

Stakeholder Input Report

Stakeholder Input Report for

*Craven County
Schools
New Bern, North Carolina*

submitted by



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EXECUTIVE RECRUITMENT & DEVELOPMENT

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**Craven County Schools
New Bern, North Carolina
District Stakeholders Report, September 2025**

Executive Summary

On September 15 through 17, 2025, Consultants Dr. Barry Carroll and Dr. Debra White conducted individual Zoom meetings with the Craven County Board Members to receive feedback regarding the questions posed to other stakeholders. On September 25, Dr. Carroll and Dr. White conducted district and community stakeholders' meetings representing 9 separate groups associated with the Craven County School and Craven County Communities. Those stakeholder groups included:

1. A Morning Community Meeting (participants from across Craven County)
2. PTA/Parent Representatives
3. All Classified Employees Reps (Non-Certified Employees)
4. Elected or Governmental Officials/Local Clergy
5. Central Services Certified Employees
6. Principals
7. Student Representatives (Elementary, Middle and High School)
8. Teacher Representatives
9. Evening Community Meeting (participants from across Craven County)

The consultants received personal input from 173 individuals in the district and community groups. Input was gathered regarding the selection of the new superintendent for the Craven County Schools. Outlined in the summary are the major themes expressed by the participants who attended these sessions.

Additionally, a survey with the same questions was available to stakeholders to complete online through K12 Insight. There were _____ respondents to the survey and the summary was compiled by K12 Insight. Those results will be forwarded to the board members for review.

Combined Major Themes

The following is a summary of the “**major themes**” expressed by the participants at the stakeholder sessions. Following the summary is a compilation of all the input received from participants in each group in response to the four questions asked to each group and participants:

1. Please tell us the great things about your community that potential candidates should know.
 - Diverse Population – A melting pot.
 - Close to the Beach – many outdoor activities
 - Waterfront area with many watersports
 - Slower pace of living
 - Great place to live and raise children
 - Many churches – one for everyone
 - Strong Healthcare Community
 - Downtown development is booming
 - Strong History
 - Partners in Education Program
 - Community Support for schools – Volunteers
 - Variety of activities – Concerts, art shows, symphony, historical society, theatres, festivals
 - Charming town and community
 - Affordable housing
 - Great shopping areas and restaurants
 - Less traffic than most places
 - Birthplace of Pepsi
 - Backdrop for the book “The Notebook”
 - The Best place to spend Christmas
 - New Bern was the initial fixed capital of North Carolina, before moving to Raleigh in 1792
 - Cherry Point Marine Corps Air Station
 - Students learn about places military families have been
 - Very friendly and welcoming community
 - A strong relationship with law enforcement and military
 - Active Parks and Recreation Programs
2. What are the great things candidates need to know about your schools and school district?
 - People are very passionate about Craven County Schools
 - PTA and Parent Involvement is strong
 - Athletics is strong and receives support from the community
 - Many Volunteers
 - School Infrastructure has improved
 - Partners in Education
 - Really Great Teachers

- Schools work well together
- Strong CTE Programs
- Student Attendance has improved
- Dedication of staff
- STEM based education opportunities
- Passionate people
- Many organizations and people stand ready to support and help the superintendent
- Extracurricular activities
- There are SRO's and school nurses in all schools
- Early College
- K-12 iPad district
- Apple distinguished school district
- AVID Schools
- Over 30 languages in the district
- Family Literacy Program
- Leader in Me Schools
- Virtual Academy
- Increased AP enrollment

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

- Budget/Finance
- Test Scores; academic performance
- Morale is low
- Culture of the school system is not positive
- Facilities need improvements
- Competition (Charter Schools)
- Recruiting and Retention Issues
- Building Trust – There is a lack of trust with all stakeholders, especially employees
- The Board is divided
- Salary Schedules
- Support for Special Needs students
- Everybody needs to know their role and stay in their lane
- Complacency
- Communication
- Closing and combining schools
- Lack of Trust between the county commission and the school board
- Governance
- Overcrowded Classrooms
- Board Members need to learn their role
- Safety – Students are afraid in schools
- Salaries are low
- Low Academic achievement, school improvement, report cards

- Short staffed
 - Student Transfer Protocol
 - Transportation – shortage of bus drivers (TA's required to drive a bus)
 - Human Resources needs to be audited for job descriptions, salary schedules, hiring practices, etc.
 - School district student population is declining
 - Distrust in the Board due to misallocation of funds
 - Current hiring freeze on local positions
 - Educating stakeholders regarding the budget and the need to cut
 - Key cabinet positions are not filled or missing
 - Low performing schools
 - Parent Bill of Rights
 - Media
 - Favoritism shown to certain pockets of people
 - Class Sizes; Student/Teacher Ratio's
4. What qualities, skills, and characteristics do you feel the next superintendent needs to have to be successful?
- Financial Acumen
 - Visionary
 - Innovative
 - Organized
 - Honesty, Integrity and Transparency
 - Effective Communicator
 - Charisma and connections to rebuild relationships
 - Has the ability to build consensus with the Board
 - Will need to be strategic
 - Someone with Character and is Ethical
 - Trustworthy
 - A motivator/cheerleader
 - Problem Solver
 - A good Decision Maker
 - Holds everyone accountable
 - Has a strong business sense
 - Visibility in communities and schools
 - Ability to grow employees
 - Advocate for the employees
 - Servant Heart/Servant Leader
 - Kind and Fair
 - Exudes confidence and positivity
 - Remains neutral on political issues
 - Respectful in all situations
 - Honest and Humble
 - Higher leadership skills to include a strong vision and ability to set priorities

- Strong team building skills
- Creative
- Forward thinking
- Needs to be the public face of the district
- Needs to be comfortable with being a celebrity
- A team builder to bring groups together
- Someone willing to stay (Longevity)
- Good Listener
- Relatable – experience in the classroom, principalship, and Central Administration
- Transparent
- Proven track record of strong leadership
- Integrity and Fortitude
- Experience as a superintendent
- Strong ethical and moral character
- Value people – Loves kids
- Has the ability to navigate politics, especially a divided board
- Follows the chain of command
- Have a backbone and don't be a puppet
- Approachable
- Has the ability and will to Learn the History of Craven County quickly
- Willing to hear from employees
- Has wisdom and discernment
- Shows no arrogance
- Passionate about making change and leaving a legacy

Individual Responses from Groups

Board Members (Week of September 15-18)

1. Please tell us the great things about your community that potential candidates should know.
 - Diverse population - farming, business/industry/military
 - Close to the beach - waterfront
 - Smaller communities make up New Bern contributing to a hometown feeling
 - Significant industry - Cherry Point - marine airbase, hospital, international paper, school system, Bosch
 - Slower pace of living make it attractive for people
 - Close to larger and fast paced cities
 - Military population with a base in our county
 - People are willing to welcome newcomers
 - Great place to live and an awesome place to raise kids
 - Churches - one for everyone

- Growing in a planned way
- Recreational lifestyle (water sports)
- An hour from the beach, two hours to Raleigh
- Strong healthcare community
- Location - small town feeling-very pretty and close to the coast
- Downtown development is booming
- Compact/Diverse
- Strong History
- Beaches within 45 minutes
- From the mountains to the beach in one day
- Community loves public education
- Partners in Education - Community buy-in for education
- Military Area - very strong patriotic community
- Very hardworking citizens
- Very sports minded
- Lots of community support - volunteers from church members
- Heavy focus on water related activities
- Much history in the area
- Native American artifacts can be found on the beaches
- Main employer is the Marine Facility that repairs aircrafts
- Very young families on the military base
- Small town feeling
- Supportive community members
- Have 3 diverse population areas - agriculture, military, and urban communities
- Concerts, art shows, animal care, historical society to name of the few things that make our community great
- Active retirement community members - interested in working with the school system
- A melting pot - large geographical area
- Very diverse - military, farmers, boaters, fisherman, retirees (blends together very well)
- Quiet, safe place
- Charming town and community
- Welcoming community - Accepting of people who are not from here
- Great history
- Wonderful place for retirements
- Close to the ocean
- Good quality of education
- Very active community - engaged community members can be outspoken, will share opinions
- All public schools - no military base schools
- Affordable housing, taxes are kept relatively low,=
- Access to multiple water activities and college life activities
- Downtown has a great shopping area

2. What are the great things candidates need to know about your schools and school district?

- The people make it a great district
- People are very passionate and involved in the schools
- There is PTA and parent involvement in some schools
- Athletics receive a lot of support from the community
- Career development and leadership trainings receive support
- Fantastic human resources = Great educators who love what they are doing
- Recruited people who have come into education in a different way
- Volunteers
- Community comes together in times of need
- School infrastructure has improved
- Partners in Education
- Afterschool programs with churches
- Parent and community involvement (volunteers, PTA, attendance/Bd. Mtg
- Really good teachers
- Really good principals
- Schools work well together
- Sports teams are well known, have some NFL students
- ARTS and Bands win competitions
- CTE programs for students seeking certifications - electricians, nursing, etc.
- Student Attendance has improved
- Improved academic performance
- Open to volunteers working in the schools
- Board Members who want to provide the best education possible for our students
- A family oriented atmosphere exists in all schools - a very close knit community
- Support for deployments is needed
- Lots of high achievement among the athletes in the schools
- Middle school scores improved especially among lower performing MS
- Principals are very impressive
- Staff members are dedicated and give a lot to the students
- Community members give a lot financially to schools and students
- Caring people who want to get involved
- Very good teachers
- Lots of potential to become one of the best school district in NC
- Dedication of the staff - long hours of hard work
- Everyone in the district works really hard
- All schools have strengths and areas that need improvement
- Principals shares ideas with each other regarding what is working
- STEM based education opportunities
- Great amount of potential in the district
- Lot of school choices (3 early college programs, TIP program-MS-honor student opportunity/Duke)
- In the process of closing a couple of schools in the future

3. What do you believe will be the most significant issues and challenges the next superintendent will have to confront?
- Budgets
 - Understanding of finances
 - Needs someone who is a leader and knows how to lead with a deep understanding of leadership styles and ability to work with the board
 - Test scores, academic performance
 - Teacher morale and turnover
 - Culture of the school system
 - Loss of collective direction - we need clarity of direction
 - Finance and Budget Issues
 - Key positions to be filled - building their own team
 - Facilities
 - Changes in the community environment (housing increasing)
 - Competition (Charter Schools)
 - Recruiting and Retention Issues
 - Budget Complications - we have not been very financially smart - main issue
 - Will have to gain trust of all stakeholders (employees especially)
 - Number of low performing schools has increased
 - Culture (Budget, staffing)
 - We have not been good stewards for our finances
 - A witch-hunt culture from the central office to the schools
 - Need a strong leader, not a soft or lukewarm leader
 - Board is divided
 - Additional funding
 - Salary schedules
 - Businesses in Craven County do more to support the schools (grants, financial resources)
 - Knowledge in the area of support for Special Needs students
 - Need more of a school focus, currently everything is board focused
 - Clarity of roles for accountability purposes
 - Delegating authority instead of a supt. Or board decision
 - Consistently application of HR departmental rules
 - Audit of policies and procedures
 - Everybody staying in their roles
 - Speculation of recording meetings at the central office
 - Complacency over the past 20 years
 - Budget shortfall - facing a Reduction in force next year
 - Facilities are not in the best shape (many buildings built in the 1950s)
 - The board is hostile with the commissioners
 - Communication between schools and levels could be better
 - Morale has tanked
 - Local Politics
 - The school system is a “HOT” topic
 - Academics and graduation rate

- Biggest problem is financial - have overspent needs, will have very little fund balance, currently working with county commissioners to overcome the anticipated outcomes
- Closing of schools - have some schools with very low numbers (200 students as a low)
- North Carolina does not have school taxation rules/ county commissioners develop it, salary funding is from the state, county provide local dollars, projection is for approx. 1 million dollar deficit
- Trust factor between county commissioners and school district
- **divided school board
- **overstep in role as board members
- Teacher retention
- Transient population of military families
- Loss of healthcare

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

- Visionary
- Organized
- A go-getter, makes things happen
- Not afraid to try new things
- Innovative - look at best way to achieve student success
- Able to build relationships at all levels
- Understands education, business partners
- Effective communicator
- Someone of character, no question regarding ethics
- Trustworthy - you can stand firm on what they say
- Communication = Clarity of Direction
- A motivator/cheerleader
- Trustworthiness
- Stay UpToDate on education
- Effective communication
- Problem solver
- Hold people accountable (everyone)
- Visibility in terms of supporting schools and providing guidance
- Strong Leader, not a bully
- Doctorate not necessary
- Building level experience preferred
- Can connect with people, all inclusive, talks to everyone
- Must be fair to all districts in Craven County (all areas)
- Approachable, Accessible
- Strong disciplined candidate - not easily pushed around
- Have a strong business sense
- Is ethical
- Knows how to save and expend monies

- Unafraid to return to working concepts - not rush to new things that don't work
- Accountability
- Good communicator - someone who can listen to the public and share information with all communities
- Visibility in the communities and share information openly
- Ability to grow your people
- Build a supportive environment
- Focus on academic performance instead of growth
- Recognition of life skills needed for success
- A person who is steady and not afraid to make decisions
- Willing to admit mistakes
- Someone who communicates and has high expectations
- Has a backbone and do what is best for students
- Someone who can right the ship
- Someone who wants to be here
- Advocate for the employees in the school district
- Transparent and not hide from the community
- Empathetic but not a push over
- Servant Heart/Servant Leader
- Willing to be flexible and wants continuous improvement
- Kind and Fair
- Exude confidence and positivity
- Holds themselves and others accountable
- Respectful in all situations.
- Compassion and student focused
- Honesty and Humble (Humility)
- Need to build a trusting relationship with the county commissioners
- A new superintendent (without experience) will struggle due to board and financial issues
- Someone with buy in to the community maybe willing to live or retire in craven county
- Have never had a Supt from outside of the state of NC outside of the current interim who has been there for 20 years, came from New Jersey
- Someone who has knowledge of educational financing
- Someone with a strong backbone who can work with the board

8:00 - 8:45 a.m. - Morning Community Meeting (11 participants)

1. Please tell us the great things about your community that potential candidates should know.
 - Small town atmosphere
 - Theaters, symphony, nightly activities in downtown area
 - Visitors have a habit of staying, making it home for future generations
 - Inviting outdoor living and activities opportunities for everyone
 - High quality medical care to meet all needs

- Very strong non-profit community - receive lots of investments from multiple groups
 - Everybody needs everybody, lots of outreach and help available
 - Geography makes it a wonderful place - mountains and beaches, churches etc.
 - Less traffic than other places
 - Great opportunity for a new superintendent to bring the communities together and make the district great for all
 - Great place for retirees
2. What are the great things candidates need to know about your schools and school district?
- Very passionate people
 - Volunteers and volunteer programs make the schools great
 - Lots of support from partners in education
 - Many organizations and people stand ready to support and help the next superintendent
 - Community college support from employees teaching in the high schools
 - Extra curriculum activities are great for students
 - Charter schools beginning to form in the area
3. What do you believe will be the most significant issues and challenges the next superintendent will have to confront?
- Governance - will need skill sets that lead to building consensus in the system and community
 - Visibility is very important
 - Will need to be strategic in combining their own values and vision in alignment with the board, schools, and community
 - Budget
 - Discipline in schools
 - Equity issues, schools lacking resources that other schools have
 - Overcrowded classrooms
 - Financial situations not great
 - Teacher retention
 - Board members need to know their roles
 - Seek ways to make the schools better
 - Superintendent needs to know their role
 - Safety - students afraid in schools
 - School system must be willing to pay a competitive salary for a good superintendent
4. What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?
- Needs fiscal and budget knowledge
 - Needs business acumen
 - Need to be in touch with what's going on in the schools

- Need a coach, a strong advocate for the students and clearly communicate the needs
- Irresistible force
- Higher leadership skill set than a technical skill set including a strong vision and ability to set priorities
- Strong team building skills
- Have creative ideas to help get schools back on track for academic growth
- Visibility - need to be seen and engaged
- Needs a public face - members of the public need to know who the superintendent is

9:00 - 9:45 a.m. - PTA Parent Representatives (22 representatives)

1. Please tell us the great things about your community that potential candidates should know.

- Wide variety of outdoor activities, especially related to water
- Rich history
- Birth place of Pepsi
- Best place to spend Christmas
- Diverse community; all walks of life due to military
- Opportunities to volunteer and serve
- Very unique place
- New Bern is the first capital of NC
- Near mountains and beaches
- 33% of marines are in NC
- Development
- Cherry Point Marine Base
- History of being a retirement community
- Diverse History, background and cultures
- People who are born here want to stay or want to come back
- Small close knit community
- Home town feel and safe
- Small airport, but can get to anywhere
- Hospital - Great medical care
- Big arts community - 4 theatres; Big Boom Arts Council; Festivals, etc.

2. What are the great things candidates need to know about your schools and school district?

- 26 schools in the county
- It sits in the middle for resources
- Pupil funding is a struggle
- Diverse student population
- Takes pride in having the military in the area
- Teachers know all the students in their classrooms and the school
- Teachers are conscientious to the needs of the students

- The schools are relative small which allows for community support
 - SRO's and nurses in all schools
3. What do you believe will be the most significant issues and challenges the next superintendent will have to confront?
- Per Pupil Funding is a struggle
 - Teacher retention
 - Keeping students in the classrooms
 - Need more funding for teachers
 - Resources to support teachers (per pupil funding increased, teacher/employee pay increased;
 - ESL
 - Budgeting/Finance
 - Mental Health needs; more mental health resources are needed
 - Need additional counselors
 - Academic achievement - School Improvement - Report Cards
 - Disparities in the test scores
 - Some division in the community; there will be opposition and some push back no matter the issue
 - Teacher Vacancies - short staffed
 - Teacher Assistants/ Aides are being required to drive a bus
 - Havelock - two middle Schools will be combining; different demographics being combined...and the date to combine is getting pushed back
 - Students Transfer protocol is open and consistent
 - Closing Graham A. Barden Elementary School

4. What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?
 - Need to be comfortable with being a celebrity
 - Identifies and Understands the differences between the schools in the district
 - Team builder to bring groups together
 - Climate and Culture of the district be united
 - Listen to the parents
 - Understands the politics of the community but stands firm
 - Stability and commitment
 - Need longevity in the position
 - Linking the programs from elementary to college
 - Good Listener
 - Relatable - experience in the classroom and other roles
 - Experience of having students in the public school system
 - Transparent
 - Understands and attentive to EC students
 - Someone who has experience in ESL

10:00 - 10:45 a.m. - All Classified Employee Reps (17 participants)

1. Please tell us the great things about your community that potential candidates should know.
 - Wonderful downtown area, beautiful and lots of heritage
 - People genuinely want the system to be successful
 - Great community - people come together in times of crisis
 - Everyone works together from all communities
 - Small town feel
 - Large military presence - Cherry Point
 - Lots of diversity
 - 1 hour from the beach, 4 hours from the mountains
 - Outdoor activities
 - Lots of diversity
 - Good cooperation between schools and the military base
 - Students learn from the military families about places they have been
 - Churches are a huge support to the schools
 - untapped potential for advocacy for students
 - A small tight-knit community; everyone knows everyone
2. What are the great things candidates need to know about your schools and school district?
 - Teachers and staff want students to learn
 - Principals fight for the students to have what they need and be their best
 - Students of military families get lots of support during their transition into the schools

- Admin are very present in the schools
 - Dress for success on Thursdays - students dress up
 - Military staff and family members come into the schools and share things they have experienced that worked in other places
 - Tireless dedication of the educators
 - School administrators are dedicated to students
 - Fantastic College/Career Opportunities for high school students
 - Strong athletic focus; booster clubs;
3. What do you believe will be the most significant issues and challenges the next superintendent will have to confront?
- The budget
 - Teacher shortage
 - Reading and math scores
 - Transportation - need to recruit bus drivers (hard to get the day off)
 - TAs were slashed which started the bus driver issues, TAs are expected to drive the buses which causes TAs to leave
 - Classified positions seem to be the ones being cut
 - TAs should not be required to drive the bus
 - Job descriptions need to be updated for classified staff
 - Salary needs to be exact instead of a range
 - Work clarification needs to be outlined better - clarify work service details at the time of hire
 - More competitive salaries for classified staff
 - Classified staff allotment should be determined by student enrollment
 - Needs an HR audit
 - Fair compensation
 - The budget - stop taking away from the classroom instead of central office
 - Audit of the EC department - look at all SPED areas
 - Too many program - audit of programs
 - Two biggest problems are the 7 member board
 - Outspoken and vocal community members who do not necessarily support the district (attacks on the superintendent and cabinet)..
 - It has almost become a sport to be a whistle blower
 - Some do not follow the chain of command
 - The perception is that board members do not understand the role of the board and they want to be the superintendent
 - The board members do not get along and are not united.
 - Budget deficit
 - County Commission does not support the school district

4. What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?
- Listen and help all groups of people be heard
 - A financial background in education
 - Fiscal responsibility is a must
 - Focus on the students
 - Visibility in the classrooms instead of just talk to the principal and leave the building
 - Must have experience as a principal of a school maybe at all levels
 - Must be committed
 - Someone who has not been out of the schools for a long time
 - Proven track record of strong leadership
 - Someone who listens and values their stakeholders
 - Someone with experience moving school systems forward and making progress
 - Someone with classroom experience
 - Someone who has kids
 - Not partial to one school over another
 - Transparent
 - Trustworthy
 - Caring about the classified staff
 - Provide bonus to TAs along with the teachers
 - Someone who can motivate staff
 - Good decision maker
 - Visionary thinker
 - Proven instructional leadership
 - Relationship building skills - build a team and motivate the employees to work within a team
 - Micro-politically astute.
 - Communicator
 - Someone who will visit the schools and treat all schools the same
 - Delegates and doesn't micro-manage
 - Someone willing to obtain and discuss the history of the district with veteran employees

11:00 - 11:45 a.m. - Elected or Government Officials/Local Clergy (6)

1. Please tell us the great things about your community that potential candidates should know.
- Very Friendly people in Craven County
 - Welcoming community
 - Opportunities to work with the city and the county
 - Great place to raise a family; diversity - worldwide people
 - Great for outdoors
 - One hour to the beach; 4 hours to the mountains

- County is vibrant and growing
 - Wide range of perspectives and jobs available in the county
 - Quality of life is great; beauty and charm
 - Safe community
 - Legal system is cohesive
 - Fishing pier
 - A real appeal for spouses and children
 - Good hospitals
2. What are the great things candidates need to know about your schools and school district?
- People ask “What is the quality of the school system?”
 - Early College
 - Partnerships
3. What do you believe will be the most significant issues and challenges the next superintendent will have to confront?
- When there is trouble, people show up.
 - The school system population is actually declining, while the county is growing.
 - CTE program and Workforce development are not as strong as they should be.
 - Trust
 - Is there the right mix of academic programs to attract new people
 - The evolving landscape for education
 - Housing issues - affordable housing (how far do I have to drive for affordable housing)
 - Funding/Budget/ - How to adequately fund for the needs of the district
 - Distrust the board because of misallocation of funds
 - Low academic performance
4. What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?
- Financial acumen
 - The ability to build consensus with Board to
 - Focus on preparing students in the future.
 - Consensus builder
 - Integrity and Fortitude
 - Quick Learner
 - Has experience in education at all levels
 - Leader who is sincere
 - Good relationship building skills
 - Team Builder

1:15 - 2:00 p.m. - Central Services Certified Employees (18 participants)

1. Please tell us the great things about your community that potential candidates should know.

- Great partnerships with industry
- Very supportive
- Strong relationships with local law enforcement and military
- Great history and close to the beach
- Lots of volunteers
- Very passionate about education
- Small town feel even though it continues to grow
- Added security features within the district make it safe
- Lots of culture, festivals, concerts, revitalization projects
- Lots of growth and development
- Great place to raise families
- Strong partnership with the military base
- Very active parks and recreation programs
- Medical facilities
- The Arts - music, theatre, concerts
- Top notch community college support
- Great restaurants
- Welcoming to people who don't live here

2. What are the great things candidates need to know about your schools and school district?

- Wonderful CT Program
- Military system
- Great educators
- Good processes in place - live by core values and beliefs
- Great teamwork and collaboration
- Great support to schools
- K-12 iPad district
- Apple distinguished system
- 10- AVID schools - 1 AVID distinguished school
- 1A+ school
- State and nationally recognized teachers and principals
- State teacher working condition survey very positive
- Diversity
- Over 30 languages
- Good teacher-student relationships
- Have quite a few national board certified teachers
- Principals are strong advocates for teachers
- We are now a school system instead of a system of schools
- Good system level supports- teacher mentors, AP mentors

- Prof. Development is strong - have used teachers as presenters positively
 - Strong school bands and sports
 - 2 Early Colleges
 - Partners in Education very strong and supportive
 - Pre-K programs in 9 out of 15 elementary schools
 - Family Literacy Program is a great support to families seeking GED or language literacy, it also provides childcare while parents are learning
 - Childcare for teachers pay a decreased rate preK-5
 - Our transportation dept Makes sure kids are transported so parents don't have to take kids to school
 - All employees have school choice for their children
 - Child care is provided to employees on workdays
 - Students have a lot of opportunities based on their interest, internships, work-based learning opportunities, early college courses where college personnel come to the HSs
 - Every school has an AP, SRO,, nurse, access to social worker, counselor
3. What do you believe will be the most significant issues and challenges the next superintendent will have to confront?
- Financial decisions may lead to cutting key positions - counselors, SROs, nurses, etc. - key positions
 - New supt. Coming in January when the hiring season begins
 - Current hiring freeze on local positions
 - Politics - silence the noise that is without truth (internal and external)
 - New Supt will have to deal with the status of not ever having to cut positions before now due to budget downfalls
 - Will have to educate stakeholders about the budget downfall and the need for cuts
 - Understanding of the needs/wants of each community (3)
 - Many people are eligible for retirement
 - We have succession planning in place and maintain knowledge of what people future desires are
 - Will need to identify a starting point by prioritizing the issues
 - Currently missing key cabinet level positions
 - 10 low performing skills-will have to immediately develop a plan for improvement
4. What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?
- Experience in education
 - Long range facility planning
 - Good communicator
 - Micro political
 - Good relationships with the board and community
 - Experience as a superintendent

- Strong ethical and moral characteristics
- Real leadership skills
- Value people
- Loves kids
- Visibility in the community
- Ability to navigate the politics - school board is divided
- Team approach
- Treat everybody right
- Follow the chain of command
- Trust people to do their jobs-don't micro manage
- Hold people accountable
- Transparency
- Have backbone - not a puppet
- Advocate for puppet education and for all children
- Open door policy
- Approachable
- Love and support EC students
- Recognize classified staff
- Open communication - everyone knows the same information
- We are not a one size fits all district
- Know the history of coming to eastern Carolina
- Servant leadership

2:15 - 3:00 p.m. - Principals (23 participants)

1. Please tell us the great things about your community that potential candidates should know.
 - Melting pot - transient population
 - History of Craven County
 - Supportive of education
 - Churches
 - Educators/Principals who were raised here
 - Each community has a different feel
 - Communities want to be respected
 - Culture
 - Great place to raise a family
2. What are the great things candidates need to know about your schools and school district?
 - Educators are passionate about the district and seeing the district grow
 - Loyalty to the schools
 - Technology right
 - Updated internet
 - Leader in Me schools
 - AVID and other opportunities

- Military connections
 - Refugee and Immigrant populations in some schools
 - Strong connections to community colleges
 - Virtual Academy
 - Partners in Education
 - Backpack Blessings - Pack food for students to take home for weekend food
 - Groceries for students during the summer
 - Several Pre-K program options
 - Increased AP enrollment
 - Arts and Sports Program in each high school
 - CTE programs that allow students to be able to hired after graduation
3. What do you believe will be the most significant issues and challenges the next superintendent will have to confront?
- Financial Issues/Fiscal Management/Budget
 - Building Trust
 - Issues caused by the lack of finding
 - Morale Issues
 - Streamlining the Instructional processes
 - School Closings
 - Facilities and Capital planning
 - School Board Members who are at odds/Divided School Board
 - School Choice - Charter and Private Schools
4. What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?
- Charisma and connections to rebuild relationships with the County
 - Can work with Board Members to understand the chain of command and streamline processes
 - Trust Builder
 - Builds on past successes
 - Visionary for the future to address all school and community needs
 - Advocate for public schools
 - A Good Communicator
 - Visible
 - Knowledgeable, credible, and experienced
 - A strong decision maker
 - Team Builder to get people to work together
 - Present and Visible - Know someone is steering the ship
 - Morality
 - Trust worthy
 - Relevance - Understanding how education has changed
 - Someone who values the principals leadership and their input
 - Be in the schools and in the classroom

- Forward-thinking on areas such as International Programs for Teaching positions

3:15 - 4:00 p.m. - Student Representatives (19)

1. Please tell us the great things about your community that potential candidates should know.
 - Very diverse community
 - People make it easy to make friends
 - Military town
 - Lots of community events
 - Great teachers that help us learn
 - Community pool
 - Downtown area and union park
 - Water activities
 - Feed the pigeons in the park
 - Community Events once a month
 - Beaches
 - Country club - golf and swim
 - Boating, fishing
 - Recreation center activities for kids and families

2. What are the great things candidates need to know about your schools and school district?
 - Students know more than they knew last year
 - Student council
 - Clubs like book reading
 - Clubs and sports open to all students
 - Library
 - Smart students
 - Exploratory - lots of options for everyone
 - 8 habits - Leader in Me
 - Good teachers
 - AIG (gifted) programs for those who need to be challenged
 - Resource programs for students
 - AVID program
 - CTE programs
 - Activities to motivate students
 - Nice teachers
 - Band starts at 6th grade
 - Very good teachers and resource teachers
 - STEM
 - News broadcasts in schools

3. What do you believe will be the most significant issues and challenges the next superintendent will have to confront?
 - The finances
 - A lot of drams
 - Complaints
 - All of the paperwork
 - Understanding the children
 - Anxiety
 - CTE program is underfunded (agriculture)
 - Short staffed - over crowded classrooms (35 students in my class)
 - Bus driver complaints about parked cars on streets
 - Shortage of bus drivers
 - School closings bringing construction issues
 - How to identify needs and disperse the budget
 - Some school buses don't start
 - Making sure every school has what it needs
 - Change in cell phone policy is a little harsh - may be a policy to take a look at
4. What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?
 - Person who is on time
 - Helps people
 - Financially smart
 - Knows what students and teachers needs to be successfully
 - Respectfully and cares about students
 - Trustworthy
 - Honest
 - Be out at events/visible
 - Put well being of students and staff first
 - Visible - be in the schools
 - Does not pick favorites
 - Trustworthy and can understand students
 - Patient and kind
 - Needs patience
 - Very determined person

4:15 - 5:00 p.m. - Teacher Representatives

1. Please tell us the great things about your community that potential candidates should know.
 - Big variety of people here
 - The landscapes are different across the county
 - Military town/families
 - Community oriented
 - The community came together after Hurricane Florence to unite and help everyone
 - Students do community work to serve others
 - Tourist industry
 - An evolving town - small town feel with a large population
 - Backdrop for the book "The Notebook"
 - Pepsi Cola started here

2. What are the great things candidates need to know about your schools and school district?
 - Diversity in the schools
 - Early college program - at college campus, online and in the high schools
 - Military support - Marines volunteer at the schools
 - Loyalty in each community for their schools
 - Supportive on new employees
 - Partners in Education
 - Refugee populations is a challenge but a positive

3. What do you believe will be the most significant issues and challenges the next superintendent will have to confront?
 - Support with the EC/SPED Department
 - Teacher Shortage
 - Budget
 - Parent Bill of Rights
 - Political Climate nationally
 - Media gives a Negative perception of Craven County Schools
 - Favoritism shown toward certain pockets
 - Many position cuts in the district
 - Open enrollment issues
 - Academic low performing schools
 - No attendance policy
 - Teacher Assistants having to drive a bus

4. What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?
 - Present/Visible - will show up to schools and events
 - Remains neutral on political issues
 - Board and Superintendent to stand up for the children
 - Someone who values and supports their staff
 - Leads with empathy
 - Appreciates and supports diversity
 - Honesty, Integrity and transparency
 - Experience as a teacher, principal, and all levels
 - Community Oriented
 - Willing to get to know Craven County
 - Attends community events
 - Fiscally responsible
 - Willing to hear from employees
 - Respect for all employees, especially teachers...all are important
 - Be vested in the community

6:15 - 7:00 p.m. - Evening Community Meeting

1. Please tell us the great things about your community that potential candidates should know.
 - Beautiful location includes tourist attractions
 - Community based
 - Younger families moving into the area, it used to be a retirement community
 - Very diverse
 - Great place to raise a family
 - The area has a lot of history
 - Medical access
 - Tourism
 - Water sports and activities
 - Hometown feel
2. What are the great things candidates need to know about your schools and school district?
 - EC students very well taken care of (autistic)
 - Staff are great
 - Great principals and teachers
 - Great support for EC students
3. What do you believe will be the most significant issues and challenges the next superintendent will have to confront?
 - Class sizes are really large causing negative behaviors
 - Principals need support with staffing

- Western side of the county does not have EC staff, lack bus drivers, seems to have fewer resources
- The school system reputation has fallen over the years
- The system has lost the true sense of being a family
- The new superintendent will have to rebuild relationship
- Boys and girls club has an excellent relationship with every county except Craven Co, therefore Boys and Girls club are building their own facility in New Bern. Boys and Girls Club serves 200 students in Craven County
- The YMCA partners with the system, there is some pushback from some schools
- In the past, the board banned all non-profits, which led to issues with Boys and Girls Club.
- Hold listening sessions to learn about the history of why some things happened in Craven Co. over time
- Can be very “clickish.”

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

- Learn the history and culture of the people in the area
- People used to live in the land where Cherry Point now sits, the original people were moved - Supt needs to have this understanding
- Get to know people
- Have confidence in decision making
- Knowledge of new ideas
- Have experience as a leader
- Have a warm personality and show understanding and kindness
- Demonstration strong leadership skills
- Have wisdom and discernment
- Don't show arrogance because of position or title
- Love the kids and community
- The new superintendent will need to learn the community for themselves
- Someone who is passionate about making a change and leaving a legacy



Superintendent Search Feedback Survey: Craven County Schools

Results and Analysis

McPherson & Jacobson

September 26 - October 3, 2025

Overview of the Research Project

The Superintendent Search Feedback Survey was open from September 26 to October 3, 2025.

The survey was available via a public URL posted on the district's website

The was translated into Arabic, Burmese, and Spanish.

This report summarizes district-level survey results.

The report incorporates an analysis of open-ended response items. Responses were systematically coded through pattern coding, after which related codes were consolidated into broader thematic categories.

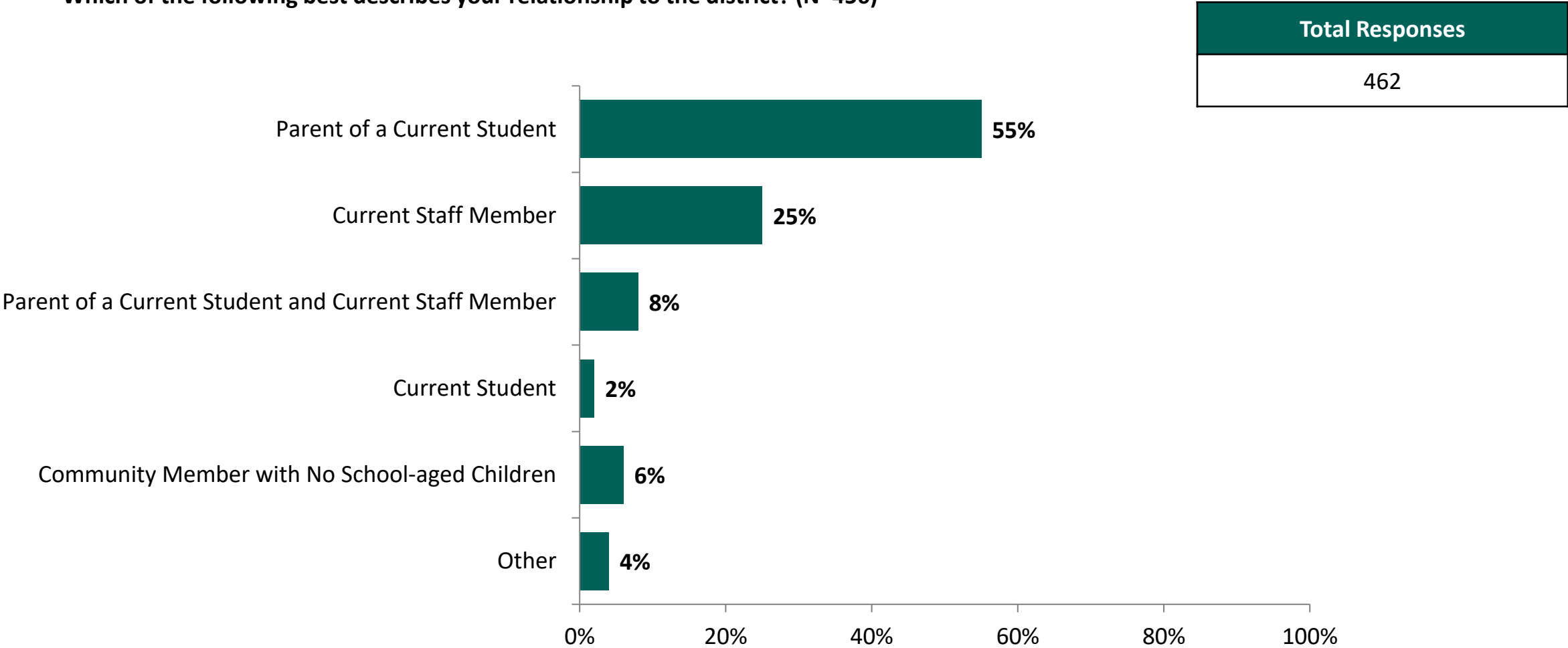
Findings for each item in the report exclude participants who did not answer.

Data labels less than 5 percent are not shown in charts and graphs.

Percentages may not total 100 due to rounding.

Relationship to the District

Which of the following best describes your relationship to the district? (N=456)



Great Things About the Community

Great Things about the Community

Please tell us great things about your community that potential candidates for superintendent should know. (N=167)

Craven County and the city of New Bern are defined by their warmth, diversity, and deep sense of community pride.

Residents share a strong commitment to supporting children and schools, showing up for events, volunteering, and celebrating student success across academics, athletics, and the arts. Parents are deeply invested in their schools, educators care passionately about their students, and neighbors look out for one another with compassion and respect.

The area's rich history, small-town charm, and proximity to rivers and beaches make it a beautiful and inviting place to live.

A strong connection to the military—particularly through MCAS Cherry Point—brings a unique blend of cultures, resilience, and service-minded values, while churches, local businesses, and civic groups actively step up to help families and students in need.

The community's diversity is one of its greatest strengths, uniting people from many backgrounds in a shared goal of improving opportunities for all children.

Despite growth and change, New Bern and Craven County have preserved their small-town feel and spirit of togetherness—welcoming newcomers like family and rallying in times of both celebration and hardship. This is a place where people truly care about one another and believe in the power of education to build a brighter future for every child.

Great Things about the Community

Please tell us great things about your community that potential candidates for superintendent should know. (N=99)

Craven County—anchored by New Bern, Havelock, and neighboring towns—is a vibrant, welcoming community that rallies around its schools and children.

Families, churches, local businesses, civic groups, and the military community at MCAS Cherry Point partner actively with schools through volunteering, work-based learning, CTE, STEM and aviation initiatives, and rich arts programs (including celebrated middle and high school bands and active local theater).

The area blends deep history and small-town warmth with coastal living: rivers, forests, and nearby beaches invite outdoor learning and family adventures, while waterfront concerts, Tryon Palace events, and community traditions nurture pride and connection.

Residents value education, safety, and quality of life; they show up for athletics, FFA, band, and academics, and many alumni return as mentors and teachers.

Diversity is a defining strength—military families, refugees, lifelong locals, and newcomers alike contribute perspectives, resilience, and a shared commitment to every child's success.

With supportive parents, dedicated educators, strong partnerships with Craven Community College and employers like FRC East, and a friendly, family-oriented spirit, this is an inspiring place for a superintendent to build relationships and help students thrive.

Great Things about the Community

Please tell us great things about your community that potential candidates for superintendent should know. (N=9)

Students described the community as warm, inclusive, and deeply connected—an environment where people genuinely care about one another and value diversity.

Residents and students alike express appreciation for the sense of belonging and safety that defines the area, emphasizing that it's a place where individuals feel accepted and respected for who they are.

The community is strengthened by a wide range of perspectives, experiences, and cultural backgrounds, creating an atmosphere of openness, dialogue, and compromise.

The arts are also celebrated as an important part of the community's identity, enriching student experiences and inspiring creativity and academic growth.

Overall, this is a caring, vibrant community grounded in respect, connection, and a shared commitment to doing one's best for the good of all.

Great Things about the Community

Please tell us great things about your community that potential candidates for superintendent should know. (N=42)

Craven County and the city of New Bern are celebrated for their rich history, cultural vibrancy, and deep sense of community spirit. The community's diversity is one of its greatest strengths—blending military families, retirees, lifelong residents, and new arrivals from across the country and around the world. This diversity fuels a thriving arts scene, with strong support for music, theater, and visual arts, alongside robust volunteerism, active civic engagement, and a shared appreciation for education.

Residents describe the area as a small but dynamic community where people know, support, and help one another, creating a welcoming environment for families, educators, and newcomers alike. Parents, faith-based groups, and local organizations work together to support schools, promote literacy and STEM initiatives, and provide opportunities for all students to succeed, whether through college or vocational pathways.

The area's natural beauty—defined by the confluence of two rivers, proximity to the coast, and eco-friendly values—adds to its appeal as both a place to live and a hub for creativity and recreation.

While residents value tradition and close-knit relationships, they also embrace progress, innovation, and inclusion. Craven County's unique blend of historical pride, artistic energy, military ties, and genuine neighborly care makes it an exceptional place to live, learn, and lead.

Great Things About the School District

Great Things about the School District

Please tell us great things about your school district that potential candidates for superintendent should know. (N=155)

Craven County and the city of New Bern are defined by their warmth, diversity, and deep sense of community pride.

Residents share a strong commitment to supporting children and schools, showing up for events, volunteering, and celebrating student success across academics, athletics, and the arts. Parents are deeply invested in their schools, educators care passionately about their students, and neighbors look out for one another with compassion and respect.

The area's rich history, small-town charm, and proximity to rivers and beaches make it a beautiful and inviting place to live.

A strong connection to the military—particularly through MCAS Cherry Point—brings a unique blend of cultures, resilience, and service-minded values, while churches, local businesses, and civic groups actively step up to help families and students in need.

The community's diversity is one of its greatest strengths, uniting people from many backgrounds in a shared goal of improving opportunities for all children.

Despite growth and change, New Bern and Craven County have preserved their small-town feel and spirit of togetherness—welcoming newcomers like family and rallying in times of both celebration and hardship. This is a place where people truly care about one another and believe in the power of education to build a brighter future for every child.

Great Things about the School District

Please tell us great things about your school district that potential candidates for superintendent should know. (N=95)

Craven County Schools offers a strong foundation for success built on people, programs, and partnership.

Classrooms are led by dedicated, highly qualified educators and support staff who go above and beyond for students, creating safe, welcoming, and student-centered schools with a genuine family feel. The district blends rigorous academics with rich opportunities in the arts, athletics, AVID, STEM, CTE, agriculture, and technology-forward instruction; many students earn dual high school–college credit through College and Career Promise, early college pathways, and close ties to Craven Community College and area universities.

Military-connected families add resilience and diversity, and partnerships with MCAS Cherry Point, local employers, churches, and civic groups translate into mentoring, work-based learning, and community service.

Schools emphasize the whole child with caring relationships, strong counseling and IEP support, plentiful extracurriculars (including standout band programs at Havelock and Tucker Creek), and consistent professional development that supports both new and veteran teachers.

The district’s culture of collaboration, data-informed practice, and “Craven Strong” resilience—proven through hurricanes, COVID, and rapid growth—makes this a rewarding place to lead, innovate, and help every student thrive.

Great Things about the School District

Please tell us great things about your school district that potential candidates for superintendent should know. (N=9)

Students highlighted the strong sense of community and mutual support within the schools, where peers are friendly, open-minded, and inclusive.

The district provides meaningful academic and extracurricular opportunities—from excellent athletics and career-focused programs like FFA and Science Olympiad to flexible learning options that allow students to choose between in-person and virtual settings.

The sports programs, particularly at the high school level, foster school pride and teamwork, while teachers and staff are described as approachable and engaged.

Overall, Craven County Schools stands out as a district that empowers students through diverse opportunities, supportive relationships, and a strong culture of inclusion and community spirit.

Great Things about the School District

Please tell us great things about your school district that potential candidates for superintendent should know. (N=39)

Craven County Schools is recognized for its passionate educators, diverse programs, and deep community involvement that together create a strong foundation for student success. Teachers, administrators, and staff are widely praised for their dedication, compassion, and commitment to meeting the needs of every child. The district emphasizes student-centered decision-making and has made significant strides in literacy, MTSS implementation, and data-driven instruction.

Music and arts programs stand out as major strengths, fostering creativity, teamwork, and community pride, while partnerships with local organizations—such as the civic theater’s school-day performances—enrich learning beyond the classroom. Extracurricular programs, including athletics and Career and Technical Education, offer students multiple avenues to grow academically and personally.

The district’s Preschool Services for Children with Disabilities demonstrates its commitment to early intervention and inclusive education.

Community and family involvement, including support from churches and grandparents, plays a vital role in sustaining schools, especially in rural areas that rely on local fundraising and volunteerism.

While class sizes and resources remain challenges, the district’s strong sense of purpose, caring staff, and collaborative spirit give it the potential to regain its former status as one of the state’s most respected and high-performing school systems.

Significant Issues and Challenges

Significant Issues and Challenges

What are the most significant issues and challenges the next superintendent should know about when coming to this position? (N=195)

Craven County Schools faces some urgent, interlocking challenges the next superintendent must tackle head-on: persistent budget shortfalls and fiscal mistrust; acute staffing gaps across classrooms, EC/special education, counselors, TAs, and bus drivers (often double-tasked), which drive burnout and turnover; and aging, overcrowded facilities with uneven resources by region (e.g., Havelock/West Craven vs. New Bern).

Teaching and learning are strained by discipline problems, bullying, vaping/drugs, safety concerns, and inconsistent consequences; by widening achievement gaps and social promotion; and by uneven curriculum rigor, grading practices, and an over-reliance on iPads/phones—especially in elementary grades.

Families cite weak communication and transparency from central office and a polarized, conflict-prone board that erodes trust and shifts focus from students.

EC/504 compliance is a standout risk: too few licensed EC teachers, inconsistent services and equipment, limited inclusive playgrounds and accessibility, and parents feeling unheard.

Military student mobility, growing enrollment, redistricting pressures (e.g., Havelock MS closure/traffic impacts), and transportation delays compound the strain.

Participants also call out inequities in access (arts, staffing, facilities, and opportunities), insufficient mental-health supports, and the district's slipping reputation—fueling flight to private/charter options.

In short, the system needs disciplined fiscal management, aggressive recruitment/retention and compensation strategies, restoration of safety and accountability, consistent instructional standards, legally sound EC supports, and visible, honest engagement with families and staff to rebuild confidence and keep students at the center.

Significant Issues and Challenges

What are the most significant issues and challenges the next superintendent should know about when coming to this position? (N=105)

Craven County Schools enters its next chapter with a heavy mix of operational, fiscal, and trust challenges that will require clear, steady leadership. The most urgent pressures are persistent staffing shortages—especially in EC—paired with low morale, high turnover, and HR/on-boarding frictions that make recruitment and retention harder; transportation gaps that force TAs to drive buses; and a tightening budget amid declining enrollment, program cuts, and perceptions of a central office that's personnel-heavy.

Participants call for real transparency, earlier and clearer communication to educators, and visible, school-site engagement from district leaders; board division and redistricting/merger plans have strained confidence and fractured community ties.

Aging facilities, uneven maintenance capacity, and wide geographic inequities (rural vs. city; school-to-school) compound the load, while growth tied to MCAS Cherry Point increases pressure on space, staffing, and services.

Academically, leaders must raise rigor and consistency across schools, strengthen curriculum and instructional support, and close achievement gaps—especially for mobile military students—while expanding mental-health and social-emotional supports.

To stabilize the system, the superintendent will need disciplined fiscal management, credible workforce strategies (pay, workload, and role clarity), a reset of TA/bus expectations, and a sustained, two-way partnership with educators and communities that restores trust and keeps students at the center.

Significant Issues and Challenges

What are the most significant issues and challenges the next superintendent should know about when coming to this position? (N=8)

Students in Craven County expressed frustration with inequitable funding, especially in lower-income areas like Havelock Middle School, where limited resources create visible gaps in opportunity and quality.

Discipline and administrative decisions were also frequent concerns—students feel that rules and restrictions are often applied broadly in response to a few individuals' behavior, creating an overly strict environment that reduces morale and autonomy.

Bullying and lack of action from school staff were described as ongoing problems, particularly for students with disabilities or those who identify differently in terms of identity, background, or appearance.

There were also concerns about cleanliness, nutrition accuracy, and the lack of healthy or inclusive food options for vegetarian or vegan students.

Overall, students are asking for leadership that listens to their voices, ensures fair treatment and equal access to opportunities, maintains clean and safe schools, and promotes an environment where respect, individuality, and engagement are valued as much as academic achievement.

Significant Issues and Challenges

What are the most significant issues and challenges the next superintendent should know about when coming to this position? (N=41)

Craven County Schools faces significant challenges rooted in chronic underfunding, staffing shortages, and a loss of trust between leadership and the community.

Teachers are underpaid, overworked, and under-supported, with shortages especially severe in Exceptional Children programs.

Political infighting, partisanship on the Board of Education, and perceptions of favoritism within the central office have eroded morale and confidence in district leadership.

Schools struggle with uneven funding, overcrowding in some areas, and a lack of academic rigor and equity across communities, while cultural and political tensions—such as book bans, curriculum disputes, and diversity concerns—add further strain.

The next superintendent must rebuild trust, advocate for fair funding, improve teacher recruitment and retention, and unite a divided community around transparency, equity, and student-centered learning.

Qualities, Skills, and Characteristics

Qualities, Skills, and Characteristics

What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful? (N=182)

The next superintendent should be a strong, compassionate, and community-centered leader who leads with integrity, transparency, and a genuine commitment to students and staff.

They must be an exceptional communicator and listener—someone who values collaboration with teachers, parents, and community members while making informed, data-driven decisions.

Experience in education is vital, but so is the ability to think creatively, act decisively, and navigate challenges with fairness and humility.

This leader should bring fresh ideas, ideally from outside the current system, to rebuild trust and inspire positive change while remaining politically neutral and focused on what's best for students.

A successful superintendent will demonstrate empathy, cultural awareness, and a deep understanding of the district's diverse population, including military and low-income families.

They should balance firmness with compassion, be visible and approachable in schools, and empower teachers through support, respect, and fair compensation.

Above all, the community seeks a leader with integrity, courage, and vision—someone who unites stakeholders, restores pride in Craven County Schools, and puts children's growth, safety, and well-being at the center of every decision.

Qualities, Skills, and Characteristics

What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful? (N=106)

Staff members want a superintendent who is first and foremost student-centered and equity-minded—especially for Exceptional Children—while being a visible, approachable presence in every school.

They're looking for a proven instructional leader with recent K-12 school experience (ideally time as a teacher and principal, including high school), who understands curriculum, differentiated learning, SEL/restorative practices, and what classrooms truly need day to day.

This person should communicate clearly and transparently, listen before deciding, elevate teacher and family voice, and build trust through consistency, fairness, and follow-through.

They must pair empathy and humility with a strong backbone—able to make tough, data-informed decisions, hold adults accountable, and steady a divided board and community without getting dragged into politics.

Operationally, staff want a savvy manager of people and money: fiscally responsible, honest, and skilled at budgeting, grants, and resource allocation who values and recognizes every department (EC, transportation, child nutrition, operations) and fights for funding at the state level.

Finally, they want a problem-solver and consensus-builder who is invested in Craven County for the long haul—innovative, resilient, organized, and committed to recruiting/retaining great educators, improving working conditions, and keeping students' growth, safety, and well-being at the center of every decision.

Qualities, Skills, and Characteristics

What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful? (N=9)

Students hope the next superintendent will be approachable, empathetic, and genuinely interested in hearing their voices.

They want a leader who values open communication, listens to input from students, teachers, and parents, and makes decisions that reflect what's best for everyone—not just adults at the table.

Key qualities include confidence paired with humility, fairness, and an open mind.

Students also emphasized the importance of safety, equal opportunities for all learning paths (including virtual education), and a superintendent who fosters school spirit and makes schools feel welcoming and engaging rather than restrictive. They want someone who can balance firmness with understanding—setting clear expectations while creating an environment where students feel respected, heard, and inspired to learn.

Qualities, Skills, and Characteristics

What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful? (N=41)

Community members envision the next superintendent as a strong, ethical, and visionary leader with deep educational expertise, financial competence, and a genuine commitment to students, staff, and families.

They seek someone who combines intelligence, diplomacy, and adaptability with transparency, fairness, and courage to make difficult but necessary decisions.

The superintendent should be an experienced educator with a proven record of leadership, fiscal responsibility, and advocacy for public education—someone who fights for funding, equity, and teacher support while resisting political influence or special interests.

Effective communication, active listening, and relationship-building across diverse communities are essential, as is the ability to unite people around a shared vision for student success.

This leader must understand the district's cultural, economic, and geographic diversity, promote inclusion for all students (including those with special needs), and support teachers as professionals.

Above all, the community wants a superintendent who leads with integrity, empathy, and vision—balancing instructional excellence with care for the whole child and creating a school system that truly prepares students to thrive as capable, compassionate citizens.



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Superintendent Search Feedback Survey Craven County Schools

Open-ended Responses

McPherson & Jacobson

September 26 - October 3, 2025

McPherson & Jacobson
Craven County Schools - Superintendent Search

Which of the following best describes your relationship to the district?		
Responses	Count	%
Parent of a Current Student	252	55%
Current Staff Member	113	25%
Parent of a Current Student and Current Staff Member	37	8%
Current Student	9	2%
Community Member with No School-aged Children	26	6%
Other	19	4%
Total Responses	456	

Q 1. Which of the following best describes your relationship to the district?: Other (Please specify)	
Q1. Which of the following best describes your relationship to the district?	
SR No.	Response Text
1	Other (Please specify) : Grandparent of current students
2	Other (Please specify) : Retired Teacher/long term sub.
3	Other (Please specify) : Grandparent of students
4	Other (Please specify) : Retired with 1 grandchild in school
5	Other (Please specify) : Retired staff with have 2 kids in the school system
6	Other (Please specify) : Former board member, former staff member, former parent of school-aged students member, community member
7	Other (Please specify) : Former ccs educator and grandmother to 7 in ccs now
8	Other (Please specify) : Parent of former high school student and graduate
9	Other (Please specify) : Grandmother of student
10	Other (Please specify) : Have a degree in Education. Graduate from
11	Other (Please specify) : Retired Staff Member
12	Other (Please specify) : Previous staff member
13	Other (Please specify) : Grandparent of a student
14	Other (Please specify) :
15	Other (Please specify) :
16	Other (Please specify) :
17	Other (Please specify) : Contract Employee
18	Other (Please specify) : staff member and parent of current students
19	Other (Please specify) :

McPherson & Jacobson
Craven County Schools - Superintendent Search

Q 1. Which of the following best describes your relationship to the district?: Parent of a Current Student

Q2. Please tell us the great things about your community that potential candidates for superintendent should know.

SR No.	Response Text
1	This is a community that cares about our students and is willing to help them in different ways.
2	Great sense of community and military history.
3	New Bern is very diverse and beautiful. Our students have the capacity to succeed with the right guidance. We have older students who need a copious amount of guidance and mentorship to make better decisions.
4	-Great small time feel -Close to the beach
5	Our community is really supportive of the schools—we show up for events, volunteer, and cheer on the kids. Families and staff work well together, and there's a lot of pride in seeing students succeed not just in the classroom, but also in sports, arts, and other activities. Most of all, people here care and want to work as a team to help our kids thrive.
6	We have amazing youth programs throughout the county that aren't currently allowed to speak with students and inform them of all they have to offer.
7	Our community is unique because of the strong presence of military families connected to MCAS Cherry Point. Families and children come here from all over the world, bringing diverse perspectives, resilience, and cultural richness. There is a strong sense of pride, service, and connection between the base and the local community, and people consistently step up to support one another. New Bern and the surrounding towns offer a welcoming environment, beautiful coastal living, and a community that values both tradition and growth.
8	In all of these duties, an effective superintendent can harness their potential to improve the day-to-day lives of everyone in their school district: students, instructional staff, support staff, and administrators alike.
9	We have a lot of parents willing to go the extra mile to make things better for our school system and community.
10	We have managed to still maintain a small town feel while continuing to grow in the area
11	We are loving & kind to each other, especially the Native New Bernians. Our community gives back, helps each other in need, and pays it forward. Our community is a charming small town, with rivers to enjoy, great church options, and close to a beach getaway when you need it. Our community cares passionately for our kids and the next generation, we are concerned they are not learning at the speed that they really should be. We have a great community college option to help get future teachers started in their journey.
12	Craven county is a beautiful place to live and work. We are a diverse community with so much potential, which starts with education. The community has specific needs that must be met with support, understanding, and creativity.
13	We are kind & look out for each other. There is a big support system in our community to take care of children and we strive to have them learn and grow in academics to their full potential.
14	Craven County is a great place to work and live. We have a strong, uplifting community that, in my opinion, values youths' success and education. We want the best for them and I hope that our next superintendent will help us achieve that.
15	Our community is inclusive , diverse and rely on one another .
16	Our community is supportive of schools. Our residents are proud of our town and want to see

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Craven County Schools - Superintendent Search

	our schools thrive. This community is friendly, loving, and hard working.
17	Our students care about their community. They will band together and help each other.
18	Craven County is filled with diversity and priorities differ throughout the county. The community really rallies behind the children here. Churches step in, businesses step up and families are trying their best to be involved.
19	Invested parents, appropriate classroom sizes, access to new information and technology, friendly community, lower cost of living relative to other states, etc.
20	It's an area steeped in history, but at the same time, one of constant change due to the military community, improvements being made on the highway and many new people moving to the area. It's growing. The charm is that it's not too big and it's not too small.
21	We have great teachers that need to be supported and encouraged. There is a lot of love for the students and using different resources to help them be successful
22	We have an extremely diverse population full of people wanting the schools here to excel and be a great experience for all students, teachers, and other staff.
23	Military and veteran friendly communities, with fantastic parents that help and support any way they can. The Sheriff is amazing, ready and always willing to help with security of our youngest.
24	Craven County contains towns and cities blessed with many human and natural resources. The county has potential to attract businesses and industries that provide a good quality of life for its citizens.
25	The wonderful diversity. Being close to Atlantic Beach Lots of history.
26	Great people Loving community
27	The teachers in our county love their students & they should be respected and valued by their employer.
28	The community of individuals is great. We are people who love the great outdoors and small town feel of new Bern.
29	Tell this community has its differences though comes together in crisis. This communities will support a school system that focuses on building a strong community.
30	What makes our community special is how much we care about our children. Families, teachers, and staff all work together to create a safe, supportive place where kids can succeed.
31	Safe community with preserved small city feel. Significant pride in our city and our schools.
32	New Bern is a small community with a lot of history. We take pride in our schools and communities. We love our town. We care for our schools and teachers. We are active and involved.
33	Our community is very diverse.
34	The district attorneys wife drug a black kid and wanted the previous superintendent fired, our sheriff declined to do anything, and screws everything that can walk and wife commits voter fraud. Jason Jones from the county commissioners has to keep his wife a job because he needs insurance. The Mayor is a cry baby and NBLive if they don't like they'll talk shit about you on the air. They new board won't go back is read anything. One's dying and the rest are lying.
35	It is a very involved community that the leaders of the county put forth great effort to make it a great place to live
36	We are a community that needs someone to care for our students' education and not just for a

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Craven County Schools - Superintendent Search

	face to appear to receive money. Our community is New Bern strong we love our NBHS Bears.
37	We stick together and fight the same fight when it comes to our children in schools.
38	Supportive community when they feel they can trust leadership
39	A great community who's willing to help one another
40	Its near the beach, there are things to do in the area. The area and military is what brings people here but what makes them stay?
41	An ability to balance the budget and not forsaking our educators with what they need to do their jobs. We should be more supportive of our educators and make sure they have a livable wage, comparable to other areas with our same population base.
42	Close-Knit community
43	Craven County Schools cannot have Principals and Assistants use Chat GPT for their lesson plans. Principals and Assistants cannot MICRO MANAGE Teachers it is degrading and this is still going on in Craven County Schools.
44	Craven county schools are pretty good and have great principals
45	Friendly staff at GAB and very knowledgeable
46	None
47	N/A
48	Craven county as a community is amazing. They really do treat you like family around here. Had to move away for a couple years and absolutely missed the sense of togetherness that this community has.
49	A. Close ties to the military. B. Mostly conservative values. C. Low crime rates as compared to major cities. D. Three major shopping districts within an hour's drive. E. Access to nearly every religion within an hour drive.
50	Everyone always helps everyone.
51	The community my family and I currently live in is great in many ways. We are a military family and have lived in two states previous to NC. The community here, compared to Delaware and New York, is extremely inviting and the hospitality is amazing. From the community get togethers at the Havelock City park to the military mommies groups on facebook there are countless opportunities to socialize and make connections. I'm extremely grateful and blessed to have been stationed in such a warm and safe city.
52	Las comunidades suelen valorar un liderazgo educativo visionario y comunicativo, la colaboración entre todas las partes interesadas (padres, estudiante, personal y comunidad), la transparencia en las finanzas y la toma de decisiones, así como un compromiso real con la mejora continua de la educación a través de métricas medibles. Además es importante que los superintendentes comprendan los desafíos y fortalezas específicas del distrito para poder desarrollar estrategias efectivas y construir relaciones de confianza duraderas.
53	Our community is small tight nit and serves many different children
54	You get alot of money from the government because the kids are mainly military kids
55	Patient, understanding, caring
56	The community is very diverse. Filled with young people who are trying to improve and support each other.
57	The community in question at least.
58	We are new to the area but it seems like there are many community events that students can

McPherson & Jacobson
Craven County Schools - Superintendent Search

	become involved in and volunteer with.
59	Craven county is the best
60	Our community is filled families from a wide variety of economic backgrounds.
61	Very welcoming, beautiful area to live, not too big or too small. Waterfront and downtown is a huge plus.
62	We are close.
63	Great geographical and ecological learning environment. Interesting history.
64	I honestly don't have anything great to say.
65	NA
66	Conversation values. Importance of a quality education is paramount. We expect the Highest ethics and integrity. Understanding of military families and local economic struggles is critical
67	Our community (Western Craven county is different than the Eastern side)
68	I'm impressed with the amazing alternative educational opportunities
69	The kids in the community are important and should be treated with respect and dignity that they deserve.
70	Ellos son los mejores. En todo
71	It is safe and people are friendly especially to diversity
72	Idk
73	The school at havelock elementary is great!!! Teachers. Staff, and bus driver bus number 60
74	Great things are military families and disabled veterans children
75	Nothing special or great.
76	N/a
77	Despite being failed by the state's legislature and the federal government, we have great educators here.
78	We need more equality and safety procedures for our kids.
79	NA
80	You should have to learn this by coming out to every community low income or not. Many individuals feel like areas outside "the money" areas are looked over and you will be surprised by the amazing students, parents and overall atmosphere. Don't listen to the school board do your own research because most of your board either don't have students, current students and only come from certain areas. Town hall meetings EVERY WHERE!
81	Nothing, there aren't any "great things" happening within the community related to the public school system and that is an issue. Lack of resources and community leaders that are all about togetherness, rather than segregation.
82	na
83	Every child is special and every child is different. Understanding and patience help us put up the determination to provide each student an education that they need and deserve.
84	Always holding community functions
85	We are a close knit community in Vanceboro where everyone knows everybody. And when something is not right we communicate that as well.

McPherson & Jacobson
Craven County Schools - Superintendent Search

86	Friendly community.
87	Small town atmosphere with close knit communities
88	All the elementary schools are amazing!
89	Nestled in a newly developed residential community
90	small town, great history, lovely downtown
91	We have a wonderfully diverse population. Our neighborhoods are strong and should not be divided if they don't have to be to meet quotas.
92	Beautiful community with small town vibes
93	Diversity
94	Our community is supportive of our Marine Corps base Cherry Point. We have many veterans and active duty citizens that we love and we do a lot of family events like the Chili festival and movie/concerts in the city park.
95	Craven County is a beautiful and safe area with historic charm and the energy and growth associated with a large Marine Corps Air Station. Our waterfront communities are absolutely stunning and create lots of opportunity for recreation. We have many great restaurants and shops along with convention centers that bring in business based visitors and tourists alike. Our community is growing economically and is strong culturally. Craven County is an incredible place to live, work and grow!
96	This community is extremely diverse. I feel like most of the younger generations are embracing that diversity and exploring how that shakes their world views that differ from those of their parents and grandparents.
97	My community is considered "less than" according to the more affluent areas, but the sense of community and friendship within the community is hands down amazing. The "it takes a village" mentality is strong.
98	The great thing about this community is the diversity, and the care for each other that is obvious in how it pulls together to help those that need it most. This community always tries to push above the limitations that it has been dealt socially and economically, and the people here work for each other to do right by their kids. The spirit of togetherness and need to look out for each other should not be in doubt, nor should it be taken lightly.
99	We are a very diverse community with diverse opinions.
100	New Bern Alumnae along with other sororities and fraternities are here to help serve the youth and are interested in being more involved and introducing our youth mentor programs to each school.
101	Beautiful Community -wants to bring in tourism -lots of weekend activities -
102	N/A
103	1. Not targeting minorities. 2. Love your Country.
104	N/A
105	Look out for each other.
106	I think the Havelock community is overlooked a little in comparison to New Bern. We have lots of great kids, educators and families here. My husband retired and we decided to stay in this area because it became home to us.
107	We support our military.
108	It's big enough to not know everyone, but small enough that you know someone who knows

McPherson & Jacobson
Craven County Schools - Superintendent Search

	someone.
109	While my family has been here for a couple of years now, I really don't know anyone. Sorry.
110	I live in a tight knit community where we usually bond together and talk about the school system
111	I expect when I send my child to be safe
112	Craven county is a great small community that takes pride in our students and teachers. The western part of the county is just as great as the city of New Bern. Don't overlook us.
113	Craven County is very warm and welcoming. There are teachers that really truly care about students.
114	Great community
115	Open communication, staff includes parents in work and decisions
116	We have an awesome community. A community that supports each other
117	I'm not sure of who is running. We have only lived here for just over a year. My son is a student at NBHS.
118	Many things to do on the weekends
119	We have beautiful children that deserve more than what they're getting. We have a strong community that wants better for our kids but tired of the garbage with past board members.
120	Many actively engaged families that support public education.
121	Diverse community
122	Craven County has a strong sense of community, family values, and pride in local traditions. People support schools, care about students, and work together to improve the area.
123	we are a great small town that is very livable with all the amenities you want but still having small town charm.
124	We're family oriented. We have great
125	Na
126	Parents want to help and be involved, but they do not know how they can make a difference.
127	There are a lot of wonderful family businesses
128	NBHS needs an auditorium!!
129	This community is full of juxtaposition. We've got really successful students and we've got children who are struggling. The same goes for the family dynamics. Taking an active interest in bridging the gap is crucial. It's understanding that food insecurity, instability, poor health care, and lack of access that put education lower on the list of priorities for some. That's through no fault of the student.
130	Love the open and honest staff
131	New Bern is a town that thrives off community connection and embraces the small town feel while encouraging stable growth. New Bern has so much to offer with its rich history and charm being settled between two rivers.
132	JW Smith is a great school!!
133	Military partnerships have been incredible coordinating with schools surrounding military bases. I personally only found out that schools had individuals from Marine Family Services that can provide a wealth of resources in addition to Craven services to support military

McPherson & Jacobson
Craven County Schools - Superintendent Search

	children. I hope to see this partnership grow with emphasis on support children who don't have that consistent friend throughout their development. I hope this partnership is used appropriately to support this children who don't have the same friends as the move throughout their development country. Every good program can be explained by 5W (who, what, when, where, why) but what really matters is the "how" that will create the results. I hope you scrutinize programs for our children and always question the "how". Results are always a moving target and proactive innovation's to solve current and future issues with mistakes of the past. Thank you for all you've done and have no doubt you will make good choice for all.
134	We are a small community that wants to provide the best education in the safest environment.
135	Rural school that emphasizes agriculture, military, and athletes.
136	Classic Small town vibe, and appreciate people striving for a good community
137	The community has a great desire to see Craven County grow so that the children in schools now will have opportunities to remain in the county and be able to make a good living. Parents, for the most part, are genuinely supportive of district initiatives. They trust that those in leadership positions have the knowledge and skills necessary to make good decisions for the academic programs in the district.
138	Great support system
139	Our children are not subjects of anyone's political affiliation or lack there of. Our children are not canon fodder. We fight tooth and nail for our children. Our community is old antiquated and divisive. We need new we need change for the sake of all of our futures. Thank you.
140	Faith is important. Don't disregard its impact on students wellbeing. MCAS cherry point is a significant factor in the community, and also the students that transfer in and out because of its movements. (And some staff too).
141	Be good to us and we'll be good to you.
142	A very diverse population!
143	Safe for kids
144	We are a community of parents that deeply care about our children's education.
145	Bridgeton elementary school is wonderful. They make the process of Turing in notes very easy. The electronic way west craven middle does it half the time it won't submit correctly online and the school refuses to take hard copy notes.
146	NA
147	Our community is very supportive of athletes and is very diverse with individuals ranging in Nationality and Race.
148	We have been excepted with open arms. I've been homeschooling my son from k-8. He was excepted into early college and he loves his teachers.
149	My son got brain cancer and the cimmunity came together for him to help him
150	How to lead
151	I believe in the transformative power of education. It is not a privilege for the few, but a promise to all. From our youngest learners to our lifelong scholars, I think we try to champion access, excellence, and the pursuit of knowledge as a sacred calling. I also believe in equity not as a slogan, but as a standard. I trust in this community, every person is seen, valued, and empowered. I reject division and embrace dignity. Whether by race, age, income, or background, I affirm that all people are created equal and deserve equal opportunities.
152	This community love it's children

McPherson & Jacobson
Craven County Schools - Superintendent Search

153	I'm new here but it's friendly and the community cares.
154	We are seeking a superintendent who will embrace our small-town values while providing strong vision and leadership for the future. The ideal candidate will partner closely with families, teachers, and community members, treating them as true partners in student success. We need a leader who will advocate for resources, support ongoing teacher training and growth, and hire and retain talented staff who share our commitment to excellence. Just as importantly, this person will establish clear expectations and discipline across the district, ensuring accountability for students, staff, and the broader school community. Above all, our next superintendent should honor the traditions that make our community strong while guiding us toward new opportunities that will help every student thrive.
155	It's a great community but we can do better
156	Craven County, especially the eastern portion, is intricately tied to the military and jobs associated with supporting MCAS Cherry Point and FRC East. We need to ensure the school system continues to foster education and community relationships between the schools and base.
157	Honestly I am not from here. I married a local and ended up here. I would not be here other wise. I have my own personal issues with the area that make me dislike it. However for the most part New Bern is a sweet little town with great history. Everyone that comes to visit us adores it. They love the feel of downtown with the beautiful water views.
158	Craven county as a whole is a great place. You have beautiful downtown New Bern, just a short drive to the beach, and then you're small country towns.
159	Small, family feel, pulls together in time of need.
160	They have great events.
161	Our community is diverse and supportive, with a strong commitment to education and numerous opportunities for students to thrive.
162	We are a diverse community who is stronger through working together. We need leadership to lead in a shared sense of community and belonging.
163	This is home for us. Everyone is like family
164	Football isn't everything - all students need to be heard
165	Nothing
166	We come together. We are a smaller area. We have alot of people that have been here for generations and alot of people coming and going. Do what is best for all of us. Take care of those that need it most.
167	Inviting, blessed, fun, wholesome, engaged, outgoing.

Q 1. Which of the following best describes your relationship to the district?: Current Staff Member

Q2. Please tell us the great things about your community that potential candidates for superintendent should know.

SR No.	Response Text
1	Our community is vibrant, welcoming, and deeply invested in the success of its schools. With strong family engagement and active local partnerships, there is a shared commitment to supporting students both inside and outside the classroom. The community is diverse and growing, particularly with the expansion of the nearby base, which brings energy, resources, and opportunities for collaboration. Residents value education, safety, and a high quality of life, creating a supportive environment for students, teachers, and staff alike. The sense of pride

McPherson & Jacobson
Craven County Schools - Superintendent Search

	and connectedness in our community makes it an inspiring place for a superintendent to lead and build meaningful relationships.
2	New Bern is a small community with many opportunities to experience coastal living. There are waterfront concerts on the park lawns and the symphony on the lawn of Tryon Palace. There is a rich history dating back several hundred years as the first capital of New Bern. There is an active theater presence allowing for active participation, either by enjoying the productions or by participating as part of the cast and crew. Religion is very important and there are places of worship of every denomination. Dining out has a wide variety of choices from Thai to Indian and everything in between. New Bern is easily accessible by air for travel to and from the area.
3	-Great place to raise a family! -Outside spaces-river, hikes, walks-perfect for families that enjoy the outdoors -Our school is a FANTASTIC place for families and staff. -Our location is close to larger cities and universities for higher learning.
4	That families in Havelock support their High school students and their school.
5	Our city fosters a strong sense of community through local events, arts and civic engagements.
6	Given that our county is multicultural and has a complex socioeconomic tax base, our students deserve better than what we are presently able to offer them if they are to be productive citizens in the future. We need more qualified teachers, EC staff, and support staff to ensure our teachers have the best chance of maximizing their instructional time, daily.
7	We are a diverse community, which makes us complex. This also means we have a great amount of community support, as well as talented teachers who care about our students, their families, and their success.
8	The students are the absolute best! Also, parents are almost always supportive.
9	Because of the size of our county, we are very diverse. The different regions present their own challenges and needs. There cannot be a one size fits all approach to our district. Community is strong. We rally together in times of crisis. While we have a small town feel, this is a county that is constantly evolving in terms of population, entertainment options and experiences. There is a great arts community in our county. Water, we are a town with two rivers and are a skip away from the beach!
10	Great knowledge about community stakes, events, and career developed fairs. Wonderful opportunities to work with community members.
11	The community is concerned for the well being of students.
12	New Bern/Craven County is full of rich history, yet continues to grow and evolve. We appreciate modern innovation even though we maintain our small-town values. It's important to me that a new superintendent (or any other new leadership in the community) respect our historical roots and small town vibe by remembering that we are NOT a large, urban, northern city. We've had our share of new citizens who have come from larger cities, insulting our slower pace, and expecting us to become something we are not, and don't wish to become.
13	Small town feel and very into supporting one another
14	The CTE department is full of talented educators to tantalize anyone's interests
15	Low income area.
16	Craven County is a beautiful county with residents who are the amazing patchwork of the community. There is country, coastal, small town, all wrapped up in one county. The people in this area are incredibly kind and friendly. We have many who have grown up attending the schools our staff serve and we have a mix of others who migrated to the area due to our large

McPherson & Jacobson
Craven County Schools - Superintendent Search

	military population. This is a town where there are activities to do for all ages and some of the best food you'll find!
17	we are supportive of each other
18	FRC-East is the largest employer west of I-95 with many higher paying jobs in the county and beyond New Bern is full of interesting history Close proximity to the beach, as well as prime fishing and hunting Strong military presence
19	The western side of craven county is an area that value community and family. We are overlooked most of the time. But we have good hearted people here in this area
20	Our school is facing challenges with limited resources. We are working with old and damages items items such as desks, tables, and chairs. These are basic needs. Resources such as text books and classroom supplies are put upon the teachers to seek out and pull lesson plans together from. Class sizes are larger than ideal, which makes it more difficult to give students the attention they need. Many of our students are carrying burdens that go beyond the typical struggles of middle school, and this requires additional care and support. To best serve them, our school needs smaller class sizes, more dedicated teachers, and an environment that helps address and ease the frustration and anger many students are experiencing.
21	Understanding that families in the western part of the county do not have the resources to programs both academic and extracurricular outside of school
22	This community is largely a retirement area, so a superintendent should know how to involve and inform the people of the importance of having good schools.
23	Home town feel, military connection
24	As a staff member of WCMS; I have witnessed the way our community is invested in our school. I have experienced the love our community has for WCMS and the desire our community members have for WCMS to be a safe, structured haven, preparing young adults to be productive members of society.
25	One of the best things about Vanceboro is the strong sense of community pride—you really feel like everyone rallies around our schools. Families, churches, and local businesses all show up to support the students, whether it's athletics, band, FFA, or academics. At West Craven High, you see that same spirit reflected in the students and staff. The teachers are deeply invested in their kids' success, and there are so many opportunities for students to shine—whether through career and technical programs, the arts, or extracurriculars. There's a lot of tradition and school pride here, and what's special is that many alumni even come back to serve as teachers and mentors. It's a place where students are supported, encouraged, and reminded that they're part of something bigger than themselves.
26	Our community supports our school system and truly wants the best for all of it's members. It is a great place to live and play. We have a small town feel, but is growing rapidly. We have a rich history with the Marien Corps that has been a great benefit to the growth of our community. We also are a choice spot for people to retire as we have great weather and many of options for water activities.
27	Community businesses are very supportive with partnering and serving a as work based learning site.
28	Eastern North Carolina is the best place to life and raise a family.
29	We have many community leaders that would like to work with the school system. So many churches want to volunteer to work with our students
30	Our community is tight knit where people will go out of their way to help one another in times of need. People will also speak to one another and carry on conversations even if you don't

McPherson & Jacobson
Craven County Schools - Superintendent Search

	know one another.
31	Our community is very diverse
32	We have amazing students and staff. Craven County is a beautiful place with a lot of culture, great foods, great people and a lot to do. We are a community of hardworking people and as a whole; we have a common ground for wanting the Very Best for Our Children, Grandchildren, All Children/Students - because Each of Them, Deserve the BEST.
33	The city/town of New Bern is a great coastal community. Located right on the Neuse and Trent rivers and less than one hour away from the ocean beach front. Military friendly community.
34	Our community is truly special—tight-knit, welcoming, and deeply committed to supporting our schools. Families, local businesses, and civic leaders work together to ensure students have the resources and encouragement they need to thrive. You'll find strong partnerships between schools and the community, with high levels of engagement in school events, volunteer efforts, and educational initiatives. Potential candidates for superintendent should know that they'll be stepping into a district where education is a shared priority and where collaboration is the norm. This is a place where people care—not just about academic success, but about the well-being and growth of every child.
35	Great community, terrible school system.
36	Dedication to the growth of a small town with grand potential to compete with other locally larger communities.
37	Our kids are wonderful and parents are supportive
38	Havelock is a great small town
39	NA
40	Close-knit but accepting of newcomers, big heart
41	Our military base is the major employer East of Hwy 95, that means Craven County. The base is in Havelock, NC. Why are we not getting resource classes in Havelock? Music being the most important?
42	I know Havelock loves its children, in its deepest place of genuineness.
43	Our community is family oriented.
44	Our community is enriched by a diverse student population that brings a wide range of cultural backgrounds, perspectives, and strengths into the classroom. While we do need more teachers to address language barriers and special education needs, our students are resilient and they benefit from educators who value inclusivity
45	Family-oriented, stronger sense of community, very embracing and supportive of one another
46	Transparency for all
47	We have one of the most welcoming military communities in the country! We have loved our time living here in Havelock!
48	I want someone that already knows the great things about this community. The last outsider you paid out of their contract to leave early. Then again you did the same to someone who was deep rooted in this community. That was a huge expense. Would be nice if we could find someone that knew craven county schools but has also been a part of other school systems and has knowledge of what's working and what's not working.
49	Family first
50	Havelock is such a special place to live, work, and raise a family. We're proud to be the home

McPherson & Jacobson
Craven County Schools - Superintendent Search

	of MCAS Cherry Point, which brings in wonderful military families who value education and community. That makes our schools unique—we get to love on kids from all over the world, and every year new families join our tight-knit community. We're surrounded by the beauty of the Neuse River, the Croatan National Forest, and we're just a short drive from the beach, so outdoor learning and family adventures are part of our lifestyle. We also have strong partnerships with Craven Community College, local businesses, and programs that support STEM and aviation—so there are real opportunities for students to grow and dream big. Havelock has that small-town feel where people know each other and show up for one another, but it's also filled with modern resources and opportunities. We're proud of our military history, our cultural traditions, and the way our community always rallies behind our schools.
51	Teachers and students work hard and the creativity abounds!
52	Our district is a very diverse community and has wonderful people and wonderful students. Our military community complements this mixture and brings positive attributes that must be acknowledged.
53	Our community is very family-oriented and supportive of education. Parents, local businesses, and organizations work closely with our schools to provide opportunities and resources for students. We are proud of our dedicated teachers and staff who go above and beyond to help children succeed, and our students who are eager to learn and grow. There's a strong sense of pride and tradition here—whether it's through school events, athletics, or community celebrations. Most of all, our community is welcoming and invested in making our schools a place where both students and staff can thrive.
54	We're mostly conservative,nuff said!we
55	ကျောင်းသူကျောင်းသားများကိုဂရုစိုက်ခြင်းကြီးကြပ်ရေးမှူးကောင်းဖြစ်ရမယ်
56	We have a lot of students whose parents do not speak English. We also have families who don't have access to things like computers or basic school supplies at home.
57	Craven County is a well-rounded community. Rich in history with diverse backgrounds. Our community is thriving and transient. We have a lot of visitors and people who visit once and stay a lifetime.
58	Small town feel near many other special places.
59	We're home to a large resettled refugee population that is incredibly unique.
60	somewhat a small community that pulls together when in need
61	It has a small town feel and it is easy to feel at home quickly. The local area and beaches are beautiful.
62	Small & tight-knit
63	The children that we share space with each day are incredibly wonderful and should be highlighted more.
64	Our West Side community thrives even though we are the benefited by the County.
65	Great staff, strong military ties, great opportunities in the school system through programs and supportive, experienced staff.
66	The staff is dedicated and committed to assisting students to become leaders of tomorrow. The staff strives to give their best to each and every student by helping them each and every day. It is a positive environment where everyone is working together.
67	Its a c
68	The diverse demographics of the county. This can include low income, farming, and military

McPherson & Jacobson
Craven County Schools - Superintendent Search

	community areas.
69	It's Diversity and strong ties to the area.
70	It is a diverse community and there appears to be a genuine concern for ALL students to succeed.
71	Havelock is a small community, but great parent support for most of our evening activities such as Reading Night, etc. The community is good for banning together in an effort to support their children or the children of the community in general.
72	HAVELOCK IS A VERY SUPPORTIVE COMMUNITY
73	Small, family-oriented, and student focused
74	It is small and close-knit.
75	This is a great community that is very diversified. The base provides us with an opportunity to serve those that serve and protect our country. They come from all over and we are blessed to have them in our community. This is a historical community with a rich history in the arts as well.
76	Craven County Schools operates a fleet of 155 buses 205 drivers. We transport approximately 8,500 students to/from school and travel more than a million miles annually.
77	We have a lot of history in our area. We have a strong military presence.
78	The Havelock community is closely tied to the military community and the students.
79	Craven County has a wonderfully diverse community made up of people of different ethnicities, religions (or not religious), genders (all), cultures, languages, and different perspectives.
80	We have worked extremely hard over the last few years to get our small community involved in the happenings of our school. More volunteers are trickling in and our volunteers don't just consist of our families. Many of our churches support our events and endeavors. Our HUG coordinator is working to tap into our local businesses and additional organizations to support our needs. We want our community to understand that we "need" them and our students "need" the relationships and love they can offer.
81	Small, family centered, pulls together in times of need
82	Wonderful town, being close to the coast is such a plus.
83	Great Teachers with a lot of talent and desire to be the best teachers possible.
84	Compassion wisdom and flexibility
85	A friendly community who needs a person that is about community and their needs. I believe Tabari Wallace is great candidate because he is about the school system and a great people person who cares about the kids their needs.
86	We are a diverse and strong community that represents a melting pot of diversity. Our community has a strong military background, rural/farming, and urban demographic as well which is. a great strength. Our community is resilient and believes in education with the highest quality. Our community is passionate about student learning and strives to be supportive. Our community is a resilient one always seeking to rise above any challenges or barriers.
87	Not sure, I just moved here.
88	Very friendly community. Very diversified population across the county. Small town atmosphere. Water activities galore. Reasonable cost of living..
89	I have no comment

McPherson & Jacobson
Craven County Schools - Superintendent Search

90	We have a very strong community who speak up for their students.
91	This community is built of hard-working men and women and students being taught to respect their elders.
92	Craven county is a great place to live. It has quaint river scenes, is close to the beach, and a general feeling of community wherever you go.
93	Our community is supportive, welcoming, and deeply committed to our students. Families, staff, and community partners work together to create opportunities for all children, including those with special needs. We celebrate diversity and value relationships, which makes it a strong place for students to learn and grow. The people here truly care about education and want to see our schools succeed.
94	The different neighborhoods and districts where our children live. Schools that house the lowest students from poverty stricken homes, homes where grandparents are raising their grandkids, homes where parents are Foster's or therapeutic trying to assist students. This is important. we try to
95	Military-affiliated; historical; close-knit and protective
96	We love our students and have the best teachers and administrators representing our schools.
97	.
98	Supporting Excellence in Craven County School Bands Craven County is home to truly exceptional middle school and high school band programs, offering students experiences that extend far beyond the classroom. These programs are a cornerstone of our community's arts education, fostering discipline, teamwork, and a lifelong appreciation for music in hundreds of students each year.
99	Our students are proud of their families, many are involved in church and other extracurricular activities.

Q 1. Which of the following best describes your relationship to the district?: Parent of a Current Student and Current Staff Member

Q2. Please tell us the great things about your community that potential candidates for superintendent should know.

SR No.	Response Text
1	Our community includes civilians and families of the armed forces. While families move in and out of our area, we leave a lasting impression on them and they leave lasting impressions on us. It is a diverse community with people from all over the world. While the community is busy and moving about, sometimes schools are the only constant place in a child's life thus giving them some stability.
2	Our school is a wonderful community of people who work well together. I cannot say enough good things about the leadership in my school and how I am treated as an employee and also a parent. Our community is close-knit and many students are from military families.
3	New Bern, North Carolina, is a welcoming riverside community filled with charm, history, and natural beauty. As the second-oldest town in the state, it offers a rich cultural backdrop with landmarks like Tryon Palace, the Pepsi Museum and a vibrant historic downtown lined with local shops, art galleries, and cafes. Nestled at the confluence of the Neuse and Trent Rivers, the town is perfect for outdoor enthusiasts who enjoy boating, fishing, kayaking, or simply taking in scenic views at spots like Union Point Park. Residents enjoy a strong sense of community, with popular festivals such as MumFest bringing people together year after year. While it is a small town with a slower pace of life and walkable downtown, people here are

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Craven County Schools - Superintendent Search

	deeply proud of their traditions and values, so newcomers are warmly welcomed as long as they respect the community's way of doing things—especially when it comes to schools and local traditions.
4	We have a phenomenal group of teachers here in Craven County Schools. We also have a great group of North Carolina Pre-K teachers and assistants.
5	New to area. There seems to be many ways for people to become involved and that would be great for clubs and student involvement activities.
6	Our communities come with various backgrounds and various learning abilities. We need someone who favors all students and all communities. We need a superintendent who is going to be present in all neighborhoods to help support all students. We need someone who will make sure the necessary resources are provided to all students.
7	It's a community where so many people are related somehow. Everyone knows everyone.
8	Small, tight knit with love for country due to the military population
9	Nestled where the Trent and Neuse Rivers meet, New Bern is a historic, vibrant community that deeply values education. Our schools are supported by engaged families, dedicated educators, and strong community partnerships. With a rich cultural heritage, thriving arts scene, and scenic coastal charm, New Bern offers an exceptional quality of life. We are a district proud of its progress and focused on the future—committed to innovation, equity, and student success. We welcome a visionary leader ready to join a team that's passionate about making a lasting impact.
10	The community of Craven County is a beautiful and wonderful community to not only raise children, but also work for. The people within the community are so welcoming and encouraging, and also great neighbors that are helpful and kind.
11	Each area of Craven County is unique. From Vanceboro all the way to Havelock, there are traditions, festivals, and pride that run through this community.
12	The Superintendent should know as a leader to take care of their people. We can't support our kids without supporting the staff that choose to take on the jobs that they do. We are understaffed and unappreciated and some are being stretched too far that causes many good people to leave and find work elsewhere. Leadership cannot be selfish or self-serving. Back up your staff.
13	Our community is supportive, caring about the staff in our building as well as the students. They show up when things are needed and when they are asked. They constantly pour into our building, whether it's donations for classrooms or volunteer time to make copies for a class.
14	New Bern has different after-school programs that children can participate in (Lyfe, Boys and Girls Club, and New Bern Parks and Recreation). There are also different programs (Martial arts, Gymnastics, Dance, Taekwondo). This helps keep the youth in our community engaged and out of situations that could potentially harm them.
15	All the schools that I serve and have children in are worthy of help. I know we have a budget crisis but some positions should not be condensed.
16	Diverse
17	We have a diverse community of different ethnicities, religions, economic backgrounds, and beliefs. ALL need to be respected and represented.
18	We are a small community and everyone knows each other. We love our sports, and our community.
19	Havelock area is great area and family feel community

McPherson & Jacobson
Craven County Schools - Superintendent Search

20	Our community is willing to support and stand behind the next person and do what they can to help our school district be the best once again and remain that way.
21	Our school district community is defined by its strong sense of unity, support, and pride in education. We are fortunate to have dedicated teachers and staff who go above and beyond to support student growth, both academically and personally. Our families are engaged and invested in the success of our schools, creating a positive and collaborative atmosphere. The district offers a wide range of academic programs, extracurricular activities, and support services that meet the diverse needs of our students. We also benefit from strong partnerships with local organizations and businesses that enrich learning and provide valuable opportunities beyond the classroom. Most importantly, there is a shared commitment to ensuring every student feels valued, supported, and empowered to reach their full potential. Together, we foster a safe, inclusive, and forward-thinking environment that makes our district a great place to learn and grow.
22	Family oriented
23	Our community is truly special. We have a strong, supportive community with high levels of engagement. People genuinely care about our schools and the success of our students. The staff I work with are amazing educators who are passionate, dedicated, and collaborative. They always going above and beyond to make a positive impact. This combination of a caring community and committed staff creates an environment where students can thrive, and any superintendent would be joining a district with incredible staff and strong community support.
24	The diverse culture in Craven County is second to none. Cherry Point Air Station brings people from all over the world to our area and our absolutely beautiful environment keeps and/or brings them back here. This is the story of my family and many others. Our area is not only beautiful, but rich in history. The people of eastern North Carolina are all that a great community should be.
25	Our community is multicultural, we have students and families from all back grounds. We have many low income families, and must meet their needs.
26	Our county takes a lot of pride in the accomplishments of our staff and students. They try to provide the necessary tools to support students learning success.
27	Military connected, small town feel, history rich, several different 'communities' with varying needs and wants
28	I love this community. My husband and I lived here from 1999 until 2002 and this did not feel like home. My husband was stationed at Cherry Point and it was hard on a young couple with two small children. However, from the time we have moved back this area has changed. This is a community where we celebrate each other, hold each other, comfort each other. We are way more than a community we are love. Everyone seems to get a long with everyone. Everyone looks out for one another.
29	Craven county is a diverse community composed of caring individuals who have shown great resiliency during all of the trials and tribulations that we have faced over the years. Our community always comes together to help those in need.
30	Passionate about the arts, kindness, and taking care of each other locally.
31	We love our military. Education is important. Military families and soldiers make up our community.
32	I love it here, can specifically tell you why.
Q 1. Which of the following best describes your relationship to the district?: Current Student	
Q2. Please tell us the great things about your community that potential candidates for superintendent should	

McPherson & Jacobson
Craven County Schools - Superintendent Search

know.	
SR No.	Response Text
1	There's a great community here of people
2	This community is strong a diverse with students coming from several different backgrounds and several differing ideas, perspectives, and experiences a incoming superintendent should research to truly know his community.
3	I very much appreciate the inclusivity and acceptance I have experienced during my time here. Knowing that people can come to a learning environment that is not only safe, but also accepting of who you are makes it even better.
4	Some of us try to do our best in everything we do including sports, school events and activities and in our classes
5	It's an amazing community
6	I love the arts programs we have in our school. The chorus teacher is wonderful and when I do anything relating to the arts, my grades improve for my other classes.
7	People are willing to discuss issues and compromise
8	My community has provided me with long-term social connections that I have not had prior. Personally, I feel very safe in my community, and am glad to feel so.
9	My community like my personal community between me, my siblings and my friends is pretty strong. I do not have many people in my circle, but who needs lots of people yk? Anyways, my community is based off of honesty, trust worthiness, comfort, support, bonding and just spiritual connection. My community is loving, supportive, funny, and many other things. I love my community because I feel respected, and like I can be myself among that group of people.

Q 1. Which of the following best describes your relationship to the district?: Community Member with No School-aged Children

Q2. Please tell us the great things about your community that potential candidates for superintendent should know.

SR No.	Response Text
1	Excellent educational opportunities in the community. Interested and involved citizens. Strong parent support for schools. Strong volunteer network.
2	One of the greatest things about New Bern is that it's small enough to still be a Community. People know each other and therefore help each other out. It's wonderful and yet it's a very mixed community. People have moved here from all over; primarily the East Coast but New Bern somehow still keeps its' excellent small town feel. It is also an amazingly artistic community. There is so much music, art and entertainment here; like a small SFO. We have a good library and good schools, which people are always trying to make better. So people here have their priorities straight.
3	This community has a vibrant Arts Community, participate in it and support it. The community especially supports musical endeavors. It is also eco friendly, support and promote this. There is much creative talent and opportunities for volunteers. There is very strong support for promotion of reading and stem programs. There is good support of public schools and programs that are inclusive of ALL students. The community supports striving for excellence in academics. It does not support sports at the expense of academics. The community does not support the encroachment of religion into academia or libraries. The community supports truthfulness and openness in its processes.
4	The community is actively involved and passionate about its schools. The community

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Craven County Schools - Superintendent Search

	prioritizes supporting its educators and creating a professional culture of trust, collegiality, and mutual respect.
5	diverse community population • proximity to historic sites, clean beaches, and other family (and/or student) "day trip" opportunities • potential for school system to partner with community arts / music / history / literary groups • strong volunteer culture in the community • several science-focused museums are nearby (or in the works)
6	Parents that care about their children and want the best education possible.
7	Craven County has great diversity in our residents. We have an active refugee community -see Interfaith Refugee Ministries at helpingrefugees.org - as well as a wide range in economic status, and several private schools that, in my way of thinking, take tax dollars from the public schools. New Bern is a wonderful place to live, surrounded by the confluence of two rivers and only 25 miles from Atlantic Beach. We draw a lot of tourists and conference attendees. With independent restaurants, two theater companies, many music venues and festivals there is always something fun for all ages to do .
8	A community with a knowledge of its history as well as a look to the future. A diverse community that needs understanding from its school leaders.
9	There is tension between those that want a free fair and funded public education system, and those who want taxpayer dollars going to private and religious affiliated schools. That's not a great thing but it's important
10	scout leader in the community providing service projects
11	We have a strong military presence which is centered in the Havelock area but spreads throughout the county. We have a very diverse population. Many of our communities are closely knit.
12	We have a strong arts, music, theater presents in the community. Our population is diverse with strongly knit communities in various areas of the county.
13	It is beautiful place to live and the services the city provides are well managed.
14	First and foremost is the friendship that you will receive from the New Bern community and nearby towns. Our family moved to New Bern in 1961, after my dad was transferred here because of his job. My three siblings and I did not have any problems with transferring to the schools and we were accepted by the community, the teachers and the students with no problems! We all graduated from New Bern High School. Our careers and schooling interests have turned out with positive results. And our children and grandchildren are continuing to attend the wonderful schools in Craven County.
15	Close to the water.
16	Be aware of the needs of staff & students.. use money for classroom needs and not their own. Treat everyone fair and be courteous when you visit schools and speak to all staff in the hallways.
17	diverse population, both in ages and backgrounds. many artists,writers,musicians and dancers reside in Craven county.
18	maps won't show this but it is a great community for bicycling, not like other big cities where it is becoming too unsafe
19	Small town .. community oriented .. rich history ... great place to live (atmosphere, weather, location ... near coast ... Interstate capital to coast in near future ...
20	A potential candidate should know that New Bern is a melting pot of multiple people and diverse backgrounds.

McPherson & Jacobson
Craven County Schools - Superintendent Search

21	New Bern is a wonderful place to be!
22	People Connection Partnerships History Landscape Opportunities
23	The historical leadership path of the county- but just at a high level- new eyes are needed- out of county experience is needed.
24	We have a very solid school board now with the exception of two members that will likely (and hopefully) be gone after the next election.
25	Craven County has strong civic and faith based organizations. Young families see the value of a Craven County lifestyle. The Chambers of commerce are strong and active. The retirement community is generally willing to volunteer. The base is a huge asset. The county has rural, military, retirement, and a downtown vibe that attracts visitors and tourism. The water brings family fun, recreation, and community events!
26	History of being warm welcoming and inclusive is sometimes fraying with political differences that didn't impact as much before these contentious times. We need wisdom and leadership to sustain what made our community might lose.

Q 1. Which of the following best describes your relationship to the district?: Other (Please specify)

Q2. Please tell us the great things about your community that potential candidates for superintendent should know.

SR No.	Response Text
1	Our community is highly diverse with youth coming from all over the world. Part of our student base is born of a military family and may only be in Craven County for as long as their parent is stationed here. Our community is rich in history and grounded in family values. Our teachers are dedicated to enriching and teaching our students with little monetary support. Our community supports our teachers and youth by providing school supplies through fundraising events. Our after school programs are thin, and we need positive reinforcement and supportive ideas on how to increase our after school programs.
2	There is always an event to be a part of. Great churches, organizations and more.
3	Craven County is a wonderful place to live, work, play and attend school. I have lived in New Bern most of my life born and raised here. I have always supported the community and schools and would like to see a working relationship between the community organizations and the school system.
4	Rural community without city resources. Close community who support our local schools without hesitation. Stepchildren to CCS.
5	Knowing the Demographics of where the children live and how each of the three areas live. Because the kids in the Havelock are more versatile because of kids that they have that come from other areas of the country. Newbern are more city and rural area. And West Craven is farm kids so a lot of different thoughts and processes in each area.
6	Many people support public education. Thriving community with diverse population who want our schools to be successful.
7	We want the best for our students despite their economic level. For some that means providing opportunities to experience trades versus 4 year colleges We are a faith based Community and the churches support our schools. This community wants to be involved in making CCS better and supporting our students and staff.
8	Very active, civic-minded community that supports the arts and the military strongly. Very hospitable townspeople but also who respond to how one treats them. More than willing to evolve once respect and trust are earned.

McPherson & Jacobson
Craven County Schools - Superintendent Search

9	New Bern is an interesting mix of people. Some are struggling to pay their bills and working 2 or 3 jobs. Others are middle income but these days are still a struggle. But many of the population is retired and so the public schools don't get much attention here. And that is a shame. All communities need to be represented and all teachers need to be supported by the superintendent. I think this school system has far to go
10	Western Carolina have MA in Guidance and Counseling and MDiv from Seminary. Presently pastor a church, tutor a 3rd grader, have subbed in your school system. Any sub positions open. Name: Mary Ann Koffenberger phone #502-649-5037. All of my records should be on file.
11	This is a strong community with diversity and successes celebrated across al paths of potential.
12	New Bern is an incredible place to live and raise a family. It has a small-town feel with all of the larger city amenities. There are so many wonderful teachers and staff members who work, or have worked in CCS. With the small-town community brings a huge sense of responsibility amongst all stakeholders. These aren't just kids, they're your neighbors children, your family members, or your close-knit friends' children.
13	Craven County is a diverse area with many native residents as well as many transplants from all over the country and the world. There is much to do here including arts, theatre, sports music, nightlife and outdoor recreation. It's a very inclusive group of people, with neighbors willing to help out neighbors in need.
14	Craven County is known for its strong sense of connection and pride. Families are deeply invested in our schools and want to continue to see CCS thrive. We value tradition while also being open to innovation, making this a welcoming place for a leader who wants to both honor the past and help shape the future.
15	Our community is very diverse. The are wide ranges of families with different religious backgrounds, cultural background, political views. I beleive our leaders in public education keeps this in mind when making big decisions for our younger generation. etc.
16	Volunteer for grand daughter
Q 1. Which of the following best describes your relationship to the district?: (Did not answer)	
Q2. Please tell us the great things about your community that potential candidates for superintendent should know.	
SR No.	Response Text
No responses found.	

McPherson & Jacobson
Craven County Schools - Superintendent Search

Q 1. Which of the following best describes your relationship to the district?: Parent of a Current Student

Q3. Please tell us the great things about your school district and its schools that potential candidates for superintendent should know.

SR No.	Response Text
1	We have teachers that care about our students and will do whatever it takes to help them out.
2	Teachers seem to really care about students at working level.
3	Our schools work hard to maintain success for our students. We have some wonderful teachers, staff, and administrators who do all they can to help students thrive.
4	-Teachers are dedicated to students
5	Our district has dedicated teachers and staff who truly care about students, and families who are actively involved and supportive. There's a strong sense of pride in academics, sports, and the arts, and kids are given opportunities to grow in all areas. The schools are the heart of the community, and people here want to work together to help every student succeed.
6	Our principals are doing an amazing job, they should be given more authority over decisions that affect their individual school.
7	Our school district is filled with dedicated teachers and staff who go above and beyond to meet the needs of students, especially those from military families who may transition frequently. Schools provide a variety of extracurriculars, STEM opportunities, and programs that help students discover their talents and thrive. The district's schools also reflect the diversity of our community, creating classrooms where children learn alongside peers from different backgrounds. Despite challenges, there is a strong spirit of collaboration, innovation, and commitment to student success.
8	We have some of the best teachers and staff working within our classrooms. They need a superintendent that sees their worth and not over compensate the people who are not in the classroom. Our schools used to be the best in our area of the state, now we are struggling because HR and the former superintendent did not look out the big picture window but through a window in one direction.
9	JWS is small but has a lot of very dedicated staff and parents. We have a wonderful principal.
10	I feel like our teachers have the heart to teach and genuinely care about the kids
11	Parents are involved, most of the teachers are awesome but very much under paid & under valued. We have people in our community joining the board of ed because they care greatly about our kids, not just their kid but all kids. For their safety and for their education needs.
12	We have some amazingly talented teachers in our district with great potential.
13	Our schools support a variety of students from urban, suburban, rural, and military backgrounds. This is a great opportunity to match the talents of our educators and administrators with the needs of the community.
14	Lots of great teachers, but they deserve more pay. The band programs are awesome but are supported enough by the BOE.
15	Our schools have some of the best staff and teachers. We are so lucky to have them. They all want to be here and do their best for our children. We need to support them in any way that we can.
16	Children are a priority, any concerns that arrive from parents are quickly addressed and resolved.
17	The teachers and principals are the heartbeat of the schools and the main thing keeping these

McPherson & Jacobson
Craven County Schools - Superintendent Search

	schools running with poor leadership from the top, lack of support and constant drama from the board, and many roadblocks. Craven County has the best teachers that truly want to be here. The families are so supportive and the community is supportive of our schools. The teachers in this county are top notch.
18	Our students and teachers work very hard.
19	We have dedicated teachers and staff that care deeply for the students.
20	We absolutely love the personal care that our teachers and admin team have for our children. It's personal, it's close and it's sincere. You can't teach that, nor can you buy it.
21	The teachers are great. Use the veterans and support them, help them grow the new teachers
22	I believe we have amazing folks working in our school district. Year after year the jobs are more demanding, and many don't give up.
23	The teachers are <mainly> fantastic! They have good communication with parents and truly care about not only the education of the children, but the children themselves. Some really make a difference and the children don't forget the ones that inspire them....nor the teachers that make life difficult.
24	The candidate for superintendent will need to be aware that this school district has some great educators and support resources from citizens, higher education, vocational training, and business while at the same time the schools are falling far short of properly educating students. The candidate will need to be willing to ruffle some feathers.
25	The diversity. The military presence. Very tight nit communities. The school my child goes to has found great ways to use technology for learning. My child loves it!
26	Our teachers and staff are worth far more than they get paid for. Many staff members go above and beyond to support our children.
27	CCS goes to great lengths to care for the whole child. Programs are in place to provide for the physical needs of students. Every school in Craven County has a library and media coordinator that provides access to valuable resources and information. Our school libraries work closely with the public library to provide electronic materials to students.
28	Dr. artist is an amazing principal that knows every name of his students from the school. He takes the extra time to know each of his students. Every teacher at craven early college put in extra effort into letting children at the school know their potential for success. Craven early college does not make it a path of only one answer that allows for each kid to be an individual.
29	The best things about our district are the caring teachers, the strong sense of community, and the many opportunities for students to grow both in and out of the classroom. Families are very supportive of education, and the schools work hard to create a safe, encouraging place for kids to succeed.
30	I think Craven County schools take great pride in the school system they have built and worked to sustain. I've seen incredible teachers k-6 so far and have confidence this trend will continue.
31	New Bern has some wonderful teachers. The new Superintendent needs to listen to those teachers. They are on the front lines of education. They work directly with the students and the families, and they deserve to have a voice and a say in decisions that directly impact their jobs and students.
32	Havelock schools need resources to ensure the students get the support needed to thrive especially at hms. I know the school will be closing but until then support is needed
33	We have plenty of gang members in high schools. SEOs that are scared of students. We've

McPherson & Jacobson
Craven County Schools - Superintendent Search

	have actual gang initiations in bathrooms at high schools, lots of drug activity and there's a great chance for a school shooting or stablbing.
34	Our Craven district at the NBHS is bear strong and we take pride in our excellent football team and marching band.
35	I feel that my school district has fought through a lot of hard times and it's still fighting. We come together and we beat the odds in our schools are still standing through it all.
36	The diversity of the students create a great environment, but it also has to be understood by all leadership to help navigate some of challenges that also presents
37	Craven County schools has amazing teachers and they are great people
38	The teachers, principals, and staff care. The management need to stand behind them. We need to build our culture back and get rid of the negative auoras around some of these schools.
39	The staff really care about their students and want the students to be as successful as possible.
40	They do their best with minimal resources.
41	Each school is unique and some not all Principals, Assistants are huddling each day with their teachers. This should be the norm not the exception.
42	I love the location and I really hope GAB does not close in 2026
43	Graham A.Barden is the perfect school for our son and he looks forward to go everyday.The staff is very friendly and reassuring.
44	It's alright, don't really have anything negative to say except for the fact that I don't agree with the amount of homework that is assigned after they've sat in class for 8 hours doing school work.
45	I absolutely love the fact that our community of teachers and staff take my children's IEPs serious. I know it isn't a huge thing but we came from a district that was allowing my children to fall behind, craven county especially Graham A Barden have picked up the ball that was dropped and my little ones are absolutely starting to blossom.
46	A. Excellent, hard working, and helpful support staff. B. Highly professional therapeutic specialty staff. C. Teachers that celebrate their student's (educational) victories.
47	Theyre able to help my child advance in many things that he has needed to in ways that make it fun for him, and don't make him feel too pressure if he needs extra help.
48	Although I've only lived in Havelock long enough for two school years, I can say that the schools our children have went to have done a spectacular job informing parents on current events. They also were great at reminding parents of upcoming days off. Not only were they good at that but the teachers really show care for the students. My child has certain traits that make it harder for him to learn and sit still. After a brief meeting with his teacher, his behavior has vastly improved.
49	Planes estratégicos claros, un currículo riguroso, inversión en el desarrollo del personal, relaciones sólidas con la comunidad y una. Cultura de apoyo a la innovación y la colaboración.
50	Has a potential to be a great school district, but I feel in the past people have dropped the ball because of disagreement
51	Great? I dont know about that. The school system does not do well when parents or kids assert their rights, And/or challenge "the ways it's always done"
52	My child's elementary school is phenomenal..

McPherson & Jacobson
Craven County Schools - Superintendent Search

53	The district is growing. So many people depend on schools for support just like the schools depend on the community. The schools are needed and need to feel safe to student who are coming. Some students who live in lower income settings.
54	We are military based.
55	All the school in craven county is the best
56	Craven county schools is full of bright individuals young and old who are willing and ready to learn.
57	The sense of community.
58	See above.
59	NA
60	There is a huge military influence but also a legacy of apathy in discipline.
61	Miss Warren and other staff members make themselves readily available
62	The teachers deserve better pay for the jobs that they everyday for the kids.
63	La escuela es excelente en todo los aspectos
64	They're very informative
65	Idk
66	They are all great! Very helpful and always there for us!
67	Do not feel current school board adequately handling today's relevant issues
68	Not much to say. , but treat veterans and disabled veterans children with nice words
69	My child goes to Craven Early College but we live in jones county
70	N/A
71	Our schools are diverse, inclusive, welcoming places.
72	Better school lunches and keep politics out of schools.
73	I love the schools
74	I don't feel I can answer this question concerning anything positive in the Havelock High and Havelock Middle district.
75	N/A
76	Nothing the school does the bare minimum
77	Craven county has a range of schools. I'm familiar with Creekside Elementary and GCF have amazing teachers.
78	My school offers all students free lunch and breakfast! Also allows students to learn in and out of school with how diverse each teacher is
79	VFL has the best teachers I couldve ever wished for my kids! They deserve respect and that the board and superintendent back them up! WCMS so far has been a great experience as well so keep them going the same direction they have been.
80	My son Havelock High School. He likes his teachers and staff.
81	Varied options of classes for students Resources for all children
82	My child is enrolled in Vanceboro Farm Life. They have done great with creating such a warm and nurturing environment for their students and staff.

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Craven County Schools - Superintendent Search

83	We have a school that we are familiar with most of the staff.
84	wonderful principal at my childs current elementary school and its diverse
85	On paper, our schools may look low performing, but the leaders and staff in our schools are phenomenal. We moved to New Bern after living in Raleigh, and my kids attended one of the top ranked schools in the state, but they were just a number and their needs were not addressed. At our base schools in New Bern, my children are thriving, get one-on-one attention and have so many opportunities to grow. We love that the same neighbors we see at home are school friends, go to our church, and play sports. Our community is strong because we do so much together.
86	MOST of the teachers are great
87	Diversified
88	Our Havelock High Marching Band is the best! Our community supports them all the yime and they are a great to see! You will want to come watch them perform!
89	There are many excellent educators and seasoned administrators to work with throughout our school system. Our cafeteria staff members are some of the most dedicated and hard working individuals in our school system. During some of the most challenging times to be in public education, our school district still attracts strong educators and leaders looking for employment opportunities. The schools take pride in their facilities and the janitorial staff work hard to make our schools a safe and inviting place to learn. Our local County Sheriff has staffed skilled and fit officers in our schools and visits them often. Our municipalities also send their own law enforcement to be engaged in our schools daily to keep our children, teachers and staff safe. We have a strong Community College and local job training programs for our young people to easily transition into after coming out of our High Schools and they work together seamlessly to create opportunity for our students.
90	I think that the elementary schools have wonderful teachers, but that they are not given the resources and support they need, and lean a lot in the parents and outside support to make their jobs manageable and enriching for our kids.
91	We are diverse but with a great disparity of wealth and privilege. Children and teens all should have equal opportunities regardless of that disparity, not just those districed into the "better" schools.
92	Education is a universal right, and should never be seen as a privilege. The hard work, often at times in SPITE of those who would fight to destroy the department of education in this country, that these teachers and support staff put in to fight to educate these kids should be celebrated at the highest levels. They work beyond the hours they get paid for. They are so often available at all hours when we reach out to them about our kids. They show love and support for the kids and they never give up on them. I wish the same could be said about those trying to run these same teachers into the ground.
93	Communication at Ben D Quinn Elementary is phenomenal. The free breakfast and lunch for all students is wonderful to help eliminate hunger for many students.
94	The teachers/staff and principals work tirelessly for our students
95	N/A
96	1. Like ALL School Systems, it's a "Good Ol' Boy" system that caters to those who have money and influence.
97	N/A
98	We have a lot of great kids AND educators here in our community. We need to make sure

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Craven County Schools - Superintendent Search

	these teachers are showed what they mean to us, so we can keep them around for our kids. Our teachers work so hard and are paid next to nothing. Let's show the rest of the state what CRaven can really do!
99	Tucker creek is very clean.
100	Parents support the schools. They are invested in the success of the kids and the school. That might vary some from school to school but it's true on some level in all of them.
101	VFL has THE MOST INCREDIBLE teachers!!! The teachers support parents and students and balance teaching the students material along with caring for each student and teaching them accordingly to their needs! The IEP ease in this school is bar none to any other! We LOVE the teachers here. We are so grateful for the way these teachers are invested into our children!
102	I'm not sure I can honestly say that anything is 'great' about the Craven County school district. It has it's "ok" parts as in I like how the testing is set up for students that have missed under a specified amount of days and keeps a high enough grade, they get the reward of not having to take certain tests.
103	Maybe visit the schools so you get first hand knowledge
104	I'll say I don't know the superintendent except I do know that we do have some good staff. Otherwise I don't have a clue what is going in the main office
105	Craven County is very warm and welcoming. There are teachers that really truly care about students. Once you find them treat them with care and hold them hard because they're hard to find
106	We are a small community but we help one another
107	School system seems okay.
108	There is nothing great about this school district. It has been a disgrace for years. It needs someone who can come in and take out the garbage!
109	Ben D Quinn had beautiful teachers and support staff. The AP is wonderful. The principal talks to parents like he's talking to children. Very frustrating. We need board members who will go n see the bones of the school (teachers and ta's) who will listen to them without backlash, and not just want better for our kids by supporting the good teachers, we need board president that will actually get things done.
110	Great deal of diversity.
111	Growth continues for the New Bern high school and need leadership to navigate the growth.
112	The district has caring teachers, growing programs, and a commitment to student success. There's support for athletics, the arts, and career readiness. Community involvement is strong.
113	We have a supportive environment with a large talented and diverse student population
114	We have great children in our area who are looking for someone who is truly for them.
115	Free breakfast and lunch for all students is a lifesaving way to ensure that our most needy population of kids are fed, without the stigma of free lunch passes. Keep this up!
116	Na
117	Not really that great. Accountability is terrible. Some schools have really genuine supportive teachers.
118	The elementary schools have fantastic principals, especially Principal Eure, who cares for her children and wants to help them thrive. They make their children feel safe and loved. And that

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Craven County Schools - Superintendent Search

	is the first step to helping them reach their full potential.
119	Ms. Kinsey is the best bus driver that ever lived!
120	More organization and getting information out to parents faster. (Last minute decisions to change policy and positions on things).
121	The schools here care. The staff care. They are trying incredibly hard to make a difference and they need a superintendent who will be a fearless advocate and a community partner.
122	Helping ensure each student receive the help and support they need.
123	New Bern has so many incredible teachers and staff that cares so much about the students and their potential. My daughters have had, and continue to have great experiences with the public education System here in New Bern
124	The principal and teachers are fantastic 😊
125	The school district has great athletics and music programs that provide our children physical and social experiences other than an electronic device. I believe this has saved those kids from being isolated and left to soak up the internet (good/bad). I hope the district understands that screen time is only filled because of the lack of extracurricular activities. There is a need to ensure that kids get opportunities other than football, baseball, band, and wrestling. What are we doing to get all kids involved? Money is always the limitation or excuse, but with bright minds there will always be a solution.
126	I feel our school is always striving to improve
127	Being a graduate of WCHS, people like we tend to call our school "home." We pride ourselves on graduating, going abroad to college, and returning to teach.
128	When well trained and organized, we have great programs and the potential for great success with students and teachers.
129	Our schools look like old prisons.
130	Havelock High marching band is a huge impact. We chose to move back here when we had a chance because we valued the band and it's leadership. This starts with the middle school feeding into high and even has significant ties with ECU and other colleges.
131	The kids are smart. Don't try to bullshit them and they'll give you all the respect you want.
132	Timely and thorough provision of necessary information
133	The community supports the public school system. However, some schools have more resources than others depending on the demographic they serve. Some students have all they need to succeed, while others need more support from the school and community even to have their basic needs met.
134	Our teachers are amazingly talented and caring.
135	Ms. Eure at Bridgeton is wonderful.
136	NA
137	It is important to know the culture of sports, as well as the need to create equity for all sports and all students.
138	The district will help families
139	No tolerance for bullying
140	One great thing about the district is that many parents volunteer at the school when allowed.
141	The school district works hard on keeping our students

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Craven County Schools - Superintendent Search

142	The staff care, they don't seem to be there for a check
143	Great teachers wonderful educators
144	Despite critical funding shortages, COVID impacts, and political turmoil our educators have continued to build systems and develop civic minded students. Our teachers have gone out of their way to volunteer after hours, engage the public and parents, and foster lasting relationships with students. Craven County has a robust music and arts, and athletic history. We must continue to develop these aspects as a means to galvanize our local communities and instill a pride in our school system.
145	I can't speak highly of much but I can say without a doubt that the teachers make this district tolerable. At least the teachers that I have had the pleasure of working with over the past 6 years at one school in particular. The teachers and staff at BES are beyond phenomenal and I would not still have my children in CCS if it wasn't for all of them. They have been my saving grace more times than I can count. They have become the village I needed and my Autistic son would not be who he is without all of them.
146	Craven County has a couple of awesome schools. It has the potential to have all awesome schools with the right person at the reigns.
147	Some of the programs offered. Ag classes is a huge advantage to this community. The counselors at all levels (elementary, middle, and high) have gone above and beyond to help my children.
148	The teachers are doing a phenomenal job.
149	Our school district boasts innovative programs, dedicated staff, and a strong focus on student success.
150	We have a long history combining our diverse county seat of New Bern, our Military Community in Havelock and our more rural and farming communities in the western part of the county. We all come together and our proud of our community and our students.
151	N
152	Teachers work hard and need support - support them all the time
153	There is nothing
154	Our custodians are AMAZING, but their management is wanting. When you see large turnover rates, it is indicative of leadership and not quality of staff. Good leadership CAN motivate mediocre staff. Bad leadership WILL diminish any motivation of good staff and chase off those that have the confidence to know they deserve better.
155	For the most part open minded yet guided by the word and the holy spirit. Welcomes Change and challenges most are doing what they do because they want to make a difference and truly love what they do.

Q 1. Which of the following best describes your relationship to the district?: Current Staff Member

Q3. Please tell us the great things about your school district and its schools that potential candidates for superintendent should know.

SR No.	Response Text
1	Our school district is known for its dedicated and passionate staff who go above and beyond to support every student. The schools benefit from a strong sense of community, with families, staff, and local partners working together to create safe, welcoming, and student-centered learning environments. Students have access to a variety of academic, athletic, and extracurricular opportunities that foster growth, creativity, and leadership. Despite challenges, our district has a culture of collaboration, resilience, and continuous improvement, and the

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Craven County Schools - Superintendent Search

	community is deeply invested in the success of its schools. The district's growth and diversity provide opportunities for innovation, and the commitment of our educators and families makes this a rewarding place to lead and make a difference.
2	Our students and staff are the best. The staff tries their very best to produce students who are educated and ready to face the world and beyond at graduation. It is a warm school district with each school having great school spirit. There is always PD offered throughout the year,
3	Our school is a family. Our staff members support each other and work together for the students whom we love and care for.
4	That we have a lot of very talented, dedicated, and committed staff and faculty. Having worked in a number of school districts in multiple states, the positive culture at Havelock High School was palpable. The faculty and staff support each other and are always willing to step up and help.
5	Our educators and staff dedicate themselves wholeheartedly to providing high-quality education, often going above and beyond despite limited financial resources. Their passion and perseverance reflect a shared belief: every child deserves the opportunity to thrive. We do this work not for recognition, but because we believe in the power of education to transform lives.
6	Our schools have potential, and they can improve given the opportunity through a leadership culture that is up for the task. We didn't sink to where we are overnight. It will be a struggle to climb, but with the right leadership team in place, I can foresee our district reaching the point of momentum and sustaining it.
7	Our local school communities have the potential to solve our local school community problems if future leaders would give teachers the deserved voices and seats at the table that they deserve.
8	The students are the absolute best! Also, parents are almost always supportive.
9	Staff. You have teachers that work very hard and show up every day for the students. Both inside and outside of school hours. They go above and beyond the typical school responsibilities. The diversity. Each area of the county offers families from varied backgrounds, cultures and life experiences. While it can sometimes present a challenge, it is one of the things that makes our county strong and great.
10	Structure within the schools are very important and the infinite campus pass to go out of class is really helpful at the moment.
11	Craven County is known for allowing parents to have a voice and advocate for their child/children.
12	Although our schools have some inner rivalry, I think that we mostly encourage and support each other. I'd like to see that supported and encouraged. I don't enjoy a climate where we compare each other on who has met growth, or who's team has won the most championships, or which school has the most FaceBook followers, etc. I want us to celebrate all of the wins, and offer comfort in the losses.
13	Havelock Middle and Tucker Creek Middle will be merging by the year 2027.
14	Craven County School District cares about their students. Compared to other districts throughout the states, we have what seems to be a high number of individuals with graduate+ level degrees who focus on honing their skills. We have a many of our staff who have specialized their skills in order to provide higher quality support to our students and their families. We also have many newer teachers who are learning their craft and working hard to become the teachers they aim to be.

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Craven County Schools - Superintendent Search

15	puts student success first- spends money on things that impact student outcomes
16	Teachers and schools -have proven to be very adaptable through challenges (hurricanes, Covid, and more) -are data-driven -have a supportive community -have strong athletic programs -have some strong Career and Technical Student Organizations (Technology Student Association, FFA, FBLA, SkillsUSA, and more) -have a large amount of College and Career Promise participants earning dual HS and college credit -have a great CTE director and staff -have many great staff members across the district -are a STEM East school district, which operates under the umbrella of NC East Alliance, an economic development organization with many ties to local industries -- This can provide teachers and schools with PD and STEM-focused support if we take advantage of the opportunities.
17	Craven County School District has had some bumps in the road but we are a resilient district.
18	The support from the district for new teacher is amazing. I feel welcome and cared for as well as an welcome added addition. I know just where to go to ask for help and I know it will be responded to quickly and with the support I need.
19	AVID is booming and is a great program that has tremendous benefits
20	The teachers and families can be very supportive, but this is an extremely diverse area. We are rural to urban to military.
21	I believe all the schools have the potential to be great with the right leadership as with anything. Leadership and it's staff has to feel heard, appreciated and valued. To include pay. A 1 year worker in any position should not make the same or close as a 10, 15, 20, 25 year etc employee, that's a slap in the face.
22	Craven County Schools--the faculty and staff members--strive for excellence in and out of the walls of their schools buildings. They encourage students to grow into productive members of society by fostering and nurturing greatness.
23	Craven County Schools really stands out because of the balance it strikes between strong academics, career preparation, and community support. Our district provides a wide range of opportunities for students—whether it’s advanced academics, arts, athletics, or career and technical education programs—that prepare them for college, careers, and life beyond high school. What makes it even more special is the sense of connection across the county. Families, educators, and community partners work hand in hand to make sure students not only succeed in the classroom but also feel supported and valued. There’s a lot of pride in being part of Craven County Schools, and it shows in the achievements of our students and the dedication of our teachers and staff.
24	In the Craven County school district we are: hard working, welcoming, also always strive for the best educational outcomes for our students. Our teachers and staff are collaborative and cooperative with the goal of offering each student what he/she needs.
25	The new superintendent should know that a firm costing \$80,000 to hire a new superintendent was not necessary and that kind of wasteful spending HURTS our students and staff.
26	We have many highly qualified teachers that love the students and work very hard to make sure they are getting a great education.
27	We have a lot of excellent staff who enjoy working at Craven County Schools and truly want the best for their peers and students.
28	There's a lot of heart and desire to do good in this district.
29	Each School is Unique just like our students. You should truly make it a priority to visit (not just a run through...) each School to see the dynamics of each student body as well as the unique staff and community that surrounds Each One. Making this a priority will help YOU

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Craven County Schools - Superintendent Search

	with each decision you may have to make regarding "that" particular School/Student Body/Staff Members and the make up of that particular section of the Community. We are so much more than a number/line item. Making the time to know those that you are going to be serving with take you from a Good Superintendent to a Great Superintendent.
30	The school staff are some of the hardest workers and truly want their individual schools to be successful.
31	Our school district is full of energy, innovation, and a deep commitment to student success. We have some truly great things happening in our schools—from strong academic programs to vibrant extracurricular activities that engage and inspire our students. One highlight is our AVID (Advancement Via Individual Determination) schools, which are helping students build college and career readiness through rigorous coursework, leadership development, and a culture of high expectations. These programs are making a real impact by equipping students with the skills and confidence they need to thrive beyond graduation. Potential superintendent candidates should know that they'll be joining a district that values collaboration, celebrates diversity, and is always striving to improve. Our educators are passionate, our families are involved, and our community stands behind our schools with pride and support.
32	I cannot think of many. We have some good teachers and principals.
33	The draw to bring those raised in this school district back home to raise their young in the same schools. We need to continue to grow that desire.
34	Our teachers are the best around but need direction
35	Supportive Administration
36	The great thing about my school is that GAB is a family they work together and get along. I love the staff that I worked with..
37	Amazing administration, super dedicated teachers, feels like the administrators truly care for their staff unlike other districts
38	We have a lot of ties to the military and to the two community colleges as well as to the universities that partner with the community colleges. We also have a well-established early college.
39	Loyalty
40	Our district is fortunate to have many exceptional teachers and leaders, even in the face of some less-than-ideal administrative decisions. Despite frequent introduction of new programs, significant staffing shortages, extended school days that require an additional ~50 hours of work from teachers, and a school year shortened by over 20 student days, our educators continue to fulfill their responsibilities and provide high-quality instruction to their students.
41	Always puts the children first. Wants to educate the children to the fullest extent possible.
42	Redistricting to ensure racial equality
43	Craven County and specifically the Havelock area has a wonderful music program in their middle and high schools. The Havelock High School Marching Rams is one of the best bands in the state of NC because it has the most amazing directors and Band Boosters.
44	Not sure at this point. So it probably needs to be somebody that already has a heart for this community and knows that it's worth the tough job ahead.
45	Military oriented
46	Havelock Elementary is a special place where children are not only educated but also nurtured, supported, and loved. What makes our school shine is the dedication of our teachers and staff, who go above and beyond every day to make sure students feel safe, valued, and

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Craven County Schools - Superintendent Search

	encouraged to reach their full potential. Our school feels like a family, and that warmth is something every child and parent can feel the moment they walk through our doors. We are proud to serve a diverse group of students, including many military-connected children. This brings resilience, adaptability, and a sense of community to our classrooms that is unique to Havelock. Our district values inclusivity, and we strive to meet children where they are through innovative teaching, strong relationships, and individualized support. Learning here goes beyond the classroom. From play-based and hands-on learning in Pre-K to engaging activities community partnerships as students grow, we make sure children are prepared.
47	It's an eclectic group of adults and students who are actively learning all of the time.
48	The superintendent needs to have a good understanding of our school district's three very different cultures and the ability to value each one. Many in the Havelock area feel that Havelock students and schools are not equal priority. The federal dollars that military families bring enable Craven County Schools to offer programs and services that would not be available without the funding; therefore it is important to make sure that Havelock schools are not the last to benefit from these funding sources to include advanced coursework or programs.
49	Our school district is filled with dedicated educators who are committed to student growth and success. Each school takes pride in providing a safe and supportive learning environment, offering strong academic programs along with opportunities in the arts, athletics, and extracurricular activities. We are a district that values innovation while holding onto traditions that bring families and students together. Our schools work closely with parents and the community to ensure that every child feels supported and encouraged. Candidates should know that they would be joining a district with hardworking staff, proud students, and a culture of collaboration and excellence.
50	We need someone who can right the boat.
51	အကျင့်စာရိတ်ကောင်းမွန်ရမည်
52	Craven county feel spread thin when positions are shared across different schools. We serve the school system because we love our students and care about education. We spend our weekends and free time and work long hours after school is closed. In return we want to be valued and supported. Please do everything you can to provide resources for staff, familys, and students.
53	The Craven County school district represents all facets of our community. From our diverse background to our rich history. You could visit a school that received Title 1 money and another school that doesn't. Our of our schools don't fit in the same category. It gives the school district a chance to show how we can overcome our different communities and still show growth in academics and support.
54	We try to stay ahead of technology advancements in education.
55	there is resilience in our district
56	The staff support each other. At my school everyone is willing to jump in and lend a hand to help in any way they can.
57	Plenty of potential for growth and change
58	Leadership and advocacy for children and teachers!
59	Our principals, teachers, and students at JWS are surpassing growth expectations and scoring higher on Science than any other school.
60	Great staff, strong ,military ties, great opportunities in the school system through programs

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Craven County Schools - Superintendent Search

	and supportive, experienced staff.
61	The staff is dedicated and committed to assisting students to become leaders of tomorrow. The staff strives to give their best to each and every student by helping them each and every day. It is a positive environment where everyone is working together.
62	You have hard working teachers/coaches
63	Sense of community and the pride that each community has.
64	The Students here are very accepting of different groups
65	The school district has strived to do great things over the years. The schools still continue to seek quality educators to ensure academic growth in all areas.
66	Having a supportive and fair administration team makes for a much better work environment for all staff and students. As a teacher for children with special needs and abilities, I love to encourage inclusion opportunities for all students as much as possible. I have had leaders who were not supportive or at least very disencouraging to what my students could do. However, my new admin has partnered with me to support a great inclusion effort school-wide. This is my 3rd year at WJG, and it has been a great experience. whwere Without my admin, I would not be
67	OUR SCHOOL DISTRICT AND OUR SCHOOLS STRIVE TO OFFER THE BEST LEARNING EXPERIENCE THAT OUR KIDS COULD HAVE
68	Supports teaching and learning; provides relevant resources; encourages and offers professional development; Values family engagement and community input
69	Teachers are dedicated. Most of us are doing everything we can to help our students and each other, despite challenges and setbacks.
70	They are great individuals in the district that want to see all students succeed and prosper.
71	We have 7 fleet maintenance employees who service and maintain our fleet in tip-top condition. Our technicians are ASE certified and receive ongoing staff development on proper procedures dealing with school bus maintenance.
72	Our school is small and has a great sense of family here. The teachers help each other as well as the families. We have many volunteers between the Marines and a church that is helping around our school.
73	School admin and staff are very connected to their students and their guardians.
74	We are Craven Strong. We stand united.
75	The teachers are some of the best who are willing to do whatever it takes to help the students be successful. The teachers and support staff always have the students needs as their first priority. You will find some of the hardest working teachers, teacher assistants, and support staff at CCS.
76	There are MANY amazing educators in this district who are working tirelessly to do what is right for the students! They are doing way more than their job descriptions entail due to the lack of people in positions and not getting compensated for the longer hours, more duties and same pay. They do all of this because they love the students and know this is what is needed for "such a time as this".
77	Staff at my school is amazing and pulls together
78	Great school system, school spirit is a plus. Big military presence.
79	You have schools where teachers care about their students and doing their best.

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Craven County Schools - Superintendent Search

80	They have the potential to pay us Well if they ever get The budget passed.
81	Our school system is a friendly environment. I believe Tabari Wallace is a well know person who is for staff and students. I feel like he can make things better not just for the typical kids but for the EC kids.
82	Our school district is one that has a strong commitment to continuous improvement in all areas. Our school district is supportive of student excellence in academics, athletics, the arts, and the overall attitude of the students we serve. Our school district has some of the most dedicated, talented, and resourceful educators that you would ever want to meet. There is a strong sense of teamwork among employees in the district overall. I believe there is a true sense of pride and community within our school district. Our school district does seek stakeholder input and seeks to ensure that all stakeholders are heard, seen, and valued even when making tough and impactful decisions.
83	Not sure I just started
84	The majority of our staff are advocates for children.
85	I have no comment
86	All the staff are very family orientated and work well as a team. The new people in leadership at the district level as very approachable and easy to talk to.
87	This school district has committed employees in each and every department of the school. The staff is courteous, kind, and helpful. Everyone is happy to be where they are, and on the same page. We are all guiding our students to be good citizens at all times.
88	Craven county staff are harding working and each school and department has a family feel. We generally do all we can to help one another and most people maintain these friendships in and out of school.
89	Our district is full of dedicated teachers and staff who go above and beyond for their students. We have schools that value relationships, create welcoming environments, and are focused on growth for all learners. I especially appreciate the collaboration across schools, and the commitment to inclusion and supporting diverse learning needs.
90	All students matter..ALL. Sometimes you have to see what their talent is in order to reach them academically, teach them how academics play a vital role in their lives. We celebrate different cultures and backgrounds. Get out in the community and support our students no matter where they live
91	Our teachers care about our kids and work really hard to ensure they succeed.
92	They are very visible in our buildings.
93	.
94	Tucker Creek Middle School is one of two middle schools in Havelock, North Carolina. The school has a student population of approximately 550. The band program consist of 6th grade band, 7th grade band, 8th grade band, jazz band, and pep band. The band is the largsts organization, boasting more about 29% of the student population with an enrollment of 170 students. The 7th and 8th grade bands are active in the state. The 7th and 8th grade band participate in the North Carolina Band Association Eastern District Music Adjudications. These ensembles have received Good, Excellent and Superior Ratings. Many of our students consistently earn seats in regional and state ensembles including all- district band, all- state band and they also participate in the Solo and Ensemble Music Performance Adjudication.
95	Most of the schools in our district are tech forward in instruction. Helping students prepare for college, trade, and beyond.

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Craven County Schools - Superintendent Search

Q 1. Which of the following best describes your relationship to the district?: Parent of a Current Student and Current Staff Member

Q3. Please tell us the great things about your school district and its schools that potential candidates for superintendent should know.

SR No.	Response Text
1	Our schools are amazing! We have schools that are small and close. We have schools that support military children in the best way possible. We have so many successful graduates! Our band program is phenomenal. Our MTSS team is fantastic. We are creating leaders everyday. Our children are first and foremost every single day. So many great things happen in our community schools.
2	As a parent and staff member, I feel as though I am always well informed about what is going on and what expectations are.
3	One of the biggest assets is the strong connection between schools and the community. There's a real emphasis on getting families, local businesses, and other stakeholders involved — the "Craven Commitment" (the district's strategic plan) outlines family and community engagement as a core value. Athletics are strongly supported too, seen as more than just extracurriculars — they're part of character-building, developing discipline, fostering teamwork. Craven County offers robust interscholastic athletics at the middle and high school levels. Coaches, athletic directors, and community members give plenty of support. Another strength is that many of the schools are seen as "community schools" in the sense that they are local hubs — people know their local elementary or high school; the schools are part of the fabric of local neighborhoods. This tends to generate a sense of loyalty, pride, and accountability from parents and residents.
4	Here at BES we have some of the most passionate and career driven teachers I have ever seen. We also have a PHENOMENAL principal and assistant principal who go out of there way to make sure every student and staff member feel loved and wanted.
5	This school district needs some work. Needs to make sure all staff are treated equally and fairly. All admin should follow the same rules and all staff should follow the same rules.
6	Our district is committed to academic excellence, innovation, and student-centered learning. We serve a diverse community with dedicated educators, engaged families, and strong local partnerships. Students thrive through robust academic programs, arts, athletics, and career readiness opportunities. We value equity, collaboration, and continuous growth. With supportive leadership and a clear vision for the future, we're proud of our progress and excited about what's next. We're seeking a superintendent who will lead with purpose, inspire excellence, and build on the strong foundation we've created—together.
7	The school system has been above and beyond terrific with my own personal experience, and I have three children at three different schools, my oldest is in high school, my middle child is in middle school, and my youngest is in elementary. I am forever grateful to the Craven County Board of Education for supplying each school with thoughtful and bright teachers that not only love what they do, but make sure each and every student is learning to his/her best abilities and making any accommodations necessary to reach each child's goal.
8	Craven County is rural and while considered small to most, the range of land, resources, and people is vast. The needs across the schools are different. The potential superintendent should know that Craven County Schools is much more than just New Bern and should be focused on all schools and student demographics. Every school is different and they should really prioritize spending time in the schools, getting to know their admin and staff. Participate in school events big or small. The more the superintendent is actively involved, the better they

McPherson & Jacobson
Craven County Schools - Superintendent Search

	will be able to assess the needs of the district.
9	There are teachers here who have taught for decades and choose to stay, but lack the compensation they deserve. Please be an advocate. Retention can't depend on just those teachers.
10	The West Side is the best side(really we have some really amazing schools across the entire county). We support arts in the schools and it is so important for them to stay there, for some schools they need to be put back.
11	There are some teachers in our county who go above and beyond what the job entails, doing what's right for their students. They work very hard to help their students learn as much as they can. There are some leaders who also go above and beyond to maintain the morale of their schools and keep them thriving.
12	My principals and teachers are the best! They help me whenever I have an issue with my children. The staff is irreplaceable.
13	We are a diverse school system
14	We have parents and teachers working together to do the most for ALL students.
15	They have teachers who actually care about the students.
16	Roger Bell Tech Academy is a great place to grow and to learn. Its a family oriented staff and we collaborate well together. We thrive on our lighting cores within ourselves and for our students.
17	CCS is dedicated to wanting to make sure all the children of CCS succeed and do well in life. We have some very talented children no matter the age throughout the entire district
18	Our community is proud of its strong commitment to education, and we are looking for a superintendent who shares that same passion for student success, equity, and innovation. We are a collaborative and engaged community that values transparent, visionary leadership—someone who can build strong relationships with families, staff, students, and local partners. Our schools are filled with dedicated educators, diverse learners, and a spirit of continuous improvement. We're seeking a leader who will champion academic excellence while supporting the whole child, and who will embrace the strengths of our diverse community. The ideal candidate will be approachable, forward-thinking, and grounded in both listening and action—ready to work alongside stakeholders to shape a future that reflects our shared values and high expectations. With a strong foundation already in place, our next superintendent will have the opportunity to make a lasting, meaningful impact in a safe, welcoming district
19	Our schools are filled with caring educators who truly want every student to succeed, both academically and as individuals. Teachers, staff, and the community work together by supporting one another and fostering an environment where students feel valued, inspired, and encouraged to grow.
20	Craven County Schools is so much more than a school district. We are a family! The people in this school system are some of the most dedicated and passionate people you will ever meet. Our schools are full of staff members who do whatever it takes. There is little we won't do to ensure the success of the students in our area. The most appealing part of Craven County Schools, though, is the precious children that we are here to serve. I cannot forget the families, who in a world where public education is developing a terrible reputation, still trust us with their precious children. What's going on here matters on global scale as military life takes our students all over the world!
21	Our schools are trying to meet the needs of all students and families.

McPherson & Jacobson
Craven County Schools - Superintendent Search

22	I have had the privilege of working in several elementary schools in the last 20 years and I assure you that the majority of teachers in our elementary school system have “students first” mindset. Teachers wear many hats and give all they have to grow students academically, as well as socially and emotionally. You won’t have to worry about that.
23	Not all the 'great' schools are in New Bern...they need to invest in the Havelock and West Craven areas...growth is possible in all schools and our kids are capable...there are schools that utilize the iPads with elementary students so well, and that needs to be the rule and not the exception...there are lots of teacher leaders in our district that can help others grow
24	Some staff members are amazing. As far as my daughters teachers, we have had one extremely bad experience
25	I told a parent the other day that I love working for CCPS because it feels like a family. The parents, the students, the staff we are one big family all looking out for one another.
26	We have so many amazing educators in our schools who put students first. They come to work everyday for the love of the children. Our Exceptional Children teachers are truly gems. They often work extended hours after school for IEP meetings without any additional pay or benefits.
27	Seek to be in multiple partnerships with community programs that create and strengthen students and local members.
28	Our schools have hard working teachers who have a passion for their jobs. So many go above and beyond to make the CCS educational experience the best for our students. CCS employees ask "what is best for children?" and use that as their focus.
29	I like the college bond choices they give their students, especially when parents may not have the money to send them to college.
30	it is very supportive for those who communicate well.

Q 1. Which of the following best describes your relationship to the district?: Current Student

Q3. Please tell us the great things about your school district and its schools that potential candidates for superintendent should know.

SR No.	Response Text
1	The athletics program is really good
2	The schools in this county are willing and able to provide some of the smartest minds in the east of North Carolina and should be allowed to by a new superintendent.
3	I couldn't tell you much, as I only go to New Bern High in Craven County. During my time at this school, I have met countless people who have been very open-minded and accepting of me and others like me, and for that I am not only grateful but I am proud to call these people part of my community.
4	Same thing about first one
5	This school district is one of the best. They have so many opportunities to grow.
6	Something I really find great is the student bodies connection, everyone is very friendly with one another this school year!
7	We have a couple good programs like FFA and Science Olympiad. Other than that, every other program deemed "not as important" to our principal is overlooked. Sports other than football and baseball have potential to be great, but no one cares about them
8	Craven county has provided a very flexible environment to work and be involved in. Over the years I've been able to become close with teachers and students due to the overall layout

McPherson & Jacobson
Craven County Schools - Superintendent Search

	provided, and feel as though I have many options for how I can achieve my education. I find opportunities to pick virtual or in person classes to be very helpful, as it suits those who learn differently, and both offer their individual benefits.
9	I would not say any of these things are great, because in my opinion the school could and really needs to improve. It is very unsanitary, unhealthy, does not work around allergies or preferences like I cannot eat meat, they have really absolutely no options for having as much money as they do. Bugs, and they have a real problem with bullying, and the teachers nor principal and assistants never take strong actions to eliminate that problem. Many people are suffering from things at home and have to go deal with that, imagine that for a teenage person yk? U think work is hard, try living it until u are 18 years old going to school and back dealing with the same stuff every day, arguments, disagreements, bullying, talking, whispers, self esteem all that other stuff. Not only that we sit on hard chairs in a classroom with flies, dirty floor, and it stinks badly from bad cleaning. And go to the bathroom with toilet paper everywhere, nasty writings on the wall nothing really great at all.
Q 1. Which of the following best describes your relationship to the district?: Community Member with No School-aged Children	
Q3. Please tell us the great things about your school district and its schools that potential candidates for superintendent should know.	
SR No.	Response Text
1	Staff is strong and dedicated as well as innovative.
2	They are continually working to achieve a better school district.
3	Potential candidates for a school district superintendent should evaluate a district based on its vision, strategic initiatives, community engagement, financial health, and commitment to staff and student support. A district that has a clear vision for student success, which is articulated in a public, well-communicated strategic plan, indicates a sense of purpose and direction is what we need. This plan should align with state and local priorities.
4	strong presence of advocacy groups at board meetings to provide input • diverse student population
5	I don't have children in school now, but I was a teacher and know how dedicated public school teachers can be, especially in light of low wages.
6	While I no longer have children in school, the community is very active in participating with the schools and the school board.
7	The schools in this district cover a great deal of geography as well as a diverse community. The schools have been performing well, but need continued funding from the state and national governments to continue to function well and to improve.
8	Our district and schools are underfunded and underperforming.
9	help us getting into schools to promote scouting making better students
10	We have three distinct areas: western Craven County, city of New Bern, and Havelock. All these areas have their own distinct characteristics. Havelock is influenced heavily by the Marine presence. The school system needs to work closely with the base. The city has schools that are phasing in consolidation and there is resistance to closing schools and relocating students and staff. The western end of the county is composed of several small communities each with their own uniqueness. Their strongest trait is their unwavering support for their respective community.
11	We have dedicated staff at both the central office and in the schools. Most schools seem to

McPherson & Jacobson
Craven County Schools - Superintendent Search

	have a strong bond within their school.
12	Most of my siblings and our children and grandchildren (I am 74 years old) attended school in the New Bern district. Some have attended elementary schools in the James City area (Brinson and Creekside Schools). From the New Bern schools, we have graduates and current students at NC State University and East Carolina University, plus Craven Community College and New Hanover Community College in Wilmington, NC. I truly believe that all of us had a great start with our education experience from attending the schools in the Craven County District!
13	Unfortunately that is not possible right now for me to do because there is so much corruption and lack of focus on children at this point.
14	Our district usr to be one of the top districts in the state
15	There are several locations for the schools, which helps keep bus trips shorter. There are a variety of programs for students and professionals to meet the needs of students.
16	children of different colors get along really well
17	Good leadership teams Good facilities Community support
18	Diverse
19	na
20	I have volunteered, substituted and on many task forces. I appreciate I ate all the assets f our school systems
21	The teachers, the strength in the community and the partnerships and cooperation the right leadership can cultivate. We need a team leader who will get their hands dirty. Leadership by direction only destroys relationships and divides.
22	We have wonderful schools and mostly good educators. They have not been supported for years due to incompetent leadership. There is an opportunity to consolidate some schools and restructure the front office to make it more accountable to the public. There needs to be some school replacements made due to aging infrastructure.
23	The Partners in Education program offers grants to classroom teachers. The volunteer program is strong. The arts and athletic programs offer a variety of experiences for students.
24	I especially think the music programs are a great asset. They bring depth to academic learning, build camaraderie and teamwork. I also admire the hard working, dedicated, and loving teachers I met as a contractor to the district. In fact all the staff I interacted with were excellent.
Q 1. Which of the following best describes your relationship to the district?: Other (Please specify)	
Q3. Please tell us the great things about your school district and its schools that potential candidates for superintendent should know.	
SR No.	Response Text
1	I have a grandchild in all three levels of school, elementary, middle and high school. Each of these schools are very different via parent participation. One school has the support of one of our churches which allows things like Grandparents Day, while another more school does not offer anything outside of what the brick and mortar school can offer. Our school district partners with our local civic theater and when a youth play is offered to the community, the kids get a special preview for the play on a school day at no cost.
2	Our community raises money for our local schools as we are not treated the same as "City" schools. Again, stepchildren. Our schools depend on community support. Without local resources for our students our schools are the hub of our activities.

McPherson & Jacobson
Craven County Schools - Superintendent Search

3	I worked all over the county through out my 30 years in the system. My kids had good teachers and teacher that where their for a pay check. Some of the schools I worked at you could feel the atmosphere as soon as you went in the schools. Some of was tense others you where welcomed with open arms and it was easy to talk to the principal or Ap about different issues.
4	District has the potential to be the envy of other districts as it once was.
5	We have lots of programs in place to help teachers provide instruction but we need the resources (extra assistants and allotted time) for them to use them. Many schools have dedicated administrators who are invested in their staff and students; who understand their community and try to involve them.
6	Parents are involved as able. Often grandparents participate in activities as well as community members from all over the country can share and support the students.
7	The New Bern school system is a hit or miss. Some of the elementary schools are excellent but some are just mediocre. We decided to leave this school system because the teachers were totally overwhelmed by the number of kids. When you put that many children into a classroom not a lot of teaching actually gets done. There is too much noise and chaos and the teachers are constantly busy with the kids who are acting out. The classes need to be smaller both for the students and the teachers. I volunteered in the classroom once a month so I saw this with my own eyes and I must say it was discouraging.
8	This school district is student-focused. Adult decision making is framed around student needs and student outcomes.
9	There are so many passionate people who work for CCS. There are also people who need to be removed & not just asked to resign.
10	There are many good schools with wonderful, caring and qualified staff in Craven County from elementary schools to high schools.
11	Our district is full of dedicated educators who work tirelessly to meet the needs of all students. District leaders, teachers, instructional assistants, support staff, and administrators go above and beyond to create nurturing environments for students, while working to align instruction so that core, supplemental, and intensive supports meet the needs of all students. Our district has made strong strides in literacy, MTSS, and the use of data to inform instruction. CCS offers extracurricular opportunities, including athletics, arts, and CTE programs, that develop the whole child.
12	Craven County Schools offer Preschool Services for Children with Disabilities. This is a great program reaching out to families with children with disabilities to offer support on increasing their child's educational and communication skills.
13	To engage in their activeties
Q 1. Which of the following best describes your relationship to the district?: (Did not answer)	
Q3. Please tell us the great things about your school district and its schools that potential candidates for superintendent should know.	
SR No.	Response Text
No responses found.	

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Craven County Schools - Superintendent Search

Q 1. Which of the following best describes your relationship to the district?: Parent of a Current Student

Q4. What are the most significant issues and challenges the next superintendent should know about when coming to this position?

SR No.	Response Text
1	The gap between the haves and have nots in the district.
2	Admin seems disconnected from working level teachers. All I hear about from my younger child (3rd grade) is how discipline and behavioral issues distract from education and make for a poor learning environment. This is likely one cause of poor and declining performance in the schools. Lack of ability to recruit and retain talented faculty and staff. Too much reliance on iPads for homework and learning.
3	I think a significant issue would be our older students. We have a lot of kids who are throwing their lives away because they don't have guidance or hope for their futures.
4	- There are very limited licensed special education teachers within the county and most elementary schools have substitute teachers -teacher shortage(qualified teachers) is a major concern(both general and special education) - budget cuts have heavily impacted schools (loss of resources/positions that schools need-art/music, data managers)
5	I think one of the biggest challenges is making sure every child's needs are met, whether that's extra academic help, behavioral support, or just feeling seen and valued. Another is keeping great teachers and staff—our kids thrive when they have consistency with people who care about them. Balancing resources while still giving kids strong programs and opportunities can be tough, but it's so important. Clear communication and trust with families is another big need—we all want to feel included and heard. And of course, supporting students' mental health and well-being is huge right now.
6	The biggest issue I see is the closure of Havelock Middle School. I do not think the district really understands just how much traffic and traffic-related issues are going to be caused by sending all middle school students to the far west side of the city, one intersection down the road from the rear gate of MCAS Cherry Point.
7	One of the biggest challenges is supporting the high number of military children who move in and out of the district due to MCAS Cherry Point's mission and ongoing expansion. Frequent student transitions can impact academics, social adjustment, and continuity of services. Schools also face pressure from growing enrollment, staffing shortages, and the need for expanded mental health and counseling resources. Additionally, ensuring equity across schools, improving facilities, and strengthening communication with families will be key priorities for the next superintendent to address.
8	We are in the midst of a financial crisis that will take a great deal of knowledge in running a Business from the ground up. They need the ability to realize the importance of having key people in positions that work to create learning environments and not hostile and bully environments.
9	Teachers need to build relationships with their students especially in the middle and high school
10	Budget. School Bus Drivers need more support
11	Communication and transparency between leaders, teachers, parents and students
12	Teachers are not get paid enough to be happy about their jobs. Younger people are being discouraged from going into teaching for so many different reasons. Teachers need to be able to teach. As a parent I dont feel my kids are getting the education they should for the amount they are at school. The smarter kids are being kept back from being challenged with new

McPherson & Jacobson
Craven County Schools - Superintendent Search

	material and moving on, while waiting for other kids to catch up on their learning needs. There are some kids graduating that can barely read and some that you cant read their handwriting at all and these are the young people applying for jobs in our community. Don't get me wrong we have very smart kids graduating too. I would to see all kids strongly being educated & being more accountable for learning. Teachers should not be made to feel they have to pass a student to the next grade level if that child truly has not made any effort or attempt to learn anything all year long. The schools are old and most have bugs everywhere.
13	There is no respect in the last many years for teachers. Especially at the high school level. Kids know that the rules are a joke, and no parents are held accountable.
14	We are grossly underfunded and understaffed in critical positions at the school level. There are roadblocks to filling positions (like TAs having to drive a bus). Teachers have had little say in solving problems. Too many people at the school level are being required to do too much (Sata managers covering more than one school with no extra pay). There is a large amount of mistrust throughout the system.
15	-Doing a lot with nothing. For years, members of the BOE, the prior superintendent, and key members of the administration/cabinet were negligent in being fiscally responsible. The next superintendent needs to have a good understanding of the budget, what it's going to take to have a balanced budget, and the backbone to have the hard conversations. -willingness to work with the community-transparency is key to gaining back support.
16	Some schools in the county have significant challenges to meet the needs of some families they serve. It's important for the next superintendent to make sure that education in Craven county is equitable and hear out the questions and concerns of all stakeholders.
17	Kids are getting passed to next grade even though parents & the community can see these kids dont the material that they should for that specific grade level. Teacher pay needs to be increased and expected to teach to higher standards. Many kids graduating from ours school that say they want to be teachers are discouraged by many, even their former teachers. Let's do something to promote our kids to stay in our community and be inspiring teachers to the next generation.
18	One of the biggest challenges we are facing is a huge lack of teacher assistants and bus drivers. I can't speak for other schools in our district but at Brinson we are down four TA/Bus Driver positions and that has caused a great deal of strain on other teaching and staff members. We now have to rely on parent volunteers to help in the mornings (parent patrol) with guiding students to and from the cafeteria for breakfast. There is one TA for three Kindergarten classrooms. That is not acceptable. Because we are down TAs that also means we are short bus drivers. If a bus driver is out for any reason it causes a great deal of chaos. Another major issue is the upkeep of school facilities and grounds. Besides Creekside (because it is newer) all of the schools are falling apart from the inside out. If we don't take care of this soon, the schools will become unsafe.
19	Who's the boss....
20	Many of the board members do not get along with each other and it is obvious. There is too much drama amongst them which keeps them from focusing on the children. The focus of our mission has been lost. Focus needs to be back on the children and teacher support. Instead of taking away support from schools, we need to be helping them. The schools are falling apart physically and there is no agreement between the board and the county commissioners to improve our buildings. There is much work to be done to bring our schools back to kid focused and supporting teachers. We need less drama from those in charge and more professionalism and decorum.
21	Politics Lack of transparency Highest of leadership not backing principals The use of funds

McPherson & Jacobson
Craven County Schools - Superintendent Search

	inappropriately
22	Staffing and funding our schools fully appears to be a growing issue. The count commissioners are very tight with the release of funds to offset the budget gap. With a growing number of younger families, it seems like there would be more support to shore up the schools.
23	Educational expectations. We are coming in from another state... NC is probably two years behind the other state in terms of academic expectations for grade. I was embarrassed to read some of the work samples on the walls for 2nd and 3rd graders.... It was more 1st grade level.
24	As always, school safety. If they don't know that already, they shouldn't be applying.
25	A lot of teachers feeling disrespected, disregarded and not cared about. Students needs not being met because of poor budgeting, money decisions made on the desires of the board, not what is needed for the schools or teachers. Parents feel like they don't have a voice and have been deceived by the past administration
26	The schedule for after school sports should be better managed. And if the coaches of teams should be knowledgeable of the sport they are supposed to be coaching it shouldn't be given to just anyone. There should be more access to education things for students even outside of school. And better communication with what is being taught and how because the way teachers are teaching is not the same as most parents were taught to do math or reading.
27	Many don't trust the people on the board or those working at the central office. I think we would all like to believe the decisions being made are truly in the best interest of the students and teachers. I do appreciate the date and time of work sessions and meetings being made public, but I believe it would also be beneficial if the agenda was publicized prior to the meeting and the minutes or at least highlights/decisions from the meeting shared publicly as well.
28	Some schools are overcrowded with restricting over the past few years with less teachers, less money, and important programs like music being cut. Teacher and bus sharing between schools creates gaps in learning and delays in transportation....all because there are more children in some schools than others. The struggle is real. Even it out a bit. Give the teachers a break. Bus drivers are scarce, but vital.
29	Our students are struggling to meet educational standards. The administrative level is bloated with unnecessary personnel and positions. Too much focus on social aspects of life and participation instead of the basics. The reliance on technology often reduces educational attainment instead of progress. Teachers have to deal with behavioral issues that take away instruction time and don't get adequate support from the administrators. The EC department isn't constructed in a manner that makes sense for students who may be able to achieve skills for independence in spite of their disabilities. Students with disabilities aren't getting necessary supports to succeed in any practical manner.
30	I think the problem with the budget is the biggest. The second is the lack of teacher assistance at schools. I think my kinder has one teacher asst. for three kindergarten classes. His class has 23 kids. That's too many for a teacher to manage alone.
31	Why aren't more board members or aldermen sending their children to our public schools? Why are community leaders sending their children to our public schools? Why do we have teacher shortages in an area that so many people want to move to? Why isn't education a priority to our community leaders?
32	The benefits of implementing phone free schools and applying critical lens to the use of individual tablets in elementary grades (they are used now starting in kindergarten). Providing pathways for parents to feel comfortable opting out of optional screen time. And

McPherson & Jacobson
Craven County Schools - Superintendent Search

	communicating what safety guardrails are in place for time students spend online using school devices.
33	The special education programs in CCS need financial and physical support to be compliment with special education laws and provide a free and equitable education to its most vulnerable students.
34	Craven County Schools lacks resources and strong HR to choose appropriate candidates by choice, rather than by necessity. Craven County Schools lacks integrity in being transparent with parents about the state of special education programs, or lack thereof. The significant turn over of teacher in our county is horrendous. Teacher have a lack of zest in teaching. There is zero accountability outside of the classroom in our schools. Processes and procedures must be implemented in all grade levels to ensure quality education, rather than just providing free education.
35	The biggest issue, unfortunately is the level of bullying that occurs with a school system. Unfortunately, there is no way for parents to be given how bullying is being addressed.
36	Our district has many strengths, especially in the dedication of its teachers and the strong community support. At the same time, I feel teaching needs to continue evolving. Expecting children to sit still for hours and absorb so much information can be overwhelming. It would be great to see more hands-on, student-centered approaches, like Montessori-style learning, and to provide more support for teachers in the classroom. This would benefit both students and staff, creating an even stronger learning environment. It also would make craven county districts stick out from other districts. Another thing that could improve is fostering a culture where schools reach out to parents with positive updates about their child, not just when something is wrong. This helps build trust and a stronger partnership between home and school
37	I think the rising generation of children is negatively impacted by the digital age with too much information, expectation for immediate response, waning patience, and increased levels of anxiety caused by all of this.
38	The new superintendent has some work to do to fix what the two other superintendents messed up. I believe teacher shortages will be a challenge. Hiring enough TAs will also be an issue. Having TAs also drive a bus is ridiculous. The TAs work 12 plus hours a day, and get low pay. It's not fair.
39	They need to be firm but fair. Quite honestly we need Rebecca Lanche back in craven county school system
40	The current board.
41	As a transplant from VA my student was in for a culture shock. She was so far ahead of her peers it created a challenge. First the students are not in school near as much as other districts, and especially VA. The next thing is that she was in the advanced track in VA and comes here and most of her honors classes have students that are placed rather than earning the privilege. These students by their own admission have low gpa's or have failed Mutiple classes. They continuously disrupt class and make it hard on the students who actually want to learn.
42	Be sincere and take responsiblity for faults unlike the previous superintendent.
43	Be open to change and prepare for whatever issues and challenges that might come your way keep an open mind. It always keep the best interest of our children first.
44	The challenges with finding EC teachers for the EC population. Having K-5 in 1 EC classroom is not acceptable.
45	Improve performance Fiscal performance Student morale Staff morale Community buy-in

McPherson & Jacobson
Craven County Schools - Superintendent Search

46	A tuff job but with team work and support it can be great
47	The schools not passing the ratings.
48	Class sizes, falling apart buildings, families leaving in droves for private schools, a board that cannot get along and is concerned more about being right, a board that has lost all professionalism, outside influences (people) that only want to cause drama, teachers not feeling valued or supported, lack of TAs, staff vacancies, current leaders need an overhaul- many do not have our county's best interest at heart and we need someone that can see through that and focus us back on the children.
49	More money is needed to support our educators, to get them the most up to date tools, so our students are more prepared for college. Classes in soft skills and other skills relative to the job industry need to be incorporated, more socialization for our students is needed.
50	Budget shortfall. More effective fiscal planning. There is no effort to promote "belonging" for all students. People must become before Process. For teachers and administration, too. Leadership and culture needs to be a priority. Exceptional Children program needs attention because teachers and students are not fully supported to effectively implement 504 and IEP accommodations. This is a risk area. Need more teachers, assistants, including trained/experienced behavioral support staff. Make sure students are learning soft skills (interpersonal, life) as much as the academic/technical skills.
51	By having each school teacher understand that they should be allowed to teach and not be micro managed by their Principal or Assistant. Their job is hard enough since schools are forcing teachers to use Chat GPT for their lesson plans which is wrong on every level.
52	Exceptional children's programs need more funding
53	Potential school closing
54	None
55	I don't agree with the amount of homework that is assigned after they've sat in class for 8 hours doing school work. my second grader had 8 pages and 5 of those pages had front and back work.
56	My kids are only in kindergarten and prek so I have not noticed anything really that comes to mind. I know people with older kids though who have been saying the over crowding in the middle schools and the high school is a huge issue in havelock.
57	A. Aging facilities. B. Shortfalls in staff qualified to teach "special needs" students. C. Pressure from radical liberal entities to push insidious narratives that promote DEI, CRT, and LBGTQ+ agendas through library books and other materials made available to elementary age students and above.
58	Im not aware of any challenges thus fas that should be known about.
59	Not so sure.
60	La necesidad de identificar y solucionar rápidamente problemas operativos y de seguridad, manejar relaciones complejas con diversas partes interesadas, gestionar el desempeño del personal y mantener la moral, adaptarse a cambios tecnológicos como el aprendizaje digital y lidiar con desafíos socioeconomicos de los estudiantes, como la pobreza y problemas de salud mental.
61	You should know that all children need to be served.... Special-needs children should not be swept under the road.... Our focus should not be solely on athletics.
62	The last 3 superintendents were wrapped up in controversy and allegations. The community will be very suspicious.

McPherson & Jacobson
Craven County Schools - Superintendent Search

63	My child loves art and spends most of her days, drawing, painting or doing some form of arts and crafts and the fact that she doesn't have art at her school due to funding is really upsetting. Art is her love language and how she communicates and processes her emotions and without it being in her school is a tragedy. I feel like certain schools in our county get put on the back burner because they're in lower income areas. You can tell that some teachers aren't equipped to deal with IEP students and lack patience and understanding.
64	Although our community is diverse. We have issue of bias and lack of understanding of the marginalized communities and how they are affected.
65	High turnover.
66	EC program is SEVERLY lacking
67	Demographic of students, lack of funding/resources, financial mishandling of funds, poor student performance that should be linked back to seat time—students are constantly out of school. Support clubs and academics like they do sports!
68	N/A
69	Special needs / 504 plans
70	The finances and budgeting of the money equally for various school improvements as well as sports.
71	We have had doozies over the past few years. Be ready for a crowd that fights for our children and teachers.
72	Not enough help for students.... way to much tablet usage. Over stimulates children and takes away from teacher TEACHING
73	We need someone who supports teachers every day.
74	Funding is poor. Transportation can be a problem with frequent bus breakdowns and long delays on bus routes. School dismisses at a bit after 3 pm yet bus doesn't drop off until almost 4:30 pm most days. A bit too much emphasis on military and law enforcement.
75	Getting special need kids the help they need. Not saying we can only do so much I get tired of hearing that.
76	Do your job
77	Job growth and business development is needed. We need to be able to train and retain talented people in this area.
78	Corruption and poor fiscal management
79	I have no complaint so far
80	Teachers need better support, more pay, and more help with being able to provide for their students and their classrooms
81	Saber tomar decisiones.
82	Safety for community
83	Idk
84	None
85	Coming the current status quo
86	Challenges are racism in craven. Because some students get lots of opportunities when they act up.
87	Nothing that I know of. I'm not sure what a superintendent does. Not familiar with the job

McPherson & Jacobson
Craven County Schools - Superintendent Search

	duties
88	N/A
89	Being hamstrung by poor funding and the need for better paid and supported teachers.
90	So many people are pushing political and religious beliefs onto the teachers and kids. Not everyone is the same and should've who they are while being able to feel safe.
91	NA
92	You are following the steps of the two previous individuals that barely came out of New Bern let alone that building. The odds are not in your favor because you have a lot of burned bridges to fix to have an actual long career in Craven County. As most know, if you quit you will get a large compensation package as we continue to struggle hiring long lasting teachers and that is if they are even certified.
93	Immediate awareness of discrimination within the public school system and unethical business practices towards Substitute teachers. It is also imperative to address the mistreatment towards specific demographics within the classroom. Additional challenges include: inappropriate and derogatory remarks from teachers to students, lack of accountability from administration regarding mistreatment of students and teachers, lack of parental resources, nauseating school lunch, unethical raise of school lunches for children who may not qualify for free lunch (all children should eat free), unnecessary school supplies and the audacity to ask for more without consideration to parents income, dress code (in order to comply with dress code, one band one sound, everyone wears the same thing / school uniform).
94	na
95	Every child is special and every child is different. Understanding and patience help us put up the determination to provide each student an education that they need and deserve.
96	Most are not familiar with students who faced difficulties in learning such as ADHD
97	Is knowing that the Teachers matter more then the hierarchy. Treat them as they deserve and back them up the same way.
98	No issues
99	Student to teacher ratio needs to be improved
100	We need to have more rigorous curriculum that is related to our state standards. We also need to stop wasting money in updating ipads and devices every two years. We need to have more uniformity across the district, some teachers accept late work, some do not. We also need to have better standards in which teachers update grades, especially at the high school level, at least every week- 2 weeks grades should be updated, parents cannot do their part at home if grades are not updated. Dress code, especially at the high school and middle school need to be enforced since when is it acceptable to wear pj's and bonnet to school. Teachers need better support in the classroom dealing with problematic students, we need to have higher expectations for what is acceptable student behavior. Also why are we having teaches catalog their books that is beyond ridiculous.
101	Lack of young teachers willing to work at all schools. Larger problem throughout North Carolina. Lack of extracurricular courses for students (art, etc). Updating video and security systems throughout most schools
102	Funding being removed from our public schools. I work with students from all local schools, public, private , and charter. I strongly believe that Craven County Schools provides the best education and real life prep than any private or charter school. We need a leader who will advocate for our schools and push those trying to remove funding to see how fantastic our

McPherson & Jacobson
Craven County Schools - Superintendent Search

	schools are. I work with medically and behaviorally complex children. Many of these kids are pushed aside by Craven County Schools, and their parents' concerns are dismissed. These kids have a legal right to an education and the services that come with the public school system (therapies, supervision, pull-out and push-in services), and often times these rights are ignored. It is only a matter of time before Craven County Schools is in the news for breaking the law in providing for these students. We need a leader who will advocate for those that can't advocate for themselves.
103	None of the schools are doing amazing in test scores. We have some teachers that truly do not care about a student as an individual and are just looking to pass them through.
104	Be fair
105	Teacher funding and we are struggling with a lot of new rules for chaperones that we need for competitions. Buses could be revamped because my daughter's bus breaks down all the time. Those who do not have lunch money and do not rate free lunches should have an alternative lunch so they do not starve during school. I have a few friends that did not even know their kids were in the negative due to busy work schedules that should have been called and notified.
106	Some school board members have integrity issues and are not fit to serve. The elections, like most in our country, have become too bipartisan and are no longer issue based. I think this would be a challenge that any superintendent would have to face. I also believe that the number one threat to quality public education at this time is gun violence. School counselors and mental health services are at an all time low and school violence is at an all time high nation wide. Our own Craven County schools experience threats of gun violence multiple times each school year. This is a massive nation wide challenge that all superintendents must face head on to keep the safety of our students as a top priority. Our students (and teachers) are also becoming too heavily reliant on iPads and other forms of technology. The learning environment has become overwhelmingly digital even with our students being back in the classrooms after COVID. I believe this is a new and growing challenge.
107	The lack of teacher assistants and bus drivers is harmful to our children. Requiring TAs to be bus drivers or bus drivers to be TAs tires a lot of hands and discourages people from applying to it staying in either position.
108	The disparity of wealth and privilege hurting the opportunities of every child needs to be addressed. Also, assumptions and stereotypes need to be addressed and stamped out.
109	Funding. Support. Understanding. The fact that this is obvious to us all, yet seemingly unbelievable to the board is frankly outrageous. We all see the board meetings. They are public. Biggest issue will be getting a bunch of politically corrupt board members to stop making it about them and their own agendas and start, I mean literally START, to make it about the students they pretend to serve. We see our kids, we hear our kids, and they tell us all the time what really needs to happen. Instead, they tell us what they think is best with no regard to what we all say. The lack of educational professional experience on the board should tell you how little they know or care about education. You want to know what your biggest challenge is? Getting the board to stop politicizing our kids for their own agenda. Good luck with that.
110	Education over sports as a priority. While my child has a wonderful sports record and we do celebrate it. Havelock High in particular focuses all of its efforts on celebrating sports. Yet for the last few years with the new principal has only posted/celebrated honor roll/ principles list and academic achievements once.
111	The politics that comes with the board of education is insane. It hinders coming up with solutions that better the students. Many teachers do not want to teach in craven county even

McPherson & Jacobson
Craven County Schools - Superintendent Search

	though they live here. And many parents do not wish to have their kids go to school here. It's imperative that we cultivate future leaders and become innovative in our teaching methods in order to keep up with society.
112	Damage done by previous superintendent. Personel issues and budget.
113	-teacher shortage -minimal qualified EC teachers -limited local funding for schools - hiring freeze which impacted how schools have run - minimal resources (sharing teachers across schools)
114	N/A
115	1. Teacher had better be teaching and NOT indoctrinating children into Woke Ideology.
116	I have a child that has been diagnosed outside of the school system with autism, ADHD and anxiety. When the school did their testing, they did not find a diagnosis. Therefore, he didn't qualify for an IEP as requested. He is in the first grade and severely behind academically. It seems like this happens a lot in the school system. I work with him at home as much as I can. However, I am not trained to work with a child with his type of disability. Hey went to headstart 2 years, and he is not making the progress that he should be making. I feel like he and other children like him on the spectrum are not getting the service that they deserve in the school system.
117	The Craven County NC education system is severely lacking in teaching life skills our youth need to succeed in the future. Very little emphasis is put on what is being taught but rather what is being forced down these teachers throats. For example common core math was a complete waste of time. And there was no cursive writing taught ?! So these Juniors and Seniors in high school cannot even sign their own names.
118	The board is rough sometimes. Communication is rough.
119	Undeveloped potential, acceptable mediocrity, lack of life-long learning culture
120	I have a child in an EC classroom due to him having Cerebral Palsy. Our EC kids are really pushed aside and sometimes forgotten. I want my kid to learn and move forward not just be babysat because he needs extra help. His teacher is wonderful but she is one person and is pulled in multiple directions.
121	That there are situations not always handled due to not making riffles. For example, bullying situations, etc.
122	Extremely poor student performance. Parents and families that are entirely uninterested in their children's education. The issues we face are not necessarily with the school facilities, administration, teachers, or students. Its with the parents.
123	The right wing nut jobs who don't have kids in school but sure as heck have an opinion. Also, funding. Particularly sports funding. It does not seem equitable and certainly not a high priority.
124	Our teachers should get paid more for how much they do as they are the ones keeping our children educated and for some families parenting children without parents. Financially the classrooms require more funding before people in big offices do. Our classrooms should have their supplies each year for students. Parents shouldn't be required to supply things required for school, that's why we pay taxes. Superintendents also need to be aware, this isn't a game of politics...this is future families in the balance. Our future economy, morals, and education lies in decisions made right now for this generation. How we handle the now generation opens doors or closes them for the next generation.
125	Principals that aren't handling bullying essentially at all. Sick and tired of my elementary school child coming home and literally all he can talk about is 'feelings'. Teach FACTS, teach

McPherson & Jacobson
Craven County Schools - Superintendent Search

	the subjects and keep political and social issues out of my 8 year olds classroom.
126	It's important that they a relationship with there principals so that expectations are communicated and resolved
127	EL CONTROL ABSOLUTO SOBRE SOBRE EL TEMA DE LAS DROGAS QUE ACTUALMENT CONSUMEN Y DISTRIBUYEN MUCHOS ESTUDIANTES DENTRO DE LA ESCUELA Y EN LOS BUSES .
128	Wasting money on salaries on employees at the top that are way above their pay grade. Teachers need more money in their classrooms. Principals hiring friends instead of qualified individuals. The students suffer, especially when it comes to extra curricular activities.
129	The lack of transparency in the schools, the lack of communication, the turnover both staff and students
130	There are going to be some tough decisions that have to be made but the well being of the children should be at best interest
131	Always notify parents all the time
132	Vap use, and drug use at HJM Middle School.
133	FUNDING. The school district is extremely underfunded and it's effecting our students and faculty. Teachers are being paid under the national average which is pushing them out of the district and state. It is also effecting our administrative staff. Most school are operating extremely understaffed and forcing employees to take on the responsibilities of others without a pay raise.
134	Vap and other drug use in HJM.
135	We need more officers present at our schools.
136	EC personnel do not know what they are doing!
137	Your EC department is needing more support! The district is failing in this area. There is not enough support for your teachers or sub staff. As a permanent sub in one of these classes the students do NOT have the equipment, resources, and support. You are needing to rebuild some of your schools to make them inclusive to those with needs. Playgrounds need to be more inclusive. We need to have equipment for those that are in wheelchairs, swings for those with disabilities, and other equipment made for those with special needs. I feel like that if the superintendent talked to private schools, charter schools in the area and looked how there school is ran and take some of their success and apply them to our district, it would help make things better.
138	Lack of transparency. Policies are not enforced consistently when it comes to volunteers and their criminal records. Board members and employees are not held accountable consistently. Complaints regarding drug use amongst employees are not taken seriously.
139	The school ratings have drastically dropped and it's embarrassing. The kids, teachers and parents need and WANT better support
140	New Bern middle schools need to be redistricted. We need additional staff members to manage the large number of special need and ESL students. Families leave public school after elementary school to avoid HJ MacDonald middle school.
141	Constraints of the high school - single lane road into school surrounded by new apartment complexes. Work with the city to address egress. And Drainage issues around school. Would like to see demographic balance with HJM and GCF. Evaluating educator salaries .. ensure competitive and can attract high quality educators! Need a leader who can help rebuild trust in the BOE and help unify the district!

McPherson & Jacobson
Craven County Schools - Superintendent Search

142	Teacher retention, funding gaps, and communication between schools and families need improvement. Some schools face overcrowding and unequal resources. Academic achievement varies across the district.
143	encouraging what is best for all students of craven county, avoiding politics and educating students in a safe and healthy environment using evidence based practices
144	There are several schools in the county that are low performing and we need someone to come in who can put the right people in place to turn our schools into a performing at or above grade level.
145	Despite the national conversation regarding banning certain books, we should not be limiting the availability of books based on topics that some people subjectively disagree with. Our students should have those books available to them, and it is up to Parents, teachers, and community leaders to help these kids decipher these books, decide which viewpoints they will adopt as their own. We should shelter them from viewpoints that some disagree with. More information is always better.
146	Safety. Theres constant fights, vaping,drug deals and nothing is being done about it. I don't feel safe for my kids anymore.
147	You must be able to stand for what's right. Must have integrity. Need to neutral when tension is high.
148	Our school district is losing high quality students to private schools because of the negative reputation of the public schools. We hear stories of gangs. Academic performance is low and graduation rate is low. This is creating a negative feedback loop resulting in the loss of more high quality students, further contributing to the problem.
149	Miss Kenzie, the bus driver received an \$.11 raise one time she is the most loyal employee I've ever seen in my life.
150	NBHS needs an auditorium!!
151	Claudia Casey, the principal at Havelock High School, is a bad person.
152	The public opinion has dropped considerably given the last superintendent debacle. This position is paid disproportionately to other staff. It's hard to garner support when the opinion has shifted. It'll be an uphill battle.
153	Keep everything open with transparency
154	The capacity of schools in the district. The growth of New Bern is great, but there needs to be attention applied to the number of schools and the capacity at each individual school. I think there are some deficiencies in how Craven county schools have operated with respect to what the state laws require and would like to see a more congruent vision.
155	To see that our students are safe.
156	N/a
157	I hate the fact that kids in middle/high school have to try out for a sport or music. In this day and age, we should never turn a kid away. If there I a need to make a second, third, or fourth team so be it. I would like to know the excuses and if the problem can be solved at the district level, push it out to the innovators at the school levels. Stop making things difficult, if there is a problem, there is a solution. Never turn a kid away from the opportunity to get off a device.
158	I think the issues are the same everywhere in America at this time. I want to continue to teach the truth to our children and avoid all the noise from this administration trying to cover up science and history. I want to keep my kids safe
159	Superintendents seem to focus on CCs's flagship: NBHS. West Craven is known as a "red-

McPherson & Jacobson
Craven County Schools - Superintendent Search

	headed stepchild." I worked at both. Believe me: the faculty has an entitled attitude that has been given to them for 20+ years. It would be nice to have the superintendent visit, learn, and collaborate about our community.
160	Wide range of students regarding talents, attitudes, and backgrounds. Challenging all levels to be successful and giving the students a view towards building a positive community . A lot of the teachers are starting to feel overwhelmed and under appreciated. Expectations keep increasing whilst funding stagnates.
161	Over the last few years, there has been a decline in student membership in CCS and an increase in options for students besides public education. Many of the district's strongest teachers have taken jobs in some of these alternative sites as well as other counties. The new Superintendent needs to be able to recruit the talent that is out there, not just state that there is a teacher shortage when these private and charter schools are filling their vacancies, and then retain staff so that the public schools rival any other options and ARE the option of choice. The Superintendent needs to be strong in overseeing daily financial planning and decisions. Sound financial skill and truth in disclosing spending to the public is of utmost importance.
162	Mean what you say and say what you mean
163	Doing away with the old way of doing things. Giving the community space to grow and figure out which direction they need to go to make things a world a BETTER place . Not a place that feels like 1969, middle Merica.
164	Likely Mr Benitez is retiring (unannounced but he's due). He is a big impact on the current band as is his wife Lynn with the guards. They have good rising leaders but their leaving will cause some challenges.
165	Please, for the love of god, pay these teachers what they're worth.
166	That they have the same goals and mission as the board of education. That the superintendent doesn't have personal agenda!
167	None I can think of
168	See above. Also, many students are still catching up on math skills due to effective time lost during the Covid crisis.
169	Equity for the schools. There's a HUGE difference between the high schools in terms of facilities upkeep. West Craven High needs more resources. Teachers are using folding tables as desks and the school needs upkeep. This makes it difficult to have school pride. Vaping is a HUGE problem, especially in the bathrooms. Teacher retention at both WCMS and WCHS are a huge issue. In the past, my kids have had long term subs serve as their teacher for nearly the entire year at WCMS. This is unacceptable. Support your staff and maybe they will stay around!
170	We need to fix special education at some schools that don't have teachers licensed.
171	Middle school notes are hard to submit.
172	Needs help
173	There needs to be something done about the bus services for west craven middle. So far this school year my student has had a different bus every week and has also been late picking them up almost every morning. Out of the month they've been in they have been late 90 percent of the time.
174	It is very important to be aware of the increase in violence and drug use in our area among youth due to the increase in drug activity. It is even more important to prioritize safety and gang prevention.

McPherson & Jacobson
Craven County Schools - Superintendent Search

175	Early College, for my son's, has been a bumpy start. I have contact with other homeschoolers, that are now going to early college. They are in Lenoir. They had orientation before school started. They learned about the computers and programs that they would be using. My son got none of that. We didn't have Internet in our home until school started. We actually don't own our internet, it belongs to the library. So it might be gone next time I return it. They expected him to know how to use all the programs from the first day. The teachers didn't even get it all right. I think the last teacher just got online last week. How can they expect him to do what his teachers can't even do.
176	Bulling at school
177	THCvaping
178	There is a gap in our schools. A gap not of ability, but of access. Not all students are treated equally. While our policies may speak of fairness, our practices often fall short. Some children are overlooked, underestimated, or underserved not because they lack potential, but because the system lacks consistency. Parents, too, face inequity. While we claim to treat all parents equally, the reality is more complex. Many parents are unaware of their rights, rights that protect their children, empower their voices, and ensure transparency in education. This lack of awareness creates vulnerability. And in that vulnerability, some teachers and, yes, some administrators, take advantage. This must change. A Superintendent is not merely a manager of systems, but a steward of trust. That role demands both respect and responsibility. It requires a commitment to ensure that every child, regardless of background, is treated with dignity, and that every parent is treated the same
179	Keeping the parents focused on students attendance
180	None
181	The next superintendent should be aware that our district is emerging from years of inconsistent leadership, which has left gaps in trust, vision, and momentum. Past misuse of resources and the inability to secure the support our schools need have created challenges that must now be addressed with accountability and care. Leadership has too often felt unapproachable and out of touch with the needs of teachers, families, and students. Moving forward, we need a superintendent who can rebuild trust, listen openly, and foster transparency. This includes finding and retaining talented staff, caring for the resources we already have, and making sure they are used wisely. It also means addressing the condition of our schools—cleaning up facilities and creating learning environments where pride and excellence can flourish. Most importantly, we need a leader who will set clear expectations that not only raise academic standards but also prepare students for success in life. Above all, our dist
182	Find a way to allow our EC Students to receive a HS Diplomas just like any normal student. These students work hard and they attend school. Why should they have to learn anything if they can't get diploma?
183	I believe that political turmoil (federal, state, and local), funding, and recruiting a talented workforce will be key challenges in the near future. We must defend against calls to weaken our public schools and privatize our children's education.
184	You have a BIG mess to clean. The school calendar is a joke. The concern with test scores over mental health and enjoyment out of the students is infuriating. The fact that we treat these kids like adults is appalling. Middle school needs to be completely restructured and the teachers and staff need to be treated better.
185	Retaining teachers. My child attends WCMS and last year had subs for half of her main classes all school year.

McPherson & Jacobson
Craven County Schools - Superintendent Search

186	Budget! Programs are being cut like art/music in elementary schools. Staff is short. EC positions can not be filled and my has an IEP and wasn't receiving his services in middle school. Middle schools are not putting family first. The amount of homework my children came/come home with daily is absolutely crazy.
187	They have a shortage bus drivers and teacher. They do not pay them for what they are worth.
188	The next superintendent should be prepared to address budget constraints, staff retention, and student mental health challenges.
189	We need more funding and we need to attract families to know that CCS offers a great education.
190	Nothing
191	The school Districts judge parents that have criminal backgrounds and they act stuck up and judgemental
192	Following IEPs
193	We appreciate the brick and mortar classrooms. Teachers need more of a budget for pay scale AND for classroom supplies. Kids brains NEED art and music if you want them to perform. Adults NEED to be able to afford to live. 6 figure salaries are not deserved just by going to school. The superintendents performance is reflected by how heard and appreciated teachers feel. Pizza is not an adequate form of appreciation. PAY THEM MORE.
194	I don't think there's enough diversity in the staffing of the district. I recently witnessed the only black male teacher at my child's school be moved and now there is only one male teacher and one black female teacher and they teach elective classes like music and PE. I would like to see a more diverse staff in my district.
195	There will be some bumps in the road make sure to get both sides of any story lead with a Christ mind set, YOUR HERE TO SERVE NOT BE SERVED.

Q 1. Which of the following best describes your relationship to the district?: Current Staff Member

Q4. What are the most significant issues and challenges the next superintendent should know about when coming to this position?

SR No.	Response Text
1	Some of the most significant challenges the next superintendent should be prepared to address include staffing shortages, particularly in critical areas such as EC programs, where recruitment, retention, and support for specialized staff are urgent needs. Transportation is also a major concern, as the district currently relies on teacher assistants to drive buses and faces long bus routes that impact both staff and students. At the same time, community growth, especially with the expansion of the base, will place added pressure on school facilities, staffing, and resources. Meeting the diverse academic, behavioral, and social-emotional needs of all students, while closing achievement gaps, will be essential, along with maintaining safe, welcoming schools and ensuring equitable access to opportunities. The superintendent will need to manage budget limitations carefully, advocate for adequate funding, and balance accountability with fostering student-centered environment.
2	Lack of trust and Transparency with the school board, Budget Cuts taking away necessary staff
3	-\$\$\$ (lack of) -morale across the county -From a teacher's perspective, we don't always feel like the school board supports teachers. -Banning of Books -TAs must drive buses is a problem. Our students are the ones that feel the effects without TAs in the school.
4	Financial issues at the district level and the need to continue to support staff and faculty. The

McPherson & Jacobson
Craven County Schools - Superintendent Search

	central office staff appears to be personnel heavy for the size of the district. The HR department makes it extremely difficult to onboard.
5	The district is experiencing declining student enrollment, which affects funding and resource allocation. The new superintendent will need to address this trend through community engagement, program innovation, and strategic planning. There is a strong need for transparent communication and collaborative leadership to rebuild confidence among stakeholders.
6	Presently, our system is suffering under the tremendous strain of retaining qualified staff. Staff retention & moving our school's grades to success are big challenges in terms of things we are facing. Our teachers need support within the schools, within the classrooms, consistently.
7	Our district needs to budget better and spend money where most important. We need to do better in our schools with rigor for students. We need them to be college and career ready. Teachers need to feel supported. We need to remember that teacher input is the most important as they are the ones in the classrooms day in and day out dealing with all the problems. We need better curriculum to support student learning and helping to support teachers.
8	Our next Superintendent must prioritize transparency and build trust by communicating with teachers before the general public. Teachers are problem solvers and experts in the classroom—giving them a seat at the table is essential. We need a leader who visits schools openly, supports teachers, makes data-driven decisions, and isn't afraid of tough choices. To truly understand today's classrooms, administrators should spend time in them. We are a large and diverse community, so one-size-fits-all solutions don't work for our schools or families. Redistricting has fractured our communities, hurt students and their families, and made it harder for teachers to build strong relationships with families. Our next Superintendent must recognize this and work to rebuild trust and connection across all schools.
9	The people in this community are very passionate about everything. They will bring to light and fight for issues that they believe in.
10	-Teacher shortages. Core classes have been staffed with subs at all grade levels. This is particularly true in our EC positions. There is a TA shortage. We have a great school district, strong schools, but we struggle to find and keep good teachers. -School infrastructures and facilities themselves need a lot of work. In some parts of the district more than others. Some schools have one custodian. When work requests are put in for repairs, the turn around time is lengthy. This is not because the requests are being ignored, there just aren't enough bodies. Older facilities are being phased out and combined with other schools, but this creates animosity in the communities that are losing their schools. -Parents are becoming frustrated with a school board and district office that they feel does not adequately support their students. Many can afford to move to private schools and are leaving. -Teacher moral is low. Many seasoned and new teachers are leaving.
11	MONEY/BUDGETING, not enough staff, staff being given multiple responsibilities when their one job was more than enough to begin with
12	The challenge for the next superintendent will be trying to please everyone.
13	Our county has had more vacancies than surrounding counties in the more recent past. We've lost staff to Lenoir, Jones, Carteret, charter schools, etc. We need to make Craven County a more desirable county where everyone WANTS to work. We've also lost students to private and charter schools ever since COVID. We need to return to a time when Craven County was the favored school district We also need a superintendent who can work with, and better unite, our school board. They have had a tumultuous relationship for several years, even though board members continue to change. Someone needs to remind them that they are here for our

McPherson & Jacobson
Craven County Schools - Superintendent Search

	children and their futures; we are not here to satisfy someone's personal agenda. Instead of attacking each other (and attacking the superintendent), it would be great if they could remember that they have the same goals, and that they need to spend as much time listening as they do talking.
14	Hurricanes, vast differences in economic statuses
15	Lack of comparable pay for inflation & increased needs of funds for budgets, classrooms, and enrichment. I have 35yrs experience in my industry but had to start as a level 1 because I could not obtain physical signatures from supervisors I worked with 20<yrs ago; however, employment was verified via 3rd party companies hired to maintain employee records. This policy is outdated and does not provide much incentive for industry veterans to stay in education
16	Teacher retention.
17	Similar to other districts in NC and other states, there is a significant concern with staff shortage and budget cuts. Because working in schools takes a lot of time, tears, and heart, but pays so little, it is challenging to ask staff to take on more and more responsibility due to vacancies. With a lowered budget the pay is low and it feels like any small benefit there was, has been etched away. In addition, it feels there is more micromanaging than in previous years, which often dampens creativity and efficiency without that autonomy.
18	we need separate setting back, the board does not prioritize students or care about communities outside of New Bern
19	-budget concerns and establishing priorities for the budget are important -learning from past mistakes regarding the causes of problems so the same mistakes are not made again (mold issues due to AC being shut off without portable units being brought in at TCMS, for example) -different demographic challenges within the various schools -- our schools have widely varying populations so the problems at one school are not the same from school to school -You can't please everybody, so determining the best course of action in certain situations can be challenging. We have some loud voices on both sides. -School merger between TCMS and HMS will be happening soon as well as some future school closures resulting in transfers of students to other schools will need to be handled in a positive and administrative, yet tactful and understanding manner to avoid parent/student/community push-back. This might be hard for someone who doesn't know the schools' rich histories.
20	People need structure and order they have not been held responsible nor have they done what is best for all.
21	Lack of communication with policies and information that the public needs to know
22	1.This system has had many individuals that are vested here for life and their families before them. Lots of people have known each other for years and how the school system has always been. 2.The district is so diverse due to the size of the county. The military needs in the Havelock area are much different than the rural needs in Vanceboro and the west Craven area. 3. Retirees who have moved here are not vested in caring about public schools.
23	Its not equal across the board. Classified staff are not thought of. Let all of us be out at the same time and the importance will be felt
24	N/A
25	One of the most significant challenges in Craven County is making sure we meet the needs of all students, no matter where they live or what resources they have. Our district is geographically large, and the distance between schools means that some of our rural communities face very different realities than the more central areas. The rural parts of the county are truly rural, with higher levels of disadvantage and fewer opportunities for access to

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Craven County Schools - Superintendent Search

	things like technology, extracurriculars, or even reliable transportation. This makes equity a major focus—ensuring that every child, regardless of zip code, has the same access to quality instruction, support services, and opportunities to succeed. At the same time, the size of our district can make it challenging to build consistency across schools while still honoring the unique needs of each community. Teachers and staff work hard, but they need continued support, resources, and a vision that bridges these gaps.
26	Over the past 13 years that I've called this county home, we've weathered many challenges, from devastating hurricanes to the far-reaching impact of the COVID-19 pandemic. These events, coupled with frequent changes in district leadership, have created instability and added pressure on our dedicated educators. With the hiring of a new superintendent, we stand at a crossroads. In my opinion we have both the opportunity and the responsibility to come together and address the 2 of the most urgent issues facing our schools First, we face a critical shortage of special education staff. This is a gap that is especially noticeable when compared to surrounding counties. This isn't just a staffing issue; it's a matter of equity and access for students who need support the most. Second, ongoing budget constraints, including a hiring freeze and other cost-cutting measures that are beginning to affect the daily operations and overall effectiveness of our schools.
27	limited transportation, building /space for programs for students that are in transition stage, typically 18-21 and mixed with minors. Budget limits, staff shortage,
28	Falling test schools, not enough TAs, custodians, cafeteria staff.
29	Teachers are running away from Craven county. There is too much micro-managing. Teachers were hired because they have degrees and knowledge let them teach. Our EC department is a complete mess. The need for assistance to drive a bus is detrimental to us hiring qualified personal. If they did not have to drive a bus we would have all positions filled with college educated staff. We don't have enough people to give our students a good education. The bus requirement HAS to be changed. Teachers are spending all their time in meetings and doing paperwork. When do they PLAN for the students? That should be the number one priority. There is so much negativity in the schools
30	Morale, morale. Staff feel the crunch and understand, however, I think the need to feel like we are all going through tough times together and decisions are being made out of necessity. Things are happening with staff and not just to staff.
31	Teachers in our district are tired of how things currently are and are actively seeking ways to leave the district. The next superintendent should be aware of this and be ready to develop a plan for turning things around. The pay is atrocious but so are the working conditions.
32	Your Entire Craven County Community is depending on and counting on You to make us your Home. You will love your home and protect your home; now we are also, Your Home. Never forget that the STUDENTS should Always be what and whom YOU are here to "serve" with their very best interest being what drives You to be Your Very Best for Each of Them.
33	The hiring process needs to be re-evaluated & HR staff should be trimmed down & audited. If a staff member is hired from the private sector that work experience does not equate into 1 for 1 and rather is 1 yr to .5 year experience. Experience is experience. Steps are not always provided every year with increased salaries. Classified staff are hourly workers & submit timesheets. They should be salary. When using/acquiring leave it should be set up by the hour rather than day or half day. Some admin have forced certified teachers to work from home when out on maternity leave and use their leave which goes against labor laws. Those staff members should receive their leave days back. Every school should ALWAYS have a front desk person and cuts that have been made this year are straining current office staff in the schools. Cuts should start at the top and have limited impact at the school level. Cutting or

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Craven County Schools - Superintendent Search

	sharing bookkeepers & data managers between schools should be avoided at all cost.
34	ESS is an expense that is unnecessary. Costs more than direct pay to substitute teachers & takes more time for school bookkeepers & district payroll/finance staff to process and verify invoices etc. One of the main reasons they switched was because of not having benefits for subs, but most subs are people who have retired and don't require benefits so if we just have them sign a waiver form for not needing or wanting benefits they could work more than what it was before starting with ESS (used to be 15 days per month). However, while using ESS we have had an abundance of new subs working in the school, but some of our veteran subs can't even click on the job when they're notified about an opening. It's taken as quickly as the notification is received. Most bookkeepers had their "regular" subs that they counted on and assigned themselves. I believe using ESS has its advantages, but it's more work and more costly.
35	One of the most significant challenges our district is currently facing is a budget shortfall. We need a superintendent who is not only experienced in managing financial constraints but also deeply familiar with budget line items, funding sources, and strategic allocation of resources. The ability to navigate complex financial landscapes while maintaining transparency and accountability is essential. Our next leader must be proactive in identifying opportunities for cost savings, grant acquisition, and alternative funding, while also advocating for the financial needs of our schools at the local and state levels. Beyond balancing the budget, we're looking for someone who can help our school system grow sustainably, ensuring that students and staff continue to receive the support they need to succeed. This is a pivotal moment for our district, and we're seeking a superintendent who can lead with both fiscal responsibility and visionary planning.
36	Fayetteville has a neighbor, Fort Bragg. Some of the students have parents in the Army and at times they are deployed for short or long deployments. This has an effect on the student, sometimes a negative response. It would be nice if the superintendent would let the student know they have the support of the Superintendent, just a note would be a good idea.
37	We have too many schools that are under populated and over staffed. Need to consolidate and realign the system.
38	We need big focus for forward, proactive thinking. Our district leaders are in a slump and this trickle down effect has many educators/staff in lax attitudes. We need a spark, a fire to ignite the reason WHY we choose craven county.
39	Budget, EC, lack of instructional support
40	Budget, teacher pay needing to be addressed, class sizes
41	NA
42	TEACHER RETENTION!!!! Specifically in the EC department and retaining qualified staff
43	Why resource classes are being taken away from certain schools in Craven County.
44	Instructional coaches are a waste of money. Principals and assistant principals who failed at their job and now work at central office do not deserve cushy salaries working at central office. Make them teach again on a teacher salary or find a new job.
45	This county has a history of poverty. That creates significant barriers to learning and it leads to social conflicts in the schools and in the community.
46	1. The need for adequate staffing 2. Consistent communication to all staff regarding changing or new policies 3. Communicating with CCS staff first rather than community first (Facebook, instagram). 4. The disconnect between central office staff and school staff. Staff would like to see more central office staff in classrooms actively participating and helping to improve both

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Craven County Schools - Superintendent Search

	teacher and student experience. 5. Elementary students still lack both fine and gross motor skills as a result of Covid precautionary measures. Reliance on tablets hinders their ability to improve those skills—what’s needed is more penmanship and writing tasks. 6. Our school buildings need a LOT of maintenance and repairs; no more band aids on things that need replacing.
47	We are understaffed. And we need to regain our trust in the community.. the charter school is taking all of our students
48	There is a sense of distrust toward district leadership within the school community. Contributing factors include a perceived lack of transparency, concerns about employees being blackballed from pursuing new positions, limited autonomy in decision-making, and an overall feeling among staff that their professional judgment is not fully trusted by administration.
49	Lack of EC teachers
50	Our class sizes are overwhelming! We are very understaffed. Teachers are already burned out and it's only the beginning of October. We have too many extra duties and expectations. Too many underwhelming PDs. We are lacking basic materials and supplies to do our jobs.
51	The budget deficit! The problems schools are facing with the over load of EC classrooms with no teachers or teacher assistance. Putting all the adaptive classrooms back into their home schools only created a bigger problem. More classes less teacher/ teacher aids! Also, we need self contained classrooms back. Not all students are ready for inclusion and they need options when they are not ready. All students are suffering right now. What's best for the students?? Staff retention, people aren't staying.
52	Teachers need help
53	One of the biggest challenges for our district is the high mobility of military-connected families, which creates frequent transitions and learning gaps that require strong support. We also face ongoing struggles with funding, staffing, and retaining quality teachers, while continuing to meet the diverse academic and social-emotional needs of our students. At the same time, our schools must balance growth and modernization with maintaining the small-town, family-like culture that makes Havelock special. A successful superintendent will need to strengthen communication with families, advocate for resources, and provide consistent leadership to keep our schools moving forward.
54	Concerns about closing schools that most feel should not be closed.
55	We need to do a better job of courting our incoming military families as well as those already here; we are losing many to private and home school as well as Carteret County. When families are reaching out, we need to ensure we are offering support and offering courses comparable to other communities with large military populations. We also need to ensure we are supporting non-military families as these same concerns are frequently voiced with them as well.
56	Our district faces challenges with balancing resources and funding while meeting the diverse needs of all students. Recruiting and retaining high-quality teachers and teacher assistants—rather than only those who meet other requirements, like bus driving—is an ongoing priority. Supporting student mental health and academic growth, along with strengthening communication and collaboration across schools, families, and the community, are also important for the next superintendent to address.
57	Money needs to be raised locally and this can only happen with the cooperation of our local government. We can also not maintain great teachers with lack of support
58	Go back to basic reading writing and arithmetic!

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Craven County Schools - Superintendent Search

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60	Teacher retention is an issue. We need to attract and keep more qualified and experienced staff. The recent change in not allowing comp time to be given for teachers who work after hours, running important School wide events is a source of a lot of bitterness for teachers. We are already aware that we are one of the lower paying States. I am dedicated to the students of North Carolina but sometimes the way the school system treats me makes me feel crazy for staying.
61	We need coaches to help us because school coaches do not understand matherial.
62	The budget. Teacher shortage. Students who don't know how to read. Dual role teacher assistants. Bus driver shortage. We need an outside auditor to visit our district office and assess the areas that require trimming back. You start from the top, not at the school level. The schools are struggling with a lack of support and people. Our students are bearing the brunt of budget cuts at the school level when there is not enough staff to advance their education.
63	Allocation of money is disproportionate based on school needs. We need 2 interventionists at most elementary schools. Oaks Road, Brinson, JT Barber, Trent Park, etc have high needs. Intervention resources are outdated.
64	We need decisions made from the top down that support our families rather than penalizing them for what they don't know yet. Paper processes, for example, work better than online enrollment, surveys...etc. What is easier for us, as native English speakers, raised in privilege, is not what works for non-native English speakers, espeically those who have fled their homes due to safety concerns.
65	Lack of strong communication. Financial issues
66	Many of CCS schools are Title 1. Funding from the state and NC teacher pay may play a part in the large number of vacancies the district has every year. Due to the military base in Havelock there is a lot of transient activity which affects students and staff yearly.
67	Budget Schools potentially closing
68	The most significantly challenged students are after thoughts but require the highest amount of needs
69	Cutting the arts should be an absolute no. We should never be in a position where students inside of schools do not have visual arts. I know of one elementary school where the art room sits empty. This should never be acceptable. If we are looking at teaching the 'whole' child, then we should know that our gifts and talents are not just in academia and our students should have multiple ways of expressing themselves.
70	WE need support and presence. Most teachers are doing their jobs.
71	We need real leadership - we have had a period of weak leaders who did not address things appropriately when needed. We currently have interim roles for superintendent and operation chief filled by persons who are motivated financially and are not providing any level of responsible leadership. This has damaged morale even further, and hurt confidence by staff members in our school system. Many staff members are waiting to see what type of leadership will come from this process, and have contingency plans to work elsewhere should the District choose poor leadership again. If another yes man or woman comes in you will see another mass exodus.
72	The significant issues and challenges is that it takes a long time to get people hired into the district.
73	Funding for Athletics and teachers/coaches getting strapped for time. Help from facilities for

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Craven County Schools - Superintendent Search

	athletics.
74	Financial and job security of the district and the employees. To retain employees, paychecks need to be commensurate with the position and skills needed for the position. In order to provide a safe and secure environment for all, funds will need to be allocated for facilities, services, and supplies required to maintain the environment.
75	a large number of these students have very little in the way of life experiences outside of home and school
76	There is a shortage of staff and several unfilled positions currently.
77	As a teacher of students with special needs and abilities, having enough staff to support their individual needs has been a great challenge (this year especially). Since having additional students on my caseload to support the entire school's needs, it definitely limits my presence or service to the students that need me the most. These students need their daily needs met just as much as academics. When I have to take a child to the bathroom, I leave a staff to monitor the rest as she is also trying to diffuse a student who can be very physical. Although we work very well together (she is a sub) and have great days with the kids, there are many moments when we just don't have enough hands to support them the way they need it. She is not interested in becoming full-time due to having to possibly drive a bus.
78	TREAT YOUR STAFF WITH THE UP MOST RESPECT ACTION SPEAKS LOUDER THAN WORDS WE ALL HAVE TO BE A GOOD TEAM PLAYER AND WORK TOGETHER FOR SUCCESS
79	Fear of school closures causes unnecessary stress; May need to reevaluate the mandated curriculum to see higher proficiency rates.
80	In my high school, the majority of standard students are not motivated to do the assignments they are given, even when they have plenty of class time to do the work. Many of them either sleep or socialize, and they need constant management and redirection, which makes it difficult to actually teach, especially when class sizes average 30 students. As a result, the students' real grades are often very low. However, since teachers are blamed when students fail, the impetus for the teacher is to do everything possible to raise their grades outside of teaching, because the teaching doesn't work when the learner is sleeping or otherwise not paying attention. This includes giving extra credit for minor things, dropping grades, and curving excessively. In some classes, 75% or more of the students should not be passed on. These students then become a problem for the next teacher, who cannot bridge the gap between the standards the students should be mastering and what they actually know.
81	There are district staff that are very good. But some leaders are exceptional so they are asked to cover multiple areas and departments and multiple schools. This stretches these individuals both professionally and personally. People should not be asked to take on so many additional responsibilities just because they are good at their jobs - especially when others at the district are not carrying their own weight.
82	For a district of this size, the transportation department is significantly understaffed and underpaid. This is especially true for individuals who are carrying out multiple job responsibilities while only being compensated for one position. Our mechanics, for example, are often working before sunrise and long after sunset, regardless of weather conditions. Their work is not only physically demanding but also essential to the safe and efficient operation of our schools. This challenge is not unique to our district; many counties face the same struggle. Retaining skilled, long-term employees in transportation is increasingly difficult due to heavy workloads and the risk of burnout over time.
83	Significant Issues: We found out that Graham A Barden was closing not from the

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Craven County Schools - Superintendent Search

	Superintendent but from people in the community. We do not want our school to close. It is a wonderful school. Not enough Teacher Assistants for the different grade levels. Kindergarten has 1 TA for 3 classrooms. We had to wait till day 20 to split our 2 classrooms into 3 classrooms. So classroom size is a problem. We do have other grades that have big classrooms that need to be split. We do not have enough EC staff for the needs of our school. We need a separate setting classroom but were told we did not have enough in the allotment. TA's should not be made to drive a bus. There should be separate jobs for people to just drive the bus and to just be a TA not a bus driver. Other counties are able to do that without a problem.
84	The district is extremely short staffed.
85	The first challenge is to allow teachers to teach. Teachers are being pushed and pulled in all kinds of directions due to political agendas from the federal government all the way to the school board. The superintendent cannot take on issues at the federal level so I will address our local problems. We have a school board that is political driven. By that I mean that openly push their personal political views instead of focusing on what needs to be done at the schools to help all of us be successful. Let me begin with Mrs. Spiece. One just needs to look over her Facebook that she shares public posts rallying her MAGA agendas even celebrating the destruction of the U.S. Department of Education. We are already struggling as educators in a state that does not respect us but she should be a voice for us and the students. Not sharing things that hurt many in our community. If a teacher were to post similar things with opposing views, we would be terminated. Just watch the board meetings.
86	Lack of human resources in the "right" places is a huge issue. Students are lacking best support academically and teachers are burning out due to overloaded work tasks. Everything feels so "chaotic" and "misaligned" in upper departments which feeds down into the schools. The lack of communication and misalignment creates a discourse in schools truly feeling successful and doing what is best for our students. Schools who are struggling to get out of or not dip down into "low performing" feel like they are spinning their wheels and are defeated with less human resources, less instructional days, and lack of communication of what and how to make it all work to succeed.
87	Budget. Cuts are hurting our children. Cutting programs like art/music in elementary schools isn't okay. EC positions need to be filled. Children need time to be children and focus on mental health.
88	TA's being told that it is MANDATORY that they drive a bus has created big problem finding staff. So many qualified TA's that our children need but because of that decision back in the spring, we are short handed, and teachers are stressed for lack of help. In fact, at the meeting where this was announced, we felt belittled and were pretty much told our job would be lost if we did not drive, even if medically exempt. Other districts to not require this. With other jobs, it the job of the supervisor to be knowledgeable and fill in if an employee is out. The same should be for HR etc if a bus monitor is needed. Get on the Bus!!!
89	The new superintendent needs to be supportive of teachers and their struggles.
90	Staff will continue to quit as long as the pay is so low. Resilience
91	To be a people person and get involved with the students. To get to know their staff and their needs. Also be support to the teacher needs and understanding their situation.
92	The most pressing issues and challenges the next superintendent should know about when coming to this position centers around balancing and strengthening the fiscal structure of our district at large, decision-making regarding the potential closing of several schools in the next few years, recruitment and retention of highly effective staff, building trust and a positive morale by unifying commissioners, school board team members, staff, students, parents, and community to be able to work together for the common good of our district even when there

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Craven County Schools - Superintendent Search

	are opposing opinions, and leading with clarity and transparency for all stakeholders.
93	Not sure I just started
94	Internet issues on the West Side. Age and condition of our buildings is less than appealing. Our supplement could be better. Our county does not allow comp time for additional duties performed (after school hours).
95	Low pay
96	Some people at the district leadership level should be more transparent and truthful.
97	The most significant challenge for the next superintendent is learning how to communicate with the community. The community cares deeply for their students education and are always coming up with ideas and questions that need addressing.
98	Staffing shortages have significantly impacted the county and often affects morale as everyone is working overtime with expectations of staff doing more with less support continues to grow. Because of this, we have lost a lot of really great staff that have poured their hearts and souls into this county.
99	Some of the biggest challenges include teacher retention, staff shortages, and the need for more resources to support both academics and social-emotional needs. Special education, in particular, could benefit from stronger supports for students and teachers, including training, staffing, and consistent resources. Building stronger family partnerships and addressing equity across schools are also ongoing needs.
100	Community involvement is important. Knowing what is in the community get our children exposed to new experiences whether it's the arts, athletics, jobs or simply community involvement. Allowing the community to share with the school activities that are in our community is so important to teachers because we have resources to share with parents.
101	Budget, staffing, and district morale. Not to mention, there are no content area experts at the district level to provide support.
102	Non applicable
103	.
104	1. Critical Financial and Budget Challenges The most immediate and critical challenge is the district's financial stability, which is characterized by significant shortfalls and dependency on the limited fund balance. 2. Staffing and Resource Allocation The financial constraints directly lead to challenges in staffing and allocating resources to essential support services. 3. Academic Performance and Post-COVID Recovery While the district has shown recent progress, the long-term impact of the pandemic and the need for continuous improvement remain a focus. 4. Leadership and Community Relations The transition in leadership, including the resignation and retirement of the former superintendent, places a high value on establishing new trust and collaboration.
105	We apparently have budget issues. Also, our teachers are working in super stressful positions that have proven to take a toll on teacher health in many cases. Teachers drowning in too heavy workloads while being asked to pile more on their already overloaded plates. Too many hours outside contract time are spent working on content, planning and grading because teacher planning is taken with numerous meetings. Teacher stress and burn out accross the distrcit is not equal; some administrators require far too much and micromanage their teachers while other administrators trust their teachers to be the highly educated adults that they are.
Q 1. Which of the following best describes your relationship to the district?: Parent of a Current Student and Current Staff Member	

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Craven County Schools - Superintendent Search

Q4. What are the most significant issues and challenges the next superintendent should know about when coming to this position?

SR No.	Response Text
1	Some of the schools are in jeopardy of closing. This will not only hurt staff (that are already hurting due to the economy and so many other forces), it will change the communities in ways that we are not ready for. What keeps our community going is the hope of the future- our little school tucked in the back of a subdivision. Please try to keep schools open. Big schools (especially elementary) are not the way to go. We need to know our community, our children, and big schools have so many kids that you cannot possibly know each one of the students. We need to keep our teachers. Teachers are leaving due to many things, most being poor leadership, student behaviors, and unsupportive parents. We need to get the communities more involved whether they have children in school or not (a big problem with this being a large retirement community). We need someone who will help us get parents to understand, we LOVE their children!
2	Budget. Not having enough support staff to help operations run smoothly due to budget cuts.
3	A new superintendent of CCS will face several important challenges in leading the district forward. Like many school systems, CCS must continue improving student achievement and closing gaps in performance. Recruiting and retaining high-quality teachers in a competitive job market is another pressing concern, especially in a county that blends rural and small-town settings where resources can feel stretched. Managing growth in some areas while addressing aging facilities in others also requires careful planning and community support. One of the most delicate challenges, however, will be navigating the dynamics of the local school board. While many board members are deeply invested in the schools, there are also members who are not from the area and do not have children in the local school system, which at times has created tension with community expectations and values. Building trust, finding common ground, and maintaining a clear focus on what is best for students will be essential.
4	The budget is most definitely a major issue for our county. Also, I would say the only issue I would stress addressed would be that Pre-k teachers and assistants need to be more included in the district plans and activities more. Pre-k is truly the foundation for these children's learning careers.
5	Academic achievement expectations with limited resources (human and financial resources) Lack of parental/community involvement in the schools. Lack of consideration of outside input -- superintendent should ask for feedback from teachers in the classroom and the administration should not be the teacher's or parent's voice.
6	This district as a whole is not growing. We have any students who are behind more than a few grade levels. We also have students who want to perform the best of their ability but they don't have all the resources needed to be successful. Also admin and staff do not see eye to eye. We need to make sure that the admin has their staff back at all times. Admin should not be afraid to show empathy or compassion when it comes to their staff. Admin also should understand that all of the staff are human and not robots. We struggle with holding our students accountable with their academics and behavior. We need someone who is strong to stand up and say "It it time to get out community back in order"!!
7	Financial matters. People are very angry. Paying off former superintendents that have resigned hundreds of thousands of dollars, meanwhile, staff who are making \$30K or less are in danger of having their jobs eliminated. Moral is very low. Everyone is spread thin and burning out if not burnt out already. Also, the onboarding process for new hires needs a lot of work. There basically is no training at all. No info told to you about benefits, who to go to for what, Infinite Campus training, etc. Parents also notice the stress in staff and how thinly spread they are and

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Craven County Schools - Superintendent Search

	how it effects students.
8	Moral, school closures threat, budget issues
9	Strengthening local funding support, maintaining equity across schools, and building on recent academic gains will be key. The next superintendent must lead with vision, fiscal responsibility, and a commitment to student success.
10	This is my first year as an employee for Craven County Schools, but even as a parent, there are not many issues that I have came across personally.
11	The reduction in Data Managers and Bookkeepers at the elementary level has had significant negative effects on all school staff, parents, and students. Elementary schools do not have a front office secretary. This makes the Data Managers and Bookkeepers secretaries on top of their already important roles. Having both Data Managers and Bookkeepers at the elementary level ensures front office efficiency is not impacted. We are all aware that position cuts are necessary due to the lack of funding. However, these particular positions at the elementary level are already spread thin with their current duties. Having only one person to run a front office while trying to do Data Manager or Bookkeeper duties leaves too much room for error in school safety, student information security, and proper money handling.
12	You must be ready to allocate the budget fairly and with the future in mind. Be practical and not wasteful.
13	Financial decisions! We should not be cutting positions in the county when staff at higher pay grades continue to get raises and taking home ridiculous salaries. Our EC classrooms in our buildings need support, not a 5 minute walk through a classroom to “observe”, those students deserve a fair education like all of our children. There is no one in the buildings that do not play an important role in the lives of your students, from janitors all the way up to our admin. Put the students first! Remember our “why”, remember what lead anyone to education to begin with.
14	One issue that faces the Craven County school district is maintaining high employee morale. Teachers and support staff are expected to handle some difficult situations at times that can be overwhelming, such as rapid leadership turnover, program expirations, and insufficient pay for the job that needs to be done. Teachers and support staff alike work hard to give their students their best, and sometimes that is not appreciated in all arenas. Another issue is the lack of sufficient staff to adequately teach the students, resulting in some areas of the school where the children are falling behind.
15	The consolidation of data managers and bookkeepers should not happen. Most schools use the data manager as a secretary and it leaves the already short staffed school in an even more compromising position. That not only puts a strain on staff but the children suffer.
16	This district is very political based and not enough concern for the students or staff members as a whole. Our students and staff deserve transparency and treated as humans; especially teachers who went o school to obtain their college degrees.
17	That we have a school board that is now being ran based on their political beliefs versus focusing on what students actually need. You have a chair that proudly boasts her MAGA agenda on her public social media. In a time when educators are being held to a higher standard on their private accounts, she is allowed to do whatever she wants. How does that make students who are in the minority due to ethnicity, religion, or their own immigrant backgrounds feel when she goes unchecked. Her position is to focus on the education of our children. Not use it to push her own agenda. One board member even bragged they finally have an all Republican board. Our district needs to support all students and families. Not just the ones protected by MAGA The new superintendent needs to get everyone in check and

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Craven County Schools - Superintendent Search

	redirect focus on education. Everyone is entitled to a free and equitable education. Everyone.
18	The board does not always support the teachers, the pay is not good, the schools are not treated equal. I don't believe teachers should only teach to pass EOGs so the district looks good. Special education students are not receiving programs that they need, we need more teachers for these students and more support from the board.
19	We need more help when it comes to Teacher's Assitants and Bus drivers if Im being honest.
20	The bullying that takes place throughout the entire district and the lack of help we get from people actually getting through to children.
21	Teachers are the heart of our schools, and their success directly impacts student learning. To do their jobs effectively, they need more than just dedication—they need meaningful support. In the classroom, this means access to updated resources, manageable class sizes, instructional aides, and time for collaboration and planning. Outside the classroom, teachers deserve compensation that reflects their professional skills, responsibilities, and the rising cost of living. When we invest in teachers—both through strong classroom support and fair, competitive pay—we invest in the long-term success of our students and our entire school community.
22	Teachers could use more trained assistance with student behaviors
23	A major challenge in our district is the shortage of support staff and the lack of behavioral and mental health resources. It is also common to maximize class sizes and frequently move teachers in the first few months of school, causing instability and frustration for families. For example, my child's kindergarten classroom has 21 students and no full-time assistant, forcing teachers to work long hours and burn out due to the lack of support. Maximum class sizes and limited support directly affect student learning. Students who repeatedly harm staff and peers are returned to classrooms with minimal support following the closure of Aspire. Several families I know have left Craven County Schools for smaller classes and safety. Addressing staffing shortages, behavioral supports, consistent and appropriate class sizes, and proper placement for high-need students is critical for student safety, student success, staff well-being, and retention of staff and students in Craven County Schools.
24	Our population is transient due to its proximity to the several military bases. While this brings great people, it also presents unique challenges, include inconsistencies in data. Helping to balance our budget while providing a rich education to all students is also a real and present challenge in Craven County Schools.
25	The most important issues are; lack of funding for the students needs, lack of funding for the teachers.
26	We need more consistency in the curriculum and how we score. We need to build a positive support system with parents, teachers and all stakeholders.
27	Budget, teacher retention and recruitment, community trust and support
28	Budgeting, Confidentiality
29	The challenges to me are the budget. I am worried about class sizes for my child. As a staff member I am worried about students being left behind and not getting the education they deserve from the schools that represent us. I am worried about shortages of bus staff. There are some days I am working an 11 hour day between being a TA and a bus driver.
30	There are challenges in general related to the turnover in leadership positions at the district level. We have had many leaders retire or accept other positions in recent years. Some of our leaders are being asked to do the job of 2 or more people. For example, we no longer have a Director of Exceptional Children whose job is solely devoted to this role. A district of our size

McPherson & Jacobson
Craven County Schools - Superintendent Search

	needs someone solely devoted to the role of EC Director. The new EC Director, who was already a director of another department, is now the Director of both Exceptional Children and Data Systems and Accountability. I understand that the budget is tight and we may have to consolidate positions, but EC Director is not one that should be merged with another position. This sends a message to EC teachers and staff that they are not important and their students are not important. There are other positions in the district that should be merged well before we merge our EC Director position.
31	Adaptive EC positions/classes created that have positions that have not been filled for 2+. Yet those students are still being served by long terms subs and TAs that do not have the skills and certification to support. It is a disservice. Consolidate and pool the resources to actually support students with some of the greatest needs.
32	There is a large disconnect between the Board of Education, the State Board of Education and the boots on the ground workers. There is focus on the negative, rather than celebrating the positives. The funding cuts have greatly impacted our schools.
33	District bonus or supplements.
34	Getting Students to proficiency. working with very opinionated community members.
Q 1. Which of the following best describes your relationship to the district?: Current Student	
Q4. What are the most significant issues and challenges the next superintendent should know about when coming to this position?	
SR No.	Response Text
1	I live in a low income area so my school (Havelock Middle School) doesn't get good funding
2	Administrations lack of action.
3	Correct school nutrition info because some people are striving to be healthier but sometimes the school nutrition can be a lie not all the times but sometimes and school sports shouldn't be so close to each other in season because what if I want to do those two sports but I don't want to stress a lot .
4	None that I can think of.
5	Over the course of my high school years, things get more and more restricting with what students can and can't do. My freshman year they allowed lunch to be in 3 places, one of them being outside, but now you can only have one place for lunch and even then they're putting up chairs and tables because some students weren't raised right and leave their breakfast behind. The scale of students who do and don't do it is very drastic, only one specific table did it but they decided to take away 5 tables because of it. It won't surprise me if they start complaining about students standing during lunch again.
6	Students are growing to hate school because of all the rules. When given free will, most people will choose to keep the peace. A select few dont, so the entire school is punished. Dont treat high schoolers like children. If teachers were paid adequately, they would pay more attention to their students
7	Personally, I find the most significant issues would be lack of public information regarding opportunities available for students. To go further in depth, summer courses are available and can be an efficient way for students to get ahead. However, if I didn't have a parent who'd done this themselves and suggested I do the same, I never would've been aware of this opportunity.
8	They need to take action to the bullying in are school, people who struggle with disabilities, sexuality, self esteem, problems at home, friendships, hygiene, all of those things should not

McPherson & Jacobson
Craven County Schools - Superintendent Search

	be treated differently for how they learned from a young age and how they were taught to handle and do things, or even how they were born or look really it's disgusting for any human to say hurtful words for the beautiful creation of god. We need cleaner bathrooms, like we need ocd janitors or something because these ones slacking. U need to smack some sense into the teachers, teach them respect, tone, interest like for work so kids will take more interest into their work. Give us more time to get to class, and more food options for the vegan or vegetarian people, gluten people like we are people too. We should expand girls dress code. It is not fair for boys to wear tank tops, but if we have are shoulders out dress code, shorts just a bit to high dress code, stomach showing, dress code. Like omg.
Q 1. Which of the following best describes your relationship to the district?: Community Member with No School-aged Children	
Q4. What are the most significant issues and challenges the next superintendent should know about when coming to this position?	
SR No.	Response Text
1	Both the state and local governments lack commitment to funding our schools adequately. We need to find ways to educate our voters about this issue.....and encourage voters to select elected officials who are dedicated to our public schools and to our children. This is a major issue in Craven County (and in North Carolina).
2	They need to care about educating children of all ages and races to prepare them for their futures, while teaching them the history of their pasts.
3	the biggest challenge will be to get adequate staffing and funding. Teachers are very much underpaid. they do not have the resources they need for the classroom in funds or teacher aids. Getting the reading level up will be a big challenge.
4	Declining enrollment and rising costs. Resource Allocation. Attracting and keeping qualified educators is a top concern. Teacher burnout and morale. The schedules at the high school level need serious work, 90 minute class periods are way too long. We lose attention after an hour. Student mental health. Attendance issues, and behavior issues in schools. Leadership in schools needs shaking up, if things are not going good in the school. Some school administration are too comfortable and that is a recipe for disaster.
5	political infighting on the Board (exacerbated by the county having changed the board from its previous nonpartisan status) • lack of competitive pay for this position and for faculty • NC General Assembly's refusal to fund Leandro • inequitable funding across schools in the system • staffing shortages • teacher turnover • ongoing repercussions of grade-changing scandal • weak curriculum that caters to political whims • privileging of sports over education
6	Teachers are the back bone of your schools.
7	The diversity is probably one of th biggest issues. For example, there was push back from a parent group a year ago about banning books in the school libraries. Several concerned citizens turned out to protest doing so. Because of the very wide range in economies and cultures, teachers need the support to fit all academic needs. The State Legislature has not been helpful in coming up with the necessary dollars to support our public schools.
8	Challenges include diversion of funds to private schools. That money is designated for public schools and that's where it should go.
9	Poverty Inequity Racism
10	I think every school wants to be recognized as a vital part of the system by the superintendent. Listening with the desire to understand will be key to the new superintendent's success.
11	The consolidation and closing of schools is a hot topic. Filling vacancy positions in teaching

McPherson & Jacobson
Craven County Schools - Superintendent Search

	staff.
12	We are a deeply 'Red' community and there are always those who want to run the district on 'Family Values', by which of course they mean their views. Presenting a view of history and what is 'acceptable' is always difficult for staff and for those of us who are in any 'minority' community. Keep in mind that 'minority' is at heart a mathematical term.
13	My hopes for the new superintendent are to keep the curriculum at a level that our kids can learn and compete with any other district in North Carolina. We need lots of communication between the superintendent and, the teachers, the students and parents on the drug situation. Another area of concern are the school threats and shootings. Thankfully, we have not had to deal with active shooters in our schools. I hope that it will stay that way.
14	Redefining expectations and doing what is best for KIDS and not what is convenient for adults (both at the school and district level).
15	Put a stop to bullying. Get back to home suspension not inschool. Make parents accountable
16	There are people who want to ban certain books and keep certain history topics from being discussed. There are several charters schools that take funding away from public education.
17	cell phone addiction, child trafficking grooming baddies
18	Political partiality (BOE should be non partisan) Develop specific high-demand thematic campuses to avoid private school drain Improved scores
19	Policies and decisions should be fair so that they are inclusive of all people. The current board also lacks diversity and is self seeking. The superintendent should be working to help bring in positive change to forgo the board.
20	The female board. They do not work together and hopefully a male figure in the superintendent position will help balance the board. If you add another female, nothing will change!
21	Hiring competent teachers, administrators and staff. Put the system in a position of strength and not defense. Bring the reputation of public school to a level of trust instead of complaining about the other choices. We should have choices, children are different today, but we should show our strength instead of comply.
22	Growth- Craven County is still small enough to avoid and mitigate future systemic problems other large districts face. Craven county has the foundation to grow mindfully to be stronger not weaker.
23	Budgeting will always be a challenge, but there are some tough decisions that must be made to rightsize our organization. Too top heavy and need more resources closer to the children that we are here to serve.
24	The Board of education members need significant training in their role and function. There are some community members that harass the staff, district and school administration. Watch the last recorded board meeting. The financial health seems to be a concern.
25	Promoting academic achievement and a warm school culture while managing constrained resources.
Q 1. Which of the following best describes your relationship to the district?: Other (Please specify)	
Q4. What are the most significant issues and challenges the next superintendent should know about when coming to this position?	
SR No.	Response Text
1	A few principals are power hungry. The BOE doesn't often get out into the classrooms. When

McPherson & Jacobson
Craven County Schools - Superintendent Search

	they do, it's pomp and circumstance prior to their visit. Being a "former" teacher and sit on the BOE doesn't mean you automatically know what is happening in the classroom. As Superintendent, I for one will hold you accountable for how the BOE does their job.
2	Getting the staff, parents, and community to trust what you say and how it affect the rebuilding of trust with all. There is very little trust right now. Changes are made they have effected staff and others. Too much of the old Boy Friendship in the central office and in placement within schools.
3	To Please allow Scouting America back into the Craven County Schools. We help students to become better citizens through leadership skills, life skills better outlook on giving back to others and their community.
4	The western end of the county is just as important as the City schools. Our students come from various family dynamics and socio-economic backgrounds.
5	They should know what they coming into. Which they are already know that we are in Debt. But come up with a solution to bring it down and get everybody on board, down to the lowest paid person just hired in all departments to make changes.
6	Lack of strong leadership Partisanship Lack of direction Policy without emphasis on what is best for students Low morale among many employees
7	Funding Teachers do not feel valued
8	Overcrowding in the high school. Teacher recruitment as our community is more mature in activities and we are NC not a higher paying state. Guidance academically and for college prep is not at a quality level in recent past years.
9	Not enough money for the teachers who are working so hard and not getting a fair salary for all they do. Also classes way too big to make real education happen, too many students and the ones who act out get all the teachers attention.
10	Team building across administrative strata to offer a more unified and cohesive district wide plan of action. Vision
11	There are some serious small-town politics that have made CCS a joke.
12	School are understaffed for the most part and under-funded. Teachers often have to buy supplies for their students. Teacher pay is too low, as well.
13	Like many districts, we face challenges in balancing resources with the growing needs of students. Teacher recruitment and retention remain pressing concerns, especially in specialized areas. Addressing learning gaps, supporting behavioral needs, and ensuring equity of access across schools are priorities. Additionally, continued alignment of core instruction, intervention, and enrichment opportunities will be crucial to meeting the needs of every learner. Finally, maintaining strong communication and trust between the district office, schools, and families is an ongoing area of focus.
14	We need special education teachers! We have related service provided (Speech, OT, PT), but our goals for our students can't be implemented on a daily basis for our students when they do not have trained teachers with them in the classroom. There have need recent changes of placing young children in either General Education setting and ECS classrooms. Before it was tiered with Gen ed, resource, separate setting, and adaptive curriculum. I thought this was a better model to follow, not so black and white, because we placed children in setting to supported their own needs.
15	Shortage of staff especially in the EC dept. Not enough benefits for working in the schools, not feeling appreciated. Budget deficit that is affecting staff and students.

McPherson & Jacobson
Craven County Schools - Superintendent Search

16	Love the kids
Q 1. Which of the following best describes your relationship to the district?: (Did not answer)	
Q4. What are the most significant issues and challenges the next superintendent should know about when coming to this position?	
SR No.	Response Text
No responses found.	

McPherson & Jacobson
Craven County Schools - Superintendent Search

Q 1. Which of the following best describes your relationship to the district?: Parent of a Current Student	
Q5. What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?	
SR No.	Response Text
1	Active in the community Listener Outside idea - Outsider from the district
2	Someone not woke from outside of the typical education community. Someone that can have difficult conversations and implement meaningful change while able to truly understand issues from the administrative level to the lowest working level. An excellent communicator amongst all working levels.
3	We need a superintendent who is passionate for ALL kids not just the ones they know or care about. We need one that is not only focused on education but also helping students thrive socially and emotionally. A major characteristic I think a superintendent should have is the ability to understand students in a multifaceted way - they aren't just students, they are humans, our future generation, future parents, and they will be the ones to guide future generations. Our current students should be motivated to create a future for themselves and our community.
4	- leadership -understanding of importance of listening to principals - commitment to increasing qualified teachers especially in special education
5	The next superintendent should be approachable, a good listener, and willing to work alongside families, staff, and the community. Strong communication and transparency are key—we want someone who keeps people informed and values input. They should care deeply about kids, make decisions with students' best interests at heart, and also support the teachers and staff who care for them every day. Being able to balance tough decisions while still showing compassion and building trust will make them successful here.
6	Fairness, an open ear and the awareness of how district policies affect our children, teacher and families in the county.
7	The next superintendent should understand the unique challenges of military life, including frequent moves and the stress this places on families and children. Military families already face a great deal of transition, and schools should be a place where parents feel confident their children will be supported. To be successful, the superintendent must prioritize stability, resources, and services for military-connected students so families don't have to worry about whether their children's educational and emotional needs are being met.
8	Patience. They will be entering into a business that is belly up. Top heavy positions that are not effective with a board and HR employees that are not effectively communicating or working with the same goals in mind. Truthfully, clean house from the top down.....
9	Experience of being an educator in the last 5-10 years Strong Leadership Skills Flexibility Adaptability Strong communication skills Ability to pay attention to detail Listen to their community, Staff, and parents concerns and address challenges head on Innovative Humor
10	Neutrality and experience. Clear direction and clear expectations
11	I pray our next superintendent is brave enough to let God shine in our schools & be proud to listen to the pledge of allegiance echoing down a school hallway. The next person needs to be bold, mean what they say & say what they mean, be supportive & listen to the teachers, especially the ones that been in the profession for many years, and not be scared to observe a classroom from time to time, or experiencing a school bus ride. I think stronger back ground checks should be done when hiring anyone that will be around our children. We need someone that can come in and improve the amount of education our kids are getting so when they write

McPherson & Jacobson
Craven County Schools - Superintendent Search

	Craven County schools under the education section of a future resume people known they are smart and well suited for a job. Let's bring back teaching respect & manners in every elementary classroom and not allow any form of bullying. Qualities I personally would look for is being a Christian, honest, willing to listen, & being an advocate for teachers
12	The next superintendent needs to actually have been a practical teacher for years in the school system. Then a Vice- then a principal. Craven County thinks that anyone who has higher education learning and received a doctorate should qualify for the job. This has only led to politics first and terrible top down leadership. Someone who has actually been in the same place as many of the teachers they are leading needs to be appointed.
13	They must be problem solvers, good listeners and think outside the box. They must earn people's trust. They will have to do hard things - like consolidate schools- so they need to be strong enough to do that. They need to build bridges rather than tear them down.
14	-not just have ideas, but someone who has been in a failing district and turned things around. Actions speak louder than words -preferably an outside candidate with no influences.
15	He or she must be flexible, compassionate , resilient, and creative. He or she must insist on rigor and facilitate agency for educators, students, and families. .
16	Listen to the staff's ideas & their concerns, as well as take the time to meet the parents & listen to their thoughts. Try to be fair, please do not continue to have schools to have free meals for all kids & some kids still expected to pay at other schools in the same county. If inmates eat for free, we should be able to feed every public school child in our county. I would love the next superintendent bring a shooting team to NBHS, other schools have this. Im not sure what the qualifications are for a superintendent, but it would be nice if this person has had some years of experience working as a teacher in our state.
17	We need a genuine community leader. Someone who can work with the parents, teachers, staff, and other community leaders. I would love to have someone who is not afraid to ask our community leaders for what our schools need.
18	A great superintendent would have to have strong leadership skills , exceptional communication , a person with a vision who can make sound decisions and interpersonal . This person must be committed to student success as well a a commitment to successful family relationships.
19	The superintendent needs to be able to make the tough choices without being persuaded by others. This individual needs to be able to help the board come together for the children. I personally feel the next superintendent should be someone from the outside, not within. There is huge lack of transparency and distrust at the moment and this needs to be fixed. The superintendent needs to be able to help make our teachers feel supported and valued. The superintendent should have experience with figuring out ways to take responsibilities off of teachers with hiring of more support staff in the way of more interventionists, counselors, etc. we need someone budget smart and ready to tackle a crisis.
20	A people person. Someone that will get into the schools and see everyone at work. Watch everyone from the principal to the janitor complete their job. This will give them insight of what support their position needs. We need someone that will Give you a straight answer and not worry about their "status". We need someone that will put KIDS first.
21	A true leader who comes with experience and can politic with the necessary players and work tirelessly to staff and fund our schools fully so that teachers can prioritize the demands in their classrooms without worrying about cuts from year to year.
22	Inspire positive and hard working/dedicated work culture in the school. My kids come home to "play school" and suddenly they say things like: ok class. Now you need to use your iPads

McPherson & Jacobson
Craven County Schools - Superintendent Search

	to do xxxx. Do it yourself bc I don't have time..." just wow. That's reflective of a toxic work culture....
23	Sincerity, kindness, experience, passion and a sense of humor.
24	Someone who is focused on the growth of the students not their own political gain. Being clear and open in their vision and following through on what they say. Create peace in a messy climate
25	Well educated in all areas of education, be great with time management, be willing to listen and take action when needed to improve the quality of education our children receive. Being a team player when it comes to working with the parents and understanding the parents concerns for their children.
26	TRANSPARENCY. Give it to us straight, the good, the bad, and the ugly. It would help the stakeholders with the trust issues to know what is going on before stuff hits and fan and the community is blindsided.
27	Experience — with all variations of school-age children. They are starkly different. Also, military kids bring a different dynamic to the school with moving and friends - sometimes children don't fully understand. Hands-on knowledge — Walking into EACH of the schools and seeing which ones are “forgotten” when it comes to maintenance and aging infrastructure - and also ones that make you feel welcome, comfortable and appreciated vs being in an institution. Listening — hearing parents when we have valid concerns about the welfare and education of our children — And listening to the teachers — they know what they need. Someone needs to hear them and actually provide help and change. Communication — ask the parents what we are struggling with yet also ask us to bring a solution to the table to try and help. Fair and equitable — be fair with decisions and judgements when it affects the entirety of the school population AND their families. Stop playing politics and focus on the kids.
28	We need a person who is dedicated to our system educating students with practical knowledge, realistic skill development, and a forward vision of their being productive citizens of our cities. The successful candidate will need to have strong leadership skills and a willingness to listen to parents and teachers as opposed to administrators and bureaucrats with agendas.
29	Open minded. I think if they already know Craven County Schools that would be a plus. Creative with finance. Good listener. Someone who knows what's truly going on and what they are faced with, but still wants to come in and be a part of the solution. I have to think that we shouldn't have to look far because there have to be qualified candidates right here in our county. I worry that someone that is not local will not be invested for the long run.
30	They need to bridge the gap between understanding how to collaborate with the board and communicating to community leaders that our schools are failing bc of limited resources.
31	Have transparent process for bidirectional dialogue with parents, teachers, students, staff, engaged community members.
32	Integrity. Someone with integrity who is not just looking for a ride to retirement, but someone who does not fear change. Change needs to be had for students to get more appropriate education.
33	The new superintendent needs to be able to determine if our funding is better since with direct care of students or with having a larger board of education.
34	I believe the next superintendent needs to be a good communicator, transparent, and willing to listen to parents, staff, and students. They should put students first, support teachers with the resources they need, and be open to new ideas in education.

McPherson & Jacobson
Craven County Schools - Superintendent Search

35	Adaptable Innovative Inspiring Energetic Dedicated
36	The new person needs to be a great leader. Being a great leader is a hard job and requires balance. The person doesn't need to be a micromanager, but needs to be present. Allow independence, but provide guidance when needed. Communication and balance are key.
37	Firm, fair not tied to politics. Essentially we need Rebecca Lanche she is a phenomenal leader with a pragmatic approach to solving problems while keeping the needs of education of our children at the forefront
38	With this board it's not going to matter. They're not teachable and have personal agenda's.
39	I think the next superintendent should have an extensive background in the classroom as well as time in administration
40	Compassion for students, new modern traits, understanding of these students' personalities, and how to make our district more successful.
41	I would just say, sharpen up on all your skills and show your true characteristics or you will not succeed.
42	Understanding the complexity of craven county schools is a high priority. We cover a broad range of socioeconomic groups and a vast area of land. Many times the rural areas of students and parents report feeling left out of decisions and improvements. They should work toward fiscal responsibility without cutting programs that benefit the children. We must support the superintendent and eliminate the bickering and back stabbing from staff and the board.
43	Someone that is fair and not judgemental and willing to go the extra mile for staff and students
44	Someone who can review and improve curriculum and resources, we need our schools scores to improve. If we have the support then maybe retention would improve.
45	This superintendent needs to be prepared to clean house, make tough decisions, reduce class sizes, fix and/or close schools, make teachers want to stay here and work here, bring families back, reward the families that have stayed with bringing our schools back up to where they should be. This superintendent needs to truly care about the students and teachers and not about being in the club of the select few that tend to run things. We need someone that will truly listen to the stakeholders and make necessary changes.
46	Organization, communication, empathy, willing to do the hard jobs.
47	A good listener! Effective leadership skills to lead and support others' success.
48	To make sure at every school they are achieving at a high level. Hire Teacher Assistants to do that function. If you need drivers hire independent drivers. This will allow the teacher assistant more classroom time not driver for 2to 3 hours then Teacher Assistant. Doing this will give Teacher Assistants more one on one with students in the classroom and assist the teacher who has a tough job as it is.
49	Actually care about our exceptional children don't treat them like less thans.
50	None
51	I don't believe there is an input from my end.
52	We really need someone who is kind and caring but also able to take a stand when needed. The new superintendent I feel really needs to be able to not only listen to concerns but act on fixing them. We need someone who will back up what they say.
53	A. A US Citizen with conservative Christian values and no felony convictions. B. Courage to do the correct things based on those values. C., Sufficient leadership skills to motivate the school board and all employees within the district. D. Sufficient management skills to navigate

McPherson & Jacobson
Craven County Schools - Superintendent Search

	and overcome problems as the arise. E. Sufficient wisdom to see clearly the root of any problem and tenacity to ensure it is dealt with correctly.
54	Patience, kindness, confidence, and political neutrality.
55	Resilience, understanding, fair. Honesty, the community will feel well with someone that sticks to their word !
56	Comunicación y construcción de relaciones, pensamiento estratégico y resolución de problemas para abordar desafíos complejos y liderazgo inspirador y orientado a resultados. También debe tener un fuerte sentido de ética e integridad, autocontrol emocional, y la capacidad de motivar a su equipo y a la comunidad educativa, todo ello fundamentado en la profunda vocación de servir a la educación y el bienestar de los estudiantes.
57	Empathy.... Fairness... definitely a people person.... Common sense..... not out for self.... Open minded to all students.
58	Safety and wellbeing of kids first and foremost. Then the educational moral and attitude of the teachers. Lastly DO NOT push an agenda of only test scores. If you take care of the teachers and the moral of students learning will be intuitive.
59	They absolutely NEED to be fair. They need to be driven by wanting success stories and not just money. Must want to make a difference in the lives of young minds. Be relatable to kids and teachers alike.
60	To be successful they would need to be able to have empathy and clear understanding of what their role is while also having no favorites. Giving what all the schools need for success.
61	How to deal with egos.
62	Have some EC background
63	Out of area candidate to being new ideas; 10 years or more of classroom experience; organized; detail oriented; good people skills and able to interact with community, staff and students; experience with district of this size
64	N/A
65	Humble, looks to others who have solved problems to solve problems they encounter.
66	Be understanding, fair, open minded and willing to do what needs to be done to help the students of craven county schools.
67	Open to new ideas, passionate about growth,
68	Understand children need more help and teachers that teach not hand tablets.
69	Honest, supportive of teachers.
70	Have an open mind. Hear your students out.
71	Financial management, lobbying to raise levies to provide teachers with everything they need. I'd gladly pay more tax instead of having fundraisers go out every 3 weeks.
72	Be compassionate and don't put everyone situation in one basket. Everyone's problems are not the same and thing should be dealt on an individual basis.
73	NA
74	Conversation values. Importance of a quality education is paramount. We expect the Highest ethics and integrity. Understanding of military families and local economic struggles is critical
75	Be Unbiased and do what's right for everyone.
76	Follow the blueprint that seems to be working fairly well.

McPherson & Jacobson
Craven County Schools - Superintendent Search

77	Accept and support diversity in students and staff. Have years of experience and education in the field of k-12 education. Don't be a placeholder not earning the largest Craven Co. School Salary. Fight for the rights of students and staff within the community, State, Nation!
78	Should have been a teacher or been in a school so that understand truly what the teachers need.
79	Saber tomar decisiones para beneficio de todos .Responsable
80	Leadership skills, empathy, honor, efficiency and resourcefulness
81	Idk
82	To be as pleasant as the the current staff
83	Focused attention on Jesus and kindness not politics. Please don't have personal favoritism within the schools. And only recognize good teachers when older teachers been putting up with a lot of changes 20 years or more. Ability to treat people of different races with respect.
84	Same as answer 4
85	N/A
86	An advocate for all students who will pushback against the the state legislature and federal government's attempts to dismantle public education.
87	Compassionate, thoughtful, outgoing, listener, team player, actually makes a difference
88	A knowledge of all grade levels and their classrooms. Someone who can equally advocate for students and staff. While understanding parents concerns
89	NA
90	Degrees are fancy but unless you had or have kids and know how to build relationships in a county that has been burned or parts that have been completely over looked you will not last like the past two individuals.
91	Non-racist. Displays: integrity, honor, commitment, compassion, empathy.
92	the ability to get things and improve the parent teacher / district relations
93	To be true to the individual student and tailor education to meet those expectations. Teach each student the full facts and to always search for the truth and learn from history.
94	Someone who is willing to help learn about students who have needs and willing to open their minds on expanding the way they are taught
95	Needs to remember what it was like to teach! Hopefully find a way to recover the budget so we dont lose more teachers and staff. And think like a manager not a government employee!
96	Good listener skills
97	Strong leadership skills and a willingness to listen to and respect current teachers and students
98	Someone who is going to help this district grow and not continue to have set backs. Teachers are leaving continuously, it all starts with what is going on at the board and if we do not have a strong supportive board that is transparent.
99	Needs to have community meetings and engagement with the community.
100	Patient, Willing to listen and coordinate with those they don't necessarily agree with
101	Experience as a TEACHER. Honestly is a must. Should have experience in many schools and grade ranges. Fiscal responsibility, integrity and wisdom!!
102	Treat everyone equal no matter their background. Listen to the people in the community.

McPherson & Jacobson
Craven County Schools - Superintendent Search

103	We need someone who cares about the children who are at our schools. We need some who will make sure every kids gets the help they need to succeed. We need someone with compassion and cares about the success of each child.
104	1) Integrity 2) Grit 3) Determination 4) High EQ 5) Creativity 6) Willingness to take risks 7) Vision 8) Enthusiasm 9) Classroom experience 10) Administrator experience
105	Critical thinking, compassion, informed of current affairs and regional biases.
106	Ethical compass, transparency, a giving, servant leader's heart.
107	Ability to deal with that damn board. The desire to see right by our kids and community. To stop the crazy agendas driven to a diverse community by the white, republican,Christian-in-name-only bunch of self serving hardliners (who we see make the sorts of social media posts that get people fired, yet nothing happens to them?) That skill, to control these people, should be the biggest asset to have, because if not then you won't be able to do anything for us, or our kids. Add empathy, compassion, humility, willingness to listen, respect for others, love for everyone in the community regardless of race, sexuality, gender (all of them), economic status, and a host of others. The belief that your job makes us YOUR boss, and that you understand we make the decisions for you to make happen to your best ability. Sadly, all currently lacking from the current board, especially the chair as they sit now.
108	One that can remain unbiased and focus on the betterment of the students. Listen to the staff and students that's currently in the school system to better understand any bottlenecks or problem areas. Do regular check ins with the staff and parents to see how things are going overall because many teachers I know do not want to work for the craven county school system and many parents I know do not wish to have their kids in craven county schools. Superintendent should be stern yet compassionate.
109	Honesty, consistency, fairness, grace, and management skills
110	highly organized passionate flexible thinks outside the box
111	N/A
112	1. Good Christian values. 2. Keep Woke out of the school system and away from our children. 3. Hold all facility and staff to the exacting expectations of excellence in FACTUAL education.
113	The ability to implement positive change and listen to parents who have kids in their schools.
114	Good communicator . Listen to parents and students
115	Not just a vision, but the ability to apply processes with clarity and focus of the priorities to reach that vision.
116	A superintendent needs to be fair. I love rules but they need to be the same across the board for everyone. Honesty is important. Compassion for all kids and teachers.
117	Consistency. Pick a lane and stay there. Be open to changes and growth of course but stay on the path. Dont make excuses and please just take accountability. You'd be surprised at how resilient parents are when admin takes accountability.
118	An ability to change parental philosophies about, and attitudes towards, education.
119	Personable. Out-in-front (willing to speak directly to parents and the community regularly about what's coming up and what the challenges are). Advocate for teachers including recruiting and retention.
120	INTEGRITY! Be the same person who they talk about being!! Character, someone who will see right for right and wrong for wrong and have the courage to actually fight for what is right! We need someone who doesn't follow status quo but listens to parents and teachers!

McPherson & Jacobson
Craven County Schools - Superintendent Search

	Someone willing to lay aside agendas to deal with real issue the actual classrooms are facing.
121	Communication needs to be direct and transparent. Stand up for our children's education and put a stop to the indoctrination going on in our schools. I am disgusted at the indoctrination going on in our high school over far left political issues that should NOT be there. Politics can be discussed without pushing ANY ideology from either side. Our kids need critical thinking skills, not being told what to think.
122	Persist communication with the expectations to full resolve matters
123	MANTENER.siempre la comunicación con tood el personal en el circuito Y carácter para resolver siertas situaciones dentro del circulo es olar y asi e italiano que puedan escalar
124	We need someone that is not political. Someone that is for everyone regardless of race, creed, gender and political party. Someone that is transparent and not wasteful. Our county is already suffering. We also need someone that is experienced and knows. what they are doing.
125	be a human not a robot. Definitely not a politician if they have never worked in various positions in a school they think they know things and they don't. It's coming from an outsider perspective. Don't hire someone with a God complex hire a human being.
126	Should have his or best interest at heart
127	They will need to know how to navigate the school system
128	Need to be mindful of the those students, kind, generous, wants our schools to be successful, wants our kids to be educated and be able to be good citizens of the community, service oriented, loving, happy, and will to make things better. Want your staff to want to come to work everyday, helping them find the joy in teaching, and helping them love what they do. Being kind and building trust with your staff.
129	Strong backbone, not afraid to have the hard conversations needed to propel the schools forward, fair and consistent
130	They have to have children currently in the public schools. They need to know how to get things done. Not just be a "yes" person. Come through on things. Visit each school n don't just talk with the principals. Build a support system so you know what's actually going on in the schools and actually fix the issues. NO MORE BAND-AIDS. HEAL THE PROBLEMS.
131	Strong background in education. Has served as a principal in the elementary, middle, and high school levels. Understand special education laws.
132	Transparency is key -- with educators, students and parents!
133	They need to be a good listener, honest, and not afraid to make tough decisions. Someone who's present in the schools, supports teachers, connects with families, and keeps students at the center of everything.
134	intelligence, compassion and ability to problem solve
135	Honest, transparent, and someone who is will not put friends in high paying positions that are not qualified. I pray they will have a diverse group of qualified in place.
136	Open minded. Defender of all ideas. Ensure the poorest neighborhoods and districts have the resources that our wealthier school have.
137	Experience being a teacher. A person of color.
138	To weed through fact and fiction. Correct the true issues and bring awareness to the false issues.
139	Humble kind and hard-working

McPherson & Jacobson
Craven County Schools - Superintendent Search

140	Not playing favorites and local politics!! Supporting TEACHERS MORE!!
141	Community focused, partnership is key. A passion for education. Transparency is crucial to the success of this role.
142	Be more accessible to parents
143	The next superintendent needs to be somebody with experience and can connect with all different levels of staff throughout the school system. It takes someone that can relate to every part of the education system in order for it to be a well oiled machine. Also, someone that can connect with the community and embrace the communities involvement in how our children are raised to respect teachers and staff. Donald Wyatt of Kernersville would be a fantastic candidate!! He has previously worked in Craven county schools and is currently a principle at one of the local schools in Kernersville.
144	To not inflect personal political views when making decisions on what is best for the school district.
145	Be fair about all situations.
146	Servant leadership with emphasis on the student experience and staff development. I feel the next superintendent should make a point to visit every school randomly without notification. Seek to experience the problems and celebrate the accolades.
147	Well spoken, confident, able to stay calm in tough situations, empathy and fair
148	Friendliness, willing to listen, not just shut the door and hold meetings outside the district. S/he needs to be someone we all know from working in our district.
149	Grounded in Christian values, kind yet firm, understanding and accepting while encouraging and a high quality leader that can inspire the teachers.
150	- proven track record in advancing school performance (all types of schools and demographics) - responds to parents and public promptly and personally - HONEST and transparent with the school community, County leaders, and community at large - visible frequently in schools and interacts with students - Values, supports, and establishes trade programs equally as well as college prep programs - Knowledgeable about building a positive culture and can bridge a divide between the Board, District Leadership, and Families - Has ability (track record) to attract and RETAIN highly qualified teachers to the roles in which they are assigned so that there are fewer students being taught by uncertified staff Do not want Tabari Wallace Do not want Cheryl Wilson
151	Empathy, compassion, accountability, foresight, trail blazer, someone that's going to fight this broken system along side parents and students, a person that's for all people.
152	Versatility. Wisdom. Engagement. Go to activities. Realize the tension between schools, identities, and friendly rivalries. Keep things fair and supportive for all three high schools. Sometimes NB takes the best and leaves crumbs for havelock and w.craven.
153	A love of kids, community, and education. And to pay people their value.
154	Experience in a successful school system.
155	Continue in the path of the previous platform
156	A need to be willing to get out in the community and get to know our population, understand our values and what we can offer in support of the school system and what support we need-- nutrition, after school programs, inclusive culture in all schools, although my child is in an inclusive environment in her school.
157	They need to have a thick skin, they need to be from the outside as we have too many in the "good 'ole boys club", an they must BE SUPPORTED by the board to make the sweeping

McPherson & Jacobson
Craven County Schools - Superintendent Search

	changes that are going to be necessary to make our school district shine.
158	Execution, caring, listen to parents.
159	Identifying problems and giving multiple options when guideline don't match the issue.
160	Better leadership
161	Better communication from teachers to the parent especially the one that are involved with there children's education
162	Hire a superintendent focused on school academic performance and not DEI/LGBTQ+ b.s. Stop the bleeding on these failing schools in Craven County. Get back to basics...Thank you
163	Trauma informed, compassionate, intelligent, partial
164	Understanding of individual needs of children. I know my son is not the only child that doesn't have computer experience. I know he's not the only one with no Internet at home. I know he's not the only homeschooler, new to the school system. He also is autistic and his paperwork has been held up too.
165	Respect for families and understanding
166	Stern
167	A superintendent must embody more than administrative competence; they must lead with integrity, clarity, and compassion. At the heart of this role is a commitment to every student, every parent, every educator, and every member of the school community. We believe a superintendent should demonstrate: Strong, visionary leadership with a clear instructional focus that prioritizes student achievement and holistic development. Exceptional communication and collaboration skills to build trust, foster consensus, and cultivate meaningful relationships across diverse communities, sharp problem-solving and decisive action, especially in moments of complexity, conflict, or change. Sound financial stewardship, ensuring transparency, accountability, and wise investment in the future of our children. High emotional intelligence enables leaders to navigate sensitive challenges, uplift morale, and foster a culture of respect and belonging, unwavering equity, and treating all people equally.
168	Be a good listener and learn the people in the community
169	A good listener
170	A Strong Sound Mind
171	The next Superintendent must be politically astute and champion our students' needs. This person must be able to standup to outside entities who will seek to weaken, defund, and demoralize our educators.
172	They need to see the students as kids and not adults. We should not have a "Mens Basketball " team in high school. They are kids and spend so little of their time as kids and they need to understand that and make the appropriate changes to ensure we allow them to do so. Recess in middle school or guaranteed time outside daily (weather permitting) is essential for development and growth. Vitamin D is vital to a human body especially that of a growing child. Be the change that his state/country needs for our children. Be a voice for the kids and not just the higher ups. Someone needs to care about them and the future they hold cause it isn't all about test scores. My son is BRILLIANT but can't pass a test for anything. It isn't fair to grade him so highly on them. Some people just aren't made to test well. I don't need a superintendent with a masters degree I need one that truly cares about the future of not just our county but our country.
173	Needs to be able to handle a large company with a lot of branches. Listen to the teachers, support staff, students, and parents.

McPherson & Jacobson
Craven County Schools - Superintendent Search

174	Students first! Teachers first! Families first!
175	N/a
176	Thhbhe next superintendent should possess strong leadership, effective communication skills, and a commitment to equity.
177	A team building. Bring community engagement and work to serve our whole community of students from many walks of life.
178	Be yourself and humble
179	Being a good listener; not playing favorites to specific groups; being an advocate for the student
180	More down to earth
181	Patience. To care more about the lowest performing kids and what can be done to help them thrive, but not necessarily for any other reason except to give them what they deserve. Keep class sizes smaller and intense learning sessions shorter. LET KIDS BE KIDS. If you push them too hard, they will shut down and stop performing. If you want good test scores, show them they deserve respect.
182	Outgoing, level headed, can think on their own and outside the box, not worried about what others think, not scared to get their hands dirty, be able to push the issues that matter most.

Q 1. Which of the following best describes your relationship to the district?: Current Staff Member

Q5. What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?

SR No.	Response Text
1	The next superintendent should be a visionary, student-centered leader who is approachable, transparent, and committed to equity for all students, including Exceptional Children. They must prioritize student growth and well-being, while also ensuring EC students have access to high-quality instruction, appropriate supports, and well-resourced staff. Strong communication and collaboration skills are essential, as is the ability to listen to families and staff, build consensus, and make data-informed decisions. The superintendent should understand curriculum and best instructional practices, advocate for differentiated learning, and ensure EC teachers and support staff have the resources and professional development needed to succeed. Finally, they should be an ethical problem-solver who manages resources wisely and fosters trust with the entire school community.
2	Transparent, Honest creative Patient
3	-Someone who is willing to fight for teachers and public schools at the NC State Legislature level. -Someone who can lead with kindness and strength. -Someone who can represent the employees of CCS and be their voice when dealing with the school board. -Someone who does not forget what it is like to be in the classroom, work in child nutrition, drive a bus, etc.
4	A proven leader with the ability to creatively problem solve complex issues. Someone who can make the tough calls that need to be made with a consistent focus on student outcomes. I also feel it is essential that the superintendent is open to feedback from the teachers and staff who are with the kids in the classrooms.
5	They listen to feedback and use real data to make smart, long-lasting decisions. They understand that every student, teacher, and family is different—and they treat people with respect and care. Most importantly, they lead with kindness and make sure every student has a fair chance to succeed.
6	First, and foremost, the candidate should have a vested interest in Craven County. We need a

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Craven County Schools - Superintendent Search

	leader who is committed to moving our schools forward and is willing to put their boots on the ground to see that it's happening. Our next candidate should be paid fairly, but their salary should not be the sole reason they want the job. The right candidate should see this as the optimal opportunity to turn a floundering ship into the cruise line that every educator would desire to board and set sail for a journey that will change lives, one student at a time.
7	We need a leader who understands what teachers are facing in the classroom. The large class sizes, the curriculum that is not working, the budget issues. We need someone who is empathetic to what everyone is facing in a time where all the weight is put on teachers.
8	Our next Superintendent must prioritize transparency and build trust by communicating with teachers before the general public. Teachers are problem solvers and experts in the classroom—giving them a seat at the table is essential. We need a leader who visits schools openly, supports teachers, makes data-driven decisions, and isn't afraid of tough choices. To truly understand today's classrooms, administrators should spend time in them. Our schools deserve a Superintendent who listens, leads with courage, and values the voices of those working directly with students.
9	Flexibility, understanding, availability.
10	-We need a superintendent who is vested in this community. They need to be prepared to walk into a very messy situation, but also be prepared to see it through. We have had a high rate of turnover in key roles. - Appreciate the diversity in this community and recognize that all our stakeholders have equal value. Fight for them all. -We are in divisive times. Put personal politics aside and work for the greater good of our district. Be ready to put children first, without personal or political biases. - be willing to be forceful with the Board and Commissioners as needed, even when this might put them in an uncomfortable place. You are the ultimate advocate for our staff and students. Be willing to put yourself out for them. -Be ready to closely monitor administrators at the school level and hold them to consistency and accountability. Make sure that the expectations for teaching staff are reasonable and purposeful. Do they drive instruction and the school forward?
11	Realistic, Supportive, Flexible, Transparent, Knowledgeable, Willingness, Approachable, Accessible, Available, Leadership, Instructional Knowledge, Classroom/Education Experience
12	The next superintendent must be 100% transparent, fair, and honest. Leadership skills such as communication, social skills, and teamwork must be displayed as they will set an example for all staff.
13	I'd like to see someone with a strong educational background, with actual experience inside of a school (teaching, coaching, admin, etc.), not someone who has only worked in a Central Office. I also appreciate someone with experience in business/finance/human resources, etc. Having that kind of background is more important to me than someone who has spent most of their time buried in government bureaucracy. Someone with balanced political views would also be important, considering the division between the parties our society is suffering through currently.
14	School board members should have an education background and/or had a student in Craven county schools, Open door policy, not micromanaging principals, more freedom for teachers
15	Integrity, honesty, transparency & these should be non-negotiable
16	Support teachers.
17	The strongest quality in any leader in my opinion is for them to reach to those at the lowest rungs for insights. Often times, what looks good on paper does not mesh with the variable "the human factor." Collaboration with compassion and empathy will go a long way during trying times. Designating to appropriate people who are specialized and truly listening is often not

McPherson & Jacobson
Craven County Schools - Superintendent Search

	practiced enough.
18	thick skin, willingness to make hard decisions, value of students first
19	Data driven, but also interested in the stories behind the data Good listener and well-spoken Great decision-maker and delegator Action-oriented Tactful Willingness to learn about the community that they serve -- learn the stories behind the schools Critical-thinking Friendly and approachable, while remaining professional
20	A person for the student body and for the staff. A person that looks out for All the schools and does not show partiality for one school or the other.
21	An unbiased leader who does not know people personally on the board and is not afraid to step on peoples toes when it comes to helping students succeed at all grades at ALL SCHOOLS
22	The person should have excellent people skills. They need to be able to talk to all audiences and listen openly. They should be genuine and care and not use our district as a stepping stone. They should treat people fair. They should listen to the people in our school system who are respected and give them advice. Move slowly with changes!!
23	Humbleness , compassion, grace , willingness to stand for what's right and not what the the majority wants if it's not good for everyone
24	I feel as though the next superintendent needs to be very community oriented and invested in every school within the Craven County Schools District. It is imperative that he or she remain vigilant and present in the schools buildings--making his or her face knowns--rather than just a name students, faculty, and staff members hear from time to time.
25	The next superintendent needs to be an excellent communicator who is visible and approachable in all communities, a strong leader committed to equity so every student has the same opportunities, and someone who can build trust while keeping students at the center of every decision. Strong communicator – open, transparent, and able to connect with students, staff, families, and community members. Visible and approachable leader – present in schools and communities, especially in rural areas. Equity-focused – committed to ensuring all students, regardless of background or location, have access to the same high-quality opportunities and resources. Visionary and decisive – able to set a clear direction for the district and make thoughtful, timely decisions. Organizational and financial management skills – ensures fair, effective allocation of resources across a large, diverse district. Collaborative – builds partnerships with staff, families, businesses, and community organizations.
26	Our next superintendent will play a pivotal role in shaping the future of our schools. To move forward, we need focused leadership grounded in collaboration and a deep, shared commitment to our students. The ideal candidate will bring more than just experience, they will bring the ability to build trust, even in challenging environments. They must be skilled in working effectively with a school board that may hold differing perspectives or lack a deep understanding of educational complexities. Just as importantly, they must be a responsible steward of our limited resources, ensuring that every dollar received from state and federal sources is used wisely and transparently.
27	transparency, enforce fair practice for ALL.
28	The ability to to drain the swamp.
29	A good leader POSITIVE supportive work in a classroom this century I believe that ANYONE on the school board, working in central office, administrators, superintendent, and coaches should be required to work 13 days in a classroom! 13 days is NOT a lot when you consider a whole school year. Each person will work in one classroom per grade level. So you spend one day in K-12. You are the sub and you teach the class as if you were the teacher. This is no different than a substitute. Once you have done your 13 days you will be in a much

McPherson & Jacobson
Craven County Schools - Superintendent Search

	better position to make the decisions for our county, teachers, and students. You have to be in the trenches to know whats needed. TOO many of our leaders haven't been in a classroom in years if ever. How can they be in charge of the decisions with no experience. Schools have changed drastically in the last 10 years.
30	Patient, caring, determined, loyal, and a dedicated captain willing to go above and beyond to turn our ship around
31	Actual leadership.
32	Honest, Hard Working, Humble, Leadership, Dedicated, Intelligent, has and uses - good Common Sense, Compassionate, Caring, Sense of Humor, Thorough, Fair, Integrity, Genuine, knows the school system and it's dynamics, Team Player yet can stand alone - if/when necessary... No Matter how many Wonderful Qualities, Skills and Characteristics one may possess; the Greatest Strengths are Grace and Humility.
33	Someone who is not from/lives in NC...should be out of state & have fresh eyes. Someone who has strong leadership skills & who garners respect & support from all employees. Has successfully worked in the private industry in additional to public education. Has proven & demonstrated fiscal responsibility. Excellent communication with school & district staff/community. Is a visionary thinker. High integrity. Excellent problem-solving skills. Deep commitment to student success & laser focused on student growth/achievement. Someone who can inspire & motivate ALL staff. An absolutely HONEST person. Philosophies support or open to get our district into 21st century program within the finance systems. Be conscious when making decisions that may impact each school level to keep in mind how a school funks. Sometimes decision made by the board office do not make sense or negatively impact the school level.
34	The next superintendent must be a genuine leader who is deeply passionate about education and committed to the long-term success of our district. We're looking for someone who brings a vision for growth, both academically and organizationally, and who can inspire confidence across all levels of the school system. It's important that this individual has no prior ties to Craven County, allowing for a fresh perspective and unbiased leadership. They must be willing to make tough decisions, hold principals and staff accountable, and foster a culture of excellence and transparency. We need someone who is not only strategic and forward-thinking, but also stable and dedicated—a leader who intends to stay in this role for the long haul and build lasting relationships with our schools, families, and community. Above all, the next superintendent should be a champion for students, a collaborator with educators, and a trusted steward of resources who can guide us through challenges and into a stron
35	I know the superintendent has a demanding job. They would need to be seen in schools, two days a week would be set aside for the superintendent should select 4 schools, two each day to visit. They should offer a short outline of the job of superintendent and allow time for questions and answers. They should also should "visit with the staff".
36	Listen to school leaders. They are the experts. Be honest with the board and community. Don't try to fake people out to make us look better than we really are.
37	Innovative, not afraid to ruffle feathers with bright, new ideas. Accountable. Please be someone who wants to reach high expectations by holding staff, district leaders, students, teachers, coaches, custodians, bus drivers, etc (hold everyone) accountable for success. We will not grow and reach goals without drive and mindset to put our county in that direction.
38	Personable, present, transparent, honest
39	Flexibility, the skills to motivate a staff and students at a school, need to have served in a school to really know what goes on it a school.

McPherson & Jacobson
Craven County Schools - Superintendent Search

40	Is to get to know each employee at each school and communicate with all employees.
41	Down-to-earth, problem-solver, empathetic, good listener
42	I feel the superintendent needs to take some responsibilities off of the teachers. EVERYTHING trickles down to them -- we can't possibly differentiate every subject every day and get students caught up when students are pulled out of the class for services.
43	Fiscally responsible. Attentive to needs of teachers.
44	Transparency would be a welcomed change for the administration. I would also like to see a Superintendent who moves decision-making power more into the hands of the schools themselves.
45	Great leader, and understanding
46	Preferred qualities, skills, and characteristics: -they should display integrity and honesty in all interactions -provide transparency in decision-making and communication -give fair opportunities and support for staff advancement -show respect for educators' professionalism and autonomy -practice consistent, fair application of policies -practice active listening and genuinely collaborate with staff, families, and the community -be a visible and approachable presence in schools and at events -support teacher and student needs in all decisions -gather and listen to feedback from those who are doing the work
47	All about the teachers and supporting them first
48	The next superintendent needs to know how to account for finances and use them wisely so we don't end up in a worse situation than our last one put us in. I would like our next superintendent to be more visible and feel it is a priority to regularly visit our schools.
49	To admit when something is not working and have the guts to admit it and take action. Someone who communicates well and listens. Knows finances. Can work with this board.
50	Experience in schools
51	The next superintendent needs to be a strong communicator who is visible, approachable, and able to build trust with families, staff, and the community. They should be student-focused, making decisions that put children first while also supporting the teachers and staff who serve them every day. A successful leader in our district must understand the unique needs of military-connected families, value diversity, and be skilled in providing consistent support for transitions and social-emotional growth. Strong organizational and financial management skills are essential, along with the ability to advocate for resources and attract and retain high-quality educators. Most importantly, the superintendent should be compassionate, collaborative, and committed to preserving our small-town, family-like culture while leading our schools toward innovation and growth.
52	Good communication, a presence on all campuses, good business skills
53	Leading by example, visibility in all communities, when hard decisions are made-those affected are not the last to be made aware, student focused
54	The next superintendent should be a strong, collaborative leader with excellent communication skills and the ability to build trust across schools, families, and the community. They should trust teachers to do what is best for students, not micromanage, and genuinely act on teacher input rather than just asking for it. A commitment to student success, equity, and thoughtful decision-making is essential to guide the district forward.
55	Have worked with k-12 students for some time.
56	Someone who supports the arts and has the communication skills to work with our local government to meet the school system's funding needs

McPherson & Jacobson
Craven County Schools - Superintendent Search

57	Be able to make changes!
58	ကျောင်းသူကျောင်းသားမိဘများနှင့်၏ဦးဆောင်းကောင်းတစ်ယောက်ဖြစ်ဖို့
59	An understanding of the school system. Preferably someone who has worked in the school system before, and knows how their decisions will affect students and teachers.
60	Someone who is not in the district who has experience with raising test scores.
61	A superintendent needs to be more visible in the schools. They should come into the schools and get past the principal's office. They must have been a teacher, AP, and principal to be effective. They must be transparent, committed. A strong leader. Take value with the stakeholders. Not just say what they want to hear.
62	A backbone and a desire to advocate for the children and the teachers.
63	They need to know how small town politics work, and the capacity to implement change within that context as well as the drive to implement that change.
64	Firmness. Having a big picture with the welfare of the students and staff in the forefront.
65	Leadership, compassion, commitment, ability to navigate changes, and a true understanding of what it is that teachers face on a daily basis-the good and the bad
66	A strong backbone Empathy
67	person that can think and do well intentioned and decisive understanding that fairness does not mean equitable understanding that you are only as strong as your weakest link Skill to recognize that just because the state says you can do something a certain way doesn't mean you should do it that way I don't care for people that put on a show- I want someone that shows up, not shows out
68	Understanding of teaching the whole child. Mandating SEL be taught each day and have an understanding of and offering professional development for restorative practices. I understand the need for accountability, but punitive measures such as immediate suspensions should be reconsidered. I have a child that has missed 6 days due to suspension.
69	In a perfect world, this person should have had to go through the ranks. Start as a TA, bus driver, then teacher, then administrator, THEN superintendent. You do not understand things unless you have been there. Honesty, integrity, and humbleness are necessary. Overall, have a heart for children and those who teach them!
70	Integrity, servant style leadership that focuses on relationships with staff and the community, responsiveness even when the situation is delicate or controversial, trustworthiness and genuineness where staff and community members believe what the individual says and believe there will be follow through.
71	Be a leader that is active and involved in the different activities that are happening in the district. Be a leader that has an open door policy. Be a leader that is an active listener.
72	Somebody who values individuals time.
73	Communication and understanding with county leaders, board members, and employees with the understanding that the importance of student education as a priority.
74	Understanding that treating everyone that works for you as valued and respected.
75	The next Superintendent should be willing to listen to all concerns from staff, parents & students, focus on filling the most needed positions, and have an open mind with resolutions to ensure the integrity of Craven County Schools.
76	The main quality is to be open minded to all the changes and challenges that arise for teachers

McPherson & Jacobson
Craven County Schools - Superintendent Search

	(especially special ed teachers) and listen attentively to our concerns to help us settle our fears or look for alternative opportunities.
77	Very Understanding Be a Great Communicator Be able to Listen to Staff and Community so they can feel supported. Be a excellent Leader
78	A leader that listens, is supportive of teachers and students, has a background in education, and is open to feedback from the community.
79	The superintendent should understand the classroom the way the teacher experiences it on a daily basis. They should understand that the more administrative work that is piled onto teachers, the less time and resources the teacher has to plan and prepare engaging lessons. It makes more sense to ensure the administrative work is done, rather than ensure a great lesson, because the bosses only see the administrative work. By administrative work, I mean uploading unit plans onto SchoolNet, creating tests on SchoolNet every two weeks to collect and analyze data, and professional development that doesn't differentiate between teachers or address real teacher needs, such as classroom management strategies (a PD that I have been requesting for 3 years, and which is still not offered). It is essential that the superintendent understand the challenges we face in the classroom and address them from the teacher's perspective: behaviors, unrealistic standards, gaps in learning, and attendance.
80	A superintendent should have the students and staff always as a priority. Instruction should be the driving force of all departments. The super MUST be willing to demand accountability from district office staff, principals, teachers and all staff. What is expected should be inspected to assure that guidelines of NCDPI, state statues and local BOE policies are being followed.
81	I recommend that the next superintendent be someone who is visible, approachable, and committed to recognizing the vital work of all departments—especially Transportation, Operations, and Child Nutrition, which are too often overlooked. This leader should prioritize fairness, clear communication, and a genuine respect for the staff who keep the district running every single day. Most importantly, the superintendent should take the time to personally visit these departments, spending time in the transportation yard, on buses, and in cafeterias, to see firsthand the demanding work these employees do. A superintendent who leads with presence, appreciation, and understanding will not only strengthen trust across the district but also help retain dedicated employees and foster a stronger, more united school community.
82	The superintendent should experience in the classroom, at least 5 years or more. They need to be upfront with us with the changes that could happen to any school in the county. The superintendent should tell the staff of the school that is closing before it is leaked out to the community. There should not be favoritism with any school. They need to be able to balance a budget.
83	This is a people business and the next super will need to be an open communicator. Listening to staff members that are on the front line, standing behind the different dept heads and their decisions would be a great flex.
84	He/ She needs to have great leadership and listening skills. He/ she must always be willing to see both sides objectively and not operate emotionally for the greatest outcome for everyone.
85	We need someone outside of the Craven County education circles. I feel we keep placing people who know people. For example, the interim Superintendent is collecting a check but seems non-existent. He won't even return emails or come out to the schools and see what we are doing. We need someone that will stand up to Mrs. Spiece and actually give power back to the educators. We want what is best for our students and not worry about how she wants to skew things to line up with her political goals. We want to work alongside the families but we

McPherson & Jacobson
Craven County Schools - Superintendent Search

	feel like we do not have a voice. Many teachers want to speak out at the public board meetings but worry about retaliation from the board. It has been toxic here for many years. We need a new person who is an actual leader and will not step aside so others can bulldoze over those actually teaching to line up with MAGA. We need someone who will stand up for everyone and not just the white, higher income, straight presenting Christian people.
86	Compassionate, be able to connect and align all departments in district office to see the "big picture" from PK - 12th grade, back and support all teachers not just BT's (veteran teachers are suffering more than ever with burnout and lack of financial benefits), listen to stakeholders, get into the schools and see what is really happening, stand behind "open door policy" where educators and leaders truly feel safe to express concerns and feelings openly
87	Find ways to make staff feel like we are being heard without fear. Putting programs in place that makes learning happen and fun. Mental health!!!!!! There are so many needs
88	EC friendly
89	Realize that all staff from 1:1 to TA'S to teacher matter. We are all important.
90	A people person would be beneficial.
91	The next superintendent needs to have experience as a high school principal. One of the reasons our high schools are suffering is there is a lack of knowledge about high schools. The previous/current superintendents had a lot of knowledge concerning elementary and middle schools but no knowledge about high schools. Two of the former superintendents (Mills and Miller) were never administrators at any level. It is hard to believe they understand teachers when they have never been in the building dealing with the everyday. The Superintendent helps the board with policy and should give them sound advice. This has not been happening. The High Schools do not run the same way as a middle or elementary school . Recent changes to policies demonstrate that. Craven county high schools used to to be strong in all areas due to strong leadership in the superintendent office and strong principals. We have lost that due to poor selection of the last 3 superintendents.
92	To have more interaction with all the students and their needs especially the EC department.
93	The characteristics that the next superintendent needs to have in order to be successful includes having some qualified years of experience as a school leader and principal, being a creative and resourceful problem-solver who thinks outside of the box to reach effective solutions that can solve big button issues within the district, leading with competence, transparency, and integrity, exuding effective communication skills, be highly approachable, visible , and present in our schools and the work that is being done district-wide, good with budgeting and allocating funds in creative ways (grant writing and grant funding) that can yield fruitful outcomes for the district financially, and whose main focus is on making the best decisions in the district that are based on best data driven practices but are "student centered" first and only as to what is best for student success at the end of the day.
94	Not sure I just started
95	Time working throughout their career in schools of all levels. They need to understand that the three different areas in our county are vastly different communities, so cookie cutter policies will not be equally effective across the board.
96	To be a stronger leader, hold adults responsible for unprofessional behavior - that's is not aligned with the expectations of the District.
97	A strong leader who will hold people accountable. Someone who is approachable and makes others feel that they will listen to their concerns.
98	The next superintendent should love this community and feel honored to represent them. The

McPherson & Jacobson
Craven County Schools - Superintendent Search

	next superintendent should care deeply for the citizens and strive to take this community to the next level and beyond.
99	The superintendent should care more about the staff morale and student success and happiness than the budget. Currently, it feels very much like the purse strings are driving everything rather than looking at what is best for our staff and students. Ultimately, this leads to a work environment where people feel under appreciated, underpaid, and overworked. This generally then trickles down to our students. Flipping this script would help the next superintendent to increase over morale and create a welcoming learning and work environment for everyone.
100	The next superintendent should be approachable, visible in schools, and willing to listen to teachers, families, and students. They should value special education and inclusion, and have a clear vision for equity across the district. Strong communication, transparency, and the ability to make thoughtful, student-centered decisions are key. Above all, they should be someone who inspires trust and makes staff feel supported in the important work we do every day.
101	Moral & Values- not political encouragement or enticement. Our students need a community who looks beyond race, and politics. There is a place for everything and school is where we should be teaching, building, encouraging, motivating our students to achieve their dream and goals, helping to provide the opportunity for them to do so. In all honesty, we have youth who misbehaves and I hope the superintendent will stick with a plan to ensure the safety of all students. If a child is expelled from one school, they should not be able to attend another school in the county to display the same behaviors without serving their suspension. We have to teach our students to take responsibility for their actions especially when teachers become the target of attack. In life there will always been rules and always will be.
102	An educator, successful within their last school/district, and personable. Someone who doesn't pick favorites and is willing to work with their cabinet for all to be successful. Keep students first, and be someone who wants to be in the schools at all times possible.
103	Compassion and committed to meeting the needs of staff and students
104	Do what is best for kids, not your own political agenda.
105	The next school superintendent needs a comprehensive set of qualities, skills, and characteristics that balance instructional leadership with financial and managerial acumen, while emphasizing strong communication and relationship-building to serve the diverse needs of the community. 1. Visionary and Strategic Leadership A successful superintendent must be the chief executive officer and visionary for the entire district 2. Fiscal and Managerial Responsibility Given that school districts often manage significant taxpayer resources and face financial challenges, fiscal responsibility is a non-negotiable trait. 3. Communication and Relationship Building The superintendent is the public face of the district and must effectively engage with a wide variety of stakeholders. 4. Problem Solving and Adaptability The environment of a school district is complex and constantly changing, requiring a leader who can navigate high-stakes situations.
106	A strong leader that can provide better working conditions for teachers. Happy teachers have happy students. It is very difficult for teachers and students alike to make growth under so much stress.

Q 1. Which of the following best describes your relationship to the district?: Parent of a Current Student and Current Staff Member

Q5. What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?

SR No.	Response Text
1	Our next superintendent needs to have the ability to retain teachers. We are hurting. Teachers

McPherson & Jacobson
Craven County Schools - Superintendent Search

	are leaving our county to go to neighboring counties or are leaving the profession altogether. We need teachers. Be supportive of us (wearing jeans whenever we want to , does help). Have our backs. Know our hearts. Most of us love what we do. We need the support to do what we do. We want to see you. We want you to come into our classrooms and be with us and the children. We want to know YOU. We want someone who will be there doing the work with us. We need someone who is knowledgeable about the needs of our community and who is open to learn from us. We want someone to love our community and become one of us.
2	I want for the superintendent to be present in the schools and see how they operate. In order to change anything, I believe it is essential for them to assess themselves by physically being present in the building. I understand that is a big task, but I want them to see the good work that is happening and also where we need to improve.
3	The next superintendent of CCS will need to be a strong, student-centered leader who can balance vision with practicality. To be truly successful here, this individual should come from the area—or at the very least, have deep roots and genuine connections to Eastern North Carolina—so they understand the unique values, traditions, and expectations of our community. They must be an excellent communicator who can listen with empathy, build trust, and engage parents, teachers, and community partners in meaningful collaboration. Strong skills in strategic planning, fiscal responsibility, and problem-solving will be critical, especially in addressing challenges like teacher recruitment, facility needs, and academic growth. Just as importantly, they should be approachable, visible in our schools and neighborhoods, and respectful of the small-town character of Craven County, leading with integrity and a commitment to keeping decisions grounded in what is best for our students and community.
4	I think the next superintendent needs to be compassionate, understanding, and able to put the children's needs first as well as respecting the needs and mental health of teachers and assistant teachers.
5	Someone who had many years in THE CLASSROOM--At least 10 years or more in the classroom BEFORE going into administration. Knowledge of fiscal responsibility. Awareness that other programs like CTE, arts, etc. are just as important as core classes in preparing students for a future career path or college. Someone who recognizes that the "OLD" way is not always the best way....adaptable and focuses on the student rather than the test score when making strategic planning goals.
6	The superintendent must have a clear, forward-thinking vision for the district that balances academic excellence with inclusivity. They should be able to inspire staff, students, and the community to work towards a shared goal that embraces diversity as a strength and a foundation for learning. The superintendent must prioritize creating equitable opportunities for all students, regardless of race, ethnicity, socioeconomic status, language, gender, or ability. They need to understand systemic barriers and actively work to dismantle them through policies, curriculum, hiring, and resource allocation. This includes fostering an environment where diverse perspectives are heard and valued at every level. Success depends on the superintendent's ability to navigate and respect the diverse cultural backgrounds of students, families, and staff. They should demonstrate empathy and be culturally responsive in communication, decision-making, and conflict resolution.
7	To be crafty and creative with funds to reestablish TA and paraprofessional positions that have been eliminated. I feel like they cannot be so far removed from the classroom setting that they don't realize what is going on. They need to be boots on the ground, observing. The higher up at the county office a position is, the less it feels like they realize how hard it is with TA/Paraprofessionals jobs being eliminated, or them leaving half way through the day to drive a bus route. Staff is tired. Parents are seeing through it.

McPherson & Jacobson
Craven County Schools - Superintendent Search

8	Visible, compassionate, supportive, positive
9	The next superintendent should be a proven educational leader—ideally someone local or deeply invested in the New Bern community. This individual should bring a strong understanding of our schools, values, and challenges. Experience as a teacher and administrator is essential, along with a solid track record of working with school budgets and making fiscally responsible decisions. We're looking for someone who leads with integrity, communicates transparently, values collaboration, and is committed to improving outcomes for all students. Above all, this leader must care deeply about our community and be ready to serve with purpose and passion.
10	Determination, kindness, patience, leadership, and a thriving sense of achievement for all children.
11	The next superintendent should be confident in their ability to lead. They should not be too concerned with trying to prove themselves to the point that they are unable or unwilling to make the necessary decisions to better our school district. That being said, they should be genuinely kind and considerate of all people and be able to make a friend out of an adversary. A business minded individual with experience in finance as well as school administration would be preferable.
12	Strong leadership skills. Education first. Advocacy. No tolerance for behavior problems. Parents should be held accountable too. Stop trying to accomodate the few when we have many.
13	Honesty, transparency, willing to spend time in buildings, compassion...back to the basics. Someone who isn't coming to us just for a paycheck. Passionate about making a difference and making us the best county to be in.
14	There are a couple of characteristics that I feel the new superintendent should have. One is the ability to relate to all staff. For many years, our superintendents have reached the masses, but they have overlooked the special needs program altogether. It would be great to have someone who reaches out to those of us who labor with these children to see how they can best help us. EC is one of the programs that has lacked employees for years. Although we have had some leaders who cared to try, the program has suffered, and so have the children it serves.
15	We need a straight and honest person to lead us. To be able to come to us and say hey this is whats happening and these are our thoughts. We may be a small part in this county but we deal with the day to day decisions that higher ups make.
16	Be someone who is seen at ALL schools not just the ones that are high performing or filled with wealthier families. Someone who is mentally and physically ready. They should have a backbone too and stand for what's right, not what people see as politically correct. Culturally trained
17	First and foremost a backbone to stand up to the board and finally get them in check. Our superintendent needs to be someone with a diverse background that also has empathy for others. They need to understand the need for all people in the community. Not just a few and I will say it. Not just white students of higher socioeconomic backgrounds with just their beliefs protected. We need a strong person from outside of Craven County.
18	He needs too come from an area that faced our issues we have. Would be good if they have experience with all nationalities and races. Know all students are not from the same income brackets.
19	Needs to have experience and not just book learning stuff. Needs to have good expectations when it comes down to our students. Our voices as staff members Needs to be heard and not wait to the last minute to get things done.

McPherson & Jacobson
Craven County Schools - Superintendent Search

20	Be totally interested in what our kids needs to be truly successful in life, someone that's transparent and willing to give the children, parents and community a sense of peace knowing that our kids are safe and protected each and every day.
21	A successful superintendent should be a visionary and collaborative leader who is deeply committed to student achievement, equity, and the overall well-being of the school community. They must possess strong communication and interpersonal skills, with the ability to listen actively, engage diverse stakeholders, and build trust across the district. Strategic thinking and sound decision-making are essential, along with a deep understanding of educational leadership, curriculum, and school finance. A great superintendent leads with integrity, transparency, and accountability, and works to create a culture of high expectations and continuous improvement. Most importantly, they must be passionate about public education and dedicated to creating an inclusive, supportive environment where every student and staff member can thrive.
22	Compassion
23	They should have a passion for educating the whole child and recognize that providing the appropriate staff and resources, including support staff and mental health services, is essential for student success. Key qualities include strong leadership, empathy, the ability to advocate for both students and staff, and a commitment to creating a safe, supportive, and well-resourced learning environment. Additionally, they should value consistency in staffing and classroom assignments, prioritize reasonable class sizes, and ensure high-need students receive the interventions and placements necessary to thrive. The superintendent should be collaborative, approachable, and proactive in addressing challenges, while fostering a culture of trust, accountability, and continuous improvement across the district.
24	Our next superintendent should be approachable, mission-orientated, someone who listens to understand, and reflective. Our next leader should be present in the schools and someone who will prioritize the needs of our students above all else.
25	I feel the next superintendent should be a person that has been a teacher, in a classroom, in the recent years. They should not be be someone who has never taught in todays teaching climate.
26	The ability to make decisions and follow through, but without ignoring feedback that can help inform decisions. A love for the people of this county and a good moral standing within our community.
27	Great communicator, family oriented, willing to roll their sleeves up and put in the work that they are expecting the teachers and other staff to do
28	Needs to have a back bone when dealing with administration and lack of professionalism. Dealing with staff members who are taking down the moral of a school. Someone who listens to their staff members and validates their opinion and the hours they work.
29	I think the next superintendent needs to have compassion for the staff working hard including coming into the buildings not just for special events. They need to be strong willed and determined to try to do better and be better than their previous counterparts. They need to really care about the students and what the parents have to say.
30	A superintendent needs to be an instructional expert as well as a proven leader. In this time of political divide, we need someone who can bring everyone together and not sway to the influence of those with a very specific, political agenda. Our Board of Education and school district in general has suffered since school board positions became partisan. We need someone who is dedicated to improving outcomes for all students without throwing the proverbial baby out with the bathwater. We also need someone who understands that low performing schools are a multi-faceted problem. We need someone who is fair and

McPherson & Jacobson
Craven County Schools - Superintendent Search

	transparent, while maintaining confidentiality when needed. We need someone who is willing to put qualified people in leadership positions, not just people who have the right connections or last name. We need to be able to recruit teachers. Money talks, but so does improved working conditions. We should be offering a sign-on bonus for hard to staff positions, especially EC staff.
31	Honesty. Empathy. Please DO NOT be veiled about the time of day a staff member can leave on a given work day / prior to a holiday just to ambush with an email the day before. It's not helpful in planning and comes off as creating chaos that might result in pumping an ego. Organized. Detailed orientated, but wise with delegation without micro-managing. If students are a priority then the teachers who spend the most time with them and are required to navigate learning goals with the children should equally be supported with time, resources, acknowledgment of efforts.
32	Our next superintendent needs to balance the demands of the public with the demands of the job. He/She will need to advocate for our professionals with our Board and the state legislature. He/She will also need a magic wand to find moneys necessary to support learning and entice professionals to our area. The number of vacant and cut staff positions should be addressed and rectified.
33	Know about being a staff member: ex-teacher or principal.
34	Flexibility, open-mindedness, communication
Q 1. Which of the following best describes your relationship to the district?: Current Student	
Q5. What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?	
SR No.	Response Text
1	I want them to be focused on student safety within schools.
2	Someone who listens to every voice within the education system of the community from students like me to teachers to parents to do what is best for everybody. We, as a community, should then be able to see a rising superintendent bring up these concerns and try to fulfill them rather than seeming to disregard any notion of change.
3	I feel that a leader of confident leadership is without a doubt important. I also believe humility to be important, along with open-mindedness and values centered more around progressing towards a truly better future.
4	Give us event that make our school spirit rise and more school spirit related stuff
5	Leadership skills, kind, understanding but also a little stricked.
6	I want them to have the ability to compromise, discuss issues and take other opinions in an open minded manner, and to not feel it's personal if something were to be amiss. I look for leadership qualities and the ability to openly communicate with people effectively and timely. They must be able to be young enough to empathize with students but mature enough to understand some decisions are for the students safety in mind.
7	Someone really needs to actually talk to the students to see what they want instead of making an executive decision between adults that graduated 20 years ago. School feels like a prison that we're all trying to escape rather than a fun place to learn. Just be willing to talk, negotiate, and be part of the body, not the supreme leader.
8	I feel the next superintendent needs to have the ability to put virtual schooling opportunities at equal weight with public schools. Both virtual and in person schooling aim to educate, so equal opportunities should be thought of for both.

McPherson & Jacobson
Craven County Schools - Superintendent Search

9	Being able to see from a perspective, high tolerance, business worthy, hard working, does not slack off, patient, on time, outgoing, leaned back, fun but very serious at his job. Respectful. Yadayada.
Q 1. Which of the following best describes your relationship to the district?: Community Member with No School-aged Children	
Q5. What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?	
SR No.	Response Text
1	Strong leadership, Knowledge of budgeting and curriculum. Strong communication skills. Willingness to listen to all sides on issues. understanding of the broad range of needs of our children and the vision to move toward meeting those needs. Understanding that education is about more than data collection. Ways to truly educate our children, prepare them for the future, and help them learn to be good citizens in the community.
2	Intelligence, computer and digital literacy, diplomacy, adaptability, a knowledge of the place where they have grown up, and an appreciation of all that children can achieve with a good education.
3	Proven capabilities to get grants and funding necessary. Transparency and honesty. Ability to negotiate effectively. Ability to stand up against special interest groups including religious groups and ultra conservative ideation.
4	A successful school superintendent needs strong leadership, exceptional communication skills, a clear educational vision, financial acumen, and the ability to build and foster collaborative relationships with stakeholders, including the board, community, and staff. Key skills include problem-solving, strategic thinking, adaptability, integrity, and a deep understanding of instructional and operational aspects to drive positive change and student achievement.
5	strong, nonpartisan advocate for students and faculty who is willing to work with and/or challenge legislators • sincere lover of learning • honest • applies consequences and praise equally and consistently • leader who is willing to compromise but who is capable of making "hard decisions"
6	Experience as a teacher in a public school. Experience as a manager and proven team building skills. Experience of budgets and appropriate use of funding public education. The ability to fight for and find ways to receive funding. Keep funding for public schools and limit funds going to charter schools.
7	Flexibility, humor, engage with the public, support the teachers and administrators, and the ability to petition the state legislature for public schools.
8	The superintendent should be someone with an advanced academic degree (preferably in education) and experience in school administration. The ideal candidate will also be able to show compassion for students and teachers. The candidate must also be willing to follow the law as it pertains to North Carolina schools. The superintendent must also be able to stand up to criticism when necessary and do the right thing for the students and faculty.
9	Broad and deep education and experience in k-12 education Political acumen A record of supporting public funds for public education Sensitivity to the impact of economic class on student Creativity
10	I think the superintendent needs to convey the message of what can I do to ensure your school's success. What resources can I bring to help make your school successful.
11	Be a good listener. Be transparent and truthful with information being shared with the public. Do followups with individuals or groups to see if their concerns were dealt with. Be available

McPherson & Jacobson
Craven County Schools - Superintendent Search

	to the teachers as well as parents so they feel comfortable bringing their concerns to Central Office.
12	A belief that public education should not be a tool of any 'political' party or religious group.
13	You have to be able to relate with many different groups of people in your position as superintendent. One major characteristic that you will need is to listen! We, in the community are expecting you to care for our precious children. To make sure that the time our kids are in school, they are all treated the same, that they have a good environment to be able to learn and grow. I want them to be proud of the schools that they attend in Craven County and brag about their school to others.
14	Honesty, focus on student learning.
15	Approachable personality. Flexible and attend all meetings.
16	Someone who has a clear understanding of this diverse population. Someone who has a clear vision for promoting student success. Someone who supports teachers as professionals with qualifications for their classroom decisions.
17	sense of humor not to take himself or herself too seriously
18	Strong leadership credentials; Long-term availability; Creative & Visionary (Rivenbark type); Active in business community; Open communicator in public arena; Nonpartisan; Support specialized programs in each school; Godly character.
19	Inclusive Values neural Team mindset
20	BE MORE LIKE Rick Stout, Stuart Blount and Jason Griffin !! These men are true leaders and get the job done !
21	Professional Leadership Communicator Honest Open minded Visionary Qualified on paper as well
22	Outside county experience. The ability to grow people and build relationships. Please consider recruiting Donald Wyatt- at least for a conversation. He has been a change maker at the elementary, middle and high schools in WSFCS. He can shift culture and get buy-in on even the most uphill battle. He knows, and has roots in New Bern, he loves children, he believes in public education and he builds strong schools through teams, respect, data and energy.
23	Experienced, knowledgeable, willing to listen, but also willing to lead we also need someone who doesn't have personal vendettas against anyone. That has caused a massive disruption in our district for a few years now.
24	Experience A exemplar professional A person who can teach the board members how to be effective and demonstrate professionalism A person who knows the community- Relationships are key to this position. A person who can hire and coach for high quality teachers and staff A problem solver
25	Qualities: open, responsive, Skills: an effective communicator to multiple diverse audiences. Characteristics: Warm and engaging especially when under stress. The superintendent has to have solid education credentials, effective fiscal management skills, the ability to manage and motivate, communicate children's educational needs to the school board and the community, and be a fervent advocate for excellence in every aspect of all of our children's education - including our children in exceptional children's programs.
Q 1. Which of the following best describes your relationship to the district?: Other (Please specify)	
Q5. What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?	

McPherson & Jacobson
Craven County Schools - Superintendent Search

SR No.	Response Text
1	Clear vision, leadership skills, the ability to ask for help from communities, collaboration, budget management, trust, empathy, student-centered focus.
2	He or She should be for all in this count and not just the selected few. He or She should be knowledgeable of the expected duties as a supervisor. Help with school budget. He/She should be approachable to all.
3	Be able to look at all sides of the issues at hand. Look at what organizations have contributed to the schools through projects such as Eagle projects, fund raising, mentors and all the help our community gives and helps our schools.
4	Transparent, honest, not board driven, financially responsible, FAIR !!
5	They should be a person that's open minded. Someone that has came up thru the trenches. They should Have a plan to put in place to help everybody. A person that is relatable that you feel comfortable around. Somebody that has time under their belt Don't need a person under 15 years of experience or no experience in a leadership roll 16 years of experience or more. And somebody that has worked with a school system. Plus needs to be somebody from out side the county.. Someone that will be fair and that you feel to be trustworthy.
6	Character Ability to be strong Simultaneously collaborative but able to make TOUGH decisions Positive attitude almost like a pied-piper Ability to work with diverse groups Recognize that you cannot please everyone
7	Knowledge of the differences within our district and can find ways to make our staff know they are appreciated and valued.
8	Community-minded with good public relations and communications skills. Team-builder. Patient with different personalities on the BOE and willingness to recruit quality persons for elected leadership and community involvement directly in the schools.
9	We need a true leader, a person who is NOT political. We need ALL of the elements of the community fairly represented which includes the low income community. Especially the black and latino community who often do not have much support either from parents or basic funds to help them succeed. We also need a true leader who will speak up for the hardworking teachers and pay them MORE and work them less. I was disappointed with my granddaughter's experience because of the huge class. I was impressed with the teachers who I could see really cared for these children and worked so hard but didn't get much support from the superintendent or anyone else for that matter. I hope to someday send her back to the New Bern school system but not unless I see significant movement in the right direction.
10	Futuristic vision for employees and students with a plan of action for achieving those goals.
11	It will be important to seek someone without sway from your current board. It will take an individual willing to not need political clout or popularity in the community. This next superintendent will have a lot of cleaning up to do and it should start with the top.
12	The superintendent needs to communicate well with principals and all staff, as well as with students' families.
13	Visionary and Instructionally Focused – Able to set a clear direction for academic excellence, keep instruction at the forefront of all decisions, and collaborate closely with district leaders, schools, and community partners to avoid working in silos. Relationship-Driven: Skilled at building trust and fostering strong relationships with staff, families, students, and community partners. Data-Informed, Student-Centered, and Knowledgeable about MTSS – Committed to using data to drive decisions while keeping the needs of all students at the forefront, and ensuring decisions are grounded in a deep understanding of the MTSS framework.

McPherson & Jacobson
Craven County Schools - Superintendent Search

	Communicator: Transparent and approachable with all stakeholders.
14	Empathy and understanding of people with special needs. Not every student is going to be academically gifted. These "low students" are our future. I dream that when they grow up they all feel like functional member of society. Old school way of thinking (and I still hear from co-workers) is "They'll probably end up in a group home". My family members have worked in those group homes and I know that my students can do better and have the potential of living a more independent lifestyle.
15	Someone who is an honest and hardworking and can be a great leader. Someone who cares about their employees and what they want/need. Someone who visits the schools to see what's happening in real life and the struggles staff can go through.
16	Work with kids
Q 1. Which of the following best describes your relationship to the district?: (Did not answer)	
Q5. What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?	
SR No.	Response Text
No responses found.	