

Stakeholder Input Report for

Moorestown Township Public Schools Moorestown, New Jersey

submitted by



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**Moorestown Township Public Schools
Moorestown, New Jersey
District Stakeholders Report, June 2024**

This report summarizes the insights and feedback gathered from the Moorestown school community, including parents, staff, and local residents. It highlights the strengths of the community, the esteemed programs within the school district, and the key challenges and expectations for the incoming superintendent.

From Monday, June 10 through Thursday, June 20, 2024, McPherson & Jacobson's consultants conducted multiple meetings with the Moorestown School District stakeholders to gather input regarding the selection of the new superintendent. The stakeholders included students, teachers, support staff, parents, community members, and cabinet members. The consultants received input from approximately 60 individuals during the meetings.

Below is an Executive Summary of the major themes expressed by the participants during these in-person sessions. Following the Executive Summary is a compilation of all the input received from these groups and individuals in response to the four questions asked of each group and participants. The final section of the report consists of an in-depth analysis of responses by individuals who completed the online survey conducted by *K12 Insight*.

Executive Summary

Stakeholders unanimously appreciate Moorestown's small-town atmosphere, which fosters a strong sense of belonging. Many residents are former students of the school district, creating a community deeply rooted in tradition and pride. The high level of community involvement and the interconnectedness of residents with the school district contribute to a supportive and cohesive environment. Despite its affluence, Moorestown is recognized for its diverse population and the community's commitment to embracing and celebrating this diversity. Stakeholders highlighted the town's willingness to support inclusivity and multiculturalism.

The Moorestown School District offers an exceptional range of academic programs tailored to meet the diverse needs of its students, including robust general education and specialized

programs. The district is particularly noted for its exemplary special education services, which are designed to support students with varying needs effectively. A significant focus is on the 2025 referendum, driven by the current lack of kindergarten provision in the district. Community members do, however, want special attention to students who currently perform academically “in the middle.” Stakeholders recognize the need for this referendum to pass and emphasize the importance of its successful implementation.

One of the primary challenges for the new superintendent will be ensuring the 2025 referendum is not only successful but also that its execution is meticulously planned and implemented. Transparency in decision-making and effective communication are top priorities for stakeholders. They expect the superintendent to be clear in explaining decisions and the rationale behind recommendations. The community values collaborative efforts and mutual respect, making it crucial for the superintendent to foster a culture of teamwork and open dialogue among staff, parents, and the wider community.

Stakeholders also emphasized the strength and commitment of the teaching staff and administration within the district. There is a strong expectation that the new superintendent will not only embrace these values but will also demonstrate a long-term commitment to the district, ensuring continuity and stability in leadership to see projects and initiatives through to completion.

The feedback from Moorestown’s school community paints a picture of a town deeply connected through its schools, proud of its traditions, and committed to diversity and inclusion. The array of academic and special education programs is a source of pride, and the upcoming referendum represents both a challenge and an opportunity for growth. Transparency, communication, collaboration, and respect are paramount as the community looks forward to the leadership of the new superintendent.

1. Tell us the good things about your community:

- Moorestown is a supportive community with very involved, knowledgeable parents
- The community, although growing, still feels tight-knit and inclusive
- We welcome a variety of people, those who have been in Moorestown and those who are new.

2. Tell us the good things about your school district:

- Students have access to strong academics, athletics, and the arts
- Students needing support, such as those with IEP’s receive it. Moorestown has an excellent special education program.
- We are well known for our academics, and students regularly get accepted to and attend Ivy League Schools
- There are good electives and extra-curricular activities
- Students receive a well-rounded education
- Parents are involved and care for their schools, want the best for their children

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- Not all academic programs are equitable, and could use more consistently skilled teachers who teach students “in the middle”
- Parents like schools the way they are and are not in favor of re-aligning the grade levels of the district.
- Worried about someone coming in to do big changes
- Commitment is necessary - some stakeholders are worried about Moorestown being a stepping stone; the expectation of commitment is important
- Not everyone in Moorestown is having the same experience - concerns about diversity and how situations can be addressed equitably for all (including those of color)
- High level of academic rigor expected, need to reinstate or to keep accelerated courses
- Referendum challenges
- Planning for growth/increase in enrollment - multi-year planning

4. What characteristics should the new superintendent have to be successful?

- Open minded, approachable
- Good decision-maker, good work ethic, organized
- Collaborative, outgoing, good personality
- Good communicator
- Willing to get to know Moorestown, be part of our school community
- Committed
- They should be an educator, have experience as a teacher and a principal
- They should have high standards for Moorestown
- Should have students' well-being in mind as well as the desire for an excellent education
- Superintendent should value teachers and support staff
- Be visible - can and will attend sporting events, concerts, etc.
- Transparency

Stakeholder Group Responses

Name of Stakeholder Group: *Moorestown Central Office Cabinet Members*

1. Tell us the good things about your community:

- A very strong and proud community.
- Teachers make a difference.
- The community is involved. That can mean more work but they back the local schools
- Main Street is very nice. Bustling project graduation parade down Three different sites until 7 am the next day many stay students stay and participate
- Supportive of the schools. Engaged parents
- Low turnover rate. People want to stay. We feel valued.
- Generations remain in the community
- Great reputation
- Very professional community
- We do have diversity and that is a positive
- Academic traditions
- Administrative team is excellent
- An engaged community where people feel they can be heard
- Nice area geographically
- High performing schools
- Buildings are nice facilities overall

2. Tell us the good things about your school district:

- Special education programs came back into the district. Hired supports for those systems
- Robust video journalism program
- Revitalizing old spaces
- Good staff. Lots of seniority but good seniority
- Trying for more diversity
- Fantastic teaching staff
- Unified athletics
- World language and multi-language proficiency
- Looking at how when students leave, they continue to be successful
- MTSS is becoming an important component of our program.
- Robust staff development
- Gifted and talented curriculum alignment
- Expanding programs in architecture and engaged stem generally
- Strong academic success
- Covid helped to spur some new thinking around technology.
- ASL is now a language option.

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- Recruiting administrators who are now retiring.
- Immediate challenge is the referendum.

- Enrollment growth
- Old versus New Moorestown
- Person should have experience
- Prepare for changing demographics
- Unified sports program students with special needs
- The Board can be intimidating
- Vocal stakeholders may have divergent process needs
- Post referendum the strategic plan needs to be revisited.
- Budget may be a challenge when you are trying to innovate.
- Turnover of supt. may cause skepticism.

4. What characteristics should the new superintendent have to be successful?

- Need someone who can work effectively with staff
- Have experience in a demanding community
- Need someone experienced
- Can help the board work effectively.
- Needs to have vision who can create and move us forward
- Some background in diversity
- Transparency and communication.
- Needs to be the face of the community
- Skill in Communication. Public forums
- Someone who is willing to stay in the district. People need to feel invested in their vision.
- Passion for learning for staff and students.
- Can listen, work productively with others but be firm

Name of Stakeholder Group: *Community*

1. Tell us the good things about your community:

- Small town feel
- Rec programs
- Theater groups

2. Tell us the good things about your school district:

- The schools are the draw
- Came because of the schools
- Strong parental involvement

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- Struggles with average student
- People are reluctant to raise taxes
- Referendum getting it passed
- Multiple occupancy building

4. What characteristics should the new superintendent have to be successful?

- Not a narcissist
- Would prefer someone local
- Fulfill their contract
- Visibility
- Continue parental participation and transparency
- Wants someone with experience
- Accessibility
- Operationally strong

Name of Stakeholder Group: *Parent Support Groups*

1. Tell us the good things about your community:

- We chose Moorestown to live in because it has a small community feel.
- A number of activities for families
- Easily for a child to find their niche
- We have great schools with phenomenal teachers and administrators
- The diversity of arts and sports importance in town
- Home and School organizations are welcoming and supports new parents to participate
- Reputation of the school district
- High achieving talent base with community support
- Community organizations are here to support and are invested in the district.
- A K12 district that is a family oriented. Centered in the schools
- People move to Moorestown because of the schools
- Many people grew up in town and came back
- Resources of the town
- Teachers can bring their children to districts even if not residents
- 35% of staff lives in town and about 11% are graduates
- Cultural and economic diversity.
- Long history of families

2. Tell us the good things about your school district:

- Moorestown has a rich history. The elementary schools have a unity day. Includes a lesson on Moorestown history, do a walking tour and learn about where they are going to school
- Offers courses that many different districts cannot
- Special education program is fantastic general support for special education students
- Work based readiness programs are a model that other districts have learned from.
- ELL program is taking off and district supports that
- Rigorous academic programs
- Strong AP program
- Theatre programs and Athletics are excellent. Participation is based in part on maintaining solid grades

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- Parents are vocal but it can be overwhelming.
- Social media can be a challenge
- Discipline and conduct need attention especially at middle school level. Has increased post pandemic. Staff needs strong support
- A sense of entitlement can be a detriment
- Many changes in the position so folks are not sure someone will stay
- Enrollment capacity particularly in the elementary levels
- Initiatives that are brought forth and then there is a change in leadership

4. What characteristics should the new superintendent have to be successful?

- Maybe hire from inside who could hit the ground running and stay
- Strong superintendent who will support our staff so they stay
- Superintendent needs to have a thick skin and perhaps need an experienced superintendent who knows what and how to respond.
- Someone who can listen to everyone but not jump to the loudest voice
- Listening to staff
- Communication has always been a problem.
- Must want to stay in the district
- A top-down approach will not work
- Must be collaborative
- Strong communication and writing skills
- Must be an educator with classroom experience
- Someone who can articulate the needs of the district
- Someone who is visible in the schools
- Strong work ethic

Name of Stakeholder Group: *Moorestown Elementary Teachers*

1. Tell us the good things about your community:

- A diverse school district, multi-language
- Deeply rooted in tradition
- Athletics, the arts, and academics
- Very vocal parent population
- Highly professional staff
- Lots of community activities
- Teachers who are parents in the district
- Big art show in Moorestown Day in June
- Kayak festival, and more
- Our mission begins with Excellence

2. Tell us the good things about your school district:

- Special needs programs are a plus
- Project smile is a pre k special needs program
- UES science fair including robotics
- Family nights and book fairs
- 6th and 8th grade holocaust speakers
- Large orchestra and school play programs
- All levels have STEM labs

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- We need to respond to changes
- Academics must be seen as important
- Space especially in elementary is limited
- The budget is a constant challenge
- If the referendum does not pass space will be critical
- Lower elementary schools need early intervention programs
- Labor agreement expires in June 25
- Sometime parents are intense
- Sometimes the board can micromanage

4. What characteristics should the new superintendent have to be successful?

- Needs a thick skin
- Visibility in buildings
- Can work with a strong union collaboratively
- Must have a thick skin
- Strong communications skills
- Someone who understands the work teachers do
- Should have some prior experience
- Someone who will want to stay

- Must be an educator not from the business world
- Can work with a strong union

Name of Stakeholder Group: *Moorestown Administrators*

1. Tell us the good things about your community:

- Supportive of the schools. Engaged parents
- Active community
- Great kids. They enjoy being with each other they work hard
- Supportive families
- High performing
- Lots of teachers live in the district
- Lots of generational families

2. Tell us the good things about your school district:

- Special education programs came back into the district. Hired supports for those systems
- Robust video journalism program
- Revitalizing old trace spaces
- Good staff. Lots of seniority but good seniority
- Trying for more diversity
- Fantastic teaching staff
- Unified athletics
- World language and multi-language proficiency
- Looking at how when students leave, they continue to be successful
- MTSS is becoming an important component of our program.
- Robust staff development
- Gifted and talented curriculum alignment
- Expanding programs in architecture and engaged stem generally
- Strong academic success
- Covid helped to spur some new thinking around technology
- ASL is now a language option.
- Support Staff
- Fine and performing arts
- Athletics is a point of pride.
- Power in k12 supervisors
- MTSS is getting honed in

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- Need consistency in leadership
- Referendum and planning for the future
- Budget issues

4. What characteristics should the new superintendent have to be successful?

- Be the face of the community
- Listen more than talk
- Values team

- Curiosity and intellectual humility
- Someone who is diplomatic
- Sense of humor

Name of Stakeholder Group: *Moorestown Middle School Students*

1. Tell us the good things about your community:

- Small town, community feel
- Tight-knit
- Lots to do (school, sports, etc.)

2. Tell us the good things about your school district:

- We are well known for our academics, and students regularly get accepted to and attend Ivy League Schools
- There are good electives and extra-curricular activities
- At the HS, focusing on academics is something we look forward to - want to remain academically competitive.

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- How to run the school district
- Should have students' well-being in mind

4. What characteristics should the new superintendent have to be successful?

- Open minded, approachable
- Should want to get to know the students and hear from them
- Outgoing, good personality
- Supportive of students
- He/she should be an educator, have experience as a teacher and a principal
- Be visible - can and will attend sporting events, concerts, etc.
- Never settles, tries to improve

Name of Stakeholder Group: *Moorestown High School Students*

1. Tell us the good things about your community:

- Connected community
- Lots of opportunity to serve others, be involved in community service
- A good place to grow up

2. Tell us the good things about your school district:

- Students have access to strong academics, athletics, and the arts
- There are good electives and extra-curricular activities
- We receive a well-rounded education
- Diversity in academics - high achieving and special ed

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- How policies impact schools, empathize with students and how all decisions stress/impact students
- Not all academic programs are equitable, and could use more consistently skilled teachers who teach students “in the middle”
- Understanding the stresses high school students face, be willing to incorporate more balance, down time, etc.

4. What characteristics should the new superintendent have to be successful?

- Patience - a lot of opinions in this town, be able to compromise with all of them
- Great communication skills
- Works in a collaborative group, easy to understand
- Receiving feedback - high levels of communication with students
- Know when to compromise
- A good leader who can take control in a situation when necessary, they have to be the one in charge, lead us
- Provide a sense of stability - have not had a long-term superintendent in the past few years
- Easy to work with - organized
- Committed - driven
- Experience as a Principal and teacher
- Use time management effectively
- A Superintendent that cares about us - we feel the teachers do
- Embracing the diversity of Moorestown
- Willing to get to know Moorestown, be part of our school community
- They should have high standards for Moorestown
- Superintendent should value teachers and support staff

Name of Stakeholder Group: *Moorestown Community Forum*

1. Tell us the good things about your community:

- Moorestown is a supportive community with very involved, knowledgeable parents
- The community, although growing, still feels tight-knit and inclusive
- We welcome a variety of people, those who have been in Moorestown and those who are new.

2. Tell us the good things about your school district:

- Students have access to strong academics, athletics, and the arts
- Students needing support, such as those with IEPs, receive it. Moorestown has an excellent special education program.
- We are well known for our academics, and students regularly get accepted to and attend Ivy League Schools
- Parents are involved and care for their schools, want the best for their children

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- Parents like schools the way they are and are not in favor of re-aligning the grade levels of the district.
- Worried about someone coming in to do big changes
- Commitment is necessary - worried about Moorestown being a stepping stone, the expectation of commitment is important
- Not everyone in Moorestown is having the same experience - concerns about diversity and how situations can be addressed equitably for all (including those of color)
- High level of academic rigor expected, need to re-instate or to keep accelerated courses
- Referendum challenges - need for transparency/communication
- Planning for growth/increase in enrollment - multi-year planning
- Salary range concerns - we need to be competitive with other districts
- Expectations of academic excellence from parents (highly educated/experienced).

4. What characteristics should the new superintendent have to be successful?

- Good decision-maker, good work ethic, organized
- Collaborative, outgoing, good personality
- Good communicator
- Willing to get to know Moorestown, be part of our school community
- Committed
- Experience as a school leader (especially with referendum and school enrollment changes)
- Be visible - can and will attend sporting events, concerts, etc.
- Transparency
- Structured in a cozy, human-scale way
- Warm and doesn't have a high defense mechanism.
- Open to feedback

- Collaborative
- Willing to build teams
- Able to synthesize traditional views of Moorestown but open to new ideas. Ability to be a bridge builder who is confident in their skillset.
- High achiever
- Transformational leader
- We want good value for our investment (taxes)

Name of Stakeholder Group: *Moorestown Support Staff*

1. Tell us the good things about your community:

- Moorestown is a supportive community with very involved, knowledgeable parents
- The community, although growing, still feels tight-knit and inclusive
- We welcome a variety of people, those who have been in Moorestown and those who are new.

2. Tell us the good things about your school district:

- The quality of care in our school is higher than others because we feel cared for and are part of the system
- Students have access to strong academics, athletics, and the arts
- Students needing support, such as those with IEP's receive it. Moorestown has an excellent special education program.
- We are well known for our academics, and students regularly get accepted to and attend Ivy League Schools
- There are good electives and extra-curricular activities
- Students receive a well-rounded education
- Parents are involved and care for their schools, want the best for their children

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- Have experience with paraprofessionals
- Value/ownership of paras - keep them in the unit - do not outsource
- Expectations of someone invested in our community
- They will need to be able to stand up to interest groups

4. What characteristics should the new superintendent have to be successful?

- The Supt needs to be an educator who understands the support staff and how they support the children - being an educator
- Bring back the idea of the value of the teachers/staff
- The superintendent needs to make an effort to see the students - students could identify with the superintendent
- Visibility
- Someone willing to make connections with the community
- Shows commitment
- Investment in the area - Moorestown

Moorestown Township School District Superintendent Search Survey

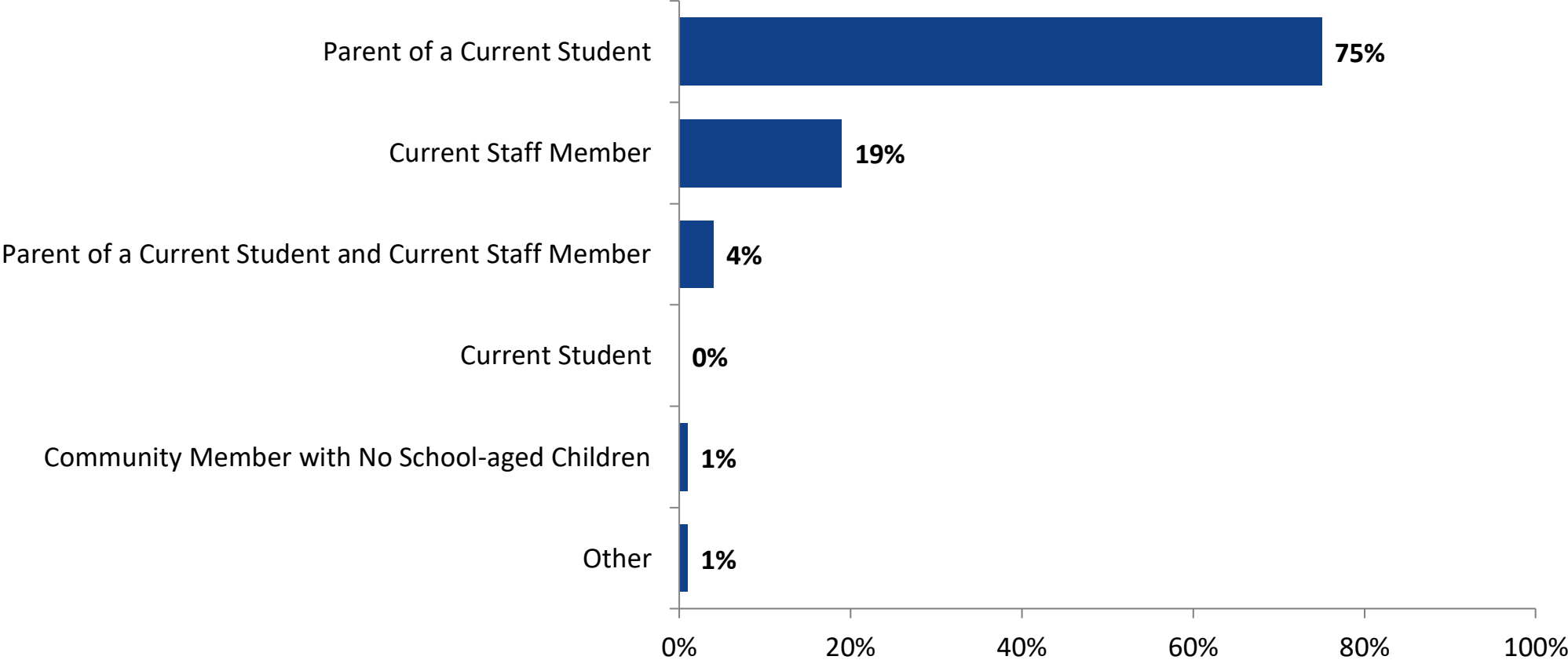
Results and Analysis

McPherson & Jacobson
June 2024



Relationship to District

Which of the following best describes your relationship to Moorestown Township School District? (N=85)





Good Points About the Community



Good Points About the Community

Please tell us great things about your community and the Moorestown Township School District that potential candidates for superintendent should know.

Moorestown is a close-knit community characterized by high parent/guardian involvement and a strong emphasis on education.

Families choose to live in the community specifically for the quality of the schools, which are known for their academic rigor and supportive teachers.

The town has a history of excellence in education and a robust curriculum, preparing students well for college.

The community values inclusivity, diversity, and the holistic development of students, both academically and in extracurricular activities.

Parents/Guardians are highly invested and supportive, creating a warm and collaborative atmosphere for raising children.

Good Points About the Community

Please tell us great things about your community and the Moorestown Township School District that potential candidates for superintendent should know.

Moorestown is renowned for its excellent schools, driven by motivated parents/guardians who actively contribute and volunteer.

The staff, from elementary through high school, is highly dedicated, effective, and experiences low turnover.

Many staff members are long-time community members, contributing to a stable and committed educational environment.

The academic programs are rigorous, supported by a passionate and respected team of educators.

The community is educated, diverse, and committed to providing high-quality education.

Parents/guardians have high expectations and are very involved in the schools, valuing academics, sports, and the arts.

The district is known for its high achievement and diverse student population, including special education, ELL, and gifted and talented programs.

Good Points About the Community

Please tell us great things about your community and the Moorestown Township School District that potential candidates for superintendent should know.

The district prepares students for success after graduation in a way that is superior to surrounding districts.



Characteristics, Attributes, Skills



Characteristics, Attributes, Skills

What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?

The ideal superintendent for Moorestown is a strong communicator who is open to the thoughts and ideas of staff and parents/guardians but ultimately makes decisions in the best interest of students.

They should lead with conviction, be resilient, and possess a thick skin to navigate community pressures and political noise.

Key qualities include patience, open-mindedness, inclusivity, and the ability to delegate effectively.

The superintendent should be transparent, responsive, and hands-on, engaging with both students and staff.

They must balance maintaining high academic standards with addressing diverse needs, including those of special education and gifted students.

Experience in similar districts, a deep understanding of educational best practices, and the ability to negotiate and manage relationships with the teachers' union and demanding parents are crucial.

The superintendent should also be forward-thinking, innovative, and committed to the community for the long term.

They should promote diversity, equity, and inclusion, have strong interpersonal skills, and be willing to engage with all stakeholders transparently.

The ability to stay focused on educational quality despite external pressures, and a commitment to both traditional values and new ideas, are essential.

Overall, the superintendent must prioritize students' best interests, communicate effectively, and foster a supportive, high-achieving educational environment.

Characteristics, Attributes, Skills

What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?

The ideal superintendent for Moorestown should possess a wealth of academic and leadership experience, with a strong background in both teaching and administration.

They need to be a very strong individual capable of handling inevitable pushback.

Key qualities include being a good listener with high communication skills, informed about current educational issues, and effective at building consensus among community members, staff, the union, and the board.

The candidate should be present, personable, and willing to collaborate with all stakeholders, including teachers, staff, students, and parents/guardians.

They must be capable of creating inclusive strategic goals and action plans, treating all members of the learning community as vital to the district's success.

Effective interpersonal skills, empathy, and the ability to stand up to overzealous community members are essential.

The superintendent should also understand and address the diverse needs of Moorestown's student population.

Additionally, the candidate should be a team player, compassionate, knowledgeable, and business-savvy, with a commitment to staying long-term to ensure district stability.

They should prioritize student and teacher needs, support their staff, and be visible and engaged with the school community.

Overall, the superintendent should be a strong, communicative leader who values collaboration and inclusivity.

Characteristics, Attributes, Skills

What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?

The ideal superintendent should have excellent communication skills and a thick skin, recognizing that it's impossible to please everyone but remaining steadfast in their decisions.

They should honor the role of parents/guardians in students' lives by maintaining open communication and preserving the family's influence.

Schools should respect and support parents'/guardians' roles in guiding their children and instilling important values, without undermining parental authority.



Significant Opportunities



Significant Opportunities

What do you see as significant opportunities for improvement for the next superintendent of the Moorestown Township School District?

Moorestown seeks a superintendent who demonstrates loyalty, aiming to provide stable leadership after a decade of frequent changes.

The candidate should have excellent communication skills and thick skin, capable of making tough choices for the students' benefit despite potential pushback.

Priorities include fostering open communication with parents/guardians, honoring their role in guiding children, and ensuring schools respect family values.

The superintendent should focus on enhancing extracurricular opportunities, expanding the DEI curriculum, and improving underperforming schools, particularly the UES.

Additional key responsibilities include maintaining high academic standards, addressing overcrowding, improving facilities, and managing class sizes.

The candidate should promote innovative, inclusive educational practices and be proactive in supporting special education and student well-being.

Effective collaboration with staff, parents/guardians, and the community is essential, along with a commitment to transparency and long-term vision for the district.

The superintendent should work on updating the district's website, improving communication, and maintaining the district's reputation for educational excellence while addressing the challenges posed by social media and modern bullying.

Significant Opportunities

What do you see as significant opportunities for improvement for the next superintendent of the Moorestown Township School District?

Moorestown is seeking a superintendent who prioritizes improving staff morale and fostering a positive school culture.

The ideal candidate should have a clear vision and goals, making decisions in the best interest of students, parents/guardians, and staff rather than the school board's agenda.

Key responsibilities include enhancing instructional accountability, promoting collaboration across grades and content areas, and building trust through effective consensus-building and transparency.

The superintendent should address the needs of striving learners, marginalized groups, and the behavioral and mental health concerns of both students and staff.

The candidate should be committed to staying long-term, working objectively with the Board of Education, and understanding the needs and concerns of staff and students.

They should treat staff members as the district's most valuable resource, improve communication, build a cohesive administrative team, and stand up to the MEA to defend what's best for students.

Addressing practical issues such as building maintenance, class sizes, and staffing for a growing and diverse population is crucial.

Open communication with parents/guardians and transparent support for teachers are also important aspects of the role.

Significant Opportunities

What do you see as significant opportunities for improvement for the next superintendent of the Moorestown Township School District?

Moorestown seeks to create more opportunities for hands-on learning, recognizing that not every student will pursue a university education.

There is a concern about political agendas in curriculums, which can be a deterrent for parents/guardians transitioning their children from private to public schools.

The district should focus on modernizing educational methods based on successful outcomes from studies, rather than simply incorporating more technology.

Overall, the goal is to provide practical, effective education that prepares all students for a variety of futures.



Significant Challenges



Significant Challenges

What do you believe will be the most significant challenges the next superintendent will have to confront?

Challenges include ongoing budget issues influenced by political agendas that limit necessary property tax increases, accommodating a growing student population, particularly from new affordable housing developments, and maintaining educational quality amid financial constraints.

Key concerns include improving facilities and addressing safety and security issues, enhancing communication and transparency to combat misinformation, and building a cohesive administrative team.

There is a need to support diverse learners, manage class sizes, and ensure all students, regardless of background, have access to quality education and resources.

The superintendent should be prepared to handle divisive national politics that impact the community, balance differing opinions among parents, and manage the demands of the teachers' union.

The role requires innovative thinking to modernize the curriculum, reduce overcrowding, and secure funding without overburdening taxpayers.

Improving staff morale, fostering a supportive culture, and ensuring long-term commitment to the district are also critical.

The superintendent should focus on creating hands-on learning opportunities, respecting parental roles, and addressing practical needs such as maintaining clean and safe school environments.

Managing the anticipated increase in student enrollment and passing future referendums will be significant tasks.

Significant Challenges

What do you believe will be the most significant challenges the next superintendent will have to confront?

Moorestown's new superintendent will face significant challenges due to town politics, including dealing with highly opinionated and vocal parents/guardians with strong, often polarized views, and a powerful teacher's union.

Additional challenges include managing budget constraints, teacher burnout, and adapting to new state laws and mandates.

Creating a positive school culture and increasing accountability amid a contentious political climate is crucial.

The district is also experiencing an influx of new students without adequate space or staff, further straining resources.

The upcoming referendum and subsequent transition will require careful handling, including facilities upgrades and district re-organization.

Ensuring equitable support for diverse student populations and building a cohesive administrative team are also key priorities.

Staff morale is currently low, and parents/guardians have become increasingly disrespectful and unreasonable. The superintendent will need to support teachers and staff effectively while maintaining open communication with parents/guardians.

Securing the referendum's passage and addressing the needs stemming from new affordable housing developments will be vital for the district's future stability and success.

Significant Challenges

What do you believe will be the most significant challenges the next superintendent will have to confront?

The new superintendent in Moorestown will face challenges from entitled parents/guardians and children, along with navigating the complex politics within the schools.

Balancing the needs and values of families while managing the influence of social media on students is essential.

The superintendent will need to protect students from the negative impacts of social media and ensure a positive school environment, aiming for a successful and exciting school year starting in September.

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