



LACEY TOWNSHIP SCHOOL DISTRICT

A Tradition Of Pride · A Tradition Of Excellence

SHARON ORMSBEE

BUSINESS ADMINISTRATOR/BOARD SECRETARY

REVISED

December 6, 2024

Re: Superintendent Search Survey

To Community Stakeholders,

As we prepare to interview the candidates for the Superintendent of the Lacey Township School District we would greatly appreciate your input of the candidate and the community needs. Please click the link and answer the 6 question survey to have your voice heard. Community input is very important to us!! *The deadline to complete the survey is January 1, 2025.*

Link to Survey on District Website - [LTSD Superintendent Search Survey](#)

Thank you,

A handwritten signature in blue ink that reads 'Sharon Ormsbee'.

Sharon Ormsbee
Business Administrator/Board Secretary
Lacey Township School District

Lacey Superintendent Search Community Survey

Thank you for taking the time to complete this important survey that will assist the Board of Education in its search to select the next Superintendent of the Lacey Township School District.

1. 1. What stakeholder group(s) do you belong to?

Check all that apply.

- Parent
- Community Member
- Alumni
- Current Student
- District Employee

2. 2. What issues/problems do you see facing the district in the next 3-5 years?

3. 3. What strengths do you think are present in the district and community to help the board deal with these issues?

4. 4. What talents, backgrounds, or strengths do you think the new superintendent should possess in order to meet these challenges?

5. 5. What leadership style do you see as being the most effective for dealing with the community, staff, parents, and students in the district?

6. 6. If you could ask the candidates one question during the interview process, what would that question be?

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Google Forms

Timestamp	1. What stakeholder group(s) do you belong to?	2. What issues/problems do you see facing the district in the next 3-5 years?	3. What strengths do you think are present in the district and community to help the board deal with these issues?	4. What talents, backgrounds, or strengths do you think the new superintendent should possess in order to meet these challenges?	5. What leadership style do you see as being the most effective for dealing with the community, staff, parents, and students in the district?	6. If you could ask the candidates one question during the interview process, what would that question be?
12/6/2024 7:20:22	District Employee	Funding, community engagement, less wasteful spending, recycling program. Ocean County needs a full time vocational program as well as an alternative school for challenged students.	Staff and community groups	A communicator, fosters staff development, innovative both in funding and academic programs.	Transformational leadership that will involve and inspire the community, staff, parents, and students. Will Zylinski would be a great choice - he knows the school, community, and is an innovator.	
12/6/2024 8:07:56	District Employee	Budget lack of money. How do we put the needs of our students first with lack of fund. With that challenge, how do we keep great staff with these cuts ?	The staff here have a true love of this community and the community groups have a love of the students, capitalize on that, so everyone is vested here. Involve all the businesses and charitable groups to help us so we can help patronize them back.	No double talk. Leadership is action, not just eloquent words . I think our "acting" Super is good at action !	Tackling issues head on. Making your presence known, and not tip toeing around ignoring staff and students problems.	What is your favorite dessert ? This says a lot about a person :)
12/6/2024 15:21:51	Parent	Budget . Class sizes . Lack of support staff.		Open minded to change, fair, caring for support staff, transparency	Transparency	How will you address growing class sizes and distribution of the budget to better serve the students and staff?
12/6/2024 15:58:21	Parent, Community Member, Alumni	Underfunded, misuse of monies, lack of diversity in educators, high turnover rate in educators, counselors, and administration, large class sizes, emphasis on sports over arts and academics	Mr Fiedler at FRS is a strength. He gets the kids and families. I can't say that about the other admins in other schools.	They need an understanding putting student needs over everything else and be able to manipulate the system to make sure our students have a stable, exciting, challenging environment where they learn to think and form ideas from information, not be taught what to think. The new superintendent needs to not be a bully to students or staff.	An administrator that collects ideas and feedback from all of those groups and finds a path that we can all walk on together would be ideal.	How would you handle financial cutbacks to be able to keep the academic necessities but also keep the important subjects of arts, languages, and extracurriculars
12/6/2024 16:00:37	Parent, Community Member	Classroom overcrowding, loss of special services and events		Putting students over politics and money		What will you do to maximize our budget and get money back into our budget from the State?
12/6/2024 16:10:01	District Employee	large class size; curriculum that is not cohesive, but rather all over the place, confuses children; classroom teachers do not get any support	need to listen to the teachers, and not those that are not in the trenches-talk to your CLASSROOM teachers!	understands ELEMENTARY education where everything begins, not high school; most K-6 districts do very well because the upper administration know how an elementary education is multi faceted and all the work that goes into teaching little ones EVERY subject	someone who supports and not blames	What is your experience with elementary grade level education, specifically with teaching the core subjects?
12/6/2024 16:11:13	Parent, District Employee	Class sizes and funding	Committed faculty and staff. Tax revenue.	Creative budgeting, transparency and involvement with the students.	Transparent, empathetic, goal oriented, hands on involvement.	How do you plan to reduce class sizes and reinstate elective programs and extra curricular activities?
12/6/2024 20:02:36	Parent	Large class sizes, no paras	Utilize empty classrooms in millpond. Remove mill pond as only prek and kindergarten and open an additional elementary school.	Better communication with parents when changes are being considered prior to deciding. Not dropping the ball on parents leaving them scrambling when changes are made	Communication and transparency	How do you plan on fostering better relationships with parents going forward
12/6/2024 20:56:33	Parent	Funding!!! Class sizes are too large!! That is my biggest concern! Other concerns are programs are being cut and bussing is no longer provided.	You have a bunch of parents who want a better education for their children and are willing to volunteer donate and do whatever to help teachers and our community do better	The superintendent should be a former teacher and a parent	Someone who can present facts over feelings and has the teachers backs. No teacher wants a class of 30+ and everyone knows that smaller class sizes lead ti increased learning. Smaller class sizes!!!!	How are you going to address the unnecessary funding and fake positions to be able to provide teachers support and out students in the best environment to support their learning.

12/6/2024 22:30:05	Parent, Community Member	Class sizes, budgets, lacking vital educational programs	Amazing teachers.	Managing a budget responsibly, improving community-school relationships,	Our community does not value education. We need a leader who respectfully involves parents and families so that school becomes a priority. A focused approach to increasing student attendance and decreasing behaviors that disrupt the learning environment.	What work will you do to improve our financial crisis?
12/7/2024 9:04:45	Community Member	Fiscal responsibility, increased attention to facilities management., and need to hire more competent administrators!	Attempts should be made to recruit community volunteers with expertise in professional areas.	Do not hire due to nepotism or just because they have been in the district for years. A grasp of the community and its issues is needed, Respect for the public's input, very good speaking skills and a proven track record for financial responsibility.	Strong no nonsense attitude with respect to all!	Why are you the best person for the job and what positive aspects will you bring to Lacey schools?
12/8/2024 8:34:29	District Employee	Money	None	I think you should hire William Zelinski and do away with the assistant position.	We need someone with the ability to cut useless spending.	William Zelinski, will you take the job? Don't ask anyone else anything,
12/8/2024 16:22:55	Parent, Community Member, Alumni, District Employee	Financial issues and continued huge class sizes.	We have a caring community who wants what is best for the children.	The superintendent should have some knowledge/degree in business and be aware of deadlines that need to be met. In the past, deadlines were missed and our school district lost out on hundreds of thousands of dollars.	A leader who listens to and makes decisions that are best for our school. Someone who can communicate well and has confidence to listen and not feel they are being attacked. Someone who knows and understands our community. Someone who is not afraid to make decisions that are best for our entire district. Someone who will go out of their way to get to know their staff, students and community. Someone who empowers their staff, especially the paraprofessionals so they can work in an environment where they aren't worried their job is always in jeopardy.	What is your plan to get us out of this financial mess?
12/8/2024 19:37:37	Parent, Community Member, Alumni	Budget cuts, declining enrollment, employee turnover	We need support from NJ governor	Excellent role model for our students, experienced Superintendent for like size district, maybe from another state who can bring innovative ideas to enrich our schools	Transparent and very good communication	How will you make Lacey Township School District better for the students and staff?

<p>12/8/2024 19:57:24</p> <p>Parent, Community Member, Alumni, District Employee</p>	<p>In the next 3–5 years, I see a significant challenge in our district's overemphasis on data collection. This focus, while well-intentioned, often stems from an administrative structure with overlapping responsibilities, leading to a lack of clear accountability for critical areas such as standards, curriculum integration across grades and subjects, and other essential macro-level priorities. When district supervisors spend most of their time analyzing data, the broader mission of our schools gets sidelined.</p> <p>I believe this overreliance on data is partly due to its simplicity as a metric. It's easy to package in blog posts or news articles, giving loud and outsized critics something concrete to latch onto. But the superintendent's role should be to focus on the district's overarching vision and stand firm against the pressures of the vocal minority—whether it's those resistant to funding public education or online critics with narrow agendas. Leadership in education requires a commitment to the bigger picture: ensuring that our schools serve students and communities in meaningful and lasting ways, not just meeting the demands of easy-to-measure data points.</p>	<p>One of the greatest strengths of the Lacey community is its broad, though often quiet, support for public education. While the vocal minority can dominate conversations, I believe the majority of our community values the role of strong schools in shaping our future. This quiet majority provides a solid foundation for the district to address its challenges and maintain a focus on student-centered goals.</p> <p>To build on this strength, I think there's an opportunity to be more proactive in identifying and encouraging pro-education individuals to run for Board positions. These candidates exist within our community, and by amplifying their voices and supporting their efforts, we can ensure the Board continues to reflect the values of those who truly believe in the power of public education. Strengthening the connection between the district and the supportive majority will help sustain the vision and leadership needed to address the issues ahead.</p>	<p>The new superintendent should bring a strong background in education, ideally someone who has spent meaningful time in the classroom and understands the realities of teaching beyond just a brief tenure. This perspective is essential for fostering a genuine connection with educators and ensuring decisions are grounded in what truly benefits students.</p> <p>They should also be someone who values a holistic approach to leadership, prioritizing standards, curriculum alignment, and the overall educational experience over a "data-first" mentality. While data has its place, the focus should be on creating meaningful opportunities for learning and growth, not just chasing metrics.</p> <p>Finally, the superintendent must have the ability to build relationships and communicate effectively with the entire Lacey educational community while demonstrating the courage to take a stand when needed. They should be thoughtful and inclusive but confident enough to lead with conviction and advocate for the district's mission, even in the face of criticism or external pressure.</p>	<p>The new superintendent needs to be a strong communicator who can connect with all stakeholders—teachers, parents, students, board members, and the broader community. They should be someone who genuinely listens to different perspectives and values input from across the district. At the same time, they need the confidence to make tough decisions, stand by them, and clearly explain why they made those choices. It's about finding that balance: being approachable and inclusive while also being a leader who inspires trust and demonstrates conviction when it matters most.</p>	<p>How do you define the primary purpose of public education, and in a time when its value is increasingly questioned, how would you advocate for and protect this mission as superintendent?</p>
<p>12/9/2024 7:08:00</p> <p>Parent</p>	<p>finances, class sizes and quality of educaion</p>	<p>caring community</p>	<p>should be local and have experience as a teacher and principal</p>	<p>honest and direct</p>	<p>Are you willing to accept a salary that is no greater than the mean income of Lacey Township residents?</p>

12/9/2024 8:41:14	Parent, Alumni, District Employee	Budgets, curriculum, transparency	Our community has a lot of resources and invested families and businesses	They need to be local and care about our town, it can't be someone boosting experience. They need to have had time in the classroom and know the current issues with behavior and learning.	Transparent and honest.	How can you improve student accountability and self esteem? Would you bring back numerical grading and student portals to 4th and 5th grade to assist with transitions to the middle school, executive functioning, and parental involvement? Would you consider partnering with local districts and forming a high school network like other states have? Each high school has a different concentration. Will you look to incorporate higher level classes into vocational tracks so our future business leaders will be as well equipped as our college bound students are? Will you consider departmentalizing 4th and 5th grade to alleviate some of the work load on teachers and allow them more time to enhance instruction? Will you consider bringing back the library component in elementary levels to enhance research knowledge and computer skills?
12/9/2024 10:07:42	District Employee	Unsafe working conditions for nurses due to lack of nursing staff.	No answer for this, there is a lack or morale from the staff overall and parents are frustrated.	The new superintendent should not be an internal hire. Someone from out of the district is needed to make the changes in administration and hold administrators accountable when not doing their job.	Honesty and integrity. Doing what is right even if it's not the popular opinion.	How would you prioritize the staffing needs of this district?
12/9/2024 10:31:07	Parent	Paying extra for kids to play sports and school busses	Our school faculty members- listen to them	Hire within the district. No one knows more about what the schools need than someone with 15+ years working within the Lacey school system.	<p>A good leadership style for a school superintendent is transformational leadership. This style focuses on inspiring and motivating staff, students, and the community to achieve a shared vision of educational excellence. It emphasizes:</p> <ul style="list-style-type: none"> •Visionary Thinking: Setting clear goals and fostering innovation in learning and teaching. •Collaboration: Building strong relationships with teachers, parents, and stakeholders. •Empowerment: Encouraging staff to take initiative and grow professionally. •Adaptability: Responding effectively to challenges and changes in education policies or community needs. •Equity and Inclusion: Ensuring that all students, regardless of background, have access to quality education. <p>By leading with empathy, accountability, and a focus on long-term success, a superintendent can build a thriving school system that benefits everyone.</p>	What specific strategies are you implementing to ensure equitable access to quality education for all students, regardless of their socioeconomic background or learning needs?

12/9/2024 11:03:28	Parent, Community Member, District Employee	Money tax rate too high!dont know	Someone who can run the school more like a profitable business	Business and education experience	Some one with great ideas who can think out of the box	How are you gonna make Lacey a great district and save the tax payers money?
12/9/2024 11:12:31	Community Member	Taxes are forcing residents to leave the community. The test scores are terrible. The district has had no National Merit scholars, proving the ineptness of the teachers. The Board of Education is bullied and run by the teachers Union and board members get retirement income from being members of the NJEA. This is unethical and a scam. The pre-kindergarten program is just a "babysitting" business that give those teachers and aides more taxpayer funded salaries and benefits. It is another scam. The education Unions should all be prosecuted under the "RICO ACT" for extortion and embezzlement. If not decertified in the next 3-5 years, you, the person reading this, are complicit and should also be charged,	The school district has no academic strengths, and it is destroying the community. The board cannot be trusted to deal with any issues that give the Union more money and benefits. Everything should be based on academic performance not friends, family, and sports.	No education industry background. NLRB knowledge on how to deal with rogue and dishonest unions. Performance standard based management style.	Complete objectivity and total disregard of past presidents.	Are you willing to reduce staff by 10% your first year in office, even if it involves receiving personal threats?
12/9/2024 12:07:14	Parent, Community Member	class size, There should only be a boy or girls bathroom. no kids saying they are cats	none that i can list. To weak tho	Strong, Demanding, on TRUMPS Side if you want funding	Strong, No backing down. Only boys or girls in the school. NO BS. Better not be one boy saying he is a female in my daughters bathroom	Are you going to side with Trump on his education plans?
12/9/2024 13:06:48	Community Member	Finances	none	long term planning	a good listener	how do you do more with less
12/9/2024 13:12:33	Community Member	crowded classrooms ,budgets not passing because of higher tax increases . Insufficient supplies for the children .	Many interested parents who want their children to succeed in school	Strong educational credentials , the Quality to see both sides of educational issues and the strength to hold on to a strong budget even when swayed by special interests.	Having the ability to listen to all sides before making a decision . To always remember you are in the business of helping children to learn as best as they can. To always keep morale high to your teachers and the students	How capable can you be in assuring us ,the public , that the children will always get a fair and equitable education without breaking the budget
12/9/2024 13:57:02	Parent	School funding and deplorable sports programs	Plenty of sports talent but they leave to attend other districs	The strength and ability to recognize a problem exists and take action to correct it.	Transformational	How would you go about telling someone that they are not performing their job in an effective way? Would you be willing to terminate that individual even if you knew it may not be the popular decision?
12/9/2024 15:37:55	Parent	Staffing, class sizes, mental health & behavior supports	Loving caring teachers, support staff, parental support to reduce class sizes	Superintendent willing to speak to directly to teachers and support staff for feedback, meet and hear from parents on their concerns, superintendent aware and able to understand the demographics of the town	Humble, confident, knowledgeable of best practices, willing to listen to staff concerns on the front lines	The district is facing a budget crisis that has had a detrimental impact on class sizes, how do you support teachers managing the increased number of needs in their classroom? And how do you support students being properly educated with less staff and increased numbers of learning and behavioral needs in one classroom?
12/9/2024 16:46:38	Community Member	More building means more students	None	Financial experience	Respect all stakeholders	What will you do to alleviate higher school tax?

12/9/2024 17:46:05	Parent	Large Class size- will effect state testing Sport and clubs cut More bussing cuts Limited intervention for students because lack of staff Special education have less and less resources	Great wrestling coaches - please maintain this Making smart spending decisions Finding ways to ultize teachers and staff to maximize student growth Getting business donations	Have classroom experience - more than 5 years Have special education experience Having principals experience to be able to understand how to ultize staff to maximize student growth Be able to build a positive climate for all staff and students	Someone that finds and highlights staff strengths can build positive relationships in order to maximize staff growth and in return see the growth in their students. Someone that listens be still make smart decisions while maintaining positive work and learning environment.	Tell me about yourself? How do you handle difficult situations? What would you do in your first year as our superintendent? How would you assist our district in gaining or maintaining student growth? What ideas do you have for our district?
12/9/2024 19:30:22	Community Member	Budget, facilities, school climate	Strong school community support. Long history as a successful school district.	Strong leader with experience as a superintendent. Similar values and shared vision of the future. Someone from Ocean County that knows our community.	Servant Leadership	How do you prioritize resource allocation to ensure equity across the district while maintaining fiscal responsibility?
12/9/2024 20:23:22	Parent	Outdated infrastructure, large class sizes, safety compromised due to funding	We love Lacey	Unwavering commitment to our kids and families	Emphasize traditional values	Will you do what is best for the future of these kids
12/9/2024 20:24:36	Parent, Community Member	continued poor money management / continued nepotism	this survey - community outreach	communication, team building, operational flexibility, instructional knowledge, and problem - solving skills	Authoritative Leadership Style	why do you want this job?
12/9/2024 20:31:01	Community Member	Where is our school tax money going, our tax money keeps going up, but they always say it's not enough	There isn't any strengths in this town, except to run this town into the ground.	There's a lot to take on with this town, let's hope that the candidate doesn't have a bad background like the one we had a few times back that was previously accused of a child abuse.	They need a clear knowledge of how to get turn around a corrupt town.	What makes you think you can turn this mess around, our students are at the bottom of the barrel?
12/9/2024 21:30:57	Community Member	District Financial Struggles and Social Media Issues	Strengths present in the district and community are both knowing the district is struggling financially and wanting the best for our students.	Experience, knowledge, willingness to make tough decisions, accountability	A strong leader is a listener, a doer, and is present. Someone who is involved and is visible. Someone who is aware of ALL aspects of the district, from students and parents, to staff and the community.	Why do you want to be the Superintendent for Lacey School District?
12/10/2024 6:18:22	Parent	Special education cuts, large classroom sizes, special ed teacher not being in classroom all day	Not be all about them but the community and kids	Not be related to anyone in the district a common issue with favoritism	Again being neutral and not related to anyone in the district	Will you serve our community or yourself
12/10/2024 6:18:51	Parent	Money and accountability. The schools are not kept in the same condition as they were 20 years ago. There is no tracking by ability. Grouping all kids of all abilities in the same classes is not good for anyone. The more intelligent kids do not get pushed. The less intelligent kids feel inadequate. It breeds mediocrity. Some of the management layers need to be reduced to save costs. Management and assistant management has been added over the years.	The community is tired of the status quo and wants real change.	Discipline, proven track record of improvement and ability to analyze and reduce costs without major impact to the operation of the school system	Good communicator that logically analyzes the situation and makes solid decisions to move forward.	What is your plan for the first 90 days?
12/10/2024 6:32:49	Parent	Academic standards. I noticed few students attend highly competitive or most competitive colleges and universities.	We need to get better educated people to advise the Board and other organizations in an intimate setting and weed out the useless politics when it comes to our children's education.	Clearly and education background, specifically teaching background at a high level with PROVEN success.	Qualify leadership where most people are motivated to take part in the education process and do so where people of all backgrounds feel welcome.	Simple: Why do you want the job and tell me why and how your qualified to move the school system forward.
12/10/2024 6:37:40	Current Student	Not having enough teachers to teach the kids	Their are some very talented teachers that should stay and give the kids the information and instruction they need	For background they can not be fired from their job and have a degree in educational leadership		How would you fix the issue that lacey has been experiencing for the last couple of years

12/10/2024 6:42:14	Parent	More free activity for students	None	Previous employment as a superintendent	Personal issues	What are you going to do to help my child grow in the right directions
12/10/2024 6:50:23	Parent	Lack of clubs and non-athletic programs. Lack of assistance for students.	Unknown	Be from outside of Lacey Township. Being experience from top rated schools.	Willingness to listen. Ability to think outside of the box.	How can you help Lacey schools become more successful
12/10/2024 6:51:31	Parent	Too many children in the class !!!!	Keep fighting to keep kids being a kid	Are you going to fight for the parents and the kids not the politics	I wanna see somebody who can talk to people not hide	How do I trust that you are gonna fight back for the town not your own issues ?
12/10/2024 6:54:57	Parent, Community Member, District Employee	Lower student achievement, funding and student accountability	Parental and staff support.	Back to basics in curriculum, discipline and accountability. Student achievement , raising the bar and bring back the pride.	No nonsense, rule follower, proactive, positive , compassionate, curriculum enrichment, student achievement centered, co-curricular supportive, staff supportive , community awareness, financial conservative . Put Lacey back in the top.	How are you going to put the pride back into the Lacey School District?
12/10/2024 7:00:32	Community Member	Funding	Excellent board members	Former teacher with some business background	Be there for everyone!!!!!!	What is your primary motive applying for position
12/10/2024 7:08:24	Community Member	The budget and continuing increase of taxes for the community.	Surely no lack of candidates	Budget and finance	Open mindedness and empathy when dealing with community's concerns regarding the continuing rise of taxes due to the over inflated, ever rising school budget.	How will you address the ever rising budget and, in fact, lower it!
12/10/2024 7:10:39	Parent, Community Member	Financial Distress	I don't believe that our district has the attributes to fix our financial problems at this time. We find ourselves year over year in a difficult situation financially. I believe this is not only because of the state funding formula but because we may not have necessarily made the best fiscal decisions.	I believe the new superintendent should have not only an educational background but a financial one.	We need a personable, kind, and educated personal that would have the interest of the students first!	What changes do you think could be made to take us out of the financial situation we are currently in.
12/10/2024 7:21:05	Parent, Community Member	More and more teachers are leaving for higher pay and more job security. Too many services are being cut and not being restored. Building maintenance and improvements must be done.	The feeling of community. The alumni support is still strong at least in the residents who are still here.	Being a local person who is in touch with the people and supportive of the community and students. Not just a group, but everyone. .. special needs, arts, sports, higher academic standards.	Visibility and accessibility. Stick by your word. Don't make promises or threats that you cannot keep	Where do you see the future of education going ?
12/10/2024 7:21:27						
12/10/2024 7:21:55	Parent	losing the arts in the district and aging schools	none	out-of tye box thinker, someone willing to execute pay to play philosophy for sports, clubs, and organizations, institute requirements for parent volunteer hours.	open mindness to hear the issues, don't just play nice to keep your job for the following year.	what will you do differently than your predecessors?
12/10/2024 7:39:04	Community Member	Overpopulation of our town creating a hardship on our schools and resources.	We lack strengths as the same people are elected over and over. The strengths lie in our outstanding dedication of the teachers and staff.	The new superintendent should come from a similar community as Lacey, understand our socioeconomic status, really listen and work with the staff, and have a strong background in financial planning and using community resources to bring this school back to greatness.	An open, honest, and dedicated work style. Be willing to try new innovations in education and use evidence-based solutions.	What can you do to make a positive impact on this school and how invested are you in this community? This district is not a stepping stone.
12/10/2024 7:45:10	Community Member	just teach -	great community and support from parents	leave politics out of teaching	support the parents and children and lead by example	are you a leader or a puppet to the corrupt system
12/10/2024 7:48:05	Parent, District Employee	Over-crowding	Mill Pond is amazing!	Able to treat everyone kindly and takes the time to know the staff!!!		Do you like children?

12/10/2024 7:57:30	Parent	Budget shortfalls, cutting important programs for youth development	Most of Lacey residents know we have an incredible school district, there'll always be room for improvement however for the most part it is well run. But not everything is just about curriculum and teaching just to score well on a state mandated test. Music, athletics, arts and wood/metal shops are just as important. The school district still must meet the needs of all students, it's a difficult line to walk however know that the community will support the district as long as we see fairness for all students and programs.	While you always would prefer to promote from within as they have a working knowledge of the district already sometimes you must look outward. Someone who has run a successful district, equal in size to Lacey, someone who is NOT from a regional district as that is a completely different dynamic. Someone that feels the pain of taxpayers while also understanding that students have to be given options and opportunities when it comes to learning. Someone who understands parent's responsibilities and that parents are to be included and informed about their children in the school system.	Experience, there is still nothing that can replace it. Courses, lectures and seminars only go so far. You must go through life and experience different situations to have a working knowledge and be confident in the way you would handle the situation. Just reading off a directive that a politician set on how to handle a situation is not ideal.	Would they run the school the same way if their own kids were in it.
12/10/2024 8:03:10	Parent, Current Student	Mismanagement of the school funds.	The welfare of all of are children.	Being a parent and have some common knowledge of how a school system is run.	Person who has lots of patients and understands the feeling for all community members.	How do you think you can better the school system and make it a better place for everybody in these difficult times?
12/10/2024 8:09:45	Community Member	Taxes	None	Corporate knowledge	Compassion	Passed experience
12/10/2024 8:09:54	Community Member	the cost increases and the lack of funding to the school district causing a raise in taxes.	I'm sure the teachers are doing a credible job with the students, I would like to see more community involvement by the students as an example thank you to the group of kids from the high school who helped with the food bank christmas distribution. The funding issues will be a problem in the future and It's up to the board members/administration and community to seek help from the state whether by grants etc. to help with increased aid.	someone who has a vested interest in the community and is looking to make at least a 10-15 year commitment to the district and is young enough say 40-ish who is looking for a career. by 40 they should have some experience as a super. or at least not looking to get their feet wet and leave the school district for Greener Pastures \$\$\$.	We need strength and someone with a vision to enhance the district with new ideas to lead a much needed new staff of young teachers who actually care, not saying that the old staff has no vision but after awhile some older staff get stale, maybe some professional development to create new tricks for enhanced educational opportunities.	Why do you want to be Superintendent in Lacey and where do you see yourself in 10 years?
12/10/2024 8:24:36	Community Member	The Board of Education continuing to increase taxes as a result of unabated spending	The district should continue to look for ways to save money, such as combining schools in order to reduce salaries.	The courage to make the difficult decisions that will result in tax dollar savings for the community.	Honesty and leading by example. The courage to make difficult decisions	Will you support consolidating schools to reduce spending in the district. The community cannot take additional tax increases.
12/10/2024 8:55:43	Community Member	funding, book bans, up to date technology, bullying, unnecessary social issue interference, vaccinations, and conservative ideology	a stable community and tax base, dedicated teachers and staff, and helpful local businesses	excellent funding experience, knowing the importance of the arts and sciences, bullying and reporting of same, recognizing staffing and using teacher/staff strengths to support the schools, and how to consolidate classes and curriculum for students to keep access to same	a democratic and transformational type of leadership is best to effect change resulting from economic and demographic changes.	Explain how they dealt with funding shortfalls in the past and their plan with how to deal with it in the future for Lacey's best outcomes
12/10/2024 8:59:29	Community Member	Funding sources, infrastructure	Concerned parents and community members who desire sound curriculum to prepare students for higher education and careers.	Ph. D. in educational administration and/or leadership, prior teaching experience, administrative experience, leadership experience, progressive on educational issues, forward-thinking, concern for community members and their needs. Strong communication skills and strategic planning and budgeting skills. Current regarding educational laws.	Integrity, transparency, patience, openness, team builder, collaborative.	How would you build trust and effectively communicate with the diverse stakeholders within our community?

12/10/2024 9:06:52	Community Member	Cut in state financial assistance		Financial background and previous experience as a school superintendent	Open communication, willingness to invite resident community input	How do you intend to address and improve the state ranking of our school system without increasing the current school budget
12/10/2024 9:09:32	Parent, Community Member	Combine all schools in one super attendant, combine principles in stead of each school having separate ones, make safety number one concern, address bullying more, stop spending money fullishly, combining preschools and elementary schools together. Focus more mental health	Open meetings instead of closing them because they don't agree on what people say, listen to the parents concerns instead of shutting them down!	Compassion, understanding, caring, open to discussions from parents,	Respect, responsibility, listening skills,	What do you plan on doing about the town meetings closing the meetings when they dont agree with what parents have to say?
12/10/2024 9:41:47	Community Member	Overcrowded classrooms & continued lack of support for teachers. Parents don't run schools . Administrators should deal with student problems when presented & back teachers when needed. Discipline should be consistent for all	You have many good teachers who need to feel they will be supported. Teachers ideas should be listened to & considered. Perhaps the board should meet with staff representatives occasionally from the different buildings. Decisions made by the board & administrators would benefit from staff input. As a retired teacher from the district, I know this has been & can be done. We were once a highly regarded district.	Some who will listen to all mentioned above as well as administrators . Friendly but able to lead. Someone with experience in a large district & research done on methods used previously. How is previous district doing & why.	Strong but willing to bend. Someone not afraid to listen to all staff as necessary & parents but making final decisions.	How do you work with the union as well as your administration & board ?
12/10/2024 9:47:35	Community Member	Quality of education and expenditures	Small town community--ability to work as a "village" if the opportunity it embraced	Honest budgeting that doesn't include shell games. The ability to eliminate true waste. The sense to not use scare tactics and threats at referendum time. Thin out the top-heavy admin. Be able to navigate and push back on state red tape. Always maintain a respect for the fact that funding comes tax dollars--even the funding from the state.	eclectic	How do you plan to show respect for the hard-earned tax dollars that fund the schools? How will you ensure that the best bang is truly (no politispeak) obtained from every single tax dollar? Citizens are tired of cavalier spending--especially when it is not directly improving the education of our students who deserve better than they have been getting. All of my 3 children graduated from Lacey and I watched the steady decline start while they were still attending.
12/10/2024 9:51:50	Parent	My daughter is only in the elementary school right now but I've heard many reports of bullying in the middle and high school with no repercussions for students behaving in this way. I want my daughter to feel safe in school and I hope that more actions will be taken to control or prevent bullying from occurring going forward.	We moved into Lacey in 2021 and the community is wonderful and strong. One of the things I love about the community is it feels like everyone is welcoming and caring and most still hang onto "old school" values. In a world where things are constantly changing I think taking into account keeping with traditions and allowing parents to be involved and work together as a community would be moving into the right direction.	As a former early childhood teacher I strongly encourage you to find a superintendent that has an education background. Someone that has been in the classroom, has dealt with behaviors, have been in a teacher's shoes. I'm sure most will agree that it is painful to be told what's "expected" from someone who's never had to deal with what is actually going on in the base level.	Be involved, be present, make yourself a part of the community. Lacey is hiring you in expectations as a leader and as someone who is going to care for their children as much as we care for them.	What's the worst child behavior you have had and how did you handle the situation?
12/10/2024 10:14:04	Parent	Budget	Resiliency	Good budget analysis	Just do the job as best as you can and be transparent	Why are grades not administered to 5th graders?
12/10/2024 10:15:09	District Employee	funding cuts	Administrators with decades of experience, and lots of new construction to spread ratables	Every district is different so having someone with Lacey experience is important. I believe years of experience in a district matters most.	Honesty and integrity	How long have you been with Lacey schools?

12/10/2024 10:15:28	District Employee	strained financial resources, overcrowded classrooms/buildings, lack of support for some student groups (such as ELL)	admins with problem-solving skills, hard-working staff	Creativity in solving problems, ability(and willingness) to support and motivate staff, sensitivity to diverse student backgrounds	Democratic / community-building	What does a successful school district look like? (the first answer shouldn't be about test scores)
12/10/2024 10:17:16	Parent, Community Member, District Employee	I think most areas of concern can be covered under budget.	Lacey may not have the unlimited funds that we would all like to see for our buildings, staff and students. But we can focus on boosting moral by acting as one community (all the schools together especially at the elementary levels) rather than acting as separate entities. Sharing resources and ideas, more coordination. Showing appreciation for those working hard, encouraging more PTA membership and then the PTA can do more for staff and students.	Being able to think outside of the box. I would like to have a superintendent that is invested in Lacey schools and the Lacey community. A person that staff at all levels feels comfortable interacting with.	A strong leader that knows how to help Lacey and can also listen to what the community, staff and students want.	Can Lacey trust you? Are you invested for the long haul.
12/10/2024 10:21:40	District Employee	Class sizes increasing and not enough staff to support the students needs.	I feel that the majority of staff are invested in our students and continue to do more with less.	The superintendent needs to have a fiscal sense to work on the limited budget that our district has to work off of due to cuts. The district needs to have an increase in funding.	I feel that the superintendent needs to be present within the buildings and community. There needs to be a firmness with parents. There needs to be an understanding for staff's needs that the expectation is to do more with less.	How long do you plan on staying as the superintendent in Lacey ?
12/10/2024 10:21:42	Parent, Community Member	Budget, *the safety of our students* and Murphys ridiculous curriculum mandates.	I think we have people that care about our students in our district on the BOE but we have also watched as the last Superintendent of our school ran it into the ground and then "retired" and left it to everyone else to clean up. Also there is a lot swept under the rug in Lacey Schools and it's embarrassing and we know more than you think we know.	They need to actually care about our schools more than their paycheck. They need to be invested in cleaning up the mess that was created over the past 5-7 years.	I feel that the superintendent needs to be transparent with the community stop hiding everything until we all know about it and then try to address it. We had 5 student deaths over a short period of time that was handled so poorly from a parent's stand point. There is a time to be tough and there is a time to show compassion and take charge of certain situations.	If your children came to Lacey for an education what is the first 3 things you would improve to make their experience more positive and how do you plan to execute those improvements?
12/10/2024 10:25:44	Parent, District Employee	Enough staff due to funding, enforcement of district policies (enforcement of cell phone policies has improved this year). Some of our buildings are old and I do not believe the use of Mill Pond School as a pre-school and kindergarten program is a long-term solution.	As both a parent and teacher in the district, I am pleased with the direction Mr. Zylinski has provided. Our district has an excellent sense of community and the support shown towards cell phone policies has helped move our district in a positive direction.	We need someone who listens to the issues and is also able to give the district a common direction to work toward.	Listen, but not cater to individual parents.	What do they know about our town, or what is their impression of our town?
12/10/2024 10:45:19	District Employee	Losing valuable employee's due to salaries.	Someone who isn't afraid to make decisions, also Someone that isn't afraid to stand up to parents and support the staff.	Have a background in finance and know about the special Ed department .	Always be supportive and listen to all sides.	Currently we are in the red how would you get our district into the green? Ex: advertisement on busses.
12/10/2024 10:48:27	District Employee	budget issues, teacher retention	strong family and community pride, hard working staff	knowledge of district- past and present; connection with staff	I believe the Acting Superintendent is the best fit for managing the district, since he understands the needs of the district and works well with staff.	How do you intend to increase inclusive practices with the budgetary constraints on the district?
12/10/2024 10:52:54	Parent	Mental health awareness for students and parents/ special education needs	Teachers, Case managers, guidance counselors, therapists	An awareness of the importance of communication with students about mental health awareness and students with disabilities	Caring, commitment and communication	What do you think is the most effective way to communicate with kids and parents
12/10/2024 10:53:05	District Employee	Class Size, Age of buildings and need for repair, disparity between NJ standards and students' abilities	Strong home/school partnership, support from stakeholders	creativity, flexibility, willingness to listen, be able to investigate solutions	collaborative	Collaboration is key. What do you consider your biggest strength in this area as well as a potential weakness?

12/10/2024 11:00:22	District Employee	Standards Based Report Cards in Elementary School. Younger students are not prepared for Middle School grading systems and are not adjusting quickly enough to responsibilities such as studying for exams or completing graded assignments.	Communication	Classroom and managerial experience (At least 10 years in a required subject area such as ELA, Math)	Being present and transparent	How well do you plan on interacting with all the employees and making them feel a part of district planning?
12/10/2024 11:03:35	Community Member, District Employee	Staff Shortages, Budget, Lack of Student Support, Lack of Staff Support, Over Spending in Areas That Don't Need It, Underfunding in Areas That Do, Lack of Support From the Board, Open Communication, Allowing parents and some board members who are unqualified in education to make decisions	The Acting Superintendent is a strong leader, make it permanent.	The Acting Superintendent is a strong leader, make it permanent. He should be able to run the district instead of allowing parents and board members to make his choices.	Strong Leadership at the Top, Loyalty to staff and Students, Being Open and Honest, Supporting Staff Because of Shortages	How will you Support the Staff so that they can support the students.
12/10/2024 11:07:57	District Employee	The budget and support for special education		The new Superintendent should be present and knowledgeable about elementary schools as well as upper grade levels. They should have a special education background and understand the struggles of our lower learners.	A leadership style that is open and honest but not afraid to make a decision making sure the students best interest are at the forefront of this choice.	How will you make sure the special education students needs are met and we continue to provide the programs they need to be successful learners and to close the gaps?
12/10/2024 11:14:58	District Employee	Budget	The ability to make the tough decision when needed	Be a strong leader, that can handle parents but be able to quell their crazy demands and apply the correct discipline	Very Firm But fair	How do think we can balance the budget and get the most bang for the buck?
12/10/2024 11:20:28	District Employee	Over crowded class, communication deficits, no support for staff, uneven caseloads, lack of appreciation for staff that do there jobs, squeaky wheels get reinforced. I fell like the district is imploding. Some professional have 35 students on there case loads others have over 100. Its crazy. People are leaving after 15 - 17 years in this district, it speaks volumes.	The staff who go above and beyond, especially special education who have the neediest of students. Spending their own money to make sure students have what they need.	Strong special education background, excellent interpersonal skills, effectively disseminating information to all stakeholders, knowledge and effective use of skill sets specialized employees have (using people to the best of their ability).	Direct and kind. People have to realize they don't always get what they want. Employees have to understand they are public school teachers / employees and special education students do belong here, you just have to work a bit harder of differently. Parent have to realize they don't always get what they want.	You are only as strong as your weakest employee. What processes will you put in place to ensure district employees feel supported, are doing what is expected of them, and are ensuring all students are valued and educated?
12/10/2024 11:25:29	Community Member	Upgrading facilities infrastructure without bankrupting the community.	Not presently employed by district. Need to hire a facilities manager with the expertise to make short and long range plans to accomplish maintenance in house.	Someone who will motivate every employee and holds them accountable to do their jobs to high standards. Someone who looks to increase the entire district's employee's abilities through the use of additional training and incentives. Someone who has strong leadership skills and can communicate with the township leaders as well as employees, students and parents.	Military experience!	How do propose increasing the efficiency and standards.
12/10/2024 11:25:45	District Employee	Money; more budget cuts	There are many passionate people, both working for the district and members of our community, looking to protect our kids and ensure they are getting a proper education that they deserve.	Leading with respect for others. Understanding of how valuable every member of our district is from the grounds to the administration. Treating your employees like an extended member of his/her own family.	A leader that leads with care, RESPECT, patience and understanding.	How have you grown from mistakes you have made in the past?

12/10/2024 11:28:01 District Employee	<p>1. Standards based reporting should not be in grades 3-5 as it isn't preparing them for Middle School. It should be in K-2.</p> <p>2. Student accountability is at a low, and it continues to fall. Parents are not able (or choose not to) hold students accountable at home, and it limits the ability of teachers to move through the curriculum at the pace originally intended.</p> <p>3. Students do not read. The world is changing, and students get their news/help/information from video (youtube/social media/video clips) instead of written text. An emphasis needs to be put back on written texts, work, etc, and less on the online versions. Reading at "grade level" will be a tough data point to reach.</p> <p>4. Holding good teachers in jobs that continually threaten cuts/low pay/disrespect will be difficult. Too many options are out there for young teachers to choose instead of education.</p> <p>5. Providing tools is expensive, and with the district funding dropping, many resources continue to be taken away. Expecting teachers to find resources on their own takes time, which also seems to be taken away. We see this becoming more of a problem each year, so imagine what it will be in 3-5 years with no changes</p>	The town seems to be united on two fronts - those who love the schools, and those who don't. They are passionate, for sure, so continuing to communicate with all parents, as well as those residents who don't yet have students in the system, is one strength that should continue to be present.	The new candidate should have 10+ years of recent experience in a major course classroom such as ELA or Math. This would ensure that the candidate is aware of the challenges facing today's teachers. (We all know that the teaching experience of today is TOTALLY different than that of just 5 years ago.)	The candidate should be firm but approachable and not be swayed by a parent because they are louder than the rest. In other words, listening to a parent is a must, but acting on what they demand should not be a given.	What are your ideas for addressing the concerns of staff, community and students?	
12/10/2024 11:29:58 Parent	Budget and overcrowding.	Teachers are the strength in the district.	helpfulness and transparency. They should be a former teacher and administrator and hopefully a member of the community and actually cares about the students.	Agressive, not someone who backs down.	What are you going to do to bring back activities, clubs, etc in the school and make necessary changes to the schools, not a new football field thats not needed.	
12/10/2024 11:32:09	Parent, Community Member, District Employee	Over crowded classrooms, tolerance of violent and inappropriate behavior/ safety of students/ Budget and removal of many beneficial programs	Experienced teachers, support staff, and admin.	Willingness to listen and to be open to working with all parts of the district, not just the board. Ability to lead and make decisions that will benefit our students and staff.	We need a strong leader that is willing and able to work with all parts of school and community to help bring this district back to what it once was.	How to we bring back discipline and respect to out district?
12/10/2024 11:32:10	Parent, Community Member	Bullying/childrens mental health/lack of resources for the students		Understanding todays struggles with youth, having the children and only the children's best interest at heart, dedication to protecting the students	Approachable, taking constructive criticism, being open to hard discussions	What is your plan to ensure children's mental health needs are being met and what is going to be done about the bullying in the school.
12/10/2024 11:41:23	Parent, Community Member	Lack of rigor in the curriculum. Too much focus on DEI and not academic issues		Deep and very long experience in a traditional setting	Business focus not strictly academia	What is your strategy to combat and reverse learning loss and ensure students and receiving a rigorous education that is not curved but truly demonstrative of the instruction they are receiving.

12/10/2024 11:50:26	Parent, Community Member	Class size, overall budget		Strong leadership skills, fiscal intelligence, transparency in communication with parents and community		What do you see as the future of the district, include a discussion about the quality of student life, safety and education, as well as planning for a balanced (not necessarily increased) budget
12/10/2024 12:02:18	Parent	Bullying, lack of accountability, poor teaching practices, not following 504 documents, lack of communication, no community or pride in it, lack of respect to teachers, parents and other students. There are no true consequences for actions by anyone.	There are no strengths in this district. We are failing the students, schools and teachers. No one is truly stopping any of the problems, the teachers are unhappy, they are drowning kids in work to not teaching and making the parents do all the work and teaching at home.	The new superintendent needs to NOT be an alumni of Lacey Township!!! This is a good old boys club district and our children are being left behind. Students can bully, such as slap, hit, body shame, and say terrible things, with nothing being done. HIB are denied. Students are defeated. We have a rise in anxiety, depression, and even had multiple in town suicides in this district. This needs to STOP! We need someone to come in and not care who is who and what is what. They need to have a TRUE zero tolerance to bullying. They need to fight back to the again, good old boys board of education and make this district that could be great. We need a leader who will hold teachers accountable to their pacing guides, that is not happening. If they are overwhelmed, then they should have planned better and be able to do time management better. We need change and as soon as possible.	Strong, not from Lacey! This town needs fresh blood, new ideas and not willing to allow anyone to step on them. We need fresh blood and ideas.	Do you believe that who your parents are should count for a student? Follow up, do you believe that teachers should be able to ignore a 504 and then ignore the parent who questioning it?
12/10/2024 12:06:05	Community Member	The school has Huge financial issues that probably will never be resolved.	There arent any. Board is out of touch with the people who live in this town and academic excellence never seems to be their priority. Seems they only care about sports.	The Superintendent is going to have to be an extremely strong leader who is not afraid to be honest with the board. They must be fiscally responsible and absolutely a champion of producing academic excellence.	Someone who is quite aggressive and who is not afraid of the Teachers Union or board and who is going to realize that the buck stops with the taxpayer. If they don't have these qualities it will be business and usual and the school district will continue to sink.	Have you turned around an underperforming school district and if so how long did it take?
12/10/2024 12:09:44	Parent, Community Member, Alumni, District Employee	budget and over crowding in classrooms	our passion as a community /volunteers	more experience dealing with a small community , doesn't have ties to Lacey as far as family members, friends. Someone who knows how to rectify a budget.	Firm but fair, not afraid to do whatever is necessary to better our schools!	what is their stand on cutting administrative positions in order to alleviate some of the budget deficit
12/10/2024 12:17:54	Parent, Community Member	Way too much administrative spending	None	Anti corruption and big government. Conservative minded	Strong personality and transparency	What are your feelings towards the DEI, CRT, and gender affirming curriculum?

12/10/2024 12:22:21	Parent, Community Member	Budget cuts, not enough teaching staff or support staff, growing classroom sizes, not enough special education assistance/funds for our most vulnerable students, constant paraprofessional turn over- especially at Mill Pond.	Our Superintendent and Business Administrator do work tirelessly, as do most of our school administrators despite what the community "as a whole" might say. I am not a fan of most of most of the board members though, the ones in charge now just bark orders, enjoy the power, and do not seem to care about making any real helpful difference within our school district.	This person should be someone who has a strong core of morals and values, understands how a school district runs, works well with the Business Administrator and understands our budget, puts students and their safety and education above all, is willing to assist more with our special education program (which is growing and we cannot seem to provide enough assistance), is able to multitask and assist in all situations, and genuinely cares to make a positive difference for our students and community.	Assertive, constructive, knowledgeable, and helpful.	What changes are you looking to make short term and long term, will there be a new Assistant Superintendent, and how long do you plan on staying with our school district?
12/10/2024 12:29:35	Parent, Community Member	Money need new roof fix bathrooms	Stop giving your deans of discipline money and raises and start helping our teachers stop cutting all of our programs	How to talk to kids and fix the problem instead of sweeping under the rug be honest with our patents since we pay ur salary	BE HONEST	How to handle the bullying stuff
12/10/2024 12:31:26	Parent	Superintendent does not care about school system	Look at the schools history of bullying etc	Making sure the children of the school are given the best and protected	An actual leader	How do you plan on stopping bullying
12/10/2024 12:31:57	Parent	Poor leadership with school board. School starts too early especially compared to Souther Regional High School and Donovan Catholic. Kids are set up for failure because school starts tooo early.		Invested Interest. Someone who really cares about Lacey. Like former Superintendent Stardub	Understanding yet strict. Kids need rules. NO PHONES IN CLASSES	
12/10/2024 12:33:32	District Employee	Most likely continued financial problems, budget cuts, continued threats towards full time paras taking away benefits (even after years of commitment and loyalty) , continued low morale due to the aforementioned.	Honestly I can't think of any right now other than Jessica Cellini and Eric Fiedler's flawless leadership along with dedicated staff throughout the district that continue on despite all of the challenges.	Understanding the reality of education today. It is absolutely too overwhelming on so many levels affecting not only the children but dedicated staff as well.	Honesty, integrity, respect, being reality based.	Are you really going to help our district rise above the many years of disarray post Richard Stardoub's tenure here.
12/10/2024 12:34:37	Parent	Buildings and grounds need upgrades, programs that were budget cuts need to be reinstated, lost a lot of students to private schools due to COVID and budget cuts	Strong sense of community, lots of parents are alumni, referendum passing would help	Being transparent with staff and public, hiring a BA who has experience bringing fiscally challenged districts back to thriving districts, no prior affiliation to the community so they have no prior opinions/influence, good listener, firm yet approachable	Transformational	How do you plan to approach the districts prioritized needs that may not align with what the community feels should be the districts prioritized needs?
12/10/2024 12:35:14	Community Member	Over crowding is already an issue in the classrooms. With the building of more housing their will be more children and the question is will we have the room and the resources to provide a quality education to our community children.	We have many committed staff members who make it work but it is difficult if they don't have the support of administration.	The new super needs to look at the strengths of the teachers and staff and see where the unnecessary spending could be cut without cutting extracurricular activities that our students need to make them well rounded.	Someone who will take into consideration ALL the concerns of our community. Someone like Rich Staradub who had a military background and was super for years. He knew the students and the parents. We need to look for someone who is part of our community. So wine who had already been a Lacey employee and possibly lives in town because that person will know exactly what's going on.	What qualifies you to run our district? What experience do you have other than education that would enhance your unique way of being a superintendent.

12/10/2024 12:42:45	Parent, Community Member, Alumni, District Employee	bankruptcy, teacher turnover, Major building/grounds repairs, lack of leadership, too many chiefs not enough indians, inflation & school finding formulas, continued lack of consequences for students creating poor work ethics	Local businesses support, pride in the community organizations, natives of the town looking to help foster a caring community, alumni employess	Open mindedness, consistency, locally grown, respectful of socioeconomic differences, equitable resource & financial distribution among each school	Strong, firm, and committed	How do you see the distrct moving forward in the next 5 years or what solutions will you bring to address the many issues?
12/10/2024 12:43:13	Parent, Community Member, Alumni	Loss of funding, increasing student population	Staff is awesome, but we are losing God teachers due to low morale and low pay	Strong budgeting, support the teachers and staff, reign in overbearing parents	Strong leader with good morals	If you had a parent make (proven) false accusations, would you stand by the staff and refuse to allow that parent to make accusations and demands, or do what it took to make the parent happy (even if it would be hurting other students)?
12/10/2024 12:44:58	Community Member	Better handling of BUDGET and taxes, keeping teachers, appropriate admin/superintendent salary,	Amazing teachers who do more than their fair share to run their classrooms and teach their students			
12/10/2024 12:47:18	Community Member	Costing tax payers too much money	Reduce top administration positions -too top heavy with unnecessary positions	Let's hire someone from outside of the district . Not another Lacey graduate . No nepotism. Find a strong leader who can help fix our budget and is not scared to cut unnecessary top staff	One based on knowledge and strength not politics and nepotism	What is your vision for the district and what is your plan to accomplish your vision
12/10/2024 12:51:19	Parent, Community Member, Alumni	Class sizes. Bathroom access issue at high school. Discipline/Behavioral/bullying issues. Impact of funding cuts on the music program.	The elementary schools are highly regarded within the community for their learning environment, caring staff, and special education services.	Leadership. Understanding of school funding initiatives. Communicator who values staff input and makes the consistent effort to connect with staff members about day to day wins and challenges. A school climate committee would be a huge benefit to the district,	Monthly newsletter and or video from the superintendent praising good work around the district as well as addressing things that are working on for improvement, and just basic district information. Hold monthly parent and staff chats to connect with stakeholders. You must be visible and accessible. No one likes being in a district where leadership is hidden away.	What is your vision for improving climate and communication in the district among teachers, students, staff, and parents?
12/10/2024 12:52:24	Parent	Class size---too many students in the classroom		Fresh blood---someone new with few connections in order to Make the necessary changes		How can we make this a district where people want to move to instead of one where people are looking to Move out of.
12/10/2024 12:54:08	Alumni	Overcrowding	Patience	Past experience in the field.	Positive	What do you feel that you qualify for this position.
12/10/2024 12:54:23	District Employee	I here/see the same problems for the past few years so I am going to assume the same moving forward because we are not making changes		We need a superintendent from outside of Lacey no more within. Someone with no ties and or loyalties	We need someone reasonable/fair but stern, isn't afraid do shake things up. Be aware of what is going on in every school not just students but staff as well.	What will you do different that will make you stand out
12/10/2024 12:59:11	Community Member	Programs being cut	Parents who want to be involved	Experience. A doctorate in education. Knowledge of how to deal with continuing education if not everyone attends college. Understand a budget. Bring in progressive teachers and let the older ones retire.	Good listener. Analytical skills. Wants what is best for the students. Someone with a five year plan.	How would you handle the bullying issues that occur almost daily at the schools

12/10/2024 13:05:06	District Employee	<p>*Due to the growth in our community the student numbers will increase and we will be expected to service the increased numbers on the same budget and number of teachers.</p> <p>*A continued lack of substitute teachers resulting in intervention teachers being pulled to cover decreasing the time they are available to service students in need.</p> <p>*Community pushback over taxes increases which in reality are long overdue. (I am speaking as a member of the Lacey community)</p>	We have many experienced staff who are willing to offer and assist in implementing ideas.	An effective superintendent should be a team player. A person willing to carry out the same duties they are requesting from others if needed. This person should also have experience in an underfunded district with a diverse population. They will be willing to think out of the box and be open to suggestions. This person should also have a high moral standard and professional attitude.	Someone who is able to set and enforce boundaries while being an active listener. A person who can also show flexibility if the situation warrants.	Would you be willing to actively substitute for up to 1 week in a classroom at a moments notice due to a lack of coverage?
12/10/2024 13:05:20	Parent	LGBTQ forcing their agenda.	Majority conservative thinking community	Common sense and able to self think	A leader who listens to the people and is not influenced by outside agendas.	What are your thoughts on children confiding in teachers their mental health issues and the teacher withholding this information from the parents.
12/10/2024 13:07:40	District Employee	Lack of rigor in academics. Too much emphasis on extra-curricular activities. Uneven application of discipline for students.	The district needs to require that all decisions are viewed through an academic lens first.	Minimum of ten years teaching in a tested subject: English or Math, preferably at the high school level.	A combination of pacesetting (making sure that all stakeholders see the individual doing the work) and Laissez-Faire (letting professionals do their job without interfering).	Is your number one priority improving academic rigor? If not, I would move on to the next candidate.
12/10/2024 13:07:46	Community Member	Teacher lay offs		Good social skills, even temperament, financial background	A good decision maker	How would you deal with a difficult board of education who thinks?
12/10/2024 13:11:37	Parent, Community Member	Teacher salaries; classroom sizes; school lunches; curriculum; freedom of homeschooling and utilizing the school resources and sports.	<p>Various grants that can be applied for.</p> <p>The ability to integrate homeschool community in with the school system.</p> <p>Local restaurants and food vendors that may work with the schools for better cafeteria meals.</p>	1. Should be a lacey school alumni, to understand the needs required in the school system. 2. Teaching background.		Do you feel homeschool students within the community of tax paying citizens should have the ability to use school books, curriculum, resources and to compete in sports?
12/10/2024 13:11:42	Parent	Financial struggles	Unsure. Need someone who informed of the struggles and has possible solutions.	Someone who cares about our children is educated and also has a financial background	Someone who is assertive has strong skin and is willing to fight	What credentials and or experience do you possess?
12/10/2024 13:11:53	Parent	Elimination of extracurricular activities/sports, retaining horrible teachers due to tenure and eliminating new teacher positions.	The community is very unified for the children overall and we need to put our efforts behind those that want to help move things in a positive direction.	They need to have and understanding AND appreciation for this town. They have to be willing to listen to residents and act when action is needed.	Open door policy is essential. Holding time for people to express their grievances and positive notes is important.	Why come to this district? What about this district makes you want to superintend here?
12/10/2024 13:12:19	Parent, Community Member	Having no money for our children to do after school sports and after school clubs .	The willingness to change.	I want them to be a parent, long time ocean county resident.	I want a hands on approach, not in a office from 9 to 5	How are you going to fix the school budget?
12/10/2024 13:14:25	Parent	Wokism from the state government and Gender Ideology from injected into the curriculum. Parental rights over the school.	Accountability	God fearing, country loving patriot	Someone who is willing to dig with the rest of us.	What is a Woman?
12/10/2024 13:15:38	Community Member	Financial planning without state dependence, growing community	Not much, seen a lot of struggle and hardship	Experience degree in education business	Open communication, public announcements of meetings on school announcement boards in front of each school each meeting	Background
12/10/2024 13:20:32	Parent, Community Member, Alumni	Financial. And lack of competent teachers leaving for districts with more stability and growth.	Dedicated members of the community and people who have lived here our whole lives.	Competent, financially savvy, compassionate and professional. Someone who will advocate for teachers and students.	Transparent and involved. Professional yet down to earth. Able to connect with the community.	How are you going to clean up this mess?
12/10/2024 13:22:22	Community Member	Competency	Teacher assessment	Business insight and education reality awareness and honesty	Straight forward and honest budget minded	What is your track. Record in dealing with the public and unions

12/10/2024 13:23:37 Parent	Budget, special education services, health (mold, etc). Too large class sizes	Sense of community	Leadership, empathy, compassion	Caring	How can you make our schools better for our kids. In your opinion, what does the district need more? Teachers, leadership, or money, choose one.
12/10/2024 13:28:28 Parent	The High School is out of control. The school lacks discipline and accountability. The students run wild because they know they are no consequences for their actions.	The Elementary Schools are the strength of the district.	Talents? Bad word choice. I don't care if the new superintendent can juggle or play a sport. Background? I would expect them to have experience within the school district. Strengths? See question 5, be a leader.	The new superintendent should NOT be one of the people pleasers that are there now. Students, parents, teachers do not have to like the decisions/changes but they must be able to live with them. A person that is not afraid to make a decision that is fair for the majority not worry what the small minority complainers will say.	The right answer should be unequivocally leadership if the candidate knows what's going on in the schools. They will probably say all three and make a joke and laugh. The idea is to see the candidate's priority. More teachers to thin out the classes, yes that should happen. More money for building improvements or relate it to getting more teachers, yes that would be nice. Leadership to change the current culture and get the pride back in Lacey Schools, that's what is important. You can't negotiate for more pride it comes from the top. My former community, where I was a elected official had several Superintendent's come and go. They tend to use their current position as stepping stones to a larger district, which includes more money. I think you need to find a person who is going to lead the district for more then the 3 year contract he will be offered. So the question might be what are your long term goals? Where do you see yourself in 5 years? A local person or someone from within the district might work, or someone without aspirations to move up. Easy to say, but hard to do. Good Luck I am available to meet or discuss Sal Candarella 973-945-3848
12/10/2024 13:31:18 Community Member	From my research the districts level of reading and math are below standards, need a superintendent who will improve the level of education.	I am new to the area, so I do not have a good answer to this question	A history of curriculum implementation, and the ability to improve our ranking statewide	strong personality, because he has experience and expertise in creating a positive learning environmental for all students.	How will you stop teachers from being laid off every year.
12/10/2024 13:31:38 Parent	Budget		Getting more funding from the state.		
12/10/2024 13:43:58 Parent	Budget, student enrollment, tax burden on residents	The community needs to be more involved. The district needs to make information on the referendum easier to access and meetings at times people can attend.	Budgeting for one! We need a problem solver who understand the financial and tax burdens in the school budgets.	We need a pace setter who can set high standards and hold people accountable to them. A decision maker who understand the impact of each decision on the teachers and staff, students, and tax payers.	I would ask about their background with school budgets and coming up with solutions that minimize the tax burden on the community.
12/10/2024 13:46:51 Parent	Administration/teachers/board raises while kids sports get cut. Cut their salaries	They have no strength. The district is not for the students	Someone who is an advocate for students. Someone who LISTENS AND DISMISSES!	It doesn't help going to BOE meetings. They do not listen to parents	What is your position with all books being brought into the schools showing inappropriate stuff

12/10/2024 13:49:44	Parent, Community Member	Budgeting and spending. The school board does not seem to know how to stay within their budget and then it falls on the taxpayers because of their mis-management of funds.	The citizens should have the ability to vote on the spending, not just told by the school board that they are over budget and our taxes will increase for that reason.	The superintendent should have a financial background as well as leadership skills to steer the school district in the right direction.		
12/10/2024 13:49:52	Parent	More budget cuts that will hike up our taxes again. More clubs, sports and bussing getting cut. Another increase to class sizes.	None. You must do better for our kids.	A strong financial background on how to fund this district.	Strong personality to take these failing tasks at hand and fight for our kids.	What is your plan in the first 3 months to get this back on track.
12/10/2024 13:52:53	Current Student	Lack of student engagement/effort, lack of discipline and out of control students			an authoritative leadership is needed to set the students in the higher levels back on track	What are you gonna do to get the students reengaged with their learning environment?
12/10/2024 14:01:20	Parent, Community Member, District Employee	Budget, morale, consistency, community support		We have had a couple superintendents hired from outside the district in recent years, one of which was absolutely terrible. A superintendent that rises within the district to the position is preferable. Certainly, hiring from the outside is important for new ideas, etc., however maybe not at the superintendent level.	Honesty, directness, accountability, open to criticism, able to constructively criticize	Given the focus on data and rankings, what is the benefit of all this data and where does it fail us?
12/10/2024 14:09:41	Community Member, District Employee	MAJOR ISSUE WILL BE CENTERED AROUND BUDGETARY LIMITATIONS AND ACCEPTING MEDIOCRITY AS A STANDARD	THERE ARE SOME VERY WORTHY ACHIEVEMENTS BY SOME FORMER STUDENTS AND ALUMNI TO MAKE NOTE OF AND TO HOLD UP IN HIGH REGARD. THESE STRENGTHS OUTWEIGH THE PRESENT PROBLEMS AND SHOULD ALWAYS BE PLACED TO THE FORFRONT FOR THE PARENTS, STUDENTS AND COMMUNITY TO TAKE PRIDE IN. "TRADITION"	THEY SHOULD POSSESS STRONG LEADERSHIP SKILLS, EXCELLENT COMMUNICATION ABILITIES, A DEEP UNDERSTANDING OF EDUCATIONAL PRACTICES, THE ABILITY TO BUILD RELATIONSHIPS WITH DIVERSE STAKEHOLDERS, STRATEGIC PLANNING SKILLS, FINANCIAL ACUMEN, AND A PROVEN TRACK RECORD OF SUCCESSFUL SCHOOL LEADERSHIP WITHIN A COMPLEX ENVIRONMENT.	TRANSFORMATIONAL LEADERSHIP	HOW DO YOU PLAN TO ADDRESS THE MOST PRESSING EDUCATIONAL CHALLENGES FACING OUR DISTRICT, SPECIALLY BUDGET CONSTRAINTS, ACHIEVEMENT GAPS, OR STUDENT WELLBEING, AND HOW WILL YOU ENGAGE STAKEHOLDERS TO ACHIEVE MEANINGFUL CHANGE.
12/10/2024 14:09:52						
12/10/2024 14:16:52	Community Member	Lack of funding	Great staff	Years of experience in both teaching and administration	Open to new ideas. Open door policy	Not politically motivated
12/10/2024 14:24:04	Parent	Money and not prioritizing paying educators instead of paying administration.	I would hope the BOE listens to parents and students who have been in the district for years.	I don't think we need a new superintendant. There is no need for a new superintendant and a vice superintendant. Especially when there are not enough teachers.		Would you take a furlough in order to save staff from losing their jobs?
12/10/2024 14:32:03	District Employee	Budget constraints and adequate help to serve the students i.e. education and medical	Determination	Respect for others, humble, rational, boots on the ground (see first hand the needs on the frontline)	Respect for others, humble, rational, boots on the ground (see first hand the needs on the frontline)	What makes you different (professionally and personally) from previous candidates to bring change to the district's challenges at this time?
12/10/2024 14:33:22	Parent	Large classes, burned-out teachers, loss of "specials," and loss of programs/sports. Lower grades from students.	Some teachers that are also part of the community and genuinely care. Parents still care and want to be heard.	Compassion, intelligence, activism, good listener, and wants to make a difference.	Transformative style	How are we going to bridge the gap the lack of funds created so our children do not suffer?

12/10/2024 14:35:22	Parent, Alumni	more budget cuts, no teachers want to work here, paras are low level and do not care about our children's education because we cannot recruit good paras because of the low level of pay - teachers are quitting because of the lack of support they are getting from their supervisors	we have resources and educators that are not being put in the best positions for the success of lacey schools	They need to be here for the students, not themselves, they should want to see the succession of the lacey school district!	we need leaders who wants to be here for the children, who donate their time to attend events outside of school, talk to parent groups, attend sporting events, show support for this community!	Are you here for the children or the salary!!
12/10/2024 14:43:21	Parent, Community Member	Lack of money	Dedicated teachers and staff	Understanding of the community and need to acquire more state money	Honest and open	What do you think you can bring to our schools needs going forward
12/10/2024 15:01:40	Parent	No late bussing, class sizes over 30, less paras for our IEP children		Someone with emotional intelligence and knows how to make the most out of the budget so vital resources are still in place for our children.	Authoritative. Someone who thinks beyond dollars and cents. Someone who motivates and inspires. Someone who is to act like his/her children attend the district schools. Someone responsive.	How can you work within this budget to reinstate some of the things our district no longer offers that they have previously.
12/10/2024 15:03:37	Parent	budget cuts, program cuts, condition of the school buildings.. The community being misinformed before voting.	The only strength will be getting the community as well as parents to fight the governor.	Being transparent to the whole lacey community about what is occurring. Strong communication skills & honesty while being passionate about helping our teachers & students. Someone who has organizational skills to organize what needs to be done to rally the community to fight Trenton. A superintendant who can put an end to bullying by holding those guilty accountable.	A passionate and honest communicator.	What are you going to do to get our school funding back ?
12/10/2024 15:05:07	Alumni	Overpaid salaries for under qualified candidates. Why is the current superintendent making \$202k a year on top of \$21k raise last year when the school budget was cut? That's more than double of the median household income for NJ! This education board rather give money to the current superintendent, who is clearly under qualified and does not care for the students and faculty, instead of giving it to students who really need it. Programs were cut because of these budget cuts and this guy gets a raise?	The community itself, they will make the best decision when they find out how much these superintendents are making vs how much they accomplish. I was outraged when I saw how much the current superintendent is making per year.	Humbleness, sincerity, honesty, making the right decisions to help students to advance their futures	Someone who stands by their word and will help students and their families be successful in their school careers	What issues do you see with the current superintendent?
12/10/2024 15:05:47	Community Member	With increased building in the Lacey Area there is going to be over-crowding in the schools, not enough teachers and the students will suffer.	None.	He must be able to be creative, supportive, be a leader to both the teachers and students, A leader who hasn't forgotten he came from an.d allow teachers to inspire there students	A leader who has been on both sides of the aisle, who is not afraid to stand up in support of the teachers, students an parents. To be able to admit to mistakes and ask for help if needed.	How will you involve and improve the Lacey School district, will you be a seeable superintendent or a deskjockey.
12/10/2024 15:06:32	District Employee	teacher shortages and lack of extra curricular activities for students	A strong staff that rises above, but this is not sustainable for the long-term	out of the box thinker, someone who is willing to take risks and try new modalities, honest, good with communication, positive demeanor and outlook, curriculum and financially savvy. someone who is willing to fight for our district to see that we get what these students deserve	Someone who can build a strong team, communicate and delegate out responsibilities.	Where do you see yourself and our district in five years?

12/10/2024 15:33:01	Parent, Community Member, Alumni	The lack of Special Education/recourses. More lawsuits. District as a whole discriminates students who are not typical. Half the staff needs sensitivity training. Teachers need to read IEP's and follow them. Education should be first, not sports. Stop allowing demanding parents of athletes & your AD to dictate the direction of your budget.	You a few good staff members left. Hopefully you won't lose them by protecting & promoting the bad ones.	Listening. Holding staff & students accountable for their actions or lack thereof.	Someone who will hold staff & students accountable.	If they are sports first or education first.
12/10/2024 15:36:31	Community Member	Lack of State Funding	Our strengths with dealing with this problem is to have a plan in place that deals with this problem.	He or she must be a resident of this state so that they are familiar with this problem.	They should be willing to have community meetings so that the parents of our students know what's going on in our schools.	What experiences do you have as an educator to solve the problems that occur within our district?
12/10/2024 15:47:19	Parent, Alumni	Proper staffing and funding for bussing, teachers, specials, after school activities.	Some individuals care for the children and not just the money	Having a child currently in the school system. Not looking for a large paycheck. But looking for change in the district for more money for the schools for air conditioning etc	Being humble. Not a business major. Being a recent teacher in the district.	What concerns you most about the next 4 years?
12/10/2024 15:50:39	Parent, Community Member	Budgeting issues and quality of teaching	Current honors programs and STEM	Budgeting, business background	Open and transparent - being able to talk with parents and not shutting them up and out	What value have you added in your previous positions
12/10/2024 15:51:17	Parent, Community Member, Alumni	Classroom sizes	Excellent teachers at the forefront advocating to their superiors about what they/their students need to achieve their goals.	Excellent communicator, IN TOUCH and closely involved with teachers in the trenches in the classrooms. An out of district perspective with a track record of facing challenges and coming up with and implementing action plans for positive change. Someone who is passionate after many years in education with no signs of burnout.	A connector who communicates well and can organize a multitude of challenges with clear steps and vision to lead.	Are you ready for all of the challenges that this district faces, to show up and grind everyday for these kids and these teachers, this amazing community? What makes you ready and qualified for this challenge, and why do you want it?
12/10/2024 16:29:38	Parent	Funding for building maintenance, bus services, extracurricular activities and investment in learning for the students. Large class sizes! These must be reduced.	The PTAs are amazing	Educational background, communication, problem solving, strategic planning and budgeting. Non-political influence.	Empathetic and democratic leader.	Can you share an example of a time you successfully navigated a major crisis within a school district and what you did to deliver a successful outcome for students, parents and teachers alike?
12/10/2024 16:35:22	Parent	Too many students and not enough teachers. Cutting school sports.			Open to putting students first and trying to balance the budget.	What can be done to raise money to help all the new students that will be coming into our schools with all the new condos and town homes they are building? Where are we going to put all these kids? And do we have enough teachers?
12/10/2024 16:37:29	Parent, Alumni	Class size/educational classes cut as well as sports	Community	The ability to deal and listen to parents concerns	Strong but fair	How do you rank education, life skills and involvement in sports
12/10/2024 16:53:00	Community Member	The woke agenda being pushed in our schools. The climate cult, transgender health curriculum & the pride flags in our classrooms.	A strength in the community would be the power of the parents	Have patriotic common sense believes, is disciplined, strong, healthy & capable of dealing with high stress situations.	Being direct, honest & not afraid to oppose establishment politics	What have you done to stand up for common sense, patriotic & American values?
12/10/2024 17:00:14	Parent, Community Member, Alumni	Increase in subpar education. Declining student scores and comprehension.	There are only a few current staff that are going above and beyond to educate our children. Unfortunately, most only care about taking time off.	Someone who can budget appropriately and get back to focusing on academic achievement instead of sports boosters and nepotism.	Transparent, responsible and proactive.	What will you actually do to improve our district and why did you leave your last post?

12/10/2024 17:23:57	Community Member	Classroom student count to high - elimination or reduction in student educational support programs - reducing scores		Proven ability to work with government officials concerning funding and grants. History improving educational outcomes in another school district. Visionary	Strong well spoken compassionate with a drive for change. Willing to put in the fight for change.	What would be your number 1 task to improve the education for our students
12/10/2024 17:26:35	Parent	Budget, class sizes	The will of the staff to work in these conditions	Experience in another district with the same for financial problems	Listen to the town and the staff	How will he/she face the budget issues?
12/10/2024 17:30:56	Community Member	Funding, Teacher shortages,	Right now, the community is hurting with the large tax increase. If there's any good time for community outreach, that time is now. Show your strength in community relations. Without it, you won't get any referendum passed.	Must be experienced in all levels of education.	Must be approachable, visible and solid.	Explain both vertical and horizontal articulation, and give an example of how you would successfully implement them.
12/10/2024 17:42:01	Alumni	Overcrowding	A lot can be improved	An ability to listen and CARE!	A caring sort	What is your plan to make this the best school district and beneficial to everyone in it?
12/10/2024 17:57:26	Parent, Community Member	More teachers and paras leaving for better paying positions in neighboring districts	Active participation of parents and excellent educators, especially at Mill Pond	I'd love our district to have a superintendent who meets with teachers and actually listens to their needs for the classroom, rather than someone who folds and denies funding because of a few cranky taxpayers.	Communicative. Visit the schools and talk to the teachers. We have excellent educators in this town, but they need resources in order to effectively teach.	Considering how essential paraprofessionals are for our special needs students, how will you ensure that budget cuts don't further affect the teacher and paraprofessional shortages?
12/10/2024 18:21:57	Community Member	Running out of money to educate these children	I don't see any.	Needs to understand an area trying to survive	Need to put people in there place and stop yelling and start listening	How will you improve money issues and treat scores
12/10/2024 18:24:19	Parent, Community Member	Class Size, bussing for middle school, curriculum	We have Teachers who care and will support and excel with positive changes!	A strong care for the children in our district	Keeping children as a number one priority	
12/10/2024 19:09:30	Parent, Community Member	Continual decline in academics, large class sizes, pay to play, lack of bussing, too much reliance on state mandates and state funding.		The ability to think "outside the box". For example, although Ritacco ended up being greedy; he ran kept taxes down and ran Toms River school district very well in the late 90's. He started Toms River Fest which brought in \$\$\$\$ which went to building the arena which brings in \$\$\$\$\$, etc. Raising more taxes isn't the answer!	Old school. Let's get back to basics. I got a great education in the late 90's. As a teacher myself, we are too soft, too concerned with political correctness, too lax, no consequences, academics are poor, critical thinking is poor (this is across the board, not just in Lacey)	What creative ideas do you have to generate funds for our district so that we can be less reliant on the state for money.
				Creativity -we need creative ways to fix this broken school district.	Take the phones away. Demand excellence again. Inappropriate actions should receive legitimate consequences. Stop being so concerned with how we look on paper and be more interested in what's actually going on day to day.	What benefit would the district get from Hiring you rather than regionalizing and joining Central Regional?
				For example: let's not discuss putting in air conditioning in the schools when we are facing a teacher shortage, 30 kids in a class and lack of bussing.		
12/10/2024 19:09:51	Parent, Alumni	Overspending on staff	Cut spending down like they did in September!	Should live in lacey be in every school once a day!	Strict	How do you plan to fix bullying within the schools since 90% is overlooked by teachers?
12/10/2024 19:13:38	Alumni	Budget, loss of teachers, funding, extra-curricular activities	Presently, none	Well rounded. Open minded. Goal oriented. Comes from a well educated background. Someone who has helped schools who were loosing funding before succeed. Someone who advocates for both the students and the staff. We need a voice for the students. The bullying has to stop.	Someone who is open minded. Open door policy. A well rounded individual who listens and hears people out and is not the type of person who thinks it's my way only.	If you had a student going through this school district what would you want to see the school district offer/do in order for them to succeed in their educational future?

12/10/2024 19:22:17	Current Student	Not having enough teachers to teach the kids	Their are some very talented teachers that should stay and give the kids the information and instruction they need	For background they can not be fired from their job and have a degree in educational leadership		How would you fix the issue that lacey has been experiencing for the last couple of years
12/10/2024 19:22:55	Alumni	Bigger class sizes, not the same activities and sports that lacey had 5+ years ago due to funding cuts, and loosing good teachers.	people care about the school district and want to help for their kids and the community.	Understanding, the wanting to help, actually caring about each student, teacher, faculty, and every single person that is working in the school district. they should come in wanting to make lacey township school district a better place.		how are you going to address the funding issues lacey township school district is facing ?
12/10/2024 19:24:05	Community Member	Taxes too high - fixed income / no kids	Listen to ALL residents, not just people with school age kids	Dedication to excellence in education , culture and the arts. Knows how to balance a budget.	Build art, dance and music programs. Transparency with budget. NO friends and family. No nepotism.	Why doesn't the WALKING ZONE cross Lacey Rd to the South and rt 9 to the East compiling with NJ regulations of 1.5 mile walk for middle school and 2 mile walk for high school?
12/10/2024 19:24:23	Parent	Budget and classroom sizes	People fighting for the children	Caring, thoughtful and attentive to children		
12/10/2024 19:25:49	Parent	Budget, overcrowding and diminishing services as well as too many policies games being played with our kids	Not Many if any. The cut that was made to the arts and buying with no noticeable change in sports or other favorite extracurriculars doesn't give me much confidence on the board as a whole	Negotiate with teachers, follow a strict budget and listen to parents and taxpayers without children equally	Various, it really depends on the person. Different leadership styles and techniques apply differently based on an individuals personality	When is the last time you attended classes in a public school? Attendance for a week as a student (or as close as you can get to that) should be mandatory. The prospective candidate should spend at.least a week in each set of grade.levels and write a review of his or her findings
12/10/2024 19:32:01	Parent, Alumni, District Employee	Bigger class sizes for my students and my own children.		Experience with districts like ours, someone with realistic goals. Someone who is from our district that truly cares about it.	Honesty	What will you do to help your employees feel heard?
12/10/2024 19:44:34	District Employee	Continued budgetary problems, along with already increased class sizes. These things increase student behavior challenges that won't be handled effectively with less resources, paras, or other trained staff available to assist.	Fabulous teachers, paras, and admin who support one another. Give them the tools they need and they will continue to excel.	An ability to evaluate where staff and families need the most support. A strong background in education, preferably with previous time in a variety of classrooms so as to understand how challenging things can become.	Engage with staff and students to see what works and doesn't work. Encourage community involvement in education. Observe, listen, and come together as a team to solve problems as they arise.	How do you plan on helping the Lacey School District succeed in the future while it's currently still facing more future budget cuts with the current formula in place?
12/10/2024 19:45:38	Parent	Cutting program that keep kids engaged and out of trouble.	N/A	They have to care about the students well being. And offer a well rounded education inside the classroom as well as outside the classroom and with the community.	He/she have to be empathetic and listen to everyone.	Why would they think that cutting any music or performing arts program, would help students have a more well rounded education?
12/10/2024 19:48:11	Parent, Community Member		Class sizes and funding	Pro-union, former principal in a larger school with no disciplinary actions, demonstrate shared power dynamic as opposed to positional power, and transformational leadership style.	Transformational or coaching style	How do you plan to foster an inclusive cultural climate district wide?
12/10/2024 19:52:06	Parent, Community Member	Funding/cuts to staff, services, programs, and extracurriculars	A sense of pride and fabulous staff	Ability to navigate financial situations and advocate/fighht for fair funding.	Someone who is engaging, facilitates a sense of community, assertive	What is your plan to rehabilitate programs and services impacted by budget cuts? How would you decrease class sizes while simultaneously offering a variety of programs from special education to advanced placement?

12/10/2024 19:52:08	Parent	Overpaid administrators, underpaid teachers, high student to teacher ratios, lack of programming re extra curricular and the arts, Limited mental health resources leading to increased bullying and unsafe environments; little social emotional learning embedded into curriculums, little parental/caregiver involvement, misplaced Budgets from state, county and town	Strong PTAs	Psychology and organizational leadership; someone from the non profit world Who knows how to allocate money to programming and the mission of education vs the pockets of administration; someone who understands how to access and utilize grant money to support school systems, while understanding that the safety and emotional health of our Students must come First and foremost to secure a healthier future generation	Open and honest communication; democratic, able to delegate, communicate the "whys" behind decisions , and diplomatic in times of crisis and conflict.	How (in detail) do you plan to ensure the safety and well-being of every student in the district while combating budget cuts and increasing operative costs?
12/10/2024 19:55:43	Parent, Community Member, Alumni, District Employee	Lack of Money, increasing class sizes		Knowledge about what happens inside the classroom. Curriculum needs	Willingness to listen and actively try to improve things for teachers and students.	When is the last time you were in a classroom to see what teachers deal with on a daily basis?
12/10/2024 20:03:25	Parent, Community Member, Alumni	Continued fiscal and budget cuts, loss of dedicated staff, low morale, buildings continuing to fall apart.	Extremely dedicated teachers nd support staff who truly care and work very hard. A lot of parents involvement in their kids' education. People who care about their town and take pride in it. Something people from other towns just can't understand.	Someone who respects the students and staff and doesn't look at running a district like its a business. Not a "yes" person to everyone. Someone who makes decisions that are best for all involved and not just to look good in the public eye.	One who earns respect, who helps to build and nurture a positive environment and overall school community amd climate. Someone who is honest, has integrity and treats people with kindness. One who appreciates the hardworking people who work in the district and one who wants what is best for the students and the staff as a whole. Not a "yes" person. Lets bring the pride back into our Lacey Community.	What is your vision to help bring Lacey back to the amazing community it once was in light of state budget cuts?
12/10/2024 20:13:04	Parent, Community Member, Alumni					
12/10/2024 20:13:20	Parent	Class size, too top heavy, schools are on a decline	Pride and loyalty	Someone external who can bring about some real changes and not just be satisfied with "the way things have always been"	Someone who takes time to address and take in the concerns of all stakeholders.	How do you plan to deal with an emotionally abusive football coach of a losing team who is years past retirement and doesn't actually teach?
12/10/2024 20:21:57	Parent	Funding, too crowded classrooms, lack of extra curricular due to budget constraints.	Not sure	Out of the box thinking on how to counteract reduction of state aid. need to figure out how to bring more funds in without just saying "write your congressmen".	Open minded, creative, caring but do what's best for district.	How do you plan to provide students with the services they need with lack of state funding?
12/10/2024 20:27:06	Community Member	Class size, extra curricular activities	Many good and committed teachers	Student centered, advocate for all students and programs	Hands on	What are you plans to fix the reputation of the school district.
12/10/2024 20:28:43	Parent, Alumni	Football staff / Varsity Head Coach / Grid Iron Program	Have not seen any strengths	Needs to clean house / pro saftey / kids first	Leadership	What core values do you want to bring to the district
12/10/2024 20:31:15	District Employee	Oversized classes. Not enough funds. Lack of help for struggling students due to lack of teachers/positions/programs. STILL NO AIR CONDITIONING! This is totally unfair that some schools have it, but not all. This is a problem since once the kids are overheated, they have a difficult time focusing and learning.	I'm not sure since nothing is being done now. As for the district, Will seems to be honest and forward with information, but he truly won't understand what the staff and students are going through daily until he spends the day in the trenches with them. As for the community, the tax increase is a strength at the moment, but won't last forever.	Someone who is determined to turn this district around. This used to be one of the best districts in Ocean County. Now, people are moving because of our schools. I would love someone who is passionate about facing the problems we have, putting the student needs first (especially in the elementary level where major gaps are forming) and someone with the experience to do this.	As a staff member, I'd like the leadership style where we are told the truth and the superintendent is willing to work with the teachers and the union. When everyone works together, it boosts morale. As a parent, I'd like to see a parent as a superintendent. A fellow parent is more understanding of student needs.	What is your game plan in the next three years to turn this district around to get more funds from the state, reduce class sizes and keep taxes down for the residents?

12/10/2024 20:41:27	Community Member	Proper management of tax payer money being budgeted going to our schools.	Our voting rights to vote members on or off the board.	Strong education background, great management skills and one who can stand up to the board and not be pushed around.	An approachable and educated person who is personal and is an effective manager.	What do you feel you will accomplish and achieve for our students educational goals?
12/10/2024 20:43:42	Community Member	.bring the students in this town above 50%. they have one of the worse standings in math and english in NJ Some are as low as in the 40th percentile. stop worrying about sports and let them learn, they are future of this country. sports should be secondary	I think the board is useless and needs to be revamped. it's more of a clique.then a school board.	interest in lacey twsp, caring, good organizational skills, know how to say NO. work with the faculty, have a budget that doesn't break the bank, move with the times, it's an anachronism by not teaching up to date subjects, have mentors for kids that need help,there are a lot of seniors that have time and would be glad to help, think before you do anything, and intelligence	someone who really has talent and personality to get along people in general and not be a know it all...we all can learn from each other	besides getting a pay check, why do you want this job and what are your plans for the township
12/10/2024 20:47:58	District Employee	Retiring teachers not being replaced with highly qualified teachers because of budget cuts.	The "choir" of responsible parents and students is shrinking. That " choir" needs to get louder and turn the tide back to appreciating an education and educators!	Previously taught successfully in elementary and high school levels. Be familiar with several areas of education and an honest communicator to all stakeholders	Open honest communication, listens as well as explains to all involved. Takes time to evaluate situations as to not make hasty decisions.	What proven methods will you implement to improve Lacey's educational rating in the county and state of NJ?
12/10/2024 20:55:17	Parent, Community Member, Alumni	Poor finances, bullying, poor school conditions, structural concerns Large class sizes , Lack of administration and community collaboration	Amazing teachers who are under appreciated .	Good personal skills, Empathy, expertise in grant writing and funding. Cares about staff and students	Someone who can relate to parents and families. Someone who makes a presence in the schools and is seen. A superintendent that owns the issues and invested in improvements for district and our children.	What is steps would you take to strengthen communication with staff, parents, and community.
12/10/2024 21:03:14	Parent, Community Member	Budget restrictions, laying off more teachers	Strong PTOs to assist with enrichment	Financially frugal, approachable, honest	Strong but willing to hear other opinions	What would your plan be to create a more sound budget without drastically raising taxes, keeping classroom sizes to a reasonable number and without laying of necessary staff?
12/10/2024 21:05:41	Parent	Lack of skilled teachers	Private tudors	Experience with a failing academic system	Communication with listening & follow through	How do you plan to improve the academic experience for your average students since communication is extremely difficult with teachers lack of response?
12/10/2024 21:08:16	Parent	Mismanaged funds, lack of funds, forced "woke" agenda	Concerned parents may be the only strength. Elementary schools seem to have caring and good employees.	Empathetic, proper education and business administration background plus being a parent themself.	Empathetic, active, responsive and communicative.	Will you fix the mismanaged financial problem and be active in Trenton against Murphy's poor funding formula?
12/10/2024 21:08:47	Parent	Funding	Community	To be able to eliminate excess spending and find opportunities for saving money	Straightforward no nonsense not wish washy	What will you do to help solve our ongoing budget crisis?
12/10/2024 21:20:44	Community Member	The Board of Education continuing to increase taxes as a result of unabated spending	The district should continue to look for ways to save money, such as combining schools in order to reduce salaries.	The courage to make the difficult decisions that will result in tax dollar savings for the community.	Honesty and leading by example. The courage to make difficult decisions	Will you support consolidating schools to reduce spending in the district. The community cannot take additional tax increases.

<p>12/10/2024 21:24:19 Parent</p>	<p>Oversized classrooms.</p> <p>Underpaid teachers who continue to work periods of time without contracts. Lack of contracts has been an ongoing and longstanding issue within our district. We are losing qualified staff because they are under paid in comparison to all other area schools.</p> <p>Lack of planning for future of our schools in terms of school upgrades, improvement/remodeling to anticipate changing population trends. Look at Stafford Twp whose district is anticipating change and starting the 10 year process to ensure their district does not fail. Especially, with the consistent changes in declining school funding to our district. We should be racing ahead to secure funds. Stafford has the community support and vote (despite high senior citizen populations who are known to vote against school budgets) because they are acting proactively not reactively like Lacey.</p>	<p>Qualified school leaders, teachers, paraprofessionals and counselors that truly care for our students. They are your core and so many parents are choosing to stay with Lacey schools a little longer before applying to a sending district or private school.</p> <p>Multiple businesses that consistently come to the schools aid to help with fundraising and PTA events.</p> <p>Many parents who have their children attending Lacey schools were graduates of Lacey. Thus fostering an environment in which we want to encourage our own children to have pride in their heritage and experience "age old traditions" we experienced once as a student.</p> <p>Use those traditions and memories of alumni as a means to fundraise. Before having a child in the district, I knew very little of the school plays being offered or school related events. Truth be told the district still fails to promote these events, often bringing info to the public only a day before the event. These activities and events could bring in a decent revenue as opposed to solely putting it on the club/organization to advertise . This will also boost community support and</p>	<p>Understanding that the school staff treatment, pay and how they are supported is core to the district's success. Greater understanding of value of community involvement and participation. Long term planning is vital.</p>	<p>Strong and Direct. Progressive yet realistic with understanding that change is gradual but can be achieved in small steps. These steps will need to be stated and referenced in meetings to earn the support of the community and school leadership/staff. We had too many rotating superintendents recently whose lack of clear communication and passion gave us a feeling of misguidance. Lacey residents want the advancement of our schools and pride in their community to resurface more than ever.</p>	<p>Where do you foresee our district being in 10 years under your guidance? Follow up question of what plans would they implement immediately and why. Have them tell us how our district is failing in comparison to the other districts in Ocean County, state, and national level. Anyone who wants this position should do their research and know our district struggles in advance of their interview as opposed to giving generic answers.</p>
<p>12/10/2024 21:52:29 Community Member, Alumni, District Employee</p>	<p>Teacher burnout, financial stresses that cause loss of extracurricular activities, education curriculum defects and neglect with teachings of empathy and life skills.</p>	<p>Current strengths are staff student relation.</p>	<p>Empathetic, Honest, Rule follower, advocate for staff, equality and leadership qualities that buildup the district community relationship.</p>	<p>I see a democratic leadership being the most effective for not "dealing" with the community staff and parents in the school district but rather working together in unison to fulfill the needs of the district and find a common middle ground to effectively build our relationships. I think many problems form around the fact our current district supervisors view working with community as dealing with them. This builds a us versus them mindset rather than We vs the problem.</p>	<p>How are you prepared to protect your staff and promote a positive work environment for burning out teachers?</p>
<p>12/10/2024 22:05:39 Parent, District Employee</p>	<p>Budget cuts from our governor</p>	<p>Current leadership</p>	<p>Need someone with knowledge of the district. I prefer someone in district. Everytime we have gone outside the district it has been a nightmare.</p>	<p>Someone like our acting superintendent.</p>	

12/10/2024 22:39:33 Alumni	<ul style="list-style-type: none"> - Loss of state aid - Bullying/Harassment could get worse. - More of our tax dollars could go to waste on unsuccessful and unnecessary projects!!!! - Ridiculous class sizes of 30+ students - School lunches for our children could get even worse! 	<p>There's wonderful school principals and administrations in our schools, LAH Academy is great academy for the high school as a former student who did a wonderful project for the high school, STEM Academy is wonderful and well known throughout the community, wonderful after school programs, friendly and wonderful teachers and staff members.</p>	<ol style="list-style-type: none"> 1. Strong Leadership Skills 2. Experience in Education 3. Listen to all concerned taxpayers, parents, and, students citizens. 4. Empathy 5. The guts to handle tough and difficult decisions/situations 6. A positive attitude 	N/A.	Why do you truly want this job?
12/10/2024 22:47:49 Alumni	<p>Finances to keep critical staff, and activities and extracurriculars for students. More support for guidance counselors to actually support the different types of students and issues; there are not enough of them to actually counsel effectively. Many of the counselors are great, but many are overworked. How to do this without raising taxes to add staff or properly pay others.</p>	<p>You have willing people in the district that care about the students. Many go above and beyond. They want to make this a district special, again. However, cutting critical roles like paraprofessionals to part time and continuously adding more duties to the people that already go above and beyond will cause people to not care, burnout and leave, if they weren't pink-slipped first due to budget cuts. Find better ways to assess staff before letting good ones go, which will force others to step up before they get shipped out.</p>	<p>Someone not easily swayed by others in the boys' club (whether male or female). Yes, we all know this exists and happens.</p> <p>I would like to see someone who played sports, preferably in college. And coached. Why you ask? Studies show that athletes, and particularly college athletes, learn critical skills that make them well-rounded, respected leaders in the workplace. You will get someone who will put the work in because they know what it takes. Is it guaranteed? No, but something to consider.</p> <p>Essentially someone with a good track record. Get recommendations from teachers, support staff, other administrators in the district the candidate works at currently. Have them provide their feedback of this person and how they feel this person handles crises, interacts with irate parents, and celebrated the students at the district they are currently in.</p>	<p>they have integrity, strong communication skills, empathy, vision, decisiveness, adaptability, self-awareness, the ability to inspire others, a focus on team development, and ethical behavior.</p> <p>Wrong word choice using "dealing". Working or communicating with is the approach the new leader should have. Many great leaders are people who are well-respected by those that work for and with them, but also that people slightly fear because that person knows what they are doing, has the experience to back up their mission, will not let others walk over them and dictate how to handle situations, but in a way that is for the benefit of those they serve. There are so many leadership styles and each situation may call for the new superintendent to adapt to a different style. So, adaptable and the ability to determine how they can solve the problem or who best to involve based on that problem. Too much of one leadership style isn't always the best way. If one must be chosen, then transformational leadership.</p>	<p>Based on their knowledge of the district, what are the most critical areas of improvement they would address in the first 3,6,9 and 12 months if they were hired as superintendent?</p> <p>Or</p> <p>Tell us something you are proud of in your years as an educator and something you could have done better. (This will give you an insight into he type of person you will get and what's important to them).</p>
12/10/2024 23:15:10 Community Member	<p>A positive school climate and morale. Look at what Central Regional has done. More cooperation and collaboration with city government More financial emphasis on curriculum, staffing, and student needs</p>	<p>A desire to do what's right for kids but a lack of knowledge of how to get things done.</p>	<p>Finance. Long-range vision. Communication skills with community, staff, and students. Understanding the importance of being visible to all stakeholders</p>	Team builder and problem solver	The answers to questions 2,3,4,5
12/11/2024 6:17:22 Parent, Community Member, Alumni	Lack of Funding	A strong Republican following with a new federal Republican administration to help secure said funding	Connections (i.e.Political) outside of the district to source federal funding	Strong and Descisive	I would like a list of their priorities and they whye they would achieve them

12/11/2024 6:49:31	Parent, Community Member	Budget/ academics	None	Listen to the community and be able to reach out to the right people to get more funding	Someone who won't cut off people when they speak at meetings. Someone who is not to far leaning one way or another politically. Level headed and willing to listen to opinions that don't align with theirs	
12/11/2024 7:04:36	Parent, Community Member	Class sizes too large	Teachers who care and want to see students succeed	Able to think outside the box and figure out solutions to budget problems	Honesty and transparency	What do you plan to do different than every other person in this position?
12/11/2024 7:09:24	Alumni, District Employee	Budget	William Zylinski	William Zylinski	William Zylinski	William Zylinski
12/11/2024 7:47:40	Parent	Cutting to many teachers jobs	Too many layers in the schools	Cut the waste. Do we really need all of these layers	Someone that supports the parents and not the board of education	Why don't the parents have more say with what's going on in our schools
12/11/2024 8:05:00	Parent	Teacher retention and recruitment	Teachers who are center focused and dedicated to the district.	Higher Education, Certified Public Administrator, Military, Grant Writer, Certified in Public Finance.	Transformational	How do you define success?
12/11/2024 8:06:42	Parent	Funding cuts causing loss of teachers and programs	Concerned parents and community members	We need someone who will fight for more State funding and make sure we keep our most qualified teachers and hopefully hire more to teach important subjects in high school that have been cut including business and marketing.	Transformational, we need someone strong that can inspire more innovation	Where do you see the graduates of Lacey schools headed?
12/11/2024 8:08:52	Community Member	1. Student academic performance 2. Funding	Committed faculty and parents who need to be enrolled in supporting positive change	Previous experience in a leadership role; academic qualifications; 'independent' thinker able to craft and 'sell' a longer-term plan; willingness and ability to reach out to stakeholders.	A strong communicator able to define, and gain support for, a positive way forward for Lacey schools, irrespective of local politics.	How are you going to deliver more students into good 4-year colleges?
12/11/2024 8:11:28	Current Student	Financial debt	Setting up fundraisers	Willingness to be creative and work well with a team	Strict but understanding	Where do you see the district being in 5 years?
12/11/2024 8:13:10	Current Student	Budgets and unfair payment to some sports	I don't know	Should know how to deal with economics and budgets. Should know how to promote new ideas and fundraisers for money.	A strong leadership who is not afraid of being denied and is persistent.	How would you fix the budget cut?
12/11/2024 8:13:37	Current Student	Roof caving in	idk	Good-communication and friendly with students	Situational	What do YOU want to do in this position
12/11/2024 8:16:02	Current Student	budget cuts	unsure; I've only lived here a year	something to help find money	communication	How would you handle any form of backlash given over budget cuts?
12/11/2024 8:16:22	Current Student	We will not have enough money to maintain a stable school community.	We have lots of parents who are willing to voice their opinions for our school.	They should be willing to deal with challenges and have a background with business.	I think one that takes the community's opinions to further develop a plan for the school district.	What budget do you think a school should have to maintain a stable environment and how far off is our school/how do you plan on getting more funds?
12/11/2024 8:19:52	Current Student	money, cutting programs, banning things they really should not.	understanding others point of view. knowing when its right to ban something or do something	being able to speak in front of a big group	a bit lay back but knows when to rule with a iron fist	if you found a kid doing something they should not like vaping fight things like that. in your thinking what would be the best thing to do.
12/11/2024 8:23:11	Parent	Buying, paying the staff properly, providing the extracurricular activities our kids need for scholarships	We have strong parent support but the board should be made up of only those who have children currently in the school system who are dealing with the issues the rest of us are.	Someone who puts the students and staff first. Someone who doesn't take raises when funds are drastically cut to the school each year. Someone who actually solves problems	A person who listens to all sides and decides what's best for the students above all else	What are you going to do in the job to justify the salary you are earning
12/11/2024 8:29:37	Current Student	Bullying	...next question	Be nice and actually like kids	Not being a push over or a parent pleaser	What are you going to do to reduce the anxiety in the school, especially with school shootings, becoming more of a threat

12/11/2024 8:31:01	Current Student	Budget problems, understaffed, unorganized, bullying	nothing	Organization skills, care for staff and students and not just money	Someone that cares	Do you enjoy working with kids 14-18? (why would you apply at a school if you don't)
12/11/2024 8:38:29	Current Student	idk bruh	idk bruh	nonchalant	lowkey chill guy	rock or metal
12/11/2024 8:38:42	Current Student	Lack of money and resources	We all help each other and provide	They should be compassionate, friendly, and intelligent. Helpful as well.	A leader who listens and helps people with their problems	How do you plan on making the school a better place for teachers and students?
12/11/2024 9:07:04	Current Student	There will be more budget cuts.	Talking to our governor about it.	Communication, instructional knowledge, problem solving abilities, etc.	I think a shared decision-making style would be good.	How do you plan to make our school district better?
12/11/2024 9:12:34	Current Student	lack of funds, kids dropping out of school or just not showing up anymore. convince kids to show up. stop yelling at us for no apparent reason, i get it you dont like our phones and earbuds but some people need those for either family emergencies, medical issues, or even mental issues. not only that but yelling at us for our clothing, most of the clothing we wear our PARENTS get us. so youre yelling at us for clothing we didnt even buy.	i honestly dont know what strengths this district has that can help the schools.	common sense.	lenient but strict. like dont go screaming at everyone because a certain rule isnt being followed by some students. also make an effort in creating bonds with students so they like you more rather than making your job harder because if they dont like you, then theyll make your job harder than its supposed to be.	why are you trying to work in a highschool of all places? like yes were better than middle schoolers, but still, why?
12/11/2024 9:16:53	Current Student	budget issues, transportation for clubs, afterschool bussing	we have good smart teachers who can perservere the cuts	good financial education, a good problem solver, and understands the students so a reasonable younger person if possible		what would you do about the budget cuts
12/11/2024 9:17:42	Current Student	Nuclear war	Canned food	Juggling	Delegative	Would you rather have unlimited bacon but no more video games, or games, unlimited games, but no games?
12/11/2024 9:20:16	Current Student	Apocalypse	The school is made of sturdy bricks	Child-friendly	Situational	Do you believe in God?
12/11/2024 9:21:30	Current Student	budget cuts, the whole pride flag ban, bad decisions made by the board	i know if the board puts their heads together they could do such things for the pride flag ban and the budget cuts	SUPPORTING OF KIDS! we need someone that can support kids and can care about us enough. someone who doesnt remove pride flags!! someone who does something about the budget cuts. someone whos actually a leader and can change us for the good.	one where students get taken care of fairly.	how would you be a good benefit for our students?
12/11/2024 9:26:40	Parent, Community Member, Alumni, District Employee	lack of quality teachers due to issues with salary, job security	involved parents, caring, dedicated teachers & students who want to excel.	down to earth, tough, parent, relatable, past athlete, past alumni, strong business sense	stern yet willing to listen and learn	Can you "be" what you needed while being in school- we need someone invested not just going thru motions
12/11/2024 9:43:31	Community Member	Budget. Quality of education	Change the board			
12/11/2024 9:52:38	Current Student	The banning of pride flags and identity expression for students and staff, teachers over-working students and even going far enough to insult them.	The board understands there are issues to be addressed and they listen to what the community has to say.	I think the new superintendent should not have bias and thoroughly think through every decision and I believe they should also have empathy.	The new superintendent should ask for input from the community and listen to what people have to say, good or bad.	How will you better our school and make it a place students actually view as important and a productive use of time?
12/11/2024 9:53:31	Community Member, Alumni, District Employee	How to support for students that are at-risk and struggling academically with budget cuts.	counselors and SAC's but limited due to class schedules and lack of after school transportation.	Strong understanding of school dynamics, ability to address concerns when presented with them instead of letting small issues fester.	Strong communication skills and open dialogue. No retaliation for speaking truths about concerns within the buildings.	What is your top priority for improving the districts functioning?
12/11/2024 10:06:06	Community Member, Current Student	A lack of student engagement and the use of ineffective/outdated teaching styles by teachers. I also do not understand why the district is complaining about having less of a budget than previous years when our "football coach" is receiving hundreds of thousands of dollars for having a rare presence in our school.	The strengths that I believe are present in the district is that many of our teachers care for our students.	Able to have a kind and open mind that can hear from not just the parents, but also students as well.	I believe that team work and communication are most effective with dealing with these groups of people.	Would you consider the voices of parents or students more important?

12/11/2024 10:16:11	Current Student	money	none	money management	stern but nice and empathetic	why do you think you out of everyone here will be more beneficial to our school
12/11/2024 10:25:56	Current Student	FACING NOT ENOUGH SHREDDING.	NOT ENOUGH SHREDDING IN THE TOWN.	IF THE NEW SUPERINTENDENT CAN SHRED, I WANT THEM IN OFFICE IMMEDIATELY.	I NEED THE LEADER TO SHRED.	DO YOU SHRED?
12/11/2024 10:26:25	Current Student	-Budget issues -Discrimination against minority groups (LGBT, people of color, women, etc) -Bullying in sports	People often petition for what they beleive in	They should be open to hear ideas from everyone	Lenient but firm	What changes are you planning to make?
12/11/2024 10:36:46	Community Member	Finance, greater variety of classes for students, reading and math levels and fairness wirh discipline.	none	open mind, flexibility, understanding, creativity, innovative and will to bring in evidence-based programs and instruction.	Having an open door, transparency and willingness to listen and solve problems fairly and creatively.	How have you supported students and collaborated with teachers and parents as when you were a teacher and as an administrator.
12/11/2024 10:38:36	District Employee	CLASS SIZES ARE TOO BIG HOW DO YOU EXPECT STUDENTS TO LEARN WITH 30 STUDENTS IN AN ELEMENTARY SCHOOL CLASSROOM	cut from the top like other districts. no other districts have supervisors in EACH school.	BE BOLD	ACT ON WHAT IS NEEDED Don't just say-act on it	How will you handle the GIANT class sizes esp in the elementary school?
12/11/2024 10:42:40	Community Member	Gender idenity	Strong family vaues	Common sense	One that welcomes a team approach	Why do you want to be a superintendent
12/11/2024 10:49:38	Parent, Community Member	Gun violence and bullying coupled with a mental health epidemic	Large police budget to employ officers in schools	Education in public health and mental health	Open communication via public meetings on specific topics, not a free for all	Do you support gun control and do you believe in science, the CDC, and mental health awareness???
12/11/2024 10:52:41	Alumni	Financial issues. Lack of structure within that shows on the outside.	People like Kim Klaus and Skip Peters. Local people who fight for the community and the place they grew up in. The amount of good publicity and effects that people like them have had are immense.	A business/education degree, and just someone who is young and local that will fight for the community they grew up in. Bringing in these out of town people compared to having someone from Lacey is a big difference, people from Lacey care about this town and education.	Someone who can inspire and create change while keeping things well structured. This doesn't mean setting high expectations, but allowing students to live to their fullest potential than can foster innovation and leadership.	If you were in my seat and I was in yours, what would you tell me needs to be done?

12/11/2024 11:06:47	Current Student	budget, proper education, attitude of teachers, students getting overworked, discrimination against minorities by students, teachers, janitors, and other faculty members (lgbtq+ community, African American students, and students with religious specific clothing are just a few examples of groups I've seen discriminated against by students, teachers, janitors, and other faculty members), and lack of safe spaces for students. In addition to this, I believe the new phone rule has only created problems as opposed to solving them, for example, last year I had straight A's every marking period, and when I wasn't doing work, I was decompressing on my phone, which allowed my brain to reorganize itself. I would text family, they would ask how my day was going, and as someone who enjoys math I would make desmos graphs, and all of these things would allow my to decompress and be a more effective student. if you are able to put a phone rule in place that bans the use of all cellphones during class, you're also able to put in a slightly more complex rule that would ban the use of cellphones for everyone under an A or even a B. This could possibly be a good incentive to have students keep their grades up.	I believe that one of our greatest strengths is Mr. King. As a good speaker he has the ability to inspire the students and as principle has the ability to get things done that that school need. I also believe we need more student created clubs. of course they would have to be authorized by the office or possibly some sort of club creation faculty group, but inspiring students to create places where they can feel accepted is a good way to strengthen our community and have students be more kind towards one another	I believe the superintendent should be able to have quick problem solving skills, be able to dissolve a disagreement with ease, strong leader, has ideas to fix the school, help students, maximize budget, improve education for the students, improve teacher attitudes, understand mental health and be able to effectively communicate with students and teachers.	A caring but firm one. Not someone who runs the school like a boot camp, but also not someone who is too soft on all the students and lets the school run amok. We need someone who is open to and capable of inspiring the students, working with the student government to achieve the goals of the students, and makes an effort to change things that threaten the education, safety, and mental health of the students.	What they think the best way they can help the school would be.
12/11/2024 11:35:41	Parent, Community Member	Abysmal guidance counseling - Low test scores - School violence	The district and community are as diverse as any other, and parents in the district are more often than not willing to assist with any endeavors taken on by the district. How about embracing the "it takes a village" approach and utilizing some of these resources...	The new superintendent should be more involved in the day-to-day operation of the schools instead of sitting in the ivory tower. Perhaps someone who can relate to the problems faced within the district would be a good choice. Additionally, I am a proponent of someone local rather than someone from outside the district.	Without a doubt...a transformational leadership style would suit the district best.	When you were in high school, who was the superintendent of your district? 90% won't know the answer...and follow up with "How will you lead so that they remember YOUR name?"
12/11/2024 11:45:52	Current Student	money, bad grades	none	money maganement, policy managment	adaptive leadership	idk
12/11/2024 11:49:48	Current Student	diversity	none	black and smart	black	whats your motive
12/11/2024 11:53:50	Current Student	Phone policy, poor school facility conditions (leaks, broken mirrors, unshockable bathroom stalls), vaping and drug abuse, ineffective and annoying hallway/bathroom sign out policy	More money, more relaxed policies surrounding electronics, more severe punishments for vaping and drug use	Compassion, strength. leadership, likability, and intellect	Strict and using punishments to punish serious offenses but not focusing on enforcing dumb rules	How do you plan to limit drug abuse in the high school
12/11/2024 12:17:06	Parent	air conditioning	none	everything	democracy	why is there fuzz on a tennis ball
12/11/2024 12:27:02	District Employee	Money coming in		Really know the schools and how they function. Care about everyone including the paras		

12/11/2024 12:45:34 Current Student	money allocation	the desire to assist students	i think they should have experience in education and student settings	an open minded, willing to take some risks	why do you want to be the superintendent? what will you do if you get it?
12/11/2024 13:15:12 Current Student	money issues because we poor	we have a strong community and they could come together for fundraisers	they should have a good background in schools with a positive record	we need more relaxed leadership and less strictness	why do you think you are a good fit
12/11/2024 13:37:35 Parent, District Employee	The amount of new housing being built which will increase the number of students in class that are already overcrowded.	The shared understanding that the district needs to hire enough teachers to lower class sizes which will result in more meaningful and productive instruction.	The ability to speak with intelligence and provide evidence based suggestions and solutions.	Transformational leadership	What are the top three issues facing Lacey Township that will be addressed in the immediate future?
12/11/2024 13:53:01 Current Student	Bankruptcy due to the constant lawsuits, illegal building, and debt. I see more and more students dropping out like myself due to the staff's harassment. I'm Belle Bilancione, a former student at Lacey HS from class of 2023. That school beyond failed me. You can check my records, I was a straight A/B student up until I got there. I had a lot of issues at home which I was pretty open about with my counselors, Ms. Cruz and Mrs. Winkle. They were the only two people who ever cared about me in that school other than Officer Nick. The teachers never listen to you, or give a crap about you. If you need time away they think you're just on drugs or trying to vape because "that's what everybody does". I fell asleep in lunch because I couldn't sleep for days due to issues at home- (I got kicked out a few months later)- and Mr. Angelo walked in trying to force me to take a drug test because I was apparently sleeping due to drugs. The last day I was there, I got kicked out of my home due to the police being called for another student who was at my house, their mother lied and said she didn't know where they were when she did. I didn't know the situation. Point is, I was kicked out of my home at 17 and the higher principal, Mr. King, just laughed in my face and called me dramatic for crying and freaking out	I don't know any strengths our community has because i've completely turned away from it ever since the HS turned on me.	Human Dignity— They need to know that the students are still just kids, pressured by a whole other world on their devices, suffering at home to parents who don't care, trying their hardest to keep their eyes open in class. They're human too. Respect— Respect goes both ways. The students will learn respect more, and be more willing to be respectful when they feel respected back. Support— Actual support for each and every individual student. Not just an assembly that you know half the students aren't listening to. Take time in the beginning of each school year for each student to have at least 15-20 minutes to sit down with their counselors, get to know them in a comfortable setting, and check in on them every 2-3 months. Not just once. Feedback— Lastly, listen to the students! As much as teachers and staff don't realize, they are the reason they have jobs. If every student were to drop out, there would be no one to teach. I'd say every month have the students take a small assessment on how they felt in the building that month. Ask them how they felt about each of their teachers, ask them how they felt about the work they were doing, and ask them how they felt mentally.	Assessments. Send out assessments to see how everybody feels individually and you can look at all the responses as a whole at once. Google Forms automatically creates charts on certain answers. It's the best way to make everybody feel heard while also wondering if or why you're doing wrong.	Why do you want this job? If they answer something like, "I've worked very hard for years for this job, I think i'd be a great candidate." or "I've been studying and schooling for years, I have all the knowledge I need....blah blah." Then I wouldn't pick them. You need to pick someone who's in it for the kids. Someone who looks you in your eyes and says, "For the kids. To make the school more fundamental, supportive, and structural for the staff, and especially the kids." With the world changing the way it is, they need more support than you know. I still have half the kids in that school on social medias, and i'd say at least 90-95% of them hate that school. Another half considering dropping out. Nobody feels safe, supported, or heard. So I hope you read and hear this. Thank you. Belle A. Bilancione '2023

12/11/2024 13:53:06	Parent, District Employee	Increase in the number of students with houses being built and ratios of students to teachers/paras/nurses. Difficulty staffing - pay, workload/injuries/past experiences. Potential loss of control of the district's vision if not steered by a true captain who is open, vulnerable, trustworthy, visible, and willing to listen to the people on the frontline to make change happen.	I can name a handful of people that I believe the district wouldn't survive without. What I WANT to see is for the board to open its arms to the daily problems we face as well as the long term ones, and then do a workout to determine what is low hanging fruit and what needs to be placed in the parking lot.	PRESCENCE. Someone who actually loves what they do and not someone who just wants the title and salary. A person who knows they've made mistakes and learned from them, knows they are not perfect, continues to grow personally and professionally. I want to work for someone who believes that no matter what we're up against we can come together as a united front and do what is best for ourselves and our children. The future of our government is uncertain. We need someone who is unbiased and is not afraid to do THE RIGHT THING.	No boys/girls clubs - I have only worked in the system for less than a year and I know for a fact there are people working in the district that should not be based on their performance/behavior. This does not set a positive tone or precedent for those that want to be here and try their best every day. There is no excuse for these things, including bullies, even if we need a body to fill a hole in the schedule. I prefer a quantum leadership style. Someone who understands the reality of what goes on in every building, how we connect, where our strengths and weakness are, using our staff to their highest potential even if it's not on their resumes, and someone who can see through the darkness and pull a team together with untraditional ideas to improve processes and systems all around. Also, closed loop communication and transparency. For instance - I hold a Masters in Nursing yet I am also very well versed in process improvement and project management, I see the world differently than others and think differently - I have low need/high functioning autism you wouldn't know about unless I tell you. This has been a struggle my entire life and yet is one of my greatest superpowers.	What is your "why"?
12/11/2024 14:10:35	Parent	Academic ranking, overcrowding of the schools (there's about 36 kids in my son's first grade classroom), and condition of the schools.	Care, excellent teachers, and community.	Strong leadership, good eyes on the ground, communication skills.	Hands on with great communication. Not afraid to speak up or back down from a problem.	How do you plan to improve the district in the next five years?
12/11/2024 14:43:33	Current Student	funding, fixing athletic fields, better teachers	Some really good teachers	Business, finance, leadership.	Transformational	Describe your primary goals as a superintendent of schools
12/11/2024 15:17:06	District Employee	Class sizes, resulting behaviors, not enough teachers; no technology taught, but students are supposed to be 21st century learners; inequity.	There are many qualified candidates who are ready to fulfill the needed teaching positions.	Someone who sees the need for more teachers to help students learn under the pedagogically correct conditions is required.	The superintendent needs to be someone unafraid of taxpayer backlash and more interested in students' ability to succeed.	Are you willing to take a hardline against staff cuts (whether through attrition or not) and provide our students with the proper class sizes, and staff to meet their needs?
12/11/2024 15:25:15	Parent	Class sizes and bussing	Budgeting and allocating expenses appropriately	Previous experience in making positive changes in districts in the past.	Warmth and empathy. If their child is a student in the district would be meaningful from an empathy stand point.	What positive changes will you make in our district and what issue would you prioritize first as superintendent?
12/11/2024 15:36:06	Parent, Community Member, Alumni	Funding, overcrowded classrooms, budget cuts to curriculum and clubs/sports	Currently, none. There have been no new ideas to deal with current short falls in funding	Ability to think outside the box, attract funding from outside the community	Honestly	What changes would you make if your child was a student here?

12/11/2024 15:53:28	Parent, Community Member, Alumni, District Employee	High volume class sizes, limited resources, low test scores, no money in budget for paper, ink, school supplies, limited help (low paid subs & paras will go else where), aging buildings, roof leaks, mold and mildew damage, teachers leaving mid year for better paying jobs & conditions leaving students without the proper coverage for their education	The community is concerned and realizes changes need to be made.	Financially responsible, understanding budget constraints, managing resources effectively & advocating for necessary funding. Strong communication skills, the ability to not only support the students and parents, but also the employees, resilient.	Adaptability. Being flexible & responsive to the needs & circumstances within our district.	What are your keys strategies to improve student academic performance, particularly first in spacing achievement gaps?
12/11/2024 16:24:47	District Employee	In the next 3 to 5 years, I see financial difficulties continuing in our district.		I believe the new superintendent should be open minded, and should listen and ask questions of the staff members in our district. And also this person should know that they're not always correct.		How do you feel all staff members should be treated?
12/11/2024 18:54:47	Parent	Funding and mismanagement of money! The district needs to fix the buildings!	We have amazing principals who care about our schools. We need better board members.	The new superintendent needs to listen to parents and students. He or she needs to use common sense and have some compassion. He or she also needs to manage funds better.	You need to listen to the community and not tell them to shut up at meetings and ignore parents and students.	How will you fix our district?
12/11/2024 18:56:38	Community Member	Higher taxes	Zero.. no faith in this current BOE	Business person...not educational	A person for the taxpayers	Will you stop the spending for teachers and put that money to the students??
12/11/2024 20:05:37	Parent	If you grew up here the rules do not apply to you or your kids	None	Somebody who didn't graduate from lacey	An outsider	Where did you graduate from
12/11/2024 20:14:52	District Employee	Lack of state funding	Strong commitment to the community	Attention to best practices in teaching	Speaking the truth even when it's not popular	Why do you want to lead the lacey school system?
12/11/2024 21:10:33	Parent	Lack of funding, large class sizes, losing quality teachers and staff, losing clubs and sports	We have a lot of good teachers that care.	Integrity, honesty, a willingness to work together, putting the children's best interests first over bonuses and salary increases, good communication, a problem solver	Democratic and transformational	Why do you want this position?
12/11/2024 21:45:12	Parent, Community Member	Teacher shortages, overworked staff, large classes with limited resources, and difficulty supporting students with IEPs. Looking at our rankings in the state is disappointing and disheartening.	Dedicated teachers motivated parents	A background in education (gen ed or SPED teaching experience), willingness to support teachers, child study team members, and students in challenging times. Knowledge of new curriculums, interventions, and behavior models to improve our performance. A willingness to promote safety for ALL students including those who identify as belonging to the LGBTQ+community	Collaborative; willing to work with (and support) teachers and other personnel in managing heavy demands. Recognizing the need for increased benefits/pay, etc to retain good staff.	What is your view on why our system is rated so poorly? What changes in programming will be most effective in addressing these concerns ?
12/11/2024 21:58:33	Parent, Community Member	Teacher Burnout, limited resources,	Motivated staff.	Experience in the classroom as a teacher. Understanding of how students learn. An inclusive vision for all students.	Collaborative.	What is your metric for student learning and teacher retention?
12/11/2024 22:00:05	Parent, Community Member, District Employee	Financial constraints; lack of staff/large class sizes; lack of important, supplemental experiences/resources/extra curricular activities; loss of community interest	The teachers and support staff of the LTSD is the greatest strength; they will ensure their students are always supported.	EXPERIENCE, understanding the students always come first	Transparency and consistency	What is your plan to help rebuild the LTSD, including rebuilding the trust and support of the students, staff, and community members?
12/12/2024 7:50:35	Current Student	The leaking ceilings! The flooding bathrooms! The phone policy (specifically in the halls and lunchroom).	We have no strengths.	Kindness, Intelligence, Basic senses, some sort of degree.	A whole new staff	What are you going to fix

12/12/2024 7:58:13	Current Student	Literally Everything. Every fix so far has been a band-aid fix, which will eventually all come down and bring to a head.	You silence the students and the teachers that plan to do good. Thexse actions cancel out any help that you would recive.	Dedication to students, willingness to let students have imput, knowledge in the feild of managment, bipartisan to the politics in town.	a strong leader that doesnt care about dissapointing people who have no skin in the schools (old people)	What would you do to ensure that the students have a say in what goes on in their school?
12/12/2024 8:05:23	Current Student	The ceiling leaking everywhere throughout the school. Students aren't happy and this will cause issues in the next couple years.	None	They should be open minded and kind. They should also have at least a background in high school teaching	Be honest and actually listen to what the students and community are saying.	what is the best why you will help support students and prepare them to be adults.
12/12/2024 8:20:50	Current Student	Budget issues cutting into aspects of the school environment and/or learning.	Im sure the board is attempting to adjust and adapt to the lower budget.	I think we need a superintendent whos worried about real issues regarding school policy and making do with what we have, and not have a board of education that's more worried about banning pride flags than the education and safety of their students.		
12/12/2024 8:27:38	Parent, Community Member	Lack of funding	Strong sense of community	Ability to make UNBIASED and OBJECTIVE decisions that will help the students. Needs experience as a teacher to know what expectations are realistic. Does NOT need to have grown up in Lacey	Unwavering and confident in making decisions, willing to be open and transparent with why decisions were made	
12/12/2024 8:29:51	Parent	Cutting staff and class sizes - these are both extremely detrimental to student achievement!	The district seems to be a hot mess right now, so I'm not really sure.	The new superintendent should be dedicated to solving this budgeting issue with the goal of not sacrificing our children's education. But FOR REAL - not just talking about it!	Someone who listens, is empathetic, and is dedicated to students AND teachers. Someone who understands that it's the teachers who do the hardest of the hard work, and that they need to be supported so they can do their jobs. This means not overcrowding classrooms to save money. It also means someone who has vast and diverse classroom experience. It should also be a humble person who is not in it for the power of the position, who is also willing to push to get things done.	I would want to know what their classroom was like when they were a teacher and how they would apply the lessons they learned as a teacher to the job of Superintendent.
12/12/2024 8:47:28	Parent, Alumni	Funding issues, cutting programs, losing good teachers, buildings deteriorating, influx of families moving to Lacey pushing class sizes past capacity	Teachers dedicated to the kids, parents willing to help however they can	Someone who is willing to keep the kids and their best interests at the heart of their job	Someone who is firm and willing to do what is right for the students	There are more and more families choosing to send their children to other districts (private or regional schools) rather than have them attend Lacey schools. What is your vision for the future of the district to fix this problem, so that Lacey schools are desired again?
12/12/2024 8:51:04	Parent	Having enough teachers. Large class sizes. Kids getting lost in the masses.		Finance and a parent		
12/12/2024 8:55:23	Parent	Sports and busing continuing to be cut as well as increased costs to parents	The community has lots of great ideas and are creative in coming up solutions.	Creativity in order to think outside the box to find alternate solutions to current issues without impacting families and students.	Assertiveness! Someone who is not afraid to take charge, to be a leader, not a follower.	Are you confident and assertive enough to stand with the parents of the district?
12/12/2024 9:07:40	Parent	Allocation of funds	We have better candidates outside of the Board of Education than those who have a stronghold in their positions on the BOE.	They need to be aware of the dangers of the "woke agenda" and return to a merit based system.	Firm but fair.	How are you prepared to raise the academic standards in our schools and also eliminate the problems with drug use that occur on school property?

12/12/2024 9:11:11 Parent

Overpopulation with decreased staff. The community is building condos/apartments and more students will be coming in but we already have reduced resources and staffing and space. How can the district accommodate the growth of the community without increased funding?

More students are going to get hurt if we do not have a better transition plan from 5th grade to 6th. A child who cannot walk to the school door without a parent in 5th grade is required to ride their bike or walk, sometimes in the dark, to the middle school in 6th grade. The kids need to be given and taught more independence and skills in 5th grade in order to safely transport themselves to the middle school and also be given lessons that will make them be ready to meet multiple teachers' style and expectations. The school also needs to provide more mental health resources and encourage mental health advocacy & empowerment clubs so the kids can seek help or help others when they see signs of mental health crises.

There are educated community members who can be asked to help with repairs. Call on the community for a large fundraising event instead of increasing our taxes. Ask the community to sponsor events so the kids have safe places to go to socialize off their electronics. The town used to have dances for kids every Friday, bring back fun events to keep kids active and out of trouble. The town can help our kids and just need to get organized to get started.

An accounting background so they can figure out where to appropriately cut costs. Education should be prioritized over football. A background in school administration and teaching at multiple levels so they understand the students and the challenges teachers face.

A leader who is present at events, walking through schools, speaking with parents, teachers and students and asking the community what they want to see prioritized.

When I went to Lacey schools, I had art, music, home ec to include sewing and cooking, woodshop, leather shop, and multiple language classes being offered. Somehow we lost that. How are you going to give our students a more rounded education? Kids need the option to learn beyond what is on the standardized tests.

<p>12/12/2024 9:34:52 Parent</p>	<p>Obviously, funding will be an issue in the upcoming years. Hand and hand with large class sizes due to teacher cuts. Other issues that are present in the district, not as closely related to the past year's state funding loss include the following.</p> <p>Lack of community support and community environment at the schools. There is no fostering of camaraderie and/or district spirit. We should be encouraging positive bonds with families, students, and the community.</p> <p>Lack of follow through on teaching skills. There are some truly amazing teachers who go above and beyond, and just like the outside world, there are teachers that do the bare minimum or even less to get by. Instead of focusing on these teachers and trying to correct the behavior, they are allowed to continue to float through. My children have had classes in the high school and middle school that end up being a study hall rather than a learning experience. This is not preparing the students for the outside world. The students chat and work on their other classes while the teacher goes on their phone or watches sports recaps. The teacher is teased and is allowed to</p>	<p>I am a huge fan of the new Facebook posts that are reporting positive highlights of the district's news and accomplishments. The first step in forming a positive community environment is to communicate! The acting superintendent has been doing a great job of that. I appreciate the positive news and it is nice to feel informed. Also, many of the communications coming out of the acting superintendent's office have been clear, informative, and decisive.</p> <p>Also, in some of the schools (not all) I am seeing support from administration and the district for students performing in school activities. In the past, administration only attended events that were considered "of value" or "popular", while other students in activities that were not as high profile were ignored. I understand that administrators have a life outside of the district; however, a principal or acting superintendent showing up to a less popular activity truly makes a difference with parents and students. Several years ago I attended one of my children's high school concerts, not one of the high school administrators or board members was present at the concert. It was noticed by all. In the years since Mr. King has been at the high school he has</p>	<p>I believe a superintendent from outside of the district should be hired. I also believe, it should not be a friend of a board member. The new superintendent needs to stand up to nepotism. The individual needs to be open minded to NEW ideas and think outside of the box. He or she also needs to be decisive and not be easily swayed by loud uninformed parents and community members. In order to handle the different types of parents the person needs to be flexible and be able to communicate with district families. Also, the individual needs to be able to make difficult suggestions and decisions to/with the board. He or she needs to be supportive and responsive to staff and parents that are trying to help improve our district. Many times as an active PTA and Booster parent I do not feel supported by the district. Sometimes admin forgets that other parents and myself are devoting time, energy, and our own money to make events successful for the district. These successful events raise money that is used to help schools, staff, and students. A little appreciation and support (for example promoting events, having staff encourage students to participate in the events, etc) make a huge difference between a successful event and an unsuccessful one.</p>	<p>A combination of a transformational and authoritative leadership would be the ideal style for the superintendent position. We need a leader who is going to transform the district by inspiring and creating a new energy in the district that has become very despondent. A visionary is needed that will encourage parents, staff, students, and community to want to turn our district around. Supporting staff and students, while encouraging parent feedback will help improve Lacey schools.</p>	<p>I would like to hear what ideas and improvements the candidate feels they can accomplish. I also, would like to know how the candidate would handle informed parent complaints and opinions verses uninformed complaints.</p>
<p>12/12/2024 9:54:53 Parent</p>	<p>long term funding through State and local taxes</p>	<p>I believe that the staff and administration is very committed to the students.</p>	<p>Prior experience working in a district with similar demographics to Lacey.</p>	<p>Always support the teachers and administrative staff without being bulldozed by parents.</p>	<p>How will you implement our available funds most efficiently. How will you determine program cuts or additions.</p>
<p>12/12/2024 10:14:02 Parent</p>	<p>Financial responsibility as a district</p>	<p>There are none</p>	<p>A background in finance as well as education. The new super needs to be a leader not worried about what everyone thinks. The kids are the first priority.</p>	<p>Someone who is not afraid to make choices that may make some people upset but is for the greater good.</p>	<p>What is your plan to fix the financial problems in this district? How long will it take?</p>
<p>12/12/2024 10:39:29 District Employee</p>	<p>Funding, Discipline, consistency</p>	<p>There's a lot of great staff in the district that try to do their part.</p>	<p>Former teacher/administrator. Knowledge of the role. Budget knowledge.</p>	<p>Strong yet empathetic.</p>	<p>What is your plan to fight the current funding issues this district is facing?</p>
<p>12/12/2024 10:45:38 District Employee</p>	<p>Budget cuts, substance abuse, racism, apathy, lack of follow through on the policies and no real consequences for students / caving to parents</p>	<p>a number of students and parents who actually want consequences and want to follow policies</p>	<p>They need to be firm and not cave to parental pressure. If we have rules, we need to enforce them and be backed up by administration and not have the authority pulled out from us because parents complain. The superintendent needs to be experienced, preferably outside of the this district for a wider variety and perspective.</p>	<p>A stricter one where rules remain in place.</p>	<p>Why make rules when students can get their parents to overrule us?</p>

12/12/2024 10:47:22	Community Member	Tax payers have to pay for the preschool program when the grant runs out	I don't see many strengths. Mr. Zilinski doesn't seem to be qualified. He wasn't successful when running the high school.	Must run the school district like a business.	Someone who is well spoken can handle themselves with parents staff and children. Person must be able to make difficult decisions	Why do the tax payers have to fund the preschool program which is essentially free daycare. The constitution of NJ does not guarantee free education below 5 years old. To the complaining parents you could argue do you want to pay for two year or for the length of ownership of your home. Early education is vitally important for children but at some point parents need to be responsible it's not the taxpayers responsibility to provide care for their children.
12/12/2024 13:40:21	District Employee	budget class sizes student achievement Student accountability for behavior and academics need to update curriculum high amount of retiring staff	Dedicated staff that want to do what is best for students.	innovative motivating positive leader hands-on "in the trenches"	A partnership approach with a desire to improve what isn't working and find innovative solutions together by listening to stakeholders. An individual who will support the idea that students need consequences and to take responsibility for their learning.	What is your 5 year plan for Lacey Twp Schools? How will you address student discipline, student accountability, and make innovative, progressive changes in those 5 years?
12/12/2024 17:14:52	Alumni	Being new to the school district I don't know how things are run. I hope the best for the district in the next 5 years. I'm looking forward to seeing anything that would benefit the teachers and most of the children.				
12/12/2024 18:52:49	Parent	State funding has been cut the last few years at Lacey. If this continues it will negatively impact the students, teachers, etc.	Good families that are willing to help with fundraising.	Good networking skills. Must listen to the students/parents/teachers/maintenance dept. Someone who is looking to work at Lacey long-term	Set goals and make it happen. We need unity in our leadership	How do you plan to secure state funding for our schools?
12/12/2024 20:31:39	Parent, Community Member	Keeping teachers.	More houses being built to bring in taxes.	Experience working in Lacey.	Visionary	Why does every school district have turf except Lacey.
12/13/2024 7:15:02	Current Student	Money problems	Im not sure but firing teachers definitely is not the right answer because some people counted on their job	no sure	I think meetings with the head people of the school could help	Why do we pay so many unimportant people instead of keeping the important people.
12/13/2024 10:47:59	Parent	racism	come together and stop the racism and disrespectful children	good with kids, not so rude , just right	friendly nice cool	how would you stop the problems ?
12/13/2024 12:50:25	Current Student	Our budget	None	A strong democrat	Strict but also willing to let small things slide	Will the students be able to use their own phones at lunch
12/13/2024 16:56:54	District Employee	Staffing issues due budget cuts. Lacey is losing to many good staff, fix it!	Ask your staff what direction Lacey's education should proceed in. Too many laws are being side-stepped with the excuse of budget cuts.	The policy was that the Super lived in town so they were invested in the community and had a sense of pride of each school - bring that back!	Transparency, there are too many decisions made without staff input .	Why Lacey, what do you have to offer our great town and school system? Also, if you have children would you enroll them in the Lacey School District?
12/13/2024 17:33:35	Community Member	Sex indoctrination	None	Strong background in traditional humanitites	Honesty	Do you believe the parents are the ultimate arbiter for their children's education
12/13/2024 19:20:59	District Employee	Budget cuts	None	Figure out the finances that have gone wrong	Active and personal relationships	How do you plan to support the staff while giving students what they need

12/14/2024 6:31:17 District Employee	Class sizes (especially in the younger grades), lack of support for students struggling, and relying too much on testing/computer driven programs instead of realizing that teachers are the heart of the classroom. Effective teachers make test scores rise more than any computer program can... and the last thing these kids need is more technology and to be learning from a screen. (There is a place for screen time- but we are acting like this is going to save the district and lazy teachers are being allowed to be lazy and put children on the computer and call it teaching)	There are a few strong teachers who can help other teachers if they want to be helped. However, quality professional development would be better. I think less pressure from above to have these babies on computers to learn. They can't learn how to read from a computer.... And they will NEVER be successful in the upper grades if they don't crack the code and learn how to read. I will never stay in a district that uses computerized testing 24/7 in the younger grades, and I am terrified that is the direction a new leader will take us.	I think that the superintendent should be passionate about the science of reading. I think that the superintendent needs to be able to think outside of the box to solve some of our districts challenges. We really need to look at where money is being wasted.... Like these MANY computer programs for example. Use that money for more teachers or even more quality training for teachers who need it. If we don't get the young kids reading, we will never be a successful district. If we don't get the struggling students help when they are young, the gaps get bigger!	While I think a strong leader is of course beneficial, I think we also can't forget about the "heart." There is a time to be strict and firm and not be liked by everyone, however I think the district employees are missing the times where the superintendent truly knew his/her employees. The children in the district should also know the superintendent. He/she should be a frequent visitor in and out of the classroom. The employees would be more likely to work harder for a boss who truly cares about them and shows it often in more than a yearly email.	"What is your primary focus for raising student achievement?"
12/14/2024 14:26:44 Parent	Budget issues that threaten a reduction of staff, large class sizes due to budget cuts, student behavior issues.	Excellent teachers and staff who care about the students.	Actual public school teaching experience to allow the superintendent to understand the needs of teachers and students.	Hands-on and visible to the community and to staff.	How do you ensure that the district is meeting the needs of all students, including those with special needs or from underrepresented backgrounds?
12/14/2024 17:03:45 Community Member	Budget cuts	administrators and staff who are locals and truly care	put the kids needs first above political considerations	Very much hands on and a great communicator with staff and parents	What plans do you have for dealing with a tight budget?
12/14/2024 18:44:45 Community Member	continued mismanagement, teachers getting top shelf benefits while they voted yes to a 10% property tax hike. these are union members who would rather toss the burden on the residents instead of going to trenton with picket signs.	none that i know of.	a diploma in empathy and keeping in mind that there are people really struggling financially in this town and we shouldn't be used as an ATM machine for bad decisions made.	communication with the residents and an end to "taxation without representation " since we the residents weren't allowed to vote on the tax hike.	how much are you going to raise my propert tax?
12/15/2024 15:39:33 Community Member	Growing population exceeding our present buildings capabilities. You never cut a program to meet budget due to over and careless spending. You understand your available resources and maximize them without waste, (and from attending a town council meeting the waste in contract management is significant. get a group of successful business people from the town to review and change contract management practices)	There are excellent teachers and good staff within the district. Seek those out for leadership roles	Minimal to no political ambition, is not from the "Education" associations. Look for a proven business leader	A leader that provides direct answers, avoids politically correct responses to the community, takes ownership and holds staff responsible for performance.	Define your definition of accountability as it applies to A. School bullying, B. Fiscal responsibility ie operating within budget constraints. C. Teacher performance as demonstrated by student grades.
12/15/2024 20:33:09 District Employee	Adequate district funding	Active parent groups, good relationships with township council and community partners	An understanding of our community, someone with people skills, honesty even if it's not always what people want to hear.	An honest up front approach with all of the stakeholders.	Considering all the challenges that Lacey faces with funding issues and aging facilities why would you want this position, and what would be your ideas/approach to handle those.
12/16/2024 13:54:31 District Employee	Budget		He/she should be a strong support for staff/students		

12/16/2024 19:43:58	Parent, Community Member, Alumni	The Lacey Township school district has been decimated by a reduction in funds from the state as a result of S1 as well as irresponsible financial decisions made by school administration and the board of education by not raising taxes knowing that state reductions would be a probable outcome.	Lacey is arguably the biggest/smallest town in the county if not the state. We are one of the places where everyone knows everyone else. WITH THE RIGHT SCHOOL LEADER the next superintendent could easily get the community to buy into supporting district initiatives.	The next superintendent needs to be a well educated, charismatic leader. The person needs be a forward thinking individual who knows and embraces the traditions and pride of this community. The next leader needs to have excellent communication skills, the kind of person you can appreciate what they have to say even if you disagree.	The district needs a strong leader that will be respected. The person needs to be a good listener, someone that will not talk down to people but value input of all stakeholders. The superintendent is the spokes person for the district, they need to have a personality that at no time is condescending or dismissive. They need to know that in education you are a life-long learner and embrace change while preserving tradition.	What makes you stand out as a leader and communicator that will get all stakeholders in the Lacey Township School District to buy in to future initiatives?
12/17/2024 7:26:53	Current Student	Deny Defend Depose.	Deny Defend Depose.	Deny Defend Depose.	Deny Defend Depose.	Deny Defend Depose.
12/17/2024 11:28:23	Community Member	Fiscal management; raising the ranking of the lacey school district from the fourth quartile.	Seek out citizens who have experience in these areas.	A very good education background, business background, and overall friendly personality.	Full transparency.	How they will balance the needs of the student, the parents, the teachers, administration and the members of the Lacey community.
12/18/2024 14:11:33	Parent	Facilities that will continue to deteriorate due to wasteful spending, increase in class sizes especially at elementary level, increase in student issues due to lack of dicipline and follow through, loss of quality students due to numerous families leaving LTSD for a better experiences and education.	Caring parents, parent/teacher organizations, and community groups that desperately want to see LTSD improve for the sake of the kids and for the sake of property values. But these are also the parents that are now resorting to pulling their kids out of Lacey.	The ability to create a strong plan to make Lacey a better district and stand firm in their beliefs. The ability to hold the administrators to a higher standard but also BACK those administrators when they try to impliment requirements to the staff and students. The ability to face and attack the growing issues head on and not sweep them under the rug as if they do not exist. All leadership is set from the top and carried out by those under them. If that cannot happen the entire process will crumble. The superintendent needs to be strong while working with others to carry out a concrete plan for improvement.	Strong and firm while still managing to work well with others. We have spent so many years with people in positions that they do not deserve and it hurts the district year after year. Everyone knows who these people are but no one has the courage to stand up for the students of Lacey and demand change. We need someone new that can look at this district through unbiased eyes and truly do what is best.	What unpopular changes are you willing to make to increase the quality and the reputation of the Lacey School District and how will you handle being met with resistance?
12/19/2024 9:43:53			A "Don't give in" attitude. Face and fight hard in the NJ state government for Lacey.	A background in inner city schools. Our community is becoming very diverse.	A very visible and accessible one.	What can you do differently to discipline thru love. Kids don't seem to care or feel remorseful when they are given detention or suspension.
12/20/2024 9:21:52	Community Member	Budget	They had a lot when my boys went there but I don't hear a lot of positive these day's	To actually get things done	Being open with the employees and public about issues	You let new hires go before they are tenure but have teachers that are a large cost that won't retire and are getting paid over 100,000 \$. Is there away to either buy them out to retire and get young minds in there at a lower cost?
12/21/2024 6:50:50	Parent	Funding issues/staffing cuts		Organized, prior experience leading a district, teaching background		

12/21/2024 7:22:07 Community Member	Money! Financial issues have become critical due to personnel contracts being negotiated beyond the 2% property tax cap. Benefits, specifically the health care costs, are nearly bankrupting the district. The taxpayers have been overburdened by the recent 9.9% property tax increase. Student achievement is at an all time low while the District continues to ask the tax payers for more money. The new Superintendent will need nerves of steel to deal with unions.	I see no strengths in the District at this time. While many love Lacey for athletics, academics MUST be more of a priority. Education of students with reading, writing, math and science MUST take precedence over football!	The New superintendent will need a strong backbone and nerves of steel to deal with the unions. Instead of raises they need givebacks or layoffs. The community can not be continually tapped for more and more money for a District that has nothing to show for all its expenses. The new Superintendent should have a great financial background and the ability to do more with less.	The new Superintendent should be transparent, accessible to the community and have an open door policy and not lock themselves away in an ivory tower. The new Superintendent should also be able to handle push back from a Board that doesn't know better!	How long do you think it will take to turn Lacey around into a high performing and efficient district? Money has been handled very poorly here and diverted away from maintenance and long term repairs to pay salaries and benefits- this trend can't continue.
12/21/2024 8:45:08 Community Member	Spending too much money & increasing taxes	Don't know	Patience's	Respect the people who pay taxes & are on fixed incomes	Why are Lacey students receiving low state reports when compared to other schools?
12/21/2024 15:24:27 Community Member, Alumni	Money problems (more so than now), further "watered-down" curriculums, and more building infrastructure costs. I also see the band and performing arts going under. Books and other related materials need to be updated. I also see families paying more and more. Constant bullying and high staff turnover. This is not new. But it will only get worse if we continue to patchwork everything.	Strong connections with community partners. Library, Lacey Police, board of social services, CPS, etc.	For one, not having the FBI or Child Services involved. One who also did not require "Hand holding" for 20 years. Clean background checks, and insight. One who is sensitive to needs of students.	Open to feedback. Actually backing teachers and support staff. Taking time to listen AND change broken practices; along with students, parents, and community members. One who will admit to mistakes.	How and what are your plans to give Lacey Schools a better name? In other words, are we going to be proactive with everyone-students, parents, staff, other school districts?
12/21/2024 17:03:11 Community Member	I see that Lacey is top heavy with unnecessary positions, money is being used for all the wrong things and stuffing pockets and not enough being placed where it should be which is academics and programs to enhance academics.	There are no strengths from what I can see. I work in a very large district and Lacey should be ashamed of themselves on how they budget and use the funding from the tax payers for things that are unnecessary and foolish. Buildings and schools need repairs before enhancing sport related ground keeping and programs.		The new superintendent needs to have a thick skin and a backbone of iron in order to clean up the mess in this district. They should realize that they have to get rid of a specific amount of salaries teachers in order to help the budget, not keep hindering it. Raising teachers who are not tenured is an answer to that. Focus on enhancing facilities, updating structures, to better serve the students and employees. Revamp the curriculum from elementary to secondary so students are taught what they need to know in this ever changing society.	Why do you want to keep raising our taxes but yet not using them for what they need to be used for, which should not go towards enhancing fields and sport programs and deep pockets .
12/22/2024 15:20:11 Community Member	Adding more children with increased housing means increasing our taxes		Do not promote from within. Outsider to avoid conflicts. And stop giving into union.		Why do you want this job? How do we restore Lacey in rankings?
12/23/2024 6:54:35 Parent, Community Member	Budget, staffing cuts and inclusivity	Staff and community members who would help fight for what's right for the children	Needs to be a people person who listens to the staff, children and community and doesn't dismiss items quickly. Common sense leadership knowing there is more than meets the eye in the township and understand there are different people from different political, economical and social environments.	Compassion, listening and understanding, not putting one group ahead of the next.	With the past and potential future budget issues, what would you do to make sure that NO teacher or program in this school district is lost or drastically reduced?

12/23/2024 10:26:50	Parent	Lack of leadership. No clear direction. Too worried about public perception (as evidenced by this nonsense)	Unfortunately a lot of what has made this town historically a nice place to live has been done away with in how the town has been overdeveloped. This will be a tall order to fix.	Strong minded. Clear plan. And a not give a shit attitude in executing that plan.	See #4	How concerned with left wing ideals and DEI and all the nonsense being shoved down the public's throat? How aligned with Gov Murphy and the NJEA?
12/23/2024 19:26:38	Parent, Community Member	Test scores and over population in classrooms. My kids can't learn or function with 30 plus kids in one room	None. I watch other kids in districts around us thrive. The only thing Lacey cares about is sports.	They should and need to be a parent in the community. They need to take a pay cut and allot more money for teachers and air conditioning in the schools. They should look at the gym, music and art curriculums that haven't changed since 1950. Redistribution of students within the community so one school isn't suffering while the other is.	Parent in district non religious not glorifying sports over any other skill. They need to be hands on involved.	What is your biggest flaw when it comes to dealing with parents in the community? How can you work to resolve these issues.
12/27/2024 13:25:38	Community Member	Money! Financial issues have become critical due to personnel contracts being negotiated beyond the 2% property tax cap. Benefits, specifically the health care costs, are nearly bankrupting the district. The taxpayers have been overburdened by the recent 9.9% property tax increase. Student achievement is at an all time low while the District continues to ask the tax payers for more money. The new Superintendent will need nerves of steel to deal with unions.			The new Superintendent should be transparent	how many years will it take to uorade the schools rating we see published periodically in the lacey patch
12/27/2024 13:26:46	Community Member	Fiscally responsible planning while increasing statewide ranking	Community involvement and local government	Finance, strategic planning, communication	Participatory	How will you address the continuing budget challenges while ensuring a high quality education for our children
12/27/2024 13:39:14	Community Member	Money! Financial issues have become critical due to personnel contracts being negotiated beyond the 2% property tax cap. Benefits, specifically the health care costs, are nearly bankrupting the district. The taxpayers have been overburdened by the recent 9,9% property tax increase. Student achievement is at an all time low while the District continues to ask the tax payers for more money. The new Superintendent will need nerves of steel to deal with the unions.	I see no strengths in the District at this time. While many love Lacey for athletics, academics MUST be more of a priority. Education of students with reading, writing, math and science MUST take precedence over football.	The New superintendent will need a strong backbone and nerves of steel to deal with the unions. Instead of raises they need givebacks or layoffs. The community can not be continually tapped for more and more money for a District that has nothing to show for all its expenses. The New Superintendent should have a strong financial background and the ability to do more with less.	The New Superintendent should be transparent, accessible to the community and have an open door policy and not lock themselves away in an ivory tower. The New Superintendent should also be able to handle push back from a Board that doesn't know better.	How long do you think it will take to turn Lacey around into a high performing and efficient district? Money as been handled very poorly here and diverted away from maintenance and long term repairs to pay salariews and benefits this trend can not continue!!
12/27/2024 13:43:38	Community Member	Living within its means as we must all do ...	unsure	cutting administrative staff; most school districts are too top heavy	An honest person who weighs all issues and concerns, not parochial in thought.	How will you live within your budget and seek to lower it in the future.
12/27/2024 13:45:04	Community Member	Money. Financial issues due to personnel contracts negotiated above the 2% property tax limit. Health benefit costs are causing a financial disaster in this district. Taxpayers have been overburdened by the 9.9% tax increase, yet student achievement is that an all-time low.	No strengths seen at this time. Let's prioritize education over football to help our students succeed.	The courage and strength to deal with unions. We need to stop giving raises and considered layoffs so the community is not constantly over burden with tax increases.	Fiscal responsibility, transparency, courage to face the board and Union regarding exorbitant spending.	What would you do to turn this failing district around and make it a high performing and efficient district?

12/27/2024 14:33:35 Community Member	<p>Money! Financial issues have become critical due to personnel contracts being negotiated beyond the 2% property tax cap. Benefits, specifically the health care costs, are nearly bankrupting the district. The taxpayers have been overburdened by the recent 9.9% property tax increase. There is not enough energy being directed to raising the student grades and scores on tests and too much emphasis on after school babysitting (called clubs, sports especially football). If the parents want these activities, the parents of the ones in the afterschool babysitting should pay out of their own pockets. Consideration must be given to the taxpayers. The new Superintendent must find ways of cutting costs not expecting the taxpayers fork over money.</p>	<p>I see very little strength in the District to address the important issues of providing reading, writing, math and science at an exceptional level for the future generations. Instead they continue to want to provide after school baby sitting (aka: clubs, sports, drama, etc). Plus they really need to not conduct any classes with less than 25 students. We do not need to provide foreign languages just for the sake of doing so.</p>	<p>True leadership. Financial understanding, in our homes, we cut out programs when money gets tight. Ability to address parents who expect taxpayer to foot the bill for all after school babysitting activities. Emphasis on advancing the knowledge of students on reading, writing, math and science only.</p>	<p>A backbone and true leadership to do what is right for the students and taxpayers.</p>	<p>What is the plans to fix a broken process which emphasizes on throwing money at problems rather than address the root causes.</p>
12/27/2024 15:35:03 Community Member	<p>Downsizing! They cannot keep taxing people because they are financially unstable.</p>		<p>Clean house! Board is financially unfit. 60% of my taxes go to school. And that's not enough.</p>	<p>Strong</p>	<p>How will you decrease taxes.</p>
12/27/2024 16:34:35 Community Member	<p>Out of control budget</p>	<p>Not sure</p>	<p>Budget, Budget, Budget. There are a lot of grants out there. Apply for more grants.</p>	<p>Honesty, transparency, frequent communication to the community, not just patents.</p>	<p>What will you do to get the budget under control?</p>
12/27/2024 20:23:09 Community Member	<p>Money! Financial issues have become critical due to personnel contracts being negotiated beyond the 2% property tax cap. Benefits, specifically the health care costs, are nearly bankrupting the district. The taxpayers have been overburdened by the recent 9.9% property tax increase. Student achievement is at an all time low while the District continues to ask the tax payers for more money. The new Superintendent needs to address the tax burden being put on the tax payers.</p>	<p>The community will work with the Board of Ed to address the problems at hand.</p>	<p>The new Superintendent should have a strong financial background and the ability to work with a reasonable budget.</p>	<p>The new Superintendent should be transparent, accessible to the community and have an open door policy.</p>	<p>How long do you think it will take to turn Lacey around into a high performing and efficient district? Money has been handled very poorly here and diverted away from maintenance and long term repairs to pay salaries and benefits- How will you address this problem?</p>
12/28/2024 11:59:57 Community Member	<p>Budget management -reduce! reduce! reduce!</p>	<p>4 large corporate owned businesses within the township to help with funding the schools - drive for increase donations.</p>	<p>Business management and talent evaluation.</p>	<p>The Servant Leadership style - to serve first and lead second, they prioritize the needs of other people above their own. That said no, one style can be only followed. There's a time and place for all the different leadership methods—there isn't one default "best" way to lead.</p>	<p>How are you going to reduce and balance the budget? Are you willing to promise the taxpayers of Lacey that you will stick to the 2% maximum annual increase and stop this insanity from Trenton? What plan do you have to eliminate the issues we have now with repairs that were never addressed? In some case for over 60 years?</p>

12/28/2024 13:35:24	Community Member	<p>Money! Financial issues have become critical due to personnel contracts being negotiated beyond the 2% property tax cap. Benefits, specifically the health care costs, are nearly bankrupting the district. The taxpayers have been overburdened by the recent 9.9% property tax increase. Student achievement is at an all time low while the District continues to ask the tax payers for more money.</p>	<p>From what I see the board has minimal strengths to deal with the situation the community faces.</p>	<p>The New superintendent will need a strong backbone, extensive financial savvy and nerves of steel to deal with the issues. The community can not be continually tapped for more and more money for a District that has nothing to show for all its expenses.</p>	<p>The new Superintendent should be transparent, accessible to the community and have an open door policy and not lock themselves away in an ivory tower. The new Superintendent should also be able to handle push back from a Board that doesn't know better!</p>	<p>How long do you think it will take to turn Lacey around into a high performing and efficient district? Money has been handled very poorly and diverted away from maintenance and long term repairs to pay salaries and benefits- this trend can't continue.</p>
12/30/2024 8:50:22	Community Member	The budget	None	Financial discipline	Financial discipline	<p>Why did you not stay within the school budget for improvements</p>
12/30/2024 12:28:22	Community Member	<p>Student academic achievement has deteriorated over the years. People once sought to live in Lacey Township because of the high academic achievement throughout the school district. It is also a common complaint/problem for students to be bullied with little to no consequences. This needs to be addressed immediately. No child should be afraid to attend school due to being bullied.</p>	<p>I am not aware of specific strengths. While there may be staff and administrators who go above and beyond their job description, the entire school district should be doing their job with the utmost concern for the students.</p>	<p>A new Superintendent should have a history of being a strong leader with backgrounds in finance, appropriate curriculum, reading, writing, math...not bending to the left...student interests, fund raising, encourage parent participation and input, has not been climbing the ladder of higher salary every few years instead of following through on long range goals, and make themselves accessible to students, parents, and teachers to discuss concerns and accomplishments.</p>	<p>A leader who is ever present...in and around the school district. Open door policy.</p>	<p>What experience do you bring to this district that is evidence that you can make necessary improvements to the current district situations, finances, academics, and discipline?</p>
1/1/2025 7:24:13	Parent, Community Member	Budget, bussing, classroom size, staffing, the school boards				
1/1/2025 18:10:41	Community Member	Money	<p>Teachers and paras but they are not included or asked about issues</p>	<p>I believe the new superintendent should sit and listen to all employees. Get out and meet with them. Communication is key.</p>	<p>They should have an open mind. And communicate with the community staff, parents and students as well.</p>	<p>If you had to let employees go, would you start at the top of employees making the most? Or would you start at the bottom with the employees making the least?</p>
1/1/2025 19:40:27	Parent, Community Member				<p>I believe in our assistant superintendent who has been an important element in our school system for years... because of the tax revenue from the power plant , the school boards didn't raise our taxes greatly, so now with low budgets for schools, we are only allowed a 2% rise for our new budgets. My question would be asked to our assistant superintendent...what avenues he would pursue to help Lacey's future.As a fellow resident, taxpayer, and substitute teacher, I have faith in his dedication and understanding of Lacey Township Schools! Bob Natiello. Forked river</p>	<p>You understand Lacey's financial situation, but if this wasn't the case, how much of the budget would you assign for professional development for the district. What categories would take priorities with next year's I would truly hope that you would allow teachers to have much more input into their curriculum for a teacher's creativity induces better learning in the ever developing minds of our young, growing cherished children. Could you reach out to community groups or individual business owners/companies and ask for sponsoring new books or materials for our students ...many of our text books are nearly 20 years old. Also, is there a possible legal way to have a financial lottery or a 50/50 to help in our future economic consideration?</p>

1/1/2025 21:26:08

Community Member,
Alumni, District
Employee

Budget items for much needed building updates, staffing.. we are stretched to thin to maintain effectiveness, especially needed for the younger grades, K-3 need to lower class sizes.

Parent support for good schools, district administrators who are very knowledgeable... you just need to listen to them; they are the experts

Knowing the school culture and community, has worked in district to understand the needs and history of, they have to have been a principal.. you can understand and run the district and schools if you never ran a building. Please just hire Will Zylinski.. he gets it.

Authoritative in the sense of being able to listen, understand, and be flexible however, will still make a decision based on what is best for students... will not be pushed into decisions and able to decide based on experience, expertise, and information.

When you are asked to make a decision, who do you have in mind when finalizing your thoughts to lead to the decision?