

**1. Please check up to TEN characteristics that you believe the new Superintendent of Loveland should possess.**

19	High ethics and integrity	154	54%
18	High academic expectations	125	44%
25	Knowledgeable and experienced with school finance including budgeting	118	42%
13	Compassionate leader who cares for children	116	41%
6	Academically current	112	39%
1	Ability to build trust	106	37%
48	Visionary leader with clearly focused goals and objectives	103	36%
46	Understands Loveland City School District: size, demographics, funding challenges, etc.	98	35%
8	Advocate for public education	90	32%
16	Focused on academics	87	31%
14	Someone who works collaboratively to bring consensus and build strong teams	85	30%
50	Willing to hold employees accountable	85	30%
10	Appreciates and supports extra curricular programs	81	29%
42	Strong passion for the job	79	28%
29	Long range planning skills	78	27%
32	Personable	73	26%
2	Ability to empower others	72	25%
40	Strong communicator in both oral and written form	68	24%
30	Motivator	59	21%
7	Accepts criticism and feedback	58	20%
11	Appreciates and supports the arts	54	19%
12	Business minded	53	19%
3	Ability to tap into community resources	53	19%
39	Skilled in recruiting and retaining staff	54	19%
15	Decisive	52	18%
20	Innovative	51	18%
31	Open-minded	49	17%
27	Knowledgeable of curriculum	46	16%
17	Good listener	43	15%
23	Knowledgeable and experienced with professional development for staff	43	15%
38	Skilled in conflict resolution	42	15%
41	Strong desire to be involved with the community	44	15%
	Other, please specify (SEE PAGES 3-4)	43	15%
4	Able to build partnerships with local businesses	38	13%
45	Technology minded	35	12%
49	Well connected with the overall education community	35	12%
44	Team builder	31	11%
47	Utilizes data and assessment when making decisions	30	11%
34	Possesses a sense of humor	29	10%
35	Proactive with state and local political leaders	27	10%
22	Knowledgeable and experienced with gifted education	25	9%
26	Knowledgeable and experienced with special education	25	9%
28	Knowledgeable of school law	25	9%
21	Instructional leader	24	8%
43	Success in applying for grants	19	7%
5	Able to provide constructive feedback	20	7%
9	Ambitious	20	7%
33	Politically astute	16	6%
37	Recognizes and maintains traditions	17	6%
51	Works well with a diversified population	16	6%
36	Public relations minded	15	5%

**2. What do you think should be the TOP FIVE priorities for the new Superintendent?**

2	Address the future financial picture of the Loveland schools	214	75%
6	Hire and retain top staff	137	48%
7	Improve curriculum and course offerings	124	44%
10	Improve student achievement and academic performance	117	41%
5	Communicate with the public	110	39%
18	Bring transparent leadership to all areas of Loveland City School District	110	39%
16	Work with local legislators to change the funding system in Ohio	99	35%
15	Understand community expectations	57	20%
12	Improve technology	54	19%
14	Provide foreign language in grades K-6	48	17%
13	Parent involvement	46	16%
	Other, please specify (SEE PAGES 5-6)	44	15%
8	Improve school facilities	40	14%
11	Improve student discipline	40	14%
1	Address the needs of students with special needs	35	12%
17	Address all day kindergarten issue mandated by Governor	33	12%
4	Build bridges with civic leaders	27	10%
3	Bargain with the various employee groups	20	7%
9	Improve special education	21	7%

**3. Is there anything else you would like to add as consideration regarding the search for a new Superintendent.**

(SEE PAGES 7-12)

**4. Please complete the following. (Check all that apply) I am a:**

1	Current student	6	2%
2	Parent of a Loveland City Schools student; past or present	209	74%
3	Resident of Loveland City Schools community	140	49%
4	Employee of Loveland City Schools	67	24%
5	Elected official serving in Loveland City School District	2	1%
	Other, please specify	13	5%

**1. Please check up to TEN characteristics that you believe the new Superintendent of Loveland should possess.**

- Person of his/her word
- Someone who can make a decision and stick with the decision.
- Embraces change...status quo not always the best...
- ability to recruit minority teachers and staff
- responds and supports community/family based education
- Is willing to question the decisions of the board of education.
- Interested in LOWERING class size
- Willing to hold administrators accountable
- Emotional Intelligence
- Sincerely listens and works with parent/student concerns, suggestions, etc. understanding the position is 'public service' working for the tax payers/voters!
- Has previous experience raising disciplinary standards and enforcing them
- focus on education of young people, not education unions
- At least HALF as good as the previous superintendent!
- Ability to appropriately consider and balance supporting teachers & staff with community feedback
- require the students to understand US history and Constitution
- A school super should possess and believe in Strong American Values, believe American History is important to the curriculum of students and that "rewards" ie., grades are not based on OTHERS work!
- Financial responsibility
- some system of accountability for administrative staff
- Willing to hold parents accountable
- Values Teachers; Was a Former Teacher
- Strong management background
- understands all levels of the educational system; not merely primary or secondary

- MORE FOREIGN LANGUAGES CLASSES
- ability to control spending and realign where \$ are being spent.
- more than 8 years experience as a classroom teacher
- searching for: person that is open minded, willing to take risks, that understands that you have to work with what you have,(no more taxes) that is not worried about state ratings, but the education that these kids will come out with, not a lower grading scale, as stated in todays herald! We don't want to be dumbed down
- Morally more than politically correct
- an educator
- wow, can't do just 10 --- need to rank each 1 - 5 in importance
- Listens to the teacher's wants and needs
- Focus on Reading, Writing and Math, and Science
- Ability to act on innovative (and not popular) ideas that benefit the district
- able to work within school budget
- Deals fairly with all peoples-in and out of school--
- Connection with students, encourages participation in academic enrichment inside and outside of school
- Will stand up for what is "right" regardless of who agrees or disagrees with it.
- Interested in pursuing progressive education techniques, such as changing school start times to start high schools later and paying teachers bonuses based on thier preformance.
- I'm assuming anyone who gets this role would have drive, passion and have many of the characteristics mentioned above. A person should not be considered unless they obtain some of the basic characteristics you need for this role.
- Bring 21st Century Skills to our high school students
- Everything on this list
- Appreciates diversity and seeks to build a staff reflecting the diversity of the community.
- Must support the Athletic Programs
- someone who has actually taught

*Please note: the above text/comments have not been edited for content or grammatical/spelling errors and appear exactly as submitted on survey. Comments were removed that referenced any persons by name or referenced race, color, national origin, sex, sexual orientation, religion or disability.*

## 2. What do you think should be the TOP FIVE priorities for the new Superintendent?

- Gain a working knowledge of the dynamics in each building. Look into alternative programs for high school students that are not successful in the traditional environment
- recruit minority teachers and staff
- implement carbon neutral and environmentally friendly policies
- address the needs of all students
- Look beyond trends and testing and make Loveland truly great
- Thoroughly evaluate the quality of leadership and music programs at the high school.
- more stimulation for gifted students
- Focus on career/skill development, job placement and employability of students who become tax payers and consumers! Education for education's sake is the problem. We should become educated to become productive members of society and not dysfunctional intellectuals! Graduates need jobs, not (just) test scores! I am 50 and this reality still has not changed. I had no skills out of high school and could not afford college. Education = employability! If a graduate is not accepted to college, why isn't there job-placement?
- CHANGE THE GRADING SCALE!!!!
- unify Loveland and Miami Township citizen priorities
- Improve teacher - student ratios & counselor - student ratio throughout the district
- Raise the standards for teachers, i.e., reward the great ones and be tougher on those teachers that are not meeting high expectations, and 2) investigate and cultivate the utilization of non-traditional teachers in the development of our children, e.g., allowing a business professional to teach part or all of the business curriculum (how can the district utilize the vast resources available to it without placing so many licensing/credentialing obstacles in the paths of those professionals who want to give back to the community by teaching children?)
- motivate students and staff to develop within each student the best education possible.
- Hold parents accountable
- Work with Current Staff to understand their concerns
- Address Elem. school / teacher consistency issue
- Be a top manager of all aspects of the school system
- equity of student-teacher ratio for all grades
- 10 point grading scale implemented like other excellent rated districts in the state

- Finding ways to provide education outside of the public school model. Consider implementing many more experiential learning programs (for example, CHCA's J-term where students go for 2 weeks to provide community service in a field of study that interests them), making latin a class required for all kids so they can perform on English standards, and no more making foreign language available only to the "smarter" kids in 7th and 8th grade. We need a district that represents all of the children--not just the brightest and not just those with severe learning issues.
- These are all good however, I think he needs to put into action a more realistic salary for ALL employees and remember that not all parents have not gotten a cost of living increase and cannot afford Xtra cost at school.
- lowers class size
- address needs of gifted students
- smaller class sizes
- we need to be innovating, not teaching to the OGT. OGT is the dumbing down of Ohio!
- Hear and meet the needs of the various employee groups. Bargain sounds like manipulation.
- Set & maintain high standards for teaching staff.
- Improve Teacher Performance to a consistent level or replace underperforming teaching staff.
- same thing -- let's grade each 1 – 5
- Fire teachers who our worthless
- Get Loveland academics on par withh Sycamore & Indian Hill.
- Small class sizes w/ effective student/teacher ratios
- Embrace and act on innovative methods of teaching even if they are not what teachers want
- Be in each school (unannounced) a few times each month.
- encourage participation in academic enrichment inside and outside of school
- Change district grading scale so that it is in line with other area districts.
- Support teachers by supporting building administrators with school discipline.
- Accountability
- Being a strong leader with the Board of Education
- get rid of ineffective administrators and staff, so we can provide our students with the best possible education and retain our excellent rating

*Please note: the above text/comments have not been edited for content or grammatical/spelling errors and appear exactly as submitted on survey. Comments were removed that referenced any persons by name or referenced race, color, national origin, sex, sexual orientation, religion or disability.*

**Question 3: Is there anything else you would like to add as consideration regarding the search for a new Superintendent.**

- needs to be concerned with the big picture and let the principals do their jobs.
- The new superintendent should realize the economy as it is today and look for cost cutting areas now and in the future to lengthen the present levy funding so that a new levy is not needed anytime soon.
- The superintendent needs to be more accessible to the parents and the community.
- Someone who understands that the school district works for the community. Should be customer service oriented. The customer is NOT always right but should be considered when making decisions ie. school programs beginning at 5:30 pm? I can make this but not all parents can and work until 6:00 pm or later.
- I would like to see us look outside the district for a Superintendent who is driven and will bring fresh ideas.
- Finding someone who looks beyond math, reading and writing and provides the widest opportunity for all students to see their future potential.
- Honest. Approachable.
- I would like the new superintendent to have the skills to recruit minority teachers and staff
- The superintendent should be a person who vows to look out for "all" current and future Loveland students. Academics, Arts and Athletics are all a part of a student's education.
- Previous work history as school administrator/superintendent with a history of improving school district(s) in previously held position.
- We need a problem solver, who is positive and can bring people together in a time of worry and stress due to the economy and funding shortfalls.
- I think it's important that the person be flexible and willing to take new/different approaches when necessary. They should be able to communicate with parents so they understand decisions/policies being made. That will be especially critical when it comes to school levies. Someone who knows we need to be fiscally responsible and is willing to take the tough stance when needed.
- As a leader of a school district the new Superintendent should have teaching experience.
- A strong track record of performing the competencies noted above.
- Emotional intelligence.
- no "visionaries" please
- common sense
- unafraid of parents
- more than 10 years in previous Superintendent position, phenomenal references
- Loveland needs leadership with new and innovative ideas regarding curriculum, program and teacher development looking to improve the district and not just maintaining the status quo. One who is forward thinking and has experiences outside of the immediate area. A person who can bring the district into the 21st century in all areas with increased collaboration with parents, students, and community.
- Although it is not a priority, it would really be nice to have someone personable and who truly cares for the kids.

- We are so upset for the poor kids at Little Miami schools, and we need to make sure all is done to NEVER get to that point.
- I have always been impressed with the integrity of the district's leadership, as well as their willingness to be honest and forthright with the public. I hope this sense of trust continues with the new superintendent.
- I would like a leader who visits school buildings often and talks informally with staff. I would love to have the "family" feeling that used to be felt among superintendent and staff. Years ago our superintendent would come to eat lunch with the teachers. It gave us a feeling that he really cared and appreciated us. Please do not hire a superintendent who never comes around to the buildings. The teachers need inspiration and need to feel appreciated.
- Someone not from Loveland and isn't related to someone in the district. Someone who can recruit professional teachers and administrators
- I really think trying to pass another levy is going to be difficult. He is going to need to find ways to reduce spending, without reducing our teaching staff. Our classrooms are already too big!
- Someone who plans for longevity and does not use the job as a stepping stone. Someone who won't bail on us when the going gets tough (OAA test scores).
- Listen to feedback from parents re: teachers who need to improve or do not fit our community and act accordingly
- She/he must be "BEST IN CLASS" as a candidate. The selection, compensation, qualifications, credentials, and vetting process must be 100% committed to this criteria. End of story.
- I think it is critically important to maintain the direction that has been established in Loveland. We moved here 6 1/2 years ago to put our oldest in school. We have been very pleased with the consistent education provided. We love the strong arts and extra curricular programs. We believe that these are the heart of children receiving well-rounded educations. Children that are involved in healthy activities tend to achieve more academically.
- Creativity, flexibility and a consistent presence in the district (student activities, community events, etc) are must-have characteristics.
- Demand better teacher performance; be open, creative and innovative in order to move the district forward at a faster pace.
- Loveland Schools has, in my opinion, been a very "open" district, where teachers, staff, administrators and parents work together for the benefit of our children. A program like Granny's Garden School is a perfect example of how someone had a vision to use experiential learning as a means to enhance the curriculum. My children have benefited from this program and others like it in the district. Granny's Garden is only one example out of many that have been used in LCSD to engage children in learning about the world around them. Many teachers and parents here at Loveland put our best effort to helping each student get the most out of their education. From high-tech Smart Boards to digging in the dirt, we want our kids to learn all that they can. My hope is that our new Superintendent will embrace the out-of-the-box thinking that has helped our students and our teachers to grow, and our district to be EXTRAORDINARY!
- You are not going to please all the people all the time. And sometimes those with the loudest voices are not always right. We need a compassionate leader who can make people understand their position even when it differs with certain interest groups. This is a very hard thing to master. We are passionate about our children and the education they receive. Loveland does a fantastic job with the resources they have been given. Thanks for all you do for our Children and our community.
- Person needs to be very approachable and transparent. There needs to be a strong district strategic communication campaign plan out to the community.
- He needs to have experience as a teacher in the classroom.
- The new super should have been or is a teacher in the public school system
- The new super should have or did have "children" in the public school system

- The new super should NOT be advocate for the NEA!
- Reduce administrative waste and other needless spending to help bring real estate taxes back inline with neighboring communities.
- He should be aware of the daily happenings at all schools in the district. Administrators should be accountable.
- Someone who cares deeply about the well being and future education of our students.
- The new Superintendent needs to hold a position where the parents are valued but not cave to their individual interests and needs at the cost of the integrity and needs of the school system.
- I think parents should be involved in the interviewing process--I would be willing to offer my time.
- We would like current staff, including teachers, to be a part of the interview selection process.
- I cannot complain on the scholastic side of the district. The consecutive years of excellent rating speaks for itself. In my opinion the district is greatly lacking in the financial and operations management. If it wasn't the recent past troubles with the Treasurer would not have occurred. A true business manager would have prevented much of the occurrences with checks and balances. I also get concerned by some things that I hear and see in the schools that tell me that there is still a ways to go on financial efficiency. I think the tendency is to go to heavy on the educator side of the qualifications. We need to balance the current education set with someone that is a strong leader as well as a business manager that can impact "all" areas. Communications with the parents and community also has lacked in the past. We only got communications when it was time for a levy. Kudos to you for the forums and this survey. It is a great start of changing course.
- I think you covered all responsibilities plus more
- Good administrator. Maybe, unify with other school district(s) to cut cost.
- It is crucial that a great superintendent is the leader. He/She can not plan to please everyone and must stay firm in decisions made. Too often, leaders talk out of both sides of their mouths to try and get everyone to back them. I know the great districts that I have taught in have a very dominant and business-like superintendent. They have been personable, but also make sure it is clear that they are in charge.
- Great superintendents understand, and have maybe been, most of the decision makers - share holders of the district: teacher, administrator, and parent.
- Someone who really supports the Loveland Staff
- Excitement for the job and skilled in conflict resolution not just conflict management.
- Do not hire someone who is double-dipping.
- Model instructional and organizational leadership. Walk the talk. Build leadership capacity.
- Someone who looks for options other than constantly raising tax levies. This means, for example, being open minded and actively recruiting volunteers from the community who are there and willing to save the community money by donating their time.
- sorry, but need a new survey ----- all in all, a charismatic leader who cares greatly about our children and educating them fully in a well rounded way and knows the terrain locally and statewide, knows how to communicate and plan well --- is very good with people, is a unifier
- We live in Loveland because of the schools. It is extremely important that the reputation of the district and the performance of the students remain high.
- I feel that the superintendent's children should attend Loveland schools, not a private school.
- Loveland Resident
- Want someone with kids who is willing to move into our district and make it home!

- He/she should know the community or be willing to learn about the area, history and people in Loveland. With this knowledge they should work within the community but be a strong leader that is willing to stand up and uphold policies in the school and not change things when certain groups in the community want changes that may not be for the better of all.
- Be hands-on in dealing with school and community.
- I really want a Superintendent that will truly be connected with the students and be active in the community and student lives.
- The new superintendent - and his/her family - should be an active part of the Loveland Community. Superintendent should live here and should plan on staying for many years. We need stable, long term leadership to see true improvement.
- Must be active in community-
- I would like our new superintendent to be a strong leader who can and will make decisions. It is a fact of life that not everyone will approve of every decision made by the individual running our school district, but decisions have to be made by our "top executive".
- We need a strong leader that is going to stand up for what is best for Loveland City Schools.
- The Superintendent needs to hold staff accountable for student success. As a parent I am seeing more teachers just doing the minimums to get by rather than helping kids excel to their full potential. I'm tired of hearing that "we can't" do something because of budgets. Figure it out. Get local business involvement, tap into other resources. As a community there are many opportunities that could be tapped. The board and the past Superintendent spend way to much time trying to figure out how to get the next Levy passed. Spend that time developing your staff and students. Stop teaching to "State Test" and teach kids real learning. Stop teaching to "the middle" just so you get your State funding. Provide an environment where all students can learn at their highest level.
- I would greatly appreciate the privacy and respect of students to be protected. I have heard too many administrators discussing and joking about students from both our district as well as others.
- past work record and how past districts are faring after they left
- Preferably a person who is willing to go great lengths to fight for Loveland School District and its top priority needs. Willing to do what it takes to make our schools competitive with other top districts.
- He/She should be present in all buildings periodically to get to know staff/students
- We are in a tough period for public education funding, with state and federal funds likely to decrease, and public sentiment leaning heavily against additional spending, the next superintendent will have to develop a plan for maintaining the district's excellent educational results while making tough decisions about which programs to fund and how to minimize the need for additional levies. A strong, visionary leader with excellent communication and consensus building skills is crucial.
- I think the superintendent should especially care about the students in the schools, and be a daily part of their lives. That is, be present as often as possible in the hallways, connecting with the students and staff, and parents.
- Keeping the curriculums of each school up to date so that the students continue to succeed pre-k-12. Keep Loveland remaining Excellent, if not better, like a national Blue Ribbon school district?! Helping to find funding for the district, without having to come back too often with a levy. Stretching budget dollars, without having to cut and compromise the schools needs, staff, any resources, and the districts reputation of being Excellent.
- I think it is important that the new Superintendent be supportive of all academic subjects, including the fine arts. In order for Loveland to continue to be an excellent district, we need to ensure that all students receive a well-rounded education.
- In many of the buildings, there is a need to additional staff to be hired to better serve the students, but because of our budget, they are not being hired. I would like him/her to find ways to hire where they is a need. Specifically in counselors, curriculum leaders, and technology.

- Loveland's new superintendent has a very difficult job awaiting him/her. We have been going in the wrong direction for the last two and a half years according to our data (we've failed to meet AYP and the excellent rating we worked so hard for is now in danger). The LPS/LES campus has lost its computer lab, science lab, and two classrooms (which were converted into office space). The media center is no longer open all day, and class sizes are at record highs (28 students). The money spent to purchase Ron Clark's book and send staff to Atlanta to visit his academy has yet to yield results and hasn't even been mentioned in months. Lack of leadership is apparent and must be dealt with before the entire district is negatively impacted.
- A person who has taught and understands what teachers do for their students and allows discipline and understand that discipline is not personal but a way for students to learn what is appropriate behavior and what is not.
- If this district is to survive, it MUST embrace new innovative methods of teaching and start managing this district as a business. The "old guard" has brought this district to its knees. I have removed my children from public school due to poor quality of teaching (especially the "new" math program). Lowering the bar to be "exceptional" doesn't cut it; teaching to "the middle" is a lazy decision. We have students that not able to be accepted at the same college as a student in Milford or Indian Hill (with the same classes and numerical score) because of the ridiculous grading system of Loveland. Being willing to hire someone with DIFFERENT Ideas - embrace diversity and DIFFERENT opinions, ideals.
- Loveland needs a Superintendent that is truly involved in the accurate assessment of all student needs, not just children with "special needs". The accelerated kids in Loveland are bored, not engaged and not challenged, therefore, opening the doors to other educational options which results in lost revenue for the district.
- Class sizes have reached a record high. Lowering classes is a proven way to improve scores and provide for all students.
- LOWER THE STARTING SALARY TO SAVE SOME MONEY.
- I think we should seek someone willing to keep current with other districts in areas of foreign language: offering spanish at younger levels to all students. I would also view being "academically current" as being consistent with other districts in the grading scale. Although Loveland claims post secondary institutions factor into account the 7 pt. grading scale much feedback points to the opposite. We are putting our children at a disadvantage with this as many seek institutions outside the area which does not weigh the 7 pt. vs 10 pt. in their admissions as we have found out first hand by speaking with admission offices. They have stated that it needs to be addressed in the interviewing process. I believe "academically current" would encompass making the grading scale consistent with like districts.
- Having moved from a different school district, Indian Hill, we were shocked by the grading scale used by Loveland. I do not see any benefit from the more restrictive grading scale. In fact, research has been done to indicate that the college entrance review boards check the letter grades first, then the numerical averages second. Not to mention that it's downright discouraging to the students who get 91% and even 92%. Not bad grades in my book. I will continue to push for a change in the grading scale. More and more schools are changing to the 10 point grading scale. Shouldn't Loveland be on the same page as other schools?
- The grading scale should be changed so that 90 to 100 is an A, 80 to 89 is a B, etc.
- during the current financial situation all school districts are experiencing, Loveland schools gave all personnel a 2% raise in 2009 while other districts froze or cut raises. This will be remembered when next you want another levy passed
- Make better use of equipment/facilities.
- Observation: few years ago system was throwing into large haul-in garbage containers student desks that were in good shape--why not recycle them in our system? if not our system, I read that other Ohio systems were asking and willing to come for used school furniture.
- Start a voluntary uniform program from grades K to 11. The "individuality" system is a joke when you have 500 girls dressing like Hanna Montana, another group with gothic dress code, another like the Jonas brothers, others using pants and forgot the waist line, etc., etc. Something simple, choose the color(s) and an acceptable dress code. Again, in a voluntary system.

- The High School pregnancy rate, the High School student achievement that is something more than 'graduation'
- Provide additional foreign language instruction in the earlier grades. We are a global economy and a strong academic background with the ability to communicate in a second language will provide a huge advantage to our kids.
- I would like to see Loveland focus on a more challenging curriculum. I know students from other schools who have transferred to Loveland and have to be put in higher grades for certain subjects because Loveland's is too easy. On the flip side, I know students from Loveland who have switched to private school that switched back to Loveland because they were not prepared academically for the other school. There are a lot of smart kids at Loveland who are not being challenged enough, especially in Math in the younger grades.
- I feel it is important to challenge all students in our schools. Too often, my children breeze by due to the fact that they are above average. They do not have to work hard to receive excellent grades. One of my sons has a label of superior reading ability and does not receive anything extra in the classroom. I would like to see the school district build on a model that encourages advancement among students that excel. I would love to see enrichment offered to students throughout a class period where the curriculum could be enhanced. I would love the school district to look at a new approach to teaching that encourages more open ended tasks where students are expected to perform their best and helped to learn all that they are able regardless of the grade level. I believe in Loveland Schools, but feel the academics could become more individualized to meet the needs of all students, even the above average students.

*Please note: the above text/comments have not been edited for content or grammatical/spelling errors and appear exactly as submitted on survey. Comments were removed that referenced any persons by name or referenced race, color, national origin, sex, sexual orientation, religion or disability.*