not tolerated and a "be kind" motto has been adopted throughout the district. There is a sense of pride that students and staff demonstrate that I have not experienced in other district I have been a part of. It is refreshing to see a majority of the students value their education and the opportunities that NA offers. I also appreciate the positive and supportive atmosphere the building administration cultivates with teachers.

Administrators and teachers have the best interest of students.

North Allegheny is a caring and involved community. This district expects teachers and administrators to be available and engaging. Parents are very vocal and demanding. Teachers and administrators have to be able to work with parents and their needs. Intelligent and very educated parents that want the best for their children. That is why they moved into this district.

1. There is good collaboration with all stakeholders in regards to problem solving as well as setting and achieving goals. 2. Teachers are very receptive to new ideas/initiatives as long as there is a clear vision. 3. The teachers and staff are extremely committed to the well being and success of all our students.

I would have to say specifically to NAI, our building administration this year. Only being in the district three years, I’ve seen several changes with administration. There have been moments where I really needed guidance and support in the past from administrators, but they were distant and often provided more work for us a teachers to make it easier on the administrator, instead of fully supporting the teacher and selecting the most appropriate method to solve a problem.
The North Allegheny schools are built on a history of high expectations - for both students and staff. Schools have a strong connections with their families, which is a major factor in the success of our schools. The people, who make up our schools, are looked upon as valuable members, who we must treat with respect and compassion.

Small sense of community  Flexible  Attentive and responsive  Solution-focused  Child-centered

We have several clubs and activities going on and if we don't have an activity.... most likely a student will start the new activity (with a teacher sponsor). There is a place for everyone.

The schools are known for their rigorous academics. The educators truly care about the whole student. They provide a solid quality education so that students are able to go into the world and become leaders.

NA hires great teachers and they hold each other to a high standard. The Administration, School Board and NAFT are able to negotiate and communicate well.

Many teachers, paras, custodians, and administrators that CARE about children and education.

Strong academic emphasis on a well rounded education.

NASD is the best District in PA with regard to academics, athletics, and the Arts. We have the best teachers and staff of any District.

We have a very diverse school district with dedicated educators who are committed to providing students with an education but also preparing them for the future.

Our schools have many resources to fully support the children's education. Students have technology in their hands at anytime they should need it, which is very important in today's world. Even though our school district is very large, even the big schools care deeply about all students and make them feel special.

Our schools have extremely hard working, loving teachers. The teachers put everything into our children and their teaching. This is one of the most caring and educated district.

Most students feel they belong... little to no violence.. students and teachers respect one another.. athletics, academics and the arts are equally valued

Good kids who want to learn.

Well maintained, well staffed and safe environment to learn and grow.

In our schools, we have students who are happy to come and to learn. We have very involved parents. We take a child-centered approach, and work to solve problems collaboratively.

North Allegheny is full of teachers, parents and students who care about education and its community. The district is willing to spend money to ensure it is meeting the needs of ALL of its students and providing students with the differentiated education that they need and deserve.
• Our schools set a high standard for both students and staff. We are always trying to improve ourselves. Our schools have also developed a sense of trust between principals and teachers so that there is little to no micromanagement.

• Our schools are large with a lot of students. Schools need to be able to provide environments that fit students of all backgrounds and needs.

• High quality teachers & staff, lifetime learner skills, strong support for all students, positive energy in the school

• Our teachers are innovative and produce amazing lessons and curricula. Only the best teachers are hired at North Allegheny.

• Same as above.

• Our schools serve many families with various backgrounds. I appreciate how the schools advocate for their children.

• Our schools are staffed by passionate teachers and full of students from many cultures and walks of life. This melting pot environment gives both kids and adults a rich experience. Kids have access to nearly any resource that they can imagine to help enrich their learning, both academically but also socially/emotionally.

• Our students succeed academically, athletically, and artistically.

• NAI is the first place that all of the students are together with their class. This creates challenge and overall positive school spirit and an atmosphere of excitement. Students are treated with respect and with high expectations, both for academic achievement and personal behavior, attitude and cooperation. The large number of students could be problematic, but in terms of discipline, behavior management, etc. it is not.

• Students in this district perform well. Teachers are provided the resources they need to teach well.

• Our schools provide amazing opportunities for students to thrive through a plethora of avenues (clubs, sports, extracurriculars, etc.).

• North Allegheny has been one of the strongest academic schools in the Pittsburgh area for a long time. The teachers are hard working. Families are very involved in the school community. There are strong extra curricular activities and the arts and athletics are very well represented and respected. Many students go on to very reputable 4 year colleges.

• Academics, Athletics, Arts, and Community Service -Families who have a passion for ensuring their children receive an exemplary education -Students who come to school ready to learn -Programs and Resources within the district to help students who do not come to school ready to learn -Teachers, paraprofessionals, and administrative staff who are highly qualified to inspire students to grow academically and emotionally

• Family events are well-attended, the school promotes a positive relationship with families, teachers care about students

• Students are typically, not always, have a good support system at home. We are always striving to do what is best for the students.

• Overall focus on meeting the needs of students.
• Able to recruit top candidates due to excellent schools and competitive salaries (though slipping in comparison to other districts and we've lost more than a few good candidates by being inflexible in starting people at a step on the pay scale that represents their experience.)

• Our school is like a mini city!! It is always in use and is part of the culture in our community.

• High standards, lots of course offerings, generally good support from on high.

• I love our school and truly believe we are the one of the best schools in the country. We have hard working, innovative and caring teachers who do what’s best for students.

• Our schools are filled with highly motivated individuals. There are a lot of people willing and able to do high quality work.

• Our staff in our schools are amazing. They go above and beyond and deserve to be treated with professional equity and respect. We have high standards and expectations for our students and community members.

• Our schools promote a sense of family between the students, staff, and families.

• Community and employees take education seriously. It is valued and taken seriously everyday. Regardless of the challenges we face, our main goal of the best education is always at the forefront of the decision making.

• Competitive hiring, plenty of resources for all students - gen. ed, spec. ed, and gifted. Useful and relevant technology, large course loads, diverse school populations, strong athletics, arts, and after school programming.

• Dedicated teaching staff. Happy with the status quo we currently stive within

• The teachers in our district care greatly about their students. Everyone in the schools works to their best to make the school environment a positive place.

• Our schools have wonderful administrators and staff who are dedicated to the needs of the students.

• Caring, hardworking, high achieving

What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

• More teacher unity.

• Many community members have been against raising the millage rate as property values rise in the district. In my time as a staff member since 2010, there have been 2 scenarios presented that would cut speech, reading support, music, and gifted education programs due to budgetary issues. Each time this occurred, the community rallied with unwavering support to maintain these programs and if threatened to be cut again, the families of the district simply would not stand for it.

• There is an excellent rapport between the staff and administration that we look forward to continuing.
• We are happy to say our roots are deep in that some of the staff graduated from NA but we also have staff from other states. Although the district is large, it is small in that it’s like a big family, caring about each other and the community.

• Elementary needs are very different than secondary but are not always prioritized. Elementary does not always feel valued and heard.

• Elementary has different needs from secondary and are not always prioritized along with not always being valued.

• Leading the district as it makes plans for student learning in the Fall (remote, hybrid, traditional). Within those plans, ensuring that the students, families, teachers, and staffs, health and emotional well being are considered. -Addressing the significance of mental health within our schools and ensuring that the district has adequate supports to address these needs.

• It's important to recognize the concerns of teachers for what the Fall will look like in our classrooms. A lot of teachers feel like we are always catching up with the new initiatives. It would be wonderful to feel proactive and secure in our job status.

• We are in the process of making a major shift to a modern learning environment. It's not an issue, but a plan that we NEED.

• There is a need to infuse cultural competency amongst all teachers in every single classroom.

• Well, this is definitely unprecedented times that education is encountering. They should be aware of the division in staff against a new middle school day comprising of 6 classes from some teachers with about 50 more students on their roster and less class teaching time compared to other teachers who will only be teaching 4 classes longer in length and have fewer students on their roster. However, the “teaching time” of the day will be the same. This recommendation was a result of "PSSA Scores" and a new English curriculum. I feel that there is a better schedule out there that can be figured out.

• There has been a recent history of a very big separation between administration and the folks in the trenches. That needs to change so that trust can be rebuilt.

• The superintendent should be aware of the lack of minority teachers at North Allegheny and the strong desire among many employees have to recruit minority teachers. This is an ongoing effort that requires backing from the superintendent among others.

• The superintendent should be aware of the lack of minority teachers at North Allegheny and the strong desire among many students, community members, and employees to recruit minority teachers. This is an ongoing effort that requires backing from the superintendent among others. The superintendent should be aware that diversity will no longer be a box that is checked by our district but a priority that will be addressed increasingly with each year so that our minority students no longer feel marginalized and targeted.

• We need to move into the 21st century. Our time needs to valued and activities meaningful. There are too many district-wide in-services that could be better spent.

• We've had quite a turnover lately with upper administration. Teachers are not overly enthused to help complete doctoral studies for administration to just move on. In
addition, it's important to know that NAFT is a very strong collection of stakeholders willing to work together to do what's best for our students. A superintendent coming into the fold and choosing "their way or the highway" is not going to work out well. A superintendent should realize they do not know everything, and know when to partner with others to make positive decisions for all involved, not only particular groups.

- Transitioning back to school from remote learning; how do we assess and meet the needs of ALL students. Plans for transitioning to/from remote learning moving forward. How will existing initiatives (mindfulness, tiger strong live long) continue to be supported?

- While our kids come from good home lives and good parents, we live in a bubble. A large bubble, but a bubble. The idea of "diversity" to this district is looking at the statistics of the color of the students/staff skin. There is not a lot of community support when it comes to any other kinds of diversity.

- Certain departments within the school district are unfairly burdened with copious additional work loads.

- Nothing at this time that I can think of

- The District has a struggle between academics, the arts, and sports. All are important, but sometimes there are stakeholders who think non-academic areas may be more important than others.

- Our In-Service time should be meaningful. The meetings we have should relate to what we are teaching and doing in the everyday classroom. I hope next year's In-Services are well thought of and planned.

- Struggles with many students only being motivated by the end grade not the process or what they might actually learn.

- Students need to be exposed to options outside of a 4 year college; 2 yr programs, trade schools, etc... The recent events of Covid and racial injustice are making the divide of the "haves & have nots" very apparent. I want our students and staff to have on-going conversations and opportunities to engage in activities that bring about positive change not only in Pittsburgh but in our bubble that is NA.

- Some facilities are in bad shape; we value test scores but they are not what drives our instruction; our main concern is emotional health and well being of students in addition to academics.

- Our schools definitely all need to be one unit, and there is a bit of a divide between our schools in that they do not have much time to work together as a whole. Our elementary schools mostly works with each other (our other elementary schools), middle levels mostly work with middle levels of other schools within the district, and the same thing goes for our high schools. Our district is big, but that is definitely a good thing that can be used as such a positive for our community. In regards to the middle schools in our district, there is a lot of unknown surround the "Middle School Day" schedule. That is an important issue to know and understand. Outside of our district, there are societal and world issues that they should be familiar with and understand completely.

- A past administrator left some wounds within the district/staff etc. that have been hard to heal, let's not go back to that. We are on a good path of understanding and listening and working together to find common solutions to problems in such a large school.
• The financial lower middle is feeling squeezed. People who earn more than the free lunch amounts, but have to say no over and over to the year books, 2 pictures packages a year, music trips and the MANY $5-$25 shirts, donations, trip fees, etc that are multiplied the the number of students in the family

• Staff morale is low. We need someone who will make decisions, be present, and who is more than just a smiling face on social media.

• Assistants salaries should be more with equal benefits, same as teachers.

• Even though we are a "successful" district, the staff needs encouraged, trained, and challenged to keep up with best practices.

• The emphasis on employee health and wellness. The Tiger Strong Live Long campaign is extremely successful and supported by teachers. Please continue this program.

• The growth of the district seems to be a concern at the lower grades levels, but I think this will trickle up as the students progress. The buildings for the secondary (NAI and NASH) are outdated and this may be something that will need to be addressed in the near future. Also, communication is key due to the size of the district. Currently, I feel that communication has been excellent and that decisions have been made with consideration and thought while still maintaining a timely. I would hope that this would continue. Finally, NA has wonderful students at all academic levels. There is more to the student population than the highest level achievers and we need to provide services and support to all students.

• Superintendent should be aware of parental involvement in the educational system

• The issues today will be for student safety and well being. Class size needs to be looked at seriously in the elementary schools.

• 1. There has been a high-turnover in administrators which means the need for collaboration with the teachers/staff who are invested is important. 2. We are a large school district with many school buildings and many people of strong differing opinions. Being able to manage and coordinate all that will be a challenge, 3. An obvious issue of concern (for all schools) is the opening of school this fall.

• The biggest challenge the district faces is the expectations for teachers. I’ve been to several meetings with parents that last at least four hours, with 12 people at the table, and then it starts all over again the next month because the parent has another request. With parent expectations, I believe there needs to be some guidance and limits on what is allowed or appropriate in a meeting or for teachers and administrators in general. Teachers should have support from administration. They need to talk to the parent and support the teacher by not allowing them to be treated poorly. At NA, parents have the power and sadly teachers are required to complete tasks that are quite inappropriate, but they complete it to appease parents or avoid being sued. Many teachers work incredibly hard, so staying mentally healthy while answering all the demands from the district is a concern.

• Ensuring the future of our infrastructure will be essential for the next Superintendent. With aging buildings, many improvements are needed, all of which cost money. How to complete some major projects without greatly raising taxes will be an opportunity for the selected candidate.
• How to support staff when parent issues arise

• 1. Technology needs to be more emphasized with better training for the teachers. 2. More importantly, the new superintendent should be courteous and kind to parents, but he or she should not be a wishy-washy doormat. We are not fond of dictators; we like someone who is kind with a spine.

• We are a very diverse district, but sometimes our diversity training discusses black vs. white issues when we really have a large Asian population, specifically Indian. We need to celebrate and learn about Indian and all of the Asian cultures more. There are NA teachers that don't know enough about other cultures, or what they now is anecdotal generalizations. Also LGTBQ issues are never addressed in diversity training sessions.

• In my opinion, recently, parents have been given WAY too much authority over decision-making. Parents are allowed to determine our platform for teaching online, the placement of their children (to the detriment of the rest of the class), demand endless meetings every week that take hours and hours each time..........

• Strong opinions of parents on school matters. High expectations of families in this district.

• The District is astoundingly political with a Board of Directors who do not understand the role of governance that they should play. Many of the Board members value your fields, buildings, and athletics over more important student-centered concerns. Many of them value objective measures of success over real improvement for students. They also have significant issues understanding diversity and children of the 21st Century.

• This district has had a few dictator like superintendents. We do NOT want that. We really liked our most recent superintendent. He seemed to genuinely care about not only the students but his staff. He respected everyone's knowledge and was willing to listen to his staff and the community and make fair and wise decisions.

• How will he/she stay connected with the stake holders? Not just communication but feeling "connected" and part of the district.

• For a top ranked district we are getting behind in some aspects - such as buildings looking dated. Teachers feeling overwhelmed with the amount of "busy work" that is not benifical to students learning in the classroom.

• Change and climate are at an all time oddity. No one knows what to expect when we officially return.

• I think that the new superintendent could spend some more time in the actual schools, with students, teachers, and community members, to get to know the day to day workings of our school system.

• The superintendent should be aware of the lack of minority teachers at North Allegheny and the strong desire among many employees to recruit minority teachers. This is an ongoing effort that requires backing from the superintendent among others. The superintendent should be aware that diversity will no longer be a box that is checked by our district but a priority that will be addressed increasingly with each year so that our minority students no longer feel marginalized and targeted.

• NA is a large school where the parents have high standards and want excellence!
• Not all students feel represented nor heard. Not all families fit the typical for the district. The extreme physical distance the district covers and how it affects school decisions.
• This is a very large district with a diverse group of students. In addition, communication between upper administration and staff has been an issue in the past.
• This district has extremely high standards pressed against them by the community it serves. Teachers work very hard to prepare their students for success in a changing world.
• I believe that the primary issue that the superintendent should be aware of are the major differences in schedules and duties between elementary teachers and those at the middle and secondary levels. Elementary teachers are also quite limited to supplemental opportunities throughout the district due to schedule inaccessibility.
• It seems that, either because of our size or because of our success, it is hard to effect change. A lot of people seem to believe, "if it isn't broken, don't fix it." This viewpoint has served us well for the most part, but if you have an innovative idea, it will be put to scrutiny before it is accepted.
• Staff in the buildings do not need to be micro-managed. This has been the management style of past administrators and it has always back-fired. The current administration has not functioned that way, and in the opinion of many, is very successful. There needs to be a definite 'tightening up' of resources, finances, job repetition, questionable positions. There are people placed in positions that have out lived their usefulness. They can be more successfully utilized elsewhere. Racial issues are pronounced. This needs to be addressed. In the changing demographics of our district, this will only become more of an issue. A strong leader will acknowledge and address this head on. She will also empower the building administrators to this, with education and training on the issues.
• Management of building principals. Each building has it's own personality and should. However, there are certain issues that need to be dealt with uniformly in the district.
• North Allegheny tends to hire and favor white North Allegheny graduates.
• We hold a traditional outlook in this district - things are done because they have always been done this way. I believe we need to move in a more progressive direction. While we have a high-performing clientele, I'm not sure we are providing innovative teaching and learning opportunities. There needs to be a more focused PD plan in this district... leading teachers in a collective direction.
• Parents can tend to become over involved in their student's school life. We have been behind in technology but have caught up recently. Some of the schools are very large which presents some problems.
• Old school buildings that need replaced -Stress that students endure as they feel pressure from the high achieving environment to take Honors and AP classes in order to fit in -A high number of law suits filed by parents that at times seem unjust and it feels as though administrators allow parents to bully school personnel.
• As some of the curriculum is older, many teachers have become comfortable with the curriculum as it is and are resistant/struggle with change. Technology needs are met system & device-wise, but not within all classrooms.
• It can be an intense community. That can be a good thing...sometimes not so good. Some parents want to know what more can they do, give to enrich their children. I feel that it
is important to have a leader that has some knowledge of developmental appropriate practices.

- Very difficult and divided School Board.
- Our teachers value autonomy and flexibility. They expect a lot out of themselves and value professional development that leans into their individual strengths.
- That NA is an amazing place with wonderful kids, stents, and staff!
- Too much emphasis on "stress" - we keep telling the kids what they can't do and we don't spend enough time building resilience and telling them that they can/must work through things. We've gotten awfully soft in the last couple of years and it doesn't do the kids any favors. We also badly need to reform our middle school system - the kids actually take a giant step backwards when they move from 5th grade to 6th grade and this continues through 8th grade. Students are showing up at NAI with terrible study, work, & coping skills and are NOT prepared for the rigor of high school.
- Social and Emotional Learning, Distance learning, student overall wellness.
- We have been stale and have fallen behind other Districts. We are out of the top 5 in western pa and out of the top 10 in PA. We also have a lot of infighting in the past two years between the board, union, and admin. It is a political land mine.
- The largest issues from my point of view are the political issues that result in discord in the community and with the school board. It seems as though there is a battle for power at times - who is leading? The school board or the administration? How can that be resolved? And there are also conflicts in priorities - are grades/scores/standings the most important things? Is mental health and well-being the most important thing? Are athletics and extracurriculars the most important thing? How can we get a balance and an understanding? Finally, administration needs to follow through with initiatives. If something is important, we need to have a beginning, middle, and end. There are plenty of initiatives that begin and then just disappear or fall off of the radar. It is important to circle back and if the initiative is done, provide some closure.
- This is a district full of dependable workers. Trust in the employees to do their jobs.
- Communication- This district is large with many different people doing many different jobs. It is difficult to be on the same page with the same message. There are also many initiatives that make it hard to focus on a few well. While I stated that we want to stay on top of the latest and the greatest, sometimes too much makes employees overwhelmed and defeated. I hope that a new superintendent can bring back the mindful practices we have explored so we can be the best and focus on the most important practices not everything at one time.
- There are too many initiatives each year. We can't fully implement any one initiative because we are constantly adding one more. Please consider what the district is already doing and consider this initiatives (mindfulness and advisory programming at middle level) prior to starting anymore initiatives.
- PSSA's must be deemphasized. Community only cares about testing that gets kids to college.
• The middle schools have been working towards transitioning to a new schedule that is "block" in nature. The most recent proposed schedule was pushed through during the remote learning chaos and was never well-addressed with staff. We have a lot of concerns that this schedule is not the best one for our students and have not felt heard on this topic.

• There are a lot of staff members and students. The district is very large. (These are not necessarily issues though.)

• I feel NA is a wonderful district. I worry that we try to change things that are already working (don't reinvent the wheel), We need to keep doing what we do well and expand; stop having so many new initiatives all at the same time. There also is a lack of communication at times.

What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

• Continued support of teachers. We currently have had wonderful support from our superintendent and he always listened to us and was on our side. Listening to the teachers helps grow our school because we are the ones who know first hand what the kids need. I don't want anyone power hungry or has "connections" with admin and a handful of teachers with bad intentions. Being a superintendent should never be political and they should be in the position with good intentions. I also want to see the superintendent in the school buildings more actually seeing what our kids do and supporting our music concerts, etc.

• Our new superintendent should have excellent communication skills and portray that effectively to staff and the community at large. Experience at high quality school districts such as North Allegheny will help as the position demands overseeing a lot of students and staff. Transparency of vision and support of the performing arts are vital.

• A willingness to work with current staff and administration. While there are certainly things that as a district we could be doing better, we are doing so many things well that it would be a disservice to come in and make changes just to make changes.

• To be considerate of all those involved when making changes. Be visible and take the time to make eye contact with all staff when walking through the schools. Be grateful to be hired to work with such wonderful educators, paraprofessionals, custodians, and administrators.

• Humble, fair, reasonable, and kind.

• - great communication skills - listen to all stakeholders - be visible - proactive - open to new ideas

• Great communication skills, listen to all stakeholders, be visible, proactive for all students and staff, charismatic, open-minded, understanding

• Student, teacher, staff, and community centered. Transparent with district decision making.
• North Allegheny needs a superintendent who is committed to continuing our support of
diversity, inclusion, technology, arts, and music. We need someone who has knowledge
and experience supporting and implementing successful diversity and inclusion initiatives.

• Smart. Creative Thinker. Innovative - not afraid to fail forward or completely re-think
what school looks like. Flexible. Personable. Caring. Fun. Trusts teachers, staff, and
admin.

• A transparent and honest character, that empathizes with students that feel isolated. One
that is culturally competent, and adds daily cultural programming for students so that all
become more comfortable. Daily education about diverse cultures is vital in North
Allegheny.

• Transparency and commitment as well as being a team player for all. I DO NOT WANT
nor do the students want to be someone's guinea pig for their personal future endeavors
and job growth.

• SMART, informed, forward thinking, student centered, teacher advocate, and willing to
stand up to parents for what's right - even if it's not popular.

• The superintendent should be aware that diversity will no longer be a box that is checked
by our district but a priority that will be addressed increasingly with each year so that our
minority students no longer feel marginalized and targeted.

• Empathy - The Superintendent should have an impeccable record of working with
communities and people. There should be evidence that the new superintendent is
capable of working with people of many different backgrounds and has a heart for this
work.

• A willingness to move into the 21st century. That does not mean traditional ideas are
discarded but rather modified and new ones are introduced. I feel we are stuck in the
1950s sometimes that way we do things.

• The superintendent should be able to work in collaboration with stakeholder groups in the
district to identify manageable and measurable goals. Then, the superintendent can then
divide and conquer a task. Also, superintendents should be willing to mold new ideas
into the best practices that already work.

• Someone who works with teams. Someone who wants to be the face of change. Someone
who wants to actually LISTEN and not just hear.

• Strong leadership qualities, a person that seems to be a voice for all the staff, students,
and families.

• Personable, Connectedness to staff, Willingness to listen to teachers needs, concerns, or
just "check in" and visit buildings

• ability to make tough decisions about what is best for the schools even is staff or parents
give push back, make quicker decisions then years and years to make a change

• QUALITIES: Ability to trust, flexibility, approachable manner, pattern of honesty,
concern for health and well-being of staff and students, equal amount of respect for others
SKILLS: leadership, communication, school budgeting, well versed in
technology, and can work with a School Board-talk to, listen, yet still explain s/he comes
with experience and expertise, as do those who work for/with him/her
• How well they can build relationships with the staff members and just being honest and open to the student as a whole.

• The superintendent should be willing to listen to other members of our district-teachers and union and collaborate well with those members.

• Be a real person. Someone who understands and has good relationships with people. Firm but understanding. Someone who is interested in children as a whole not just a number.

• There needs to be a focus on academics and equality for the arts and athletics. We need to mirror the needs of the global community.

• Down to earth and friendly; knows staff and works to create a relationship with staff; not focused on test scores but on well rounded students.

• They themselves should be open-minded, innovative, inclusive, and highly dedicated to the position. Our new superintendent needs to have the best interests of their students, staff, and community in mind. One of the biggest things that our district exemplifies is the idea of being kind. When it comes down to it, our superintendent is our absolute leader who should embody that idea of being kind to all. They need to be knowledgeable and skilled, but above all else, they should be kind.

• Be able to understand how to balance work and life circumstances. While still bringing the best out of people.

• Respect for the community. For example, it appears the district pushed through a change in the middle school schedule without knowing how many teachers it would take and therefore how much it would cost, with the main reason being other districts are doing it. The community said no. The district is going ahead. There will be school board changes, but it is something the superintendent should have either kept the community informed about or paused it for a year.

• Strong decision-making

• Good communication, integrity, honesty, conservative, fair, good manager, hard working. Someone willing to be and get involved first hand. Be present.

• Outgoing, people person (able to excite a crowd and offer nurture through times of change).

• A champion for all students, teachers, staff members, and school community members. Present, outgoing, and approachable in any setting!

• Experience with demanding parents and community, participation in district restructuring and building remodels/new builds, embracing change and encouraging new approaches, having a focus and a plan/goal that involves bottom up approach (includes input and feedback from all levels), communication that is clear, consistent, relevant, and timely for all district employees and the community

• Balancing the needs for all stakeholders. (Students, teachers, administrators, and parents)

• A person that wants to be involved in his schools: someone that visits the buildings and talks with the teachers, someone that knows what we do as teachers. The superintendent should be friendly and knowledgeable about school policies and government regulations.
Today we would like a superintendent that is no afraid of change and trying new ideas in education.

- I would like a superintendent who ... - can maintain and improve our tradition of excellence - can effectively communicate - can guide a clear and SHARED vision - can inspire - can build relations - willing to support teachers

- I would like to see our next superintendent give us opportunities to be heard, be personable, and look at things from a teacher’s perspective, not always as an administrator. So, having the ability to listen and communicate is important. Being flexible and having a good sense of humor makes a superintendent not only approachable, but human. I’ve seen superintendent’s that had more of a dictator persona, instead of having those leadership qualities that make them human.

- The new Superintendent should be kind, compassionate, hard working, aware of community concerns, and able to connect with the teachers and staff of the district. He treated "employees" like people, which has been greatly appreciated.

- Getting to know individual staff members at each building, not just administrators
  Heading committees  Showing leadership through example  Be on the frontlines  Caring
  Involved Initiative  Attentive  Responsive

- The superintendent should have had classroom teaching experiences with a wide range of grade levels; I am describing someone who may have taught first and ninth grades. That way he or she knows how learning actually looks like at a variety of age levels. He or she should have good interpersonal skills as well as structure. He or she should not be so data-driven that he or she misses the emotional needs of the students. The new superintendent should work well with teachers and support them.

- Understand/know Western Pa and then understand and know how it's changing and growing. This person needs to see where the community is going as well where it has been.

- We need a good listener, but someone who is not afraid to make decisions based on what is best educationally/mental health-wise for all involved.

- Must be accommodating and likeable to deal with families and a friendly, caring leader for staff. Balancing this with ability to stand firm on important issues representing staff and moderating with parents needs.

- The next superintendent needs to be a collaborator and communicator. She needs to be able to work with the teachers to continue the elite status of NA. She needs to be an inspirational leader who can shape the lackluster building level leaders that the District currently employs. We need someone to fix the leadership void that exists specifically in our elementary administration from CAO to each of the buildings.

- A new superintendent should be progressive and forward thinking. We can not have someone who is going to take us backward. We need someone who can stand up for students and their learning, not just a school board agenda.

- The new superintendent should be caring, approachable, down-to-earth, and kind. He/she should have experience teaching, and should visit the schools frequently to get to know the staff on a first-name basis. These are all things that the previous superintendent had/did that made him well-liked and effective.
• The new superintendent should have teaching experience in elementary as well as secondary. They should be a person who respects teachers as well as administrators. He or she should honor what works in this district and not try to rip it apart and start new.

• Although running a school district is a business, often business-minded individuals do not get the intricacies of a school. I would like someone with significant teaching and administrative experience. A candidate that is not afraid to make hard decisions but does so with compassion and thoughtfulness.

• Understanding that we are all professionals who want to do our best. We don't need to micromanaged. All of us have our own unique classroom demands. Please give us the resources and time to get this accomplished as we all want to same results in proving the most meaningful education for students to succeed in our world while NA continues to be ranked as one of the best schools in PA.

• Personable, approachable, teacher friendly.

• Integrity, Approachable, Not as much focus on standardized tests Willing to listen

• Understanding of how to balance need for academic excellence with responding to social emotional needs; Attention and understanding of the needs of the underrepresented in the community; understanding of the need and value of strong professional development

• Supportive, problem solver, visionary, leader, communication, strategic thinker, great communicator, transparency, curricular competency, experienced, intuitive, mindful, unbiased, 'woke'

• I think that the superintendent needs to have experience in a large district/school. I also think that the superintendent should have a background in a school with parents/students with high education expectations.

• Positive outlook, background in education as a teacher for a significant number of years before moving on to administration, preferably with experience in both elementary and secondary institutions, ability to listen and hear what someone is saying, thoughtful decision-maker, understanding of a variety of people types and experiences, an 'everyman' or woman

• Experience working with an extremely large district Honesty and openness to all stakeholders

• This candidate needs to support and advocate for the children before the business model.

• To me, a superintendent is the face of the district, but represents the staff, the students, and everyone in between. This leader should be approachable, should be genuine (not a rehearsed Rolodex of phrases). As a teacher, I want for a superintendent to be present in the buildings, visible to students. They are a chief school administrator, and schools exist to serve children.

• a good listener, a visionary, a strong negotiator

• Integrity and heart. Everything else comes from that place.

• honesty, fairness, don't play favorites, not fear based, integrity

• A new superintendent should be an instructional leader. Someone who is well-versed in current best practices in regards to teaching and learning in a digital environment. This
person should develop, implement, and evaluate new teaching and learning methodologies for all teachers and principals to utilize and maintain high expectations for instructional staff to implement with fidelity.

- The superintendent should be able to work with a large variety of people and be open to many suggestions. He/she should be able to work with a large budget. He/she should give equal credence to both elementary, middle and high school issues. He/she should get involved or participate in some of the activities that NA hosts.

- Leadership and focus on what is best to maximize achievements of students while also being attentive to students emotional well being - A strong communicator who shares with all levels of school staff what the goals - A good listener and non-critical nature, someone willing to work with his team and consider the teams' ideas instead of forcing their own ideas without checking in with others

- Someone that is willing to stand strong with parents to uphold the knowledge and expertise of teachers and principals. Someone who is prepared and eager to continue to move the district forward with technology and learning, even though it may ruffle some feathers, but will lead to improved learning for students.

- Knowledgeable of appropriate practices Has been a teacher, so they have experience in the field Comfortable addressing persistent parents and teachers about the direction of the District be organized trustworthy

- The next Superintendent should continue the focus on the whole child that the current Superintendent established. We have grown quite a bit over the past five years and I would hate to see these efforts go by the wayside.

- Love of technology, trust of staff. Ability to find best practices that meld with the inherent strengths of the district. Finding a way to run interference and clear the plate of a lot of the mandates that take away from working with students and creating dynamic content for the classroom. If changes need to take place, a good superintendent should understand how NA does it now, understand the ramifications of the change and be able to clearly articulate how this is a superior implementation and how it is going to empower teachers and students for the foreseeable future. If it is just a lateral change, there won't be a lot of buy-in. There are a lot of teachers here who want to improve their craft and it would be great to have a superintendent that is willing to support those who are willing to continually attempt to improve themselves.

- Communication -Being able to work collaboratively while having the ability to make difficult decisions and saying that she/he stands by that decision.

- forward-thinking, supportive of technology initiatives, visible in schools, not a micro-manager, listens to stakeholders beyond just CAO office, supportive of "pilots" and trying new things, innovative

- Leadership, Flexibility, Decision Marker, Kind, Respectful, Does what is best for students

- This should be someone who has never worked in the District. We need a fresh perspective from someone brand new to North Allegheny. We need a fresh perspective who will not say “Because this is how we have always done it” or using what is already in place automatically. We need someone with a brand new Perspective!
A successful candidate must be able to communicate effectively with all of the stakeholders. He or she must be compassionate to the needs of those stakeholders and follow all guidelines in engaging with those stakeholders, but strong enough of a leader to make hard decisions and stick to them. The power struggle that seems to exist between the school board and the administration needs to end; it is making things difficult for everyone. We all need to work together.

We need a superintendent who is well educated, has experience managing a large school district, and is a strong public speaker. We need a good role model for our teachers, students and community members. I feel that someone from our community, who deeply cares for our community would make a good fit. I hope that our future superintendent is able to make the difficult decisions that need to be made in order to continue to make the difference in the lives of so many!

Do not micro-manage. Trust in the staff and students to do their jobs.

Collaborative, open-minded, a team player, a visionary, and a leader (not a manager)

Personable, transparent, and understanding that test scores should never be the only focus.

New super needs to understand that they will be inheriting a winner in NASD. No need to reinvent the wheel. Things are great, and will stay great, as long as someone doesn't show up with an agenda of drastic change.

While North Allegheny is a very large district, I think transparency is one of the most important things that upper administration can bring to the table. Without just bringing in sweeping changes, tell us why you want to do something, give us the opportunity to provide feedback. NA seems to jump into new ideas often and very quickly and then abandon them for other new things. Also being seen as a "man/woman" of the people is important. Knowing that our superintendent cares about what is going on in our schools and is out in the schools to see it is important.

professional, dedicated, involved, organized, leadership qualities, good communicator, great motivator

Child orientated, student focused, positive, concerned about growth and people, not just data and test scores. Stress levels are high for students and staff.