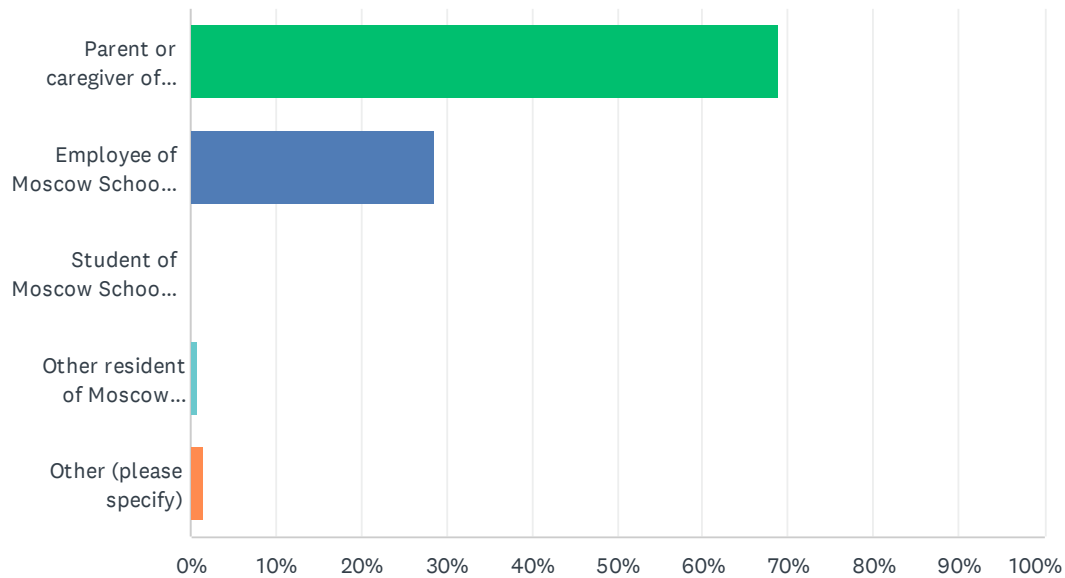


Q1 Check the category below that best describes you:

Answered: 319 Skipped: 1

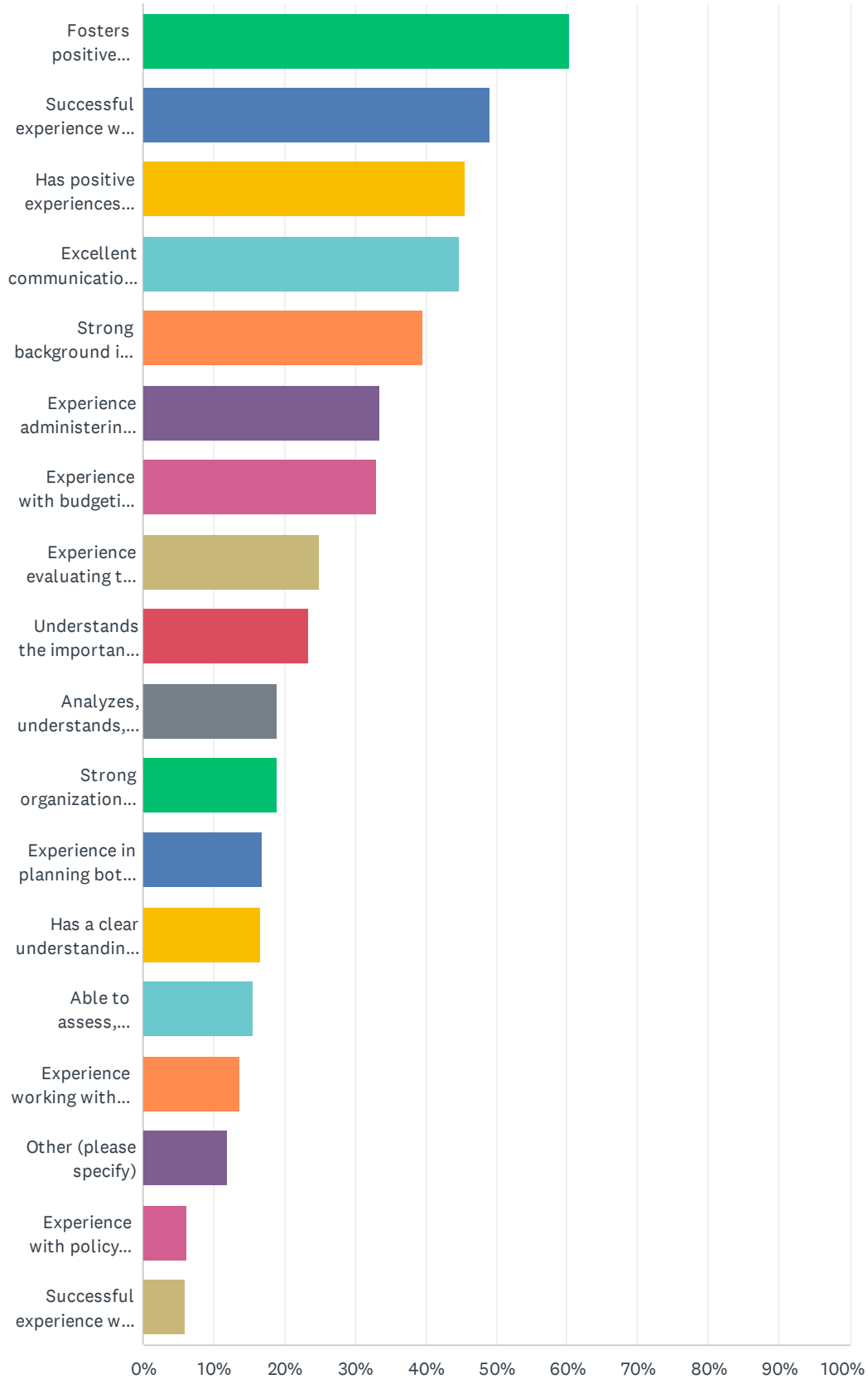


ANSWER CHOICES	RESPONSES	
Parent or caregiver of a Moscow School District student	68.97%	220
Employee of Moscow School District	28.53%	91
Student of Moscow School District	0.00%	0
Other resident of Moscow School District	0.94%	3
Other (please specify)	1.57%	5
TOTAL		319

#	OTHER (PLEASE SPECIFY)	DATE
1	Parent and employee	
2	employee AND parent	
3	Parent and Employee	
4	Parent and Staff	
5	Parent of MSD student AND Employee of MSD	

Q2 Please check the top-rated professional qualities (up to 5) you are looking for in the new Superintendent of the Moscow School District. You may also write in a quality if you don't see it listed below.

Answered: 320 Skipped: 0



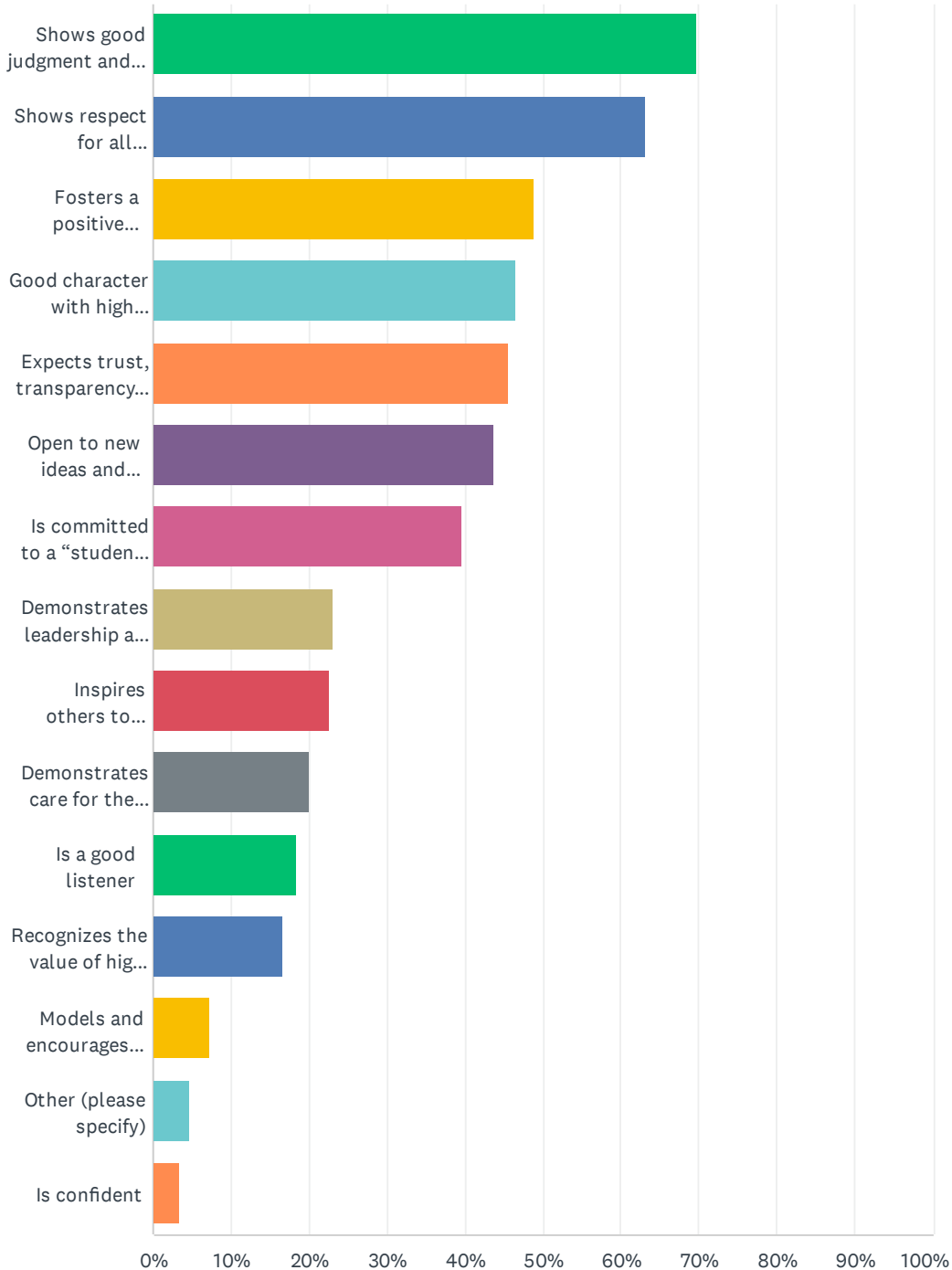
ANSWER CHOICES	RESPONSES
Fosters positive community relationships (including parent/student engagement)	60.31% 193
Successful experience with managing staff (including teacher recruitment and retention)	49.06% 157
Has positive experiences dealing with conflict and problem management	45.63% 146
Excellent communication skills including speaking, writing, and listening skills	44.69% 143
Strong background in curriculum, supervision, human relation skills, and team building	39.69% 127
Experience administering the development/maintenance of a positive educational program	33.44% 107
Experience with budgeting and school finance	33.13% 106
Experience evaluating the effectiveness of all phases of the school program (i.e. curriculum, instruction, supervision, etc.)	25.00% 80
Understands the importance of accountability for and by staff, parents, students, and patrons.	23.44% 75
Analyzes, understands, and relies on data for making decisions in line with the continuous improvement plan	19.06% 61
Strong organizational and management skills	19.06% 61
Experience in planning both long and short range district goals	16.88% 54
Has a clear understanding of curriculum and instruction	16.56% 53
Able to assess, analyze, and anticipate emerging trends and initiatives in order to adapt leadership strategies	15.63% 50
Experience working with and building consensus with diverse ethnic and cultural groups	13.75% 44
Other (please specify)	11.88% 38
Experience with policy making	6.25% 20
Successful experience with technology implementation	5.94% 19
Total Respondents: 320	

#	OTHER (PLEASE SPECIFY)	DATE
1	Advocate for the kids to get proper facilities	
2	Willingness to stand up for high quality, fact-based, non-censored education in the face of the Idaho legislature's pressure.	
3	brings a vision, creativity and emotional intelligence to the job	
4	Strong rational decision making ability. Relies on accurate data, science and facts. Seeks input from local experts.	
5	Keep politics out of or education system	
6	Clear understanding of issues from teacher & parent perspectives	
7	Unbiased, apolitical approach to education.	
8	Has common sense and the ability to think, analyze, and make rational logical decisions that benefit students, employees, and the school district rather than just following illogical political trends or promoting bureaucratic agendas.	
9	Openess of mind and willingness to adapt and change to quickly changing circumstances in order to best protect the physical and mental health of students and teachers (think pandemic and school shootings)	
10	Ability to withstand political pressure from parents.	

11	Adheres to separation of church and state in curriculum and hiring decisions.
12	Help us obtain new and appropriate facilities
13	Not just teacher retention, but classified staff retention and understanding the importance of this
14	Strong leadership skills, willing to stand up for what's best for the students.
15	Remembers what it's like to have been in the classroom and isn't out of touch with teachers reality
16	History of facilities development
17	Has strong moral values and understands the importance of instilling them in schools
18	Successful teaching and administrative experience. A leader that values transparency. A leader that is accountable. A leader that makes decisions based on what is best for students.
19	Can get land and a building bond passed to update our schools
20	Will stop the use of herbicides, weed killers, weed inhibitors, and look deeply into permaculture techniques. Create higher standards on the quality of the food being offered to children in schools. I would like the superintendent to have an understanding of the great amount of endocrine disrupters bombarding our children from every angle. I would like the superintendent to take action and implement strict rules around all of the poisons currently being allowed in schools. From the landscaping and lawn maintenance to the foods being offered.
21	Ability to stand firm in this recent wave of extremism, and to navigate the political hoops of our current legislature while still preserving our children's access to sex-ed, books; a decent human being.
22	Holds administrators accountable. Works and changing the elementary evaluation process.
23	Relevant and successful classroom and building administration experience.
24	Understand of safety for staff and students
25	Teaching or administrative experience in both secondary and primary schools.
26	Has worked as a teacher in multiple grade levels.
27	Ability to hold the school board accountable to the parents, staff & students of MSD. Encourages the school board to engage with the stakeholders they were elected to represent.
28	Will focus more resources on Athletic Programs
29	Working with IT before making tech decisions to avoid duplication of software services
30	Experience with improving physical buildings and space within the district.
31	The ability to deal with failing/aging infrastructure
32	Our community and the nation are divided politically whether it be sex education content, types of books used by schools, or by transgenderism. What direction do you lean? And, do you think parents should be informed by teachers about their student's gender preferences that may be different from home to school? Lastly, what type of sex-ed curriculum are you in support of?
33	Probably needs to be familiar with the culture or this particular community.
34	Able to delegate and accept the results. Not micromanaging. Accepts and sincerely values outside input.
35	Is 100% supportive of LGBTQ+ students, parents, and staff
36	Knowledge regarding disabilities, policies which aid in accommodations, and understanding the importance of childrens' access to counseling.
37	Supports support staff and support staff wages
38	Remains neutral in politics while engaging with staff/parents/students

Q3 Please check the top-rated personal qualities (up to 5) you feel would be important for the new Superintendent of the Moscow School District. You may also write in a personal quality if you don't see it listed below.

Answered: 320 Skipped: 0



ANSWER CHOICES	RESPONSES	
Shows good judgment and common sense, basing decisions on facts and without prejudice	69.69%	223
Shows respect for all students, staff, parents, stakeholders, and the community at large	63.13%	202
Fosters a positive working environment	48.75%	156
Good character with high morals and unquestionable integrity	46.56%	149
Expects trust, transparency, and openness in leadership	45.63%	146
Open to new ideas and willing to implement change, as appropriate	43.75%	140
Is committed to a "students first" philosophy in all decisions	39.69%	127
Demonstrates leadership and high ability in business and educational affairs	23.13%	74
Inspires others to continually strive to achieve at the highest levels	22.50%	72
Demonstrates care for the District community	20.00%	64
Is a good listener	18.44%	59
Recognizes the value of high visibility in the schools and the community	16.56%	53
Models and encourages staff to be involved in community activities	7.19%	23
Other (please specify)	4.69%	15
Is confident	3.44%	11
Total Respondents: 320		

#	OTHER (PLEASE SPECIFY)	DATE
1	Believes all people are created equal regardless of race, ethnicity, gender, sexual orientation and religion and that all students should have access to a learning environment that respects differences.	
2	Conservative values	
3	See parents as advocates and not adversaries	
4	Strong communication skills	
5	Can build community consensus to pass building bonds	
6	Want someone that wants to teach the kids the basics and not all these other distractions.	
7	Is not afraid to question the systems already in place and change when change is best.	
8	Respects and treats their teachers with the professionalism that they deserve.	
9	Care and compassion for staff as well as students and familiarity with each building and staff.	
10	Willingness to replace staff who underachieve or hurt students (directly or indirectly)	
11	A generally nice person, no need for large egos.	
12	Recognizes the high value of the school board being visible in the schools and community.	
13	Will perform a full audit and cut any unnecessary positons.	
14	#2 goes along with being non partisan. Follows the science (facts).	
15	Understands the importance of Special Education within the Moscow School District	

Q4 Please share a question you would like to ask the superintendent candidates.

Answered: 193 Skipped: 127

#	RESPONSES	DATE
1	Please describe your methods for communication amongst staff and how effective they are. What could be done differently to improve effectiveness?	
2	What is your leadership strategy and policy-making plans for the issues of critical race theory and gender orientation issues?	
3	What's the difference between management and leadership?	
4	What are your plans to bring better facilities that fit the amount of kids and activities offered to the district? (Bigger schools, schools with proper gyms and outdoor athletic facilities)	
5	In the current district climate I have heard from many teachers and staff who frequently feel as though they are treated as cogs in a machine versus human beings with feelings and diverse needs. How will you help staff in the district feel valued and like a part of a district family?	
6	Describe a situation/experience you were involved with that did not have a successful outcome. Describe how that experience and unsuccessful outcome had an impact on your current management philosophy.	
7	What, in your view, is one of the most important ways a superintendent can support student learning?	
8	How well do you take criticism from the parents, community? Share an example when valid criticism caused you to re-evaluate, compromise, or otherwise shift course.	
9	I would like to nominate [REDACTED] as a superintendent candidate	
10	Why do you think you'd be a good asset to this district?	
11	What are your thoughts and ideas for retaining teachers, staff members (including bus drivers), and substitute positions in our district?	
12	PAss	
13	How will you advocate for student and educator needs within a district in a state where funding for education is contentious and lacking?	
14	What ideas or plans do you have to help MSD build a new High School building?	
15	Are you able to keep your political and religious beliefs separate from your job as superintendent?	
16	What is your experience with systematically designing and implementing systems of support for students with challenging behavior?	
17	Is your leadership style collaborative?	
18	What processes do you follow for effecting change in a community resistant to progress.	
19	What ways do you feel you could encourage a healthy work- life balance to support staff and parents?	
20	In what ways do you think the district can increase our visibility in the community, and share the many positive things that happen in our schools?	
21	Given the anti and/or small government political leaning of many people in our conservative community, how important is it to you to attempt to change the hearts and minds of people with this attitude? What is your plan to get their support and trust?	

22	What defines your life outside of school and how does this cross over to your professional responsibilities?
23	What does a truly SUPPORTED fine arts program look like? What does the Supt. do, building principals, music staff, budgeting, scheduling, community involvement?
24	What experience do you have working with older staff and teachers, to ensure that they feel valued in the district, and are seen as quality contributors even at the end of their career?
25	I am not sure at this time of a question I would ask.
26	Did you agree or disagree with mask mandates in schools.
27	Tell us how you will address facility needs (primarily a new high school) in the next 5 years. Also, what are the top 3 motivators for teacher retention and how can we implement them?
28	How will the new superintendent foster productive and reciprocal relationships with the University of Idaho's College of Education, Health, and Human Sciences? How will the the new superintendent support critical thinking and inquiry based learning in K-12?
29	Have you had experience in raising funds at the state level to ensure that facilities maintained and, as applicable, brought up to modern standards?
30	How will you foster an innovative curriculum that better prepares students for the world instead of teaching the same entrenched curriculum of the last 60 years?
31	How would you handle or expect staff to handle complaint from a parent that a teacher is discussing age-inappropriate topics unrelated to subject area with a student and telling students not to tell parents?
32	What is the plan for a new high school.
33	There needs to be a line of communication between parents and the superintendent when concerns arise with teacher performance. Currently, parents are to discuss concerns with the teacher while the principle is present which does not allow for open and honest discussions. Are you opposed to having a line of communication directly with you, the superintendent and if not, how would you implement the line of communication? How would you hold teachers accountable to make sure the students are getting the education they need in the classroom when concerns are brought to your attention?
34	How would you approach policy making to protect staff, students, and their families from new and dangerous COVID variants?
35	What are some strategies in improving our school buildings and possibilities of new schools in our community?
36	Will you be intimately aware of the current curriculum at the Moscow school district and will you be willing to challenge inappropriate curriculum either existing or newly presented?
37	If you could change one thing to improve Moscow schools, what would it be?
38	How would you monitor the actions of the administrative staff that report to you in order to assure they are following district policies and procedures?
39	If you were informed of a principal(s) in the district who is unfair, dishonest, manipulative, arrogant, unprofessional, disrespectful, and has been a self-serving bully for years, how would you approach this problem?
40	Are you against children being themselves? Are you against programs that help LGBTQ+ community?
41	What are some concrete steps you'll take to address students' mental health needs in the district?
42	How would you prevent a building supervisor (i.e. principal) from creating a culture in the building that reinforces his personal views and desires and directly conflicts with the reality of district policy and student needs (especially students with handicaps and those of ethnic backgrounds) and ignores teacher experience and input.
43	What will you do to ensure that our district focuses on a strong academic curriculum, that helps our students excel in reading, writing, math, and science?

44	If a decision you wished to make to protect the health and safety of your students were "un-popular" with outside individuals due to political factors, how would you proceed? Would you prioritize your students well being over popularity or favor within the area?
45	Misinformation and "culture war" nonsense have made school district politics more charged and divisive than ever. How will address this situation so that decisions are sound and fact-based without alienating the alternative-facts community?
46	What do you think the biggest strength of our district is?
47	In this age of continued and growing shortages in the teaching pool of candidates, as well as ancillary staff (maintenance, teaching aides, custodial etc.), how do you propose to make the Moscow School district more attractive to those seeking employment?
48	As Moscow is considered "The Heart of the Arts" in Idaho, how are you hoping to bridge the cross-curricular divide between general education and the arts, such as music, art, as well as specials such as P.E., and create a stronger bond between all teachers in the District, and create a stronger arts community within our school district?
49	What is your plan to improve the need for paraprofessional staff, Bus drivers, and janitorial staff? What incentives or Ideas will you enact to ensure the retention and hiring of new and existing staff?
50	How are you going to protect our youth and future of this community?
51	Education for all students includes supporting students that not only want to go on to a four year degree but students that desire trade oriented education, will you support that vision for MSD?
52	How would you go about helping the MSD update its buildings?
53	What will you do to improve safety and road conditions at Russell Elementary? Currently winters are dangerous for parents and students, with multiple crashes occurring between buses, families, and community members directly by the school in the past few weeks.
54	What makes you the best candidate for this position and why do you want to be apart of the Moscow School District?
55	N/a
56	Tell me about your favorite teacher.
57	How would you implement a change regarding the shortage of bus drivers, so that more students could have transportation from home, games, ect.?
58	Some of the science and math courses at the high school do not prepare students to be competitive at universities that stress STEM. How might you rectify this problem?
59	How do you plan to create an atmosphere of good communication between the school district and it's stakeholders?
60	If you have kids, what was the most challenging thing about your experience as a parent with the school system?
61	How will you address the need for new facilities in the Moscow School District?
62	If you are not from this community, what is inspiring you to apply for a job in this district?
63	What is one goal you would set and implement in developing a relationship between parents and teachers in our school district?
64	Imagining a blank slate of legal authorities/requirements for childhood vaccines, how would you think through and prioritize various factors in establishing local policy.
65	Are the efforts in some states (e.g., Florida) to ban or censor parts of American and world history because that knowledge might upset some children/youth a positive or negative trend?
66	How will the candidate address the many unmet needs in the district, like the reality that the High School doesn't even have a cafeteria?
67	What is your plan to help students best recover from the learning losses incurred through the

	district's COVID-19 response?	
68	How is the new Superintendent going to keep great qualified applicants working for the school district, instead of looking for another job?	
69	How would you include input from staff on decisions directly impacting their work and career goals?	
70	Will you respect the values of conservative parents.	
71	What is there plan to help with faculties	
72	How many years of experience do you have in this position?	
73	How do you plan on retaining the qualified classified staff, paraprofessionals, you have and expect to hire good quality classified staff when the pay does not match their job responsibilities in light of the fact that said staff is continually being asked to go above and beyond their normal duties, especially when the number of special education students increases yearly?	
74	What can you do to support our amazing teachers (in the short and long term) to improve an already excellent community?	
75	Upgrading facilities for all schools but the High School in particular?	
76	I am very concerned about the current trend for politicized interference in curriculum and instruction, including banning books. What will you do to protect teachers' rights and ensure that teachers are given the freedom and respect they deserve to plan lessons and content without political interference?	
77	How do we get new facilities funded and what is your role in making that happen?	
78	How will you ensure the needs of the most vulnerable students (including students who struggle with learning or developmental differences, poverty, food insecurity, etc.) are being met?	
79	How do you see the current trend of the science of reading effecting a school district K-12.	
80	Will you support the staff, parents and kids before making yourself look good.	
81	Will the candidate prioritize MSD in having an in-school band program at the 5th grade? We are perhaps the only school district our size in the state which doesn't have an elementary beginning band program inside the curricular school day and makes it difficult to have a quality band program for middle level and high school.	
82	How would you address the district's aging infrastructure and increasing maintenance costs? What leadership abilities do you have to inspire the community to build new schools?	
83	When you were a teacher, tell us about the qualifications you admired the most and the least in your superintendent(s), why, and how you felt they impacted your daily teaching.	
84	Will you set political biases aside when making best decisions based on common sense facts and recommendations?	
85	How do you create a school environment that is safe and allows students to grow with their teachers while not having the proper budget and other restrictions/policies that might go against what's best for the student?	
86	How will you demonstrate involvement in the day-to-day operations of the district?	
87	What draws you to Moscow, and the North Idaho region?	
88	Would you be willing to challenge decisions that you believe not align with what's best for students?	
89	How do you plan to balance making decisions with conflicting opinions between teachers and student families?	
90	Explain your working knowledge and experience with bonds, school construction, labor negotiations and human resource administration?	
91	What is your plan/schedule/vision for updating and building new facilities for MSD?	

92	What is the most important job in MSD?
93	What experience do you have in passing bonds for building new facilities
94	What about this role are you most prepared for, and what area of this role will take time to become more proficient.
95	How do you see the on going need for updated facilities and the current trajectory of the budgets? What ideas do you have to improve these concerns?
96	Should the public school system be the primary educator for morality and social issues? What percentage of the curriculum should focus on social justice, equity, and ethics?
97	Would you place STEM and language studies first?
98	What will you do to lower class sizes and get more helpers and aids in classrooms daily? What will you do to improve the abundant to use of endocrine disrupters in the schools? I think that teaching emotional intelligence is severely lacking in our schools. What will you do to bring more awareness to mental health? Will you help to bring more curriculum around emotional learning and growth?
99	How would you support our school librarians if they faced a challenge like Nampa has?
100	How involved with the students/schools are you willing to be?
101	How are you going to encourage people to continue to work for MSD when they feel that they are penalized for having children, taking their sick days, and caring for their mental well being?
102	What areas do you see for change in MSD? How will you act proactively on behalf of MSD? What role do you see for building administrators in the district? What role do you see teachers playing in the district? What is your philosophy on delegating work and decisions?
103	Kindness, an understanding on what it is really like to be a teacher.
104	Parents need to be a part of the decisions made that will effect their children's education, safely, and over all wellness, how would you include parent involvement?
105	How will you make sure that we get a new High School?
106	What is the most challenging problem you've solved? Describe what it was, how you went about solving it, and the outcome. Tell us what you tried that didn't work, and tell us what you learned.
107	How do you plan on keeping MSD curriculum and learning up to speed with other high achieving districts in the country despite Idaho being near the bottom ranked states for education?
108	What are some areas of weakness in our district and his would you make MSD better?
109	What can you do to help the understaffing issue in the special education program?
110	This question is about leading/modeling pride and confidence in MSD activites. How important is communication of what is going right in MSD to the community? What relevant and effective ways will you use to brag about the good things happening everyday in our schools? Note- the right answer is bigger than communicating with the newspaper or letting individual schools communicate positive activities. In a community where we are competing with private schools and anti public school sentiments, we need someone that will champion the many reasons why the community should support MSD. We need their loyalty, but need to be giving them reasons why in a continuous and loud voice.
111	.
112	What quality do you have that would bring a positive uniqueness to this position
113	How will you cultivate belonging for all people in our district?
114	MSD has aging buildings. What is your plan for improving educational facilities to provide a safe, efficient, modern, tech-enriched environment to support education?
115	How are we going to build new facilities without putting a greater tax burden on the Moscow community?

116	What do you know about Moscow and the community as a whole? What are your experiences with our community?
117	What is your experience with/how would you go about implementing effective student behavior management skills to the teachers, lunch and playground staff, bus drivers, and others who work directly with children?
118	Why are you interested in working for MSD?
119	How will you foster an equitable work experience for teachers and staff at all grade levels?
120	How do you plan to effectively foster communication between teachers and administrators?
121	Should all schools in the Moscow School District adopt the same literacy curriculum and what does the science say that curriculum should look like?
122	How would you put our student's first when making decisions regarding our district policies and changes?
123	What is your favorite misconception (heard from the community at large) about school district management.
124	How will you implement a "students first" philosophy when the school boards makes decisions for our kids based on their own personal/political beliefs and not the recommendations from families and other stakeholders.
125	Are you going to be independent of the Board and bring ideas to the table or just be a sounding board like the last superintendent.
126	How do you feel you deal with parent disapproval or backlash? In this position, we see this regularly, do you feel you are prepared for that?
127	How will you communicate complex or controversial decisions with students, teachers, parents and the community?
128	I didn't have a proposed question but would like to request that the admin team have the opportunity to interview the candidates as well. We could have 2 or 3 of us take the lead and write up questions (to be shared with everyone ahead of time). We would happily coordinate with the Board and make sure we aren't overlapping on questions. Thank you for the opportunity.
129	One of the biggest issues in a classroom and community is consistency. How do you remain consistent in your values and decisions?
130	Idaho consistently ranks near the bottom in education in the U.S. and there's a well-documented decline/downward trend in college students obtaining degrees in education. With this in mind, what do you believe is key to attracting and maintaining qualified educators/teachers in our district?
131	The MEA tends to dictate what is implemented in the district regardless of how it will affect students and non-MEA employees. How do you make sure this won't happen in the future?
132	none
133	what is your view of technology standardization in the classroom in the elementary level and the secondary level?
134	Moscow has many opportunities for parents to choose from for their children's education. How are you going to increase MSD enrollment?
135	What changes will you make to ensure students are safer and better prepared for self-sufficient adulthood?
136	Do you believe in teaching CRT? The answer better be "NO" Do you believe in teaching sexual identity in schools? Again "NO"
137	How do you plan to show involvement in and care for the community?
138	Tell us about an administrative decision you made that was a failure. How did you handle the failure and how has it changed the way you approach future administrative decisions?

139	If you were to make a fundamental change in the way educators provide instruction to students, how would you go about making/implementing that change?
140	The need for updated facilities and infrastructure is a high need in our district and yet we have to compete with other entities. How will you inform and foster support within the community to achieve the needed bonds/funding to meet these needs?
141	To get community support you must have involvement and participation from the community. How will you encourage community participation in school board meetings?
142	What would you do if staff were not implementing interventions in a student's IEP plan?
143	How will you encourage innovation in education in Moscow?
144	What is your opinion about parental involvement in providing education to our children? I.e., do you believe education is primarily the responsibility of the school system or do you believe education begins in the home, by the parents?
145	What is it about the Moscow School District that attracts you to this position, and what unique qualities do you bring that would help you propel MSD to be even better?
146	Provide an example of how you incorporated or handled offering extracurricular activities and/or subjects (ie: arts, theatre, music, robots, engineering, etc) within a school district with a limited budget?
147	How will you ensure that the Moscow School District will remain competitive and relevant within the school system nationally?
148	How do you intend to ensure that lgbtq+ kids have a positive and safe experience in the msd?
149	What are your greatest strengths and weaknesses as a superintendent?
150	What changes do you plan to make to the district to fill empty positions and maintain the current employees?
151	MSD is currently experiencing staff shortage both for teachers and bus drivers, what steps would you take to try and resolve this issue?
152	N/A
153	As we move forward how are we going to continue to meet the needs of the "covid kids" who are often behind socially and educationally?
154	What is your experience working with an English Learner population in a district and where do you see the responsibility to serve this population lies among the staff and administration?
155	What is the role of kindness in education?
156	How important do you feel your relationship to the school board is? Are you willing to disagree with them if necessary for the good of the students and staff? How important is your relationship with the administrators and teachers in the district?
157	What qualities are most important to a successful superintendent, and do you feel you possess those qualities?
158	I am very concerned about our district school buildings and want someone who can spearhead a solution to this ongoing issue- whether that is private fundraising, local politics/bonds, state or federal support, or other means. Our school buildings are completely out of line with a reasonable learning/work environment- ventilation, heat, AC, etc- and this needs to be addressed immediately.
159	Moscow High School facilities are dated and some instances dangerous (gym). Students have to get bussed for P.E. activities and sport events are not even held on site. Will you advocate for new facilities?
160	What do you offer to the staff and students of MSD 281 that no other candidate can offer?
161	Moscow School District is one of the only schools in our region and possibly the only district of its size in the state that does not include instrumental music education during the school day at the elementary level. What are the disadvantages of this gap in student learning in a community that prides itself in arts and humanities? What would you suggest to remedy this?

162	Why do you live in or want to live in Moscow?
163	Our school buildings and facilities are out of date and far behind other districts in the region. In what ways would you prepare the Moscow School district for renovations, rebuilds, or new schools?
164	Teaching staff are the back one of the education system; what are your ideas for updating compensation to be better aligned with their true value?
165	How do you balance the desires of parents with the needs of your teachers? How do you support and defend your teachers against defamation and abuse from parents?
166	Can you share proven success in leadership experiences from other positions you have held, even if they are not this exact position?
167	Would you consider allowing select staff to carry and be trained in the use of a police grade taser? This would only be used in the event of an attack on the school by a shooter or other weapon attack.
168	What would you do to make Moscow School District a strong influence for new families considering moving to Moscow.
169	How would you defend parents and students if there is a disagreement with a decision made by the board that does not align with the community?
170	How will you support district teachers and improve staff retention?
171	What currently needs the most improvement within MSD and how would you address it?
172	Please list the top things you believe a superintendent can do that most dramatically and positively impact student success.
173	How would you respond to pressure from political interest groups and others to make changes to curriculum? What is the best way to recruit and retain teachers?
174	How many years of experience do you have working in the classroom?
175	How will you look to support/expand support for neurodiverse students and staff who need accommodations?
176	How will you bridge the gap between the parents, students, school district and educators. In a time of economic constraints how will you allocate resources to support students and retain our top educators? How will you establish a recognition program where we as a community can vote and identify the inspiring educators? How will you empower students to achieve what they are not aware of as their gifts?
177	What actions will you take to support the greater state of Idaho in increasing their per pupil funding?
178	What makes you the ideal candidate for this position? What personal experiences set you apart from other applicants?
179	How can you help students who struggle or those that fall between the cracks?
180	How will you keep our students safe while in your care?
181	What do you believe are the most important "first steps" a new superintendent must take?
182	What are his/her thoughts/experience on a community-based school model and would implementation of this model be a possibility?
183	What are some ways to support students who are high performing and how can we leverage community resources to support our schools?
184	How will they ensure teachers have an equal voice to other stakeholders like community members and parents?
185	How have you implemented empirical evidence-based practices in your previous position(s)?
186	Are you willing to use input from families in the district and put what is best for students above any political/social narrative?

187	The Moscow School District has a long tradition of "those students" only being taught by "those teachers." It is entrenched from grades k - 12. How will you shift the culture so that all students are taught by all teachers?
188	Do you believe support staff should make a livable wage ?
189	Na
190	School is feeling more and more like a prison rather than a fun and exciting place to learn. How would you change that?
191	What are you going to do to support your students on IEPs? The district is lacking in support and personnel assisting our special education students
192	How will you work to remodel our schools?
193	Do you have any ideas and/or thoughts about how to handle the understaffing with paraprofessionals?