



State of New Jersey

DEPARTMENT OF EDUCATION

PO Box 500

TRENTON, NJ 08625-0500

PHILIP D. MURPHY
Governor

SHEILA Y. OLIVER
Lt. Governor

ANGELICA ALLEN-McMILLAN, Ed.D.
Acting Commissioner

February 9, 2022

Mr. Vito A Gagliardi, Jr.
Counsel to the Monroe Township Board of Education
100 Southgate Parkway
PO Box 1997
Morristown, NJ 07962

Dear Mr. Gagliardi:

In accordance with N.J.A.C. 6A:9B-13.1, I am granting the Monroe Township Board of Education's request to extend Mrs. Chari Chanley's service as the district's Acting Superintendent from February 11, 2022 to May 11, 2022.

I understand that the Board has opened its search for a permanent superintendent and will soon be interviewing candidates. It is my expectation that the Board will hire a full-time, permanent superintendent before the expiration of this extension. Please keep the Executive County Superintendent informed of the search committee's progress.

Sincerely,

Angelica Allen-McMillan Ed.D.
Acting Commissioner

AAM/lls
c: Jorden Schiff
Paula Bloom
Kyle Anderson



New Jersey School Boards Association

413 West State Street • Trenton, NJ 08618 • Telephone: 609.695.7600 • Toll-Free: 888.88NJSA • Fax: 609.695.0413

BOARD ASSISTED/LIMITED SERVICES SUPERINTENDENT SEARCH AGREEMENT BETWEEN

**THE MONROE TOWNSHIP BOARD OF EDUCATION,
MIDDLESEX COUNTY,**

AND

NEW JERSEY SCHOOL BOARDS ASSOCIATION

It is hereby agreed by and between the MONROE TOWNSHIP BOARD OF EDUCATION (hereinafter referred to as Board) and the NEW JERSEY SCHOOL BOARDS ASSOCIATION (hereinafter referred to as Association) that the superintendent search services specified herein shall be provided by Association to Board.

1. DUTIES OF ASSOCIATION

Association agrees to provide superintendent search services to the Board with respect to this contract as follows:

- A. Initial Visit - Association consultant will collaborate with the Board to establish the parameters of the search. The parameters include handling of inside candidates, review of calendar of events, reimbursement policy for candidates invited to be interviewed, advertisement, degree of community and staff involvement, degree of full board involvement, budget considerations, and the Board's expectations. A draft calendar of events will be presented which will allow the Board and community to track the progress of the search.
- B. Developing the Criteria- The consultant will use the criteria and qualifications as determined by the board to compose a profile to be used throughout the search to evaluate qualifications of the candidates. This will assure the Board of the best match to the district's needs.
- C. The consultant will keep the Board informed on the progress of the search.
- D. Securing Candidates - The consultant will prepare and place ads (STAR LEDGER as well as any other appropriate newspaper), subject to board approval, with the Board being fully responsible for all costs. The consultant will send a position announcement to appropriate college and placement centers and state school boards associations, NJASA, NJPSA, and all N.J. county superintendents' offices. The announcement will be placed on the NJSBA web site and such other web sites as determined by

the board. The costs of all web sites other than NJSBA's web site shall be the sole responsibility of the board.

- E. After screening of the applications, should the consultant determine that there are insufficient candidates that meet the board's criteria, the consultant will communicate that fact to the board. The board may, at that time, opt to re-open the search through additional advertisements or may choose to continue with the available candidates.
- F. Processing Applications - The consultant will provide confidential secretarial services that will include maintaining a complete file on each candidate, handling all correspondence, and scheduling interview appointments. The consultant will develop and use an application tailored to meet the needs of the Board and will be the sole communicator to the candidates and the Board.
- G. A report will be issued after the deadline for receipt of applications. This report will provide information on the pool of candidates, i.e., overall numbers, present employment, doctoral degrees, and regional response to the search.
- H. Screening Applications - The consultant will work with the board to establish procedures for the board's evaluation of the applications and their selection of the candidates for interview. In addition, the consultant will deliver all search materials to the board, which will become the property of the board as of that date.
- I. Contractual Obligations - The Association will have completed its contractual obligations after providing the pool report and delivering all search materials to the board (Steps 1-A through 1-I).

2. DUTIES OF THE BOARD

- A. The Board agrees to meet with the consultant to address the parameters of the search as outlined in Initial Visit (see 1-A).
- B. The Board agrees to pay for all costs associated with advertising, travel, and meal reimbursement for candidates as determined by the board's travel reimbursement policy.
- C. The Board agrees to refer all applicants to the consultant. The Board further agrees to maintain confidentiality throughout the entire search process.
- D. The Board will interview candidates in compliance with the OPMA.

- E. The Board assumes sole responsibility to comply with *P.L. 2018 C. 5, N.J.S.A. 18A:6-7.6 et. seq.*, regarding applicant's current and prior work history.

3. AFFIRMATIVE ACTION.

New Jersey School Boards Association, a public agency and a body corporate and politic, *N.J.S.A. 18A:6-45 et. seq.*, does not discriminate against any employee or applicant for employment and affirmatively acknowledges its legal responsibilities under and complies with *N.J.S.A. 10:5-31 et. seq. (PL. 1975 c. 127)* and *N.J.A.C. 17:27-1 et seq.* As both parties to this agreement are public agencies, this agreement for goods and services is exempt from the requirements set forth in the afore referenced statute, etc. as set forth in *N.J.A.C. 17:27-2.1*. Notwithstanding the exemption from state law, NJSBA also complies with policies adopted by the NJSBA Board of Directors and set forth in its Governance and Operations Manual in compliance with *N.J.S.A. 10:5-12 and -31 et. seq.*

4. FEES AND EXPENSES

It is further agreed that for the services listed in Section 1 above, Board agrees to pay the Association \$4,000.00 as follows:

- A. 50% on or before thirty days after the execution of this Agreement;
- B. 50% on or before thirty days after submission of the final report (see 1-G and 1-H) to the Board.

5. TERMINATION

Association or Board shall have the right to terminate this Agreement for any reason upon 30 days written notice by certified mail to the other party. In the event of a termination by either party, services provided to the date of termination shall be paid by the Board, based upon the total hours of service rendered by Association, at \$70.00 per hour for professional time and \$36.50 per hour travel time, but the cost shall not exceed \$4,000.00.

6. VERBAL AGREEMENT

No other agreement or understanding exists between the parties except as expressly set forth in this Agreement. This Agreement may not be modified except by a writing executed by both parties.

7. NONASSIGNABILITY

Neither this Agreement nor any interest herein shall be assigned to other parties.

8. LEGAL REPRESENTATION

The parties hereto are each represented by their own legal counsel. The parties represent that, in their discretion, they have each obtained independent legal review of this Agreement.

The Association and the Association's consultant have not made any representations to the Board and/or any candidate(s) for the position of Superintendent as to whether a vacancy exists in the position of Superintendent.

9. EFFECTIVE DATES

This Agreement shall be effective as of March 15, 2022 and shall continue until the consultants' duties as described in Section 1, A through I have been completed, unless terminated as provided in Section 5.

10. SEVERABILITY

In the event that any provision of this Agreement is held to be void or unenforceable by any court or regulatory authority having jurisdiction thereof, such ruling will not affect the validity of this Agreement; the remaining provisions shall continue to be in full force and effect.

11. NJSBA POLICY

The Parties to this Agreement understand that compliance with all NJSBA policies is critical to NJSBA operations as a public entity. Therefore, the Parties agree to abide by all applicable NJSBA policies, regulations, and Bylaws.

12. CHOICE OF LAWS

This Agreement shall be governed by the laws of the State of New Jersey. The Parties agree that the courts of the State of New Jersey shall be the sole forum in which any legal action concerning or relating to this Agreement shall be brought.

An original, scanned, electronic or facsimile of the parties' signature hereto is deemed admissible in enforcing this agreement.

13. ENTIRE AGREEMENT

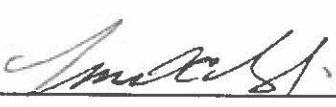
This Agreement contains the entire agreement between the parties with respect to the transaction contemplated by this Agreement and supersedes all prior agreements and understandings between the parties with respect to such transaction. It may be executed in any number of counterparts, each of which shall be deemed an original, but such counterparts together shall constitute only one and the same instrument.

Monroe Township Board of Education
Board Assisted/Limited Services Superintendent Search

**MONROE TOWNSHIP
BOARD OF EDUCATION**



Chrissy Skurbe Date 3/16/22
President

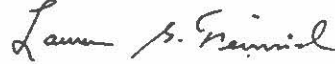


Michael Gorski Date 3/17/22
Board Secretary

**NEW JERSEY SCHOOL BOARDS
ASSOCIATION**



Irene M. LeFebvre Date 3/17/22
President



Lawrence Feinsod, Ed. D. Date 3/17/22
Executive Director

Meeting of the Monroe Twp. Board of Education February 16, 2022

Link to meeting video:

<https://monroetv.viebit.com/player.php?hash=4nz3xxFIZECn>

At the 1:39:15 mark, Brian Fabiano raises public concerns about the questionable hiring process for permanent superintendent. Specifically, he asked why the BOE removed the job posting for Permanent Superintendent after Chari Chanley became Acting Superintendent.



State of New Jersey
DEPARTMENT OF EDUCATION
PO Box 500
TRENTON, NJ 08645-0500

WILLIAM D. MURPHY
Governor

ELIJAH Y. OLIVER
Lt. Governor

ANGELICA ALLEN MCMILLAN, Ed.D.
Acting Commissioner

May 13, 2022

Mr. Vito A Gagliardi, Jr.
Counsel to the Monroe Township Board of Education
100 Southgate Parkway
PO Box 1997
Morristown, NJ 07962

Dear Mr. Gagliardi:

I am in receipt of the Monroe Township Board of Education's (Board) letter requesting an extension of Ms. Chari Chanley's service as the district's Acting Superintendent. Pursuant to N.J.A.C. 6A:9B-13.1, the Commissioner of Education may grant approval for a non-certificated staff member to serve as a district's superintendent for up to three months at a time. This is the second extension requested by the Board.

When I approved the extension in February, it was with the expectation that the Board would hire a full-time, permanent superintendent who would begin work with the district before the extension expired on May 11, 2022. Based on the information provided by you and by Executive County Superintendent (ECS) Kyle Anderson, a superintendent search process opened in the fall of 2021 yielding a field of 19 candidates. The Board interviewed three finalists on February 16, 2022 and decided none were acceptable. The Board has now contracted with the New Jersey School Boards Association (NJSBA) to conduct a new search and will begin reviewing applications on May 19, 2022.

Since the appointment of Ms. Chanley as Acting Superintendent, members of the public have expressed concern to my office as well as to the Governor's office. It has been my office's position to support the Board's right and responsibility to select the superintendent they feel will best serve their district's students, staff, and community.

I am approving Monroe Township Board of Education's request to extend Ms. Chanley's service as Acting Superintendent from May 12, 2022 to August 11, 2022 with the following conditions:

1. By 5:00 pm on Friday, May 20, 2022 the Board will send Kyle Anderson a complete timeline of the NJSBA search process. Please note that this process

Mr. Vito A Gagliardi, Jr.
May 13, 2022
Page Two

must be transparent and include opportunities for public engagement and comment on candidates.

2. Beginning on June 10, 2022, the Board will submit a biweekly report to the ECS detailing progress on the search process (June 24, July 8, July 22, etc.).
3. The Board shall nominate and have a signed contract with a new full-time superintendent within the timeline of the NJSBA search process.
4. Any additional request for a three-month extension must be made to the ECS no later than August 1, 2022.

Good luck with your search process. Please continue to keep your ECS informed as detailed above.

Sincerely,



Angelica Allen-McMillan, Ed.D.
Acting Commissioner

AAM/JS/ls

c: Julie Bunt
Jorden Schiff
Paula Bloom
Kyle Anderson



MONROE TOWNSHIP BOARD OF EDUCATION
423 BUCKELEW AVENUE
MONROE TOWNSHIP, NJ 08831
PH.: (732) 521-1500
FAX: (732) 521-1628
chrissy.skurbe@monroe.k12.nj.us

Chrissy Skurbe
Board of Education President

May 20, 2022

VIA ELECTRONIC COMMUNICATION

Kyle M. Anderson
Interim Executive County Superintendent
Middlesex County Office of Education
13-15 Kennedy Boulevard
East Brunswick, NJ 08816
kyle.anderson@doe.nj.gov
Debbie.Hudson@doe.nj.gov

Dear Mr. Anderson -

The Monroe Township Board of Education met on May 19, 2022 and went into closed session to meet with Mary Ann Friedman from NJ School Boards Association. At this meeting, Ms. Friedman delivered the candidate pool to the board members present. The pool consists of 18 applicants for the position of Superintendent of the Monroe Township School District. The board members deliberated upon receiving the pool and had discussions for the next steps. As we intend to engage our community and foster inclusion in this process, the Board will be creating a survey to ask for community input. We are hopeful to have this survey sent out early next week. The Board will be setting up a special meeting to be held on June 1, 2022 in which the Board members will meet to rank applicants and set forth the list of applicants to interview. At that meeting the Board will select one of its members to contact the applicants and set up the interviews. The Board anticipates calling a special meeting on June 14, 2022 and June 21, 2022 to interview applicants for a first round of interviews. Following the first round of interviews, the Board anticipates holding a second round of interviews for finalists and deliberation on

applicants on July 11, 2022. It is anticipated that after the July 11, 2022 meeting, the Board will select a finalist and begin contract negotiations with that applicant. The Board will submit a new contract to you at that time for your review. After review and approval from you, the Board will publicly approve the new superintendent of the Monroe Township School District to the staff and community.

If you have any questions, please do not hesitate to contact me.

Sincerely,

Chrissy Skurbe

Chrissy Skurbe
President
Monroe Township Board of Education

Cc: Karen Bierman, Board Vice President

Meeting of the Monroe Twp. Board of Education June 1, 2022

Link to meeting video:

<https://monroetv.viebit.com/player.php?hash=pG3mXUKQmyez>

At the 9:09 minute mark, the Monroe Twp. Board of Education confronted about its refusal to accept state/county/NJSBA advice on Superintendent search.

Meeting of the Monroe Twp. Board of Education July 20, 2022

Link to meeting video:

<https://monroetv.viebit.com/player.php?hash=iC3Zhi9Cf7x8>

Linda Bozowski confronts the BOE about its refusal to release the results of the superintendent survey. Ms. Bozowski's speech begins at 47:55 and the part of it that relates to the superintendent search is 52:17. Board President Chrissy Skurbe justifies delay in release of superintendent survey results and misrepresents guidance from the NJSBA regarding community surveys.



The Do's and Don'ts of Community Surveys

By Andrea Tahinos

Asking community members for their opinions is a great way to get feedback on district priorities. What you need to know about conducting an effective survey.

Thanks to social media, it has never been easier to solicit and receive public opinion.

Just think for a moment about your own experience: How many times in the last 24 hours have you been asked for your opinion or to take a survey? Visit any service or retail website and you are almost immediately hit with "We'd welcome your feedback!" Amazon, TripAdvisor, Yelp, RateMDs, Kudzu, Yahoo! Facebook, Foresee, Rate My Teacher... the list of survey-happy sites goes on.

Surveyplanet, Survey Monkey, Surveypal, Survmetrics, and Popsurvey are just a few of the survey development software companies that stand at the ready to assist you in constructing, executing and analyzing your assessment. The number of available survey tools is escalating. In fact, many website developers are now building a survey tool into their platforms.

So why the proliferation of surveys, opinion polls, and personal review sites? Basically, it's because most people like to be asked what they think. It makes us feel valued, it gives us a sense of control, and most importantly, we make the assumption that our opinion is somehow going to make an impact on our world.

Given these dynamics, it's no surprise that many school districts are turning to community surveys as a tool to assist in making some tough decisions. Should you spend your resources on turf for the football field or upgrades to the baseball field? An additional elementary nurse or guidance counselor? Long-overdue roof repairs or a new world language?

Gathering opinions from various stakeholder groups can assist board members and administrators in setting and prioritizing initiatives. If done correctly, your survey will tell you where you have support and where opposition may exist – and to what degree. It can provide insight into how the different factions view the options you're presenting, and may introduce initiatives you hadn't even considered.

To Survey or Not to Survey Just because you can survey doesn't mean you should. If a community survey is under consideration in your district and...

- You already know the answers to the questions;
- You've already made a decision; you just want to see how it will be received;
- You're launching a survey because someone said, "Wouldn't it be nice to know...;" or
- You don't have the resources to act on the information you may get back.

Don't do the survey – because if any of the above holds true, you won't be doing anything with the results.

You will, in effect, undermine the assumptions made by your respondents that their opinions matter and may have an impact on their school district. Consequently, if the lack of action by the district causes a groundswell in the community, the negative repercussions can be significant. Not only have you wasted time and resources on a useless survey, you have now created a public relations problem with your stakeholders because, "the school district doesn't listen!"

To use the turf vs. baseball field scenario: Let's say your survey shows overwhelming support for a turf field. However, the district knew going in that it won't have the funds for the turf installation for years to come, if at all. Why include this item in the survey – no matter how popular you believe it to be – if you don't have the resources to act on it?

To be clear: This is not to say that you have to agree with what everyone tells you in a survey. If all options have a relatively equal chance of resource allocation, your analysis will indicate the majority position, which your district should announce and act on accordingly. Assuming the survey was done correctly, the respondents should respect the process and, in turn, the direction it sets for the district.

Keys to a Successful Survey So what are the elements necessary for your survey to succeed?

- **Goals and action plans** The first thing to do is establish a goal that clearly defines what insights you hope to gain from the survey and a clear plan of what you will do with the results.
- **A survey committee of key decision makers** In addition to the superintendent and the board member and/or administrator who initiated the survey project, it should also include those stakeholders most affected by the anticipated outcomes. (School climate surveys are broad stroke and should therefore include representatives of the board, senior administration, and staff from the building level. For more narrowly focused concerns – such as a turf field for the high school – the committee could include the principal, athletic director, president of the Booster Club, and possibly a coach.) Once established, the committee will be responsible for managing the other factors needed to construct, implement and analyze the survey.
- **A reasonable response rate** The response rate is a calculation of the number of completed responses as compared to the total number of surveys distributed. A high response rate provides a true reflection of the opinions of your target group, which is critical to having accurate information on which to act. There are many opinions of an "average" response rate for surveys, based on type of survey, industry, target audience, and even how the survey is distributed. Many elements contribute to increasing your rate of response, including the following factors.
- **The appropriate audience** Whose opinions do you need in order to achieve your goal? Students? Staff? Parents? Taxpayers? Other influencers? All of the above? It's important to determine just how

finite you need to be. If it's too broad, you're likely including opinions from those who ultimately don't matter for the subject at hand. If too narrowly defined you're complicating the analysis process with unnecessary data that won't affect the outcome anyhow.

- **Let's use the turf field again** Do you survey all parents or just those with high school students? Given the relative permanence of the field, young students may also be playing on it. It's also a 'big ticket' item, and the taxpayers will be paying for it. So your audience needs to be broad. What about staff? If you aren't making this an "either/or," such as turf or more teaching assistants, the staff probably doesn't need to be surveyed. Likewise, the student athletes really don't have a voice in what they play on. So you'll want to focus on those who ultimately will be paying for the installation and maintenance for years to come.
- **Question format** Select the types of questions based on the information desired. There are myriad methods for gathering input and the survey software you select should lead you through the process. Here are the most common:
 - **Likert Scale** – measures attitudes ("Rate the following from totally agree to totally disagree")
 - **Ordinal** – ranks items in order of preference (top choice, second, etc.)
 - **Dichotomous** – choice is made between two options (Yes/No, True/False)
 - **Multiple option** – checks as many boxes as applicable
 - **Open ended** – a comments box (Be sure to limit space if possible since people tend to use this as an opportunity to vent all of their concerns. Also be aware of Negativity Bias (See sidebar above))
- **Number of questions** You should limit the number of questions to no more than 10; seven or eight is best. The more questions you have and more complex they are, the longer it will take to complete your survey; thus, the more likely the person will get bored or run out of time. Incomplete surveys are a waste of their time and your resources.
- **Distribution** How will you get the survey to your audience? Online? Email? Paper? Offering multiple channels will increase participation, and is dependent on your target audience. For example, if you are surveying all taxpayers, you may be including a number of senior citizens who are not tech savvy. Offering paper copies or access to computers in the district will increase the participation from this target group. Regardless of the method(s) used, you need to control for respondents trying to take the survey more than once or sharing it with others in an attempt to skew the results. Again, your survey software should offer solutions; most likely, it will mean providing respondents with a unique link that becomes obsolete once the survey is completed, preventing repeat submissions or sharing. Some level of anonymity is lost, but you risk the integrity of your results by not controlling for "ballot stuffing."
- **Set firm launch and end dates** Too much time and your target will forget about it. Too little time and they may miss it. Seven to 10 days is a reasonable time frame.
- **Publicity plan** Publicize your survey before you launch, during the response time and once the analysis is complete. Use announcements through local media, the district website, social media, and board of education meetings to alert your audience that it's coming. Send letters and email the day of the launch that the survey is now open. Send a reminder halfway through, and again on the final day. Make sure to include explicit instructions for survey access and completion, and highlight the importance and potential impact of their participation. Follow up with notices as to where and when the findings will be presented. Then post the final presentation on your website.
- **Evaluation process** Establish your evaluation process and who will be involved and who will be responsible. Your survey may produce a significant amount of data, depending on the number of respondents and the number of questions. Internally, be prepared to share topline results early and the in-depth analysis within a week. Once all the data has been analyzed and reviewed, the board

and the superintendent will likely be the ultimate decision makers as to how and when the results will be presented.

- **Public presentation and next steps** The presentation team will likely include the superintendent, perhaps a board member and another from the committee. The results should be shared at a board public meeting. Clear, concise and consolidated results will allow you to share the information without getting bogged down in the minutia. Your survey tool should generate easy to interpret charts and graphs, while the open-ended question/s will require more in-depth analysis. For those, look for repetition of terms and only report out on common threads. Do not name names.

Surveys can be a very effective and even efficient tool for collecting and evaluating input from the various stakeholders in your school district. With proper planning, clear objectives and the right tool, you can construct and conduct a survey that will help guide your district with the enthusiastic support of your stakeholders.

... and now for a brief survey: Did you find this article useful? Circle one: Yes No.

Andrea Tahinos (<mailto:tahinosa@glenricknj.org>) is director of communications for Glen Rock Public Schools.

Contact Us

New Jersey School Boards Association
413 West State St.
Trenton , NJ 08618
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Public Info: 609-278-5202

Quick Links

Mission Statement

The New Jersey School Boards Association, a federation of boards of education, provides training, advocacy and support to advance public education and promote the achievement of all students through effective governance.

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Superintendent Survey Results

Please note that the district released unnumbered survey results, in September 2022, with no quantification or analysis of them months after Ms. Chanley became permanent superintendent.

Those can be found here:

https://opramachine.com/request/2022_superintendent_survey_result_2#incoming-61266

The following document is an annotated version of the document released on opramachine. This annotated version includes numbered responses and page numbers and also indicates duplicate entries. Comments that are likely favorable to Ms. Chanley are highlighted in blue. Comments likely unfavorable to Ms. Chanley are highlighted in yellow. The first three responses, dated May 23, 2022, are written by board members who had access to survey before it was released to the public on May 24, 2022.

Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
5/23/2022	Hire Chari Chanley permanently. Best Superintendent this District has had in years.	Do you care about students?	Community Member BOARD MEMBER
5/23/2022	The most important qualification is understanding Monroe and how to drive us forward. That person is Chari Chanley!	How would you do things better then Chari Chanley because she's doing an outstanding job already.	Parent BOARD MEMBER
5/23/2022	The ideal candidate should work hand in hand with the elected school board to effect policy that ensures quality education for students and a satisfactory work environment for staff. Chari Chanley is a perfect candidate.	Why do you want to work at Monroe Township as opposed to other districts?	Parent BOARD MEMBER
5/24/2022	Humility and openness to ideas other than their own agenda, or agenda of associates	When presented by ideas from supervisors about programs in the different departments, how do you determine if the program can meet the needs of different learners in a way that teachers can truly provide differentiation without spending excessive amounts of time preparing?	Staff Member
5/24/2022	Integrity	How do you intend to get new schools built in this ever growing community?	Staff Member
5/24/2022	I believe the most important qualification for a Superintendent is that he/she is business minded. Each candidate will be well versed in education, but at the superintendent level, they are technically running a business. It will take business/marketing person to get that referendum passed.	Do you have any experience outside of the world of education?	Staff Member
5/24/2022	Honesty, integrity, and experience with leadership decision making responsibilities.	How has your past influenced your future?	Staff Member
5/24/2022	The most important qualification for a Superintendent is experience in Monroe Township Schools. Someone who is familiar with our classrooms, our staff, our students, and our administration. Someone who has put in the time and proven their dedication and commitment to our district.	What do you see as the biggest challenge Monroe Township Schools will face in the next 3 years?	Staff Member

Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
5/24/2022	The Superintendent should have their doctorate and have experience leading a district of our size. They should understand the demographic and needs of this growing community.	How does the superintendent plan to deal with our population growth and school overcrowding.	Parent
5/24/2022	Improve the standards of education and special skills. Encourage the talented to achieve even greater heights and uplifting the under privileged.	What experience do you have to improve the overall quality of education and how would you identify and uplift the under talented?	Parent
5/24/2022	Someone who understands the district and community and can collaborate with district staff, the board of education, students, parents, and the greater community to effectively deliver the highest quality education to our kids that we can afford. The current acting superintendent is doing remarkable and performing at a high level moving the district forward; it will be tough to find someone better.	How do you balance the competing needs and cries of so many into a path that allows a cohesive and stable experience for the students?	Parent
5/24/2022	Experience as a superintendent in another district	What is your experience getting a referendum passed?	Parent
5/24/2022	Always putting the kids 1st. ALWAYS	How can you help get funding for new classroom spaces.	Parent
5/24/2022	Anyone other than Chari Chanley is a win for this community.	Have you ever lied about your credentials?	Parent
5/24/2022	External candidate is a must	Will you value the community more than the acting superintendent?	Community Member
5/24/2022	External candidate is a must	Will you value the community more than the acting superintendent?	Community Member
5/24/2022	The district needs fresh blood to get us back on track to excellence. Only external candidates should be considered.	How would you intend to evolve the Monroe township school district be be competitive and exceed the ratings of surrounding towns (WWP, SB, EB, etc.)?	Parent
5/24/2022	The NJEA should not be your friend in any way. Do NOT have pronouns in any of your online bios/email signatures	Do you support the 2020 DEI/Sexual curriculum being pushed by the state?	Parent

Response #16 is a duplicate of #15

Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
9	5/24/2022 Strong leadership and communication skills built from experience being a teacher and an administrator. The Superintendent is a role that needs to work well with the district staff, families he/she/they serve, and the board of education. If there is a candidate that has successful experience working through district growth and referendums that would be ideal.	Describe a time when you had to bring together multiple people with varying points of view on how to accomplish a task. How did you manage the situation?	Parent
10	5/24/2022 To be honest and develop trust with the staff and community.	As the new Superintendent of Monroe Township, what processes will you employ to endear yourself to the staff and community?	Staff Member
11	5/24/2022 Transparency and open communications. Periodic open Q & A forums to address concerns Monroe Twp. parents have.	Are you committed to a long-term engagement with the Monroe Twp schools?	Parent
12	5/24/2022 I believe the most important qualification for a superintendent is communication. Communications drives how successful a superintendent can be. If you can't communicate your vision to both internal and external audiences, you may have a conflict with both audiences. Which in turn can cause conflict among the parties involved.	How will you control the influence of the board members while attempting to make difficult decisions for the well being of the district, especially if your decision is not the popular decision among the majority.	Staff Member
23	5/24/2022 Honestly, proper education and experience	How would your educational background and experience contribute to our children education?	Parent
4	5/24/2022 To have been a teacher, a counselor and an administrator, so that they understand the role, the challenges that both teachers and students face in today's world.	What is your plan for bringing all teachers up to date on technology and create a space where students can effectively communicate with students?	Parent
25	5/24/2022 Should have a doctorate and previous experience leading a district of our size.	How do they plan to move forward with our growing community and school overcrowding.	Parent

	Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
6	5/24/2022	A superintendent first and foremost be a parent who has the same thinking of any parent wanting the best in education for their kids. Years of experience as a teacher and a principle is also very important.	If your child was enrolled in the district you were superintendent, would your decisions be different than if your child was not in the district.	Parent
27	5/24/2022	So tough to just pick one! All traits are so important. Nonetheless, I'd say the most important quality for a superintendent is to have strong morals rooted in student wellness, & to not back down on them during times of unrest, & when others try to persuade the SI based on their personal/political interests.	The performing arts have been proven countless times by research studies to be just as academically, emotionally, and cognitively beneficial to students of all backgrounds and ability levels as the standardized-tested subjects. How will you ensure that students, especially marginalized students and students with disabilities, are afforded the opportunity to engage in the performing arts?	Staff Member
28	5/24/2022	School is forming generations that will come into the workforce in the future 5 to 20 years. The superintendent should have a vision of where society is going and its needs in terms of human power. Then, he/she should be able to formulate goals aligned with such a vision. An effective superintendent is not only a good manager but a leader.	What is the proficiency profile of (Elementary, Middle, and High School) students in the Monroe Township district? What needs improvement? and what are the plans to improve those areas? (by proficiency profile I mean students with math proficiency of X%, reading proficiency of Y%, science proficiency of Z%, etc.)	Parent
29	5/24/2022	The most important qualification for a Superintendent is one that listens to not only the Board but also the staff. The staff needs to feel like they matter and that our voices are heard. The superintendent also needs to know how to handle themselves when tough things happens and tough questions are asked.	As a superintendent, how would you improve the moral of the staff of Monroe Township, as of right now it is very low?	Staff Member
30	5/24/2022	A District Superintendent must be intelligent, communicative, honest, a talented manager, and possess the ability to hear all sides of a situation, and with honesty and purpose, make the right decision.	Explain a situation where you were able to stand by your moral and ethical standards against the political pressures urging you to bend to its will.	Staff Member

Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
5/24/2022	The most important qualification for a Superintendent is one that has demonstrated a mastery of being a superintendent and has qualitative data that shows the excellence in students who have graduated from the schools that he/she has led.	Our country (and even our town) is now more divided than ever and its obvious that politics has seeped into discussions regarding education now more than ever. How do you propose to focus on the core mission of providing the resources for our students to emerge from Monroe Township at their highest potential while satisfying the needs of faculty and staff and at the same time, doing so at the lowest cost and managing such divisiveness that is now prevalent in our society.	Community Member
5/24/2022	The superintendent of school needs to be a person who understands the community, its needs and has the knowledge necessary to provide solutions that are 'right for that community'. They don't need to have many degrees, but a proven track record that shows how they utilized existing state and federal education system regulations and leveraged those to empower the school system.	How would you plan for a school system that is ever growing?	Community Member
5/24/2022	The ability to act as a positive role model in our educational community and to make decisions that will be in the best interest of staff, students, and the community.	How would your ensure equity and inclusion among students as well as equity and inclusion among staff?	Staff Member
5/24/2022	Our world is changing. Students and staff are more stressed and overwhelmed than ever. Therefore, an important qualification in a District Superintendent is an understanding of effective pedagogy in a changing world as well as the most effective ways to support the staff in implementing that.	As an educator, what are the lessons we can take from our time during remote/virtual/hybrid instruction into the future of our district? In other words, how does "back to normal" look different in each school (or even each student) after our experience with remote/virtual/hybrid instruction?	Staff Member
5/24/2022	Out-of-box thinking, adaptability	What is the additional value you bring to the table?	Parent
5/24/2022	Their education level and experience level	How would you improve the overall quality of education within monroe?	Parent

	Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
37	5/24/2022	Ability to make tough decisions and minimize the fighting caused by board of Ed members	What action steps would you take to ease the divisiveness and fighting going on that the BOE always seems to be in the middle of? The conduct on social media is unacceptable	Parent
38	5/24/2022	NOT having someone politically motivated or progressive	What political contributions do you make---hopefully none.	Parent
39	5/24/2022	proven track record in same role for other district	how to address the poisonous board of ed culture that has developed in monroe	Parent
40	5/24/2022	Commitment to a strong curriculum and improving student performance; making Monroe a recognized, top-performing school district.	Where will you invest differentially to help make our Monroe Schools top-performing amongst others in the state? What tradeoffs are you willing to make to enable this outcome?	Parent
41	5/24/2022	Knowledge of education and teacher workload.	Our district faces many challenges, one of which is a community that expects their children to all get outstanding grades, however our high school has a very high average GPA, which makes our district look bad to colleges. How would you approach solving this issue?	Staff Member
42	5/24/2022	Having an understanding of education and teacher workload.	What are your expectations for academic rigor of both staff and students, particularly at the middle and high school levels?	Staff Member

Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
43	5/24/2022 Our next superintendent should have experience in establishing and setting a vision for the district, as well as core values. This is critical work not only in business organizations, but also schools. All decisions should emanate from the vision and core values. This would include policy, hiring practices, program development, etc. The new superintendent should also be able to bring the schools and community together to communicate the strategic plan that was developed with School Boards under Dr. Alvich's leadership. The schools/district is currently very fragmented with no identifiable vision.	The Monroe Township School District is a high achieving district, but has seen tremendous turnover in the last decade. This has resulted in a fading vision and fragmentation. Describe your five year plan for bringing the district together and what your vision for this district would be.	Staff Member
14	5/24/2022 Familiar with the district, educational background, and diversity.	How will you implement diversity in the school district?	Parent
5	5/24/2022 The Superintendent needs to be a highly qualified person with integrity who has the ability to do the job without favoritism.	How do you plan to improve the public image of the Monroe Township Schools?	Staff Member
16	5/24/2022 Someone who is trustworthy so we know they are earnestly and openly working for the good of our school district.	What is your top priority as a leader?	Parent
47	5/24/2022 Teaching experience with modern day technology and techniques and an understanding of budget.	Would you consider a remote classroom/learning option for those students that wish to opt for that choice 2 days a week (grades and conducive home environment would need to apply)? Any other outside the box options to reduce crowding/bullying/	Parent
8	5/24/2022 Doctorate, ethics, experience managing a school district	Please address the concern that you allowed yourself to be misrepresented as possessing a doctorate over the course of years in your professional capacity and what this says about your honesty and professional ethics.	Parent

Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
5/24/2022	A well-educated, well-spoken individual who is also a personable, skilled writer. I feel the Superintendent should be a diligent, hard worker who is available and physically in the office to ensure smooth daily operation. The Superintendent should have a Doctorate and all proper certifications. This is extremely important as many of our Administrators and staff hold a Doctorate, so their superior and the person leading our District should be equally, if not better, educated than his/her staff. The Superintendent should be independent from the Board of Education, and while a positive working relationship is important, a personal relationship could be viewed as a conflict.	What is your highest level of completed education as of today? I am no interested in education being pursued at this time.	Community Member
5/24/2022	Listen to parents, empathize with the parents, and make decisions to better the education (of the children). It helps to have a superintendent who knows the interworkings of the Monroe Township school district. The person should have some practical experience being a middle or high school principal. Preferably a resident of this township	Can you provide examples of how you cared for the children?	Parent
5/24/2022	Terminal degree, Ability to unify the community, Exemplified track record of standing up to dissenters	What is a your plan for continuing schooling in the ongoing pandemic. I would hope to hear a multi-stepped plan involving consideration of state guidance, flexible planning to allow for rise in numbers, willingness to bring back masks if necessary, and a better plan for virtual learning which provides contiguous learning for students.	Parent

Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
5/24/2022	I would like to see someone with past experience in leadership. I don't think a higher degree such as PH.D or Doctorates is necessary as it does not equate to being a good leader which is what we need at this school district. Someone who doesn't cave to all the current political agendas but instead puts our children's educational advancements first. Essentially back to schools teaching educational curriculums whilst letting the parents teach their children non educational related/personal preferences at home.	As the superintendent, what are some of the future agendas do you look to put in place or receive to improve our district academically?	Parent
5/24/2022	I feel a superintendent should have experience as either a previous superintendent in another district or an assistant superintendent who has worked in the central office under a superintendent. This qualification would help the employee to move into the position with a smooth transition since they have the background knowledge at how a school is run.	What experience do you have already in running a school district? Have you worked in the central office as an assistant?	Parent
5/24/2022	Be a great communicator and listener	Provide an example of a time you failed or made a bad decision and explain why and what you learned from that.	Parent
5/24/2022	Proven experience in leading a troubled, divided district. We must deal with space issues (referendum) as well as educational issues. We need a person who can take charge, help set our board on the right course without succumbing to political internal pressure. We need someone with outstanding credentials and preferably an Ed.D.degree who has been credited with improving a district educationally. Someone with experience in passing a referendum and uniting a divided district.	Explain how you see your working relationship with the BOE, staff and community? Give examples and explain making your answer pertinent to Monroe's issues.	Community Member

	Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
56	5/24/2022	Proven experience in leading a troubled, divided district. We must deal with space issues (referendum) as well as educational issues. We need a person who can take charge, help set our board on the right course without succumbing to political internal pressure. We need someone with outstanding credentials and preferably an Ed.D.degree who has been credited with improving a district educationally. Someone with experience in passing a referendum and uniting a divided district.	Explain how you see your working relationship with the BOE, staff and community? Give examples and explain making your answer pertinent to Monroe's issues.	Community Member
57	5/24/2022	In my opinion the most important qualification is that the superintendent behave with honesty and integrity. For example, not to lie about his/her credentials. I would also want someone who has the best interest for our kids and make outstanding contributions to our school district.	What strategies have you used in the past to confront and manage bullying?	Parent
58	5/24/2022	Educational background and a demonstrated track record of educational leadership experience. To this end in my opinion the ideal candidate should have identifiable ties to the township or county to understand and appreciate the current demographics and makeup of the district's students, parents and community.	Using specific examples, can you quantify how you plan to improve the STEM learning offerings and curriculum within the district by using the current budget AND through partnerships and grants with large scale businesses and non-profits alike.	Parent
59	5/24/2022	Experience in the role. Proven track record in the role that shows schools growth. A person with no ties to the town.	What is the biggest issue facing Monroe twp schools and how would you fix the issue.	

Response #56 is a duplicate of #55

Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
50 5/24/2022	Since this matters most these days. I am a parent of color and a minority so please listen. Any new superintendent need to advice the Principal to allow kids to be kids. Please dont encourage kids to use the heavy hand of administration for every verbal spat that kids have regardless of the race or physical characteristics of kids (or various other measures of victimhood) Kids need to learn to resolve minor personal conflicts on their own in an amiable way. We don't need the "Authority" to heavy handedly moderate every interaction the kids have with month long proceedings longer than a murder trial. Please stop characterizing every adverse interaction kids have as a instance of Bullying or victim vs aggressor interaction that needs the administrations heavy hand. Its really reaching a level of ridiculousness never seen before. Kids are human too and not robots that come to school and stick to strict list of words and actions that the school has prescribed. Lets make being human great again !!	Give an instance of a scenario where you ensured that level of intervention in kids day to day activities and interactions stays reasonable and doesn't lead to paperwork and month long proceedings for every verbal conflict and kids have.	Parent
51 5/24/2022	Preferably an achieved doctorate or certificate of advanced study in administration and supervision, proven leadership skills, inclusive - meeting with specialists in particular fields to get the best, most up to date information, forward thinking, HONEST, motivating, a uniter not divider both in the School system and community	What plan do you have to bring Monroe to the forefront of education today and in the future?	Community Member
62 5/24/2022	Honesty. Integrity. Someone with the qualifications to do the job right from the start.	How long should it take to get a doctorate?	Community Member

Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
5/24/2022	Collaborative, Shared Leadership and Decisive. The Superintendent needs to embrace a variety of stakeholders and experts to make important decision. Experts in curriculum, experts in human resources, experts in instruction, experts in community relationships. The Superintendent should enlist resources and and then make decisive, researched based decisions without emotion.	What is your plan to improve staff (administrator and teacher) morale, culture and climate in a post COVID era?	Staff Member
5/24/2022	Demonstrated success in academics and operations as a superintendent that spans multiple contracts (e.g. demonstrated longevity in the position)	What is one innovative way you plan to educate and engage the community around a proposed referendum.	
5/24/2022	Leadership. I define leadership as the ability to inspire others to reach their potential.	What qualities and or skills do you think are important in a Superintendent?	Community Member
5/24/2022	Someone who can restore dignity and honor to our district. My husband and I have our last of 3 children graduating MTHS in a few weeks. We cannot wait to be finished with the public maligning and disgraceful behaviors of the people involved in the administration of our schools in Monroe. Perhaps a person with strong, true leadership skills can help set the tone for a more positive, productive culture. We pray that the buyers of our home, which we close on this summer, do not join the Monroe Education social media pages before our deal is finalized, for they would surely be horrified and possibly change their minds about becoming part of what's happening here.	How do you expect to teach the students and demand from the students (at all levels) respect when the adults in the community publicly ridicule and malign one another constantly? And, it's allowed to continue. Why?The teachers have a hard enough job as it is...now they are fighting a losing battle trying to steer their students onto the right path when so many adults are on the wrong path themselves. Our children are watching and what they are seeing in our district is a disgrace.	Parent

Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
5/24/2022	The most important qualification for a Superintendent is problem-solving skills. More specifically, we need a leader who can apply analytical skills to strategically and creatively address and resolve the many factors impacting the district. As the community grows, staffing, and facilities, along with community building are going to be paramount all while maintaining transparency with the community and staff.	As highlighted in the District's strategic plan, community involvement is an area of focus. As the new superintendent, what is your vision of exceptional community engagement, and notwithstanding email communications, newsletters, and other basic engagement strategies what innovative ways to engage our community members do you anticipate employing to meet this strategic goal?	Staff Member
5/24/2022	Education and experiencePutting the children first Strong leaderNot influenced by special groups	How do you plan on handling the over population in our schools?	Parent
5/24/2022	The superintendent should be able to show three metrics each year: student performance, teacher performance and operating expenses. Performance should go up while expenses go down/stay at pace with inflation.	Take a moment and describe your vision of success for the Monroe school district by describing what the school system is doing/looks like in 2025/2030.	Parent
5/24/2022	15-20 years in public education, beginning as a teacher and moving up through all levels of Supervisor, Asst Principal, Principal, Asst Superintendent and Superintendent, with the requisite certifications. This kind of career progression will give the candidate first hand knowledge of the challenges facing everyone in the system who interacts with students.	What is the most important metric to measure success in a public school system?	Community Member
5/24/2022	A Superintendent should have worked many years in public education as a teacher before becoming an administrator.	How would you support the staff in the school district? Staff includes those in transportation, paraprofessionals and teachers.	Staff Member

Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
5/24/2022	Manager of people. Someone who is business minded to lead our district in expansion and organizational needs. Someone whom can put us in a position to receive funds and allocate them accordingly. Someone whom is strong enough to make decisions without being influenced by the outside pressures (community, board members, administration, and/or staff). The assistant superintendents should be responsible for educational goals and personnel.	Our biggest challenge and issue as a district is that we currently have an infrastructure that resembles a small school district. We have done a poor job of adjusting to our growth (facilities, layers of administration, low teachers/staff salary act...), what is your 5 year vision/plan to improve on the fore mentioned issues?	Staff Member
5/24/2022	The most important qualification is the would be district experience and overseeing the budget. As a resident of this town, I would appreciate fiscal responsibility. Maybe some polices that seem wasteful need to reviewed. Also, Knowing how to best service the students with the money allocated. Second, would be staffing. How do we attract and maintain well qualified teachers.	Why do you feel about using taxpayer funds for tuition reimbursement that took over 10 years to complete when the usual completion time for a doctorate degree is under 4 years?	Parent
5/24/2022	A person who has been involved in the school district for a number of years and it's familiar with the schools.	How can you improve our school system to be the best in the state	Parent
5/24/2022	Fairly supervise the staff and students and accept parental/community input and concerns. Encourage educational curriculum that teaches academics and thinking skills. Do not let politics interfere with instruction.	Do you believe in teaching CRT to elementary students rather than stressing academic subjects objectively, leaving all political and sexual teachings to parental controls?	Community Member

	Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
76	5/24/2022	In my opinion the most important qualification for a Superintendent is:1. A leader who transparent 2. Must be honest 4. Consider ALL paras need more support 5. No nepotism 6. Someone who is committed 7. A leader who values transparency 8. One who will make decisions clearly and truthfully 9. Someone to take control and lead us 10. Most importantly LOVE all children	What are your strengths and weakness	
77	5/24/2022	Put kids first, transparency, professionalism, doesn't take orders from anyone, isn't persuaded by the loudest & richest parents, does everything legally	How would you handle overcrowding?	Parent
78	5/24/2022	Very Good Human who as the ability to Accept with lot of patience, Listen to the concerns of kids and parents and community. Aim schools for Healthy Minds and Health along with Knowledge supporting Sports.Superident who feels responsible with assumption his decision will impact many lives.	Do you like to know about kids concerns in each school by spending a day in the school? what way you like to inspire kids?	Parent
79	5/24/2022	To understand the students, teachers and staff, families, and community culture of Monroe Township.	How will your decision making process best meet the needs of the teachers, school staff, and families of Monroe Township?	Parent
80	5/24/2022	Understanding the needs and empathy to parents In recent times, Chari Chanley is best	How much individual integrity matter about your staff?	Community Member
81	5/24/2022	Honesty. Honesty. Honesty. A Superintendent is the ultimate role model for a school district. A Superintendent should be above question as to her/his character. A Superintendent should also have a doctorate and a proven track record of successful district leadership, either as a Superintendent or Assistant.	Based on your knowledge of the MT public schools, your educational/professional experience, and understanding of educational best practices, what are 3 areas of weakness impacting students, and what steps would you immediately take in order to address them. Additionally, what steps would you take to improve the working relationship between Monroe & Jamesburg	Community Member

Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
2 5/24/2022	In my opinion, the most important qualification for a Superintendent entering our district is that they have prior successful experience as a permanent Superintendent and can explain what they implemented in their previous district that was positive and how they would bring that over to Monroe.	Our community is very divided on many topics, such as the case in the world today. However, the job of a school district is to first and foremost educate our children. How would you ensure that you remain neutral amongst everything going on and focus all of your energy on making our school district a place that provides the best educational experience for our kids that it possibly can?	Parent
3 5/24/2022	NOT TO LIE ABOUT THE DEGREE	What can you do to turn the BOE back to focusing on the education instead of insular issues about power.	Community Member
4 5/24/2022	Good Manager	How would you make school system better?	Parent
5 5/24/2022	Honest, has experience either as an assistant superintendent or superintendent, has ideas on how to improve our district, has worked with students before, and is confident	What would be your goal for the first year in the position?	Parent
16 5/24/2022	Experience. Ideally the Superintendent has been a principle or an assistant superintendent. It shows they understand the requirements of the position and can handle a leadership role. Also some time in the education field, it would help them to understand not only what is needed to make the school system better for the students and make sure the parents feel comfortable sending their kids to Monroe schools but also understand the needs of the teachers. Happy teachers make happy students.	What do you see as this districts biggest issue or weakness and how do you plan to fix it?	Parent
17 5/24/2022	Someone who is not going to attempt to remake the district in their own image. The community is diverse and for the most part not involved in polarizing debates. Keep it that way; we do not need CRT; Safe spaces and other pet peeves which cater to an extremely small group of students.	How do you believe that you should integrate into the School and overall community as opposed to them having to accept your beliefs or notions.	Parent

	Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
8	5/24/2022	Qualifications	How would you equalize educational opportunities across the economic and racial divide?	
9	5/24/2022	Honesty, Professionalism, a love and care for kids and parents.	How will you be different than what we gave	Community Member
0	5/24/2022	The Superintendent should have extensive experience working with children of all ages (K-12) as a teacher, as well as in various administrative positions. This will enable the Superintendent to look at situations from all angles to make the best decisions to benefit everyone.	Please discuss your experience and qualifications that would make you a good choice for Superintendent of Monroe Township schools. If possible, give examples from your experience.	Community Member
11	5/24/2022	I would love to see someone who is honestly there for the teachers, children and parents if any type of issue came up. I would HOPE for respect no matter what the problem is. Most of all honesty from someone who genuinely cares about the community and their feedback whether it is good or bad. Constructive criticism could help some situations.	If all teachers were to go on strike, would you support them and be outside with them? Or would you stay out of it and support them from your office?	Parent
12	5/24/2022	It is imperative that a superintendent has central office experience as an assistant Superintendent prior to achieving superintendent status. They should have the position for several years to gain the experience.	What are your qualifications and certifications ?	Parent
93	5/24/2022	To be devoted to the well being of all the children; to hire excellent teachers who make exceptional effort on behalf of students; to be free of racism, sexism, religious partiality; to be devoted to the child's social development and to create a no bullying culture.	How will you foster a climate of inclusion, positive fostering of varying skills (music, art, poetry) and anti-bullying	Community Member
94	5/24/2022	Honesty, integrity, experience, to be able to accept responsibility for one's actions, I other words to not be Chari Chanley	Have you ever lied about your level of experience like our current acting superintendent has?	Parent

Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
5/24/2022	A Superintendent must be someone who has been a teacher once; otherwise he/she will never understand the mechanics of the classroom.	How will you make sure that EVERY student is well-equipped to successfully meet the challenges of their future?	Parent
5/24/2022	Excellent communication and the ability to work with all parts of the school district in an unbiased and effective manner. The superintendent should not be on any "side" except the side of the students. They should work well with the Board, but hold no "political" opinion. This person needs to be able to rid our district of the controversy and animosity that seems to prevail right now.	How would you work is alleviate stress among the board members, community and staff so that it will be apparent to all actions taken are always in the best interest of the students? For example, the recent situation regarding the HS booster club money that was raised - how would you ensure a problem like this does not happen and make sure the money goes to the students and the programs for which it was intended?	Community Member
5/24/2022	Someone who has worked as a teacher and principal, strong communicator and nonpolitical.	How did you improve your current school district in terms of education, staff, and facilities? How do you plan to improve Monroe Township school district? Give specific examples on each.	Parent
5/24/2022	Education and management experience	Why do you want to be the Monroe twp education superintendent	Community Member
5/24/2022	who works for the betterment of children's , take stand against the bullying, racism, corruption in school community and school management.	How are you planning to ease the shortage of classrooms Monroe school system is facing today?	Parent
5/24/2022	Candidate should have ample experience at all levels, i.e. elementary, middle school, and HS. And also administrative experience.Candidate should also possess excellent communication skills and be able to engage with all staff members, the public, and BOE.	What is your vision for the Monroe School District for the next 5 years and how do you intend to accomplish the goals you set?	Staff Member
5/24/2022	Honesty and not beholden to any person or the board. A person who has demonstrated that they are prepared and capable of fulfilling the requirements of the job.	What is your plan to improve the system, hire the best teachers and guide the curriculum to prepare our students for the future?	Community Member

Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
2	5/24/2022 Honesty and not beholden to any person or the board. A person who has demonstrated that they are prepared and capable of fulfilling the requirements of the job.	What is your plan to improve the system, hire the best teachers and guide the curriculum to prepare our students for the future?	Community Member
13	5/24/2022 #NAME?	#NAME?	Parent
.04	5/24/2022 A superintendent must have a forward vision for the school district that has the best interests of the students in mind. This person should be a good communicator, a multitasker, values transparency, and a great leader. In today's USA, a superintendent needs to be a good compromiser but strong in standing up for sound educational policy based up scientific research. This person must have good financial sense in leading the district. Their own education and experience should be solid and superior. This includes having a teaching background in order to have a better understanding of the classroom and school environments.	What is your vision for the future of Monroe Township school system and how would you implement that vision based upon our issues of needing newly built schools and the pressures placed upon educators by parents with different views on what is a basic and solid education for their children in the 21st century?	Community Member
.05	5/24/2022 The most important qualification for a Superintendent to have is that they are, in fact, an EDUCATOR, and one who has previously physically taught in a classroom, preferably in the state of NJ. This is important because the person who is leading our school district needs to have an understanding (based on first-hand experience) as to what goes on in a classroom so they can make the best educational decisions for our district. Teaching credentials and experience should be MANDATORY, not preferred.	What is your plan to address the current issues the Monroe Township School District is facing? Particularly issues related to overcrowding of certain schools, schools in need of repair, and the unacceptable fact that a half-day kindergarten program still exists in our district when most in our state have found a way to incorporate full-day kindergarten for their youngest learners. Seeing as these issues would all be involved in a referendum, what would you propose and how would you work to get it passed?	Parent

Response #102 is a duplicate of #101

	Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
16	5/24/2022	An educator, not a politician whose only agenda is keeping our children safe and well educated. Additionally an understanding that some children have different inclinations and whatever they are, they should be respected	Do you believe certain books,even literary masterpieces should be banned because you object to their content thus denying students a truly rich education	
17	5/24/2022	Someone who truly sees the staff and parents as equal partners in the students' education. Puts our students and staff first. Has experience at all grade levels (elementary, middle, and high school).	What do you plan on doing to address overcrowding without sacrificing the various academic and extracurricular activities provided our students?	Parent
18	5/24/2022	Prior experience in the role with proven accomplishments	How will you improve the educational experience for the students?	Parent
19	5/24/2022	Keep it simple, ABCAnyoneBut Chanley	Will you be strong enough to deal with a BOE who feels like they are empowered to make day to day decisions when that is really what the Super is supposed to do	Community Member
20	5/24/2022	Track record of success in school administration. Given the state of the schools, would like to see this be an external hire. Especially no one should be coming from the Middle school.	Please detail how you would incorporate feedback into improving how the schools are run. (note: a strong answer should include student, parent, and faculty feedback).	Parent

Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
5/24/2022	Based on the current situation of our town infrastructure along with the size and condition of our schools, the new Superintendent should be and EXPERIENCED Superintendent. Someone that has dealt with similar scenarios and can bring a wealth of knowledge and information that our town can benefit from. Someone who will be a breath of fresh air for the community and bring the community together for the benefit of the kids. The new Superintendent must always put the student's best interest first and continuously look for opportunities to improve and enrich the experience. They must be able to provide solid examples that demonstrate their abilities.	What do you feel is your strongest quality and how will that quality benefit the students and families of Monroe.	Parent
5/24/2022	The individual you hire should already be an employee of the Monroe School district. We should hire from within,	How would you reduce the number of children in each class using the facilities we already have	Community Member
5/24/2022	Prior years of experience teaching, followed by advancing through administration, and traditional values towards the education process. Someone who greatly supports and is involved with the district staff to support moral and job satisfaction	Are you using this job as a gateway to personal advancement or are you here to truly invest yourself in this district, the staff, and students?	Parent
5/24/2022	A committed leader who can develop, execute, and communicate education goals effectively to varying constituencies (Teachers, Parents, Students, Government Leaders, Community at-large).	How do you assess the current state of our education services and what would be your priorities for achieving improvement if you are appointed?	Community Member
5/24/2022	PreK-12 experience including central administration experience.	How will you address the overcrowding problems present at the middle school and the high school.	Parent
5/24/2022	The applicant must have at least 20 years of teaching and supervisory experience in any level of childhood education.	What do you deem as your most significant accomplishment as an educator and why?	Community Member

	Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
17	5/24/2022	The most important qualification for a Superintendent should be "common sense";.	Will the applicant, if hired, be outside of his and in the school halls, seeing for himself what is happening in his territory and knowing the students. Hands On	Community Member
18	5/24/2022	Proven experience in boosting performance of large school districts in academics and sports. Successful track record of advocating and building new schools and expansions via referendums. PhD degree and a few years of experience post PhD as a superintendent. Ability to set a positive example for students and partner with parents and community to create positive outcomes. A highly respected teacher.	Please tell us where you see this school district five years from now and how will you get us there. What have you done in your past that will help you accomplish that goal? What obstacles you see and how you will overcome them?	Parent
9	5/24/2022	Intelligent. Well rounded education. Likes kids of all ages. Has teaching background as well as administrative. Able and willing to delegate to appropriate people who can do the job. Not a micro-manager, but can keep focus on big picture.	Are you eager to live in Monroe Twp.?	Community Member
10	5/24/2022	The most important qualification would be someone that has been a part of our district.	Will you be able to stand your ground and do what is best for the students in our district and not bend for certain people that constantly focus all their negative energy to persecute you unfairly on social media?	Parent
21	5/24/2022	public knowledge of the final candidates...NOT allowing Skurve to abuse any power on the BOE	How do you plan on implementing your academic background to our ever growing, diverse population while excelling for educational greatness	Community Member
2	5/24/2022	Someone with a proven track record that can succeed in this position. Visionary innovative leader values transparency and communication. A strong and inspiration leader who is accountable and bases decisions on what is best for our students. Someone who is preferably an outsider of Monroe Township area with no ties or prior relationship to others in the area or in current office	What is the number one issue you see that Monroe Township is currently facing and how would you address it?	Parent

	Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
23	5/24/2022	Someone that will reduce spending	How will you reduce all the unnecessary spending we've seen	Community Member
24	5/24/2022	Prior qualified academic teaching experience with advanced degrees in Education.	What degrees have you received beyond your bachelor's degree and from where?	Community Member
25	5/24/2022	They should be highly qualified and have experience in managing a school system; they should not be training for the job while applying for it. They should not be accepted merely because of "connections" with the Board President.	How would you handle a Board of Education that tried to micromanage how you ran the school district?	Community Member
26	5/24/2022	Experience. Especially with managing a referendum process.	Based upon your qualifications and experience, what is the best way to get a referendum passed?	Parent
27	5/24/2022	To love children and their success, and have excellent relational skills.	What would be your vision for the district? What is your definition of a successful school or district?	Staff Member
28	5/24/2022	Strong leadership abilities. Monroe needs leadership that won't be swayed by any type of us vs them mentality. Fresh forward thinker that puts our children and education at the forefront! Out of town residency preferred so there are no community ties. Doctorate is not important but integrity and honesty and experience are.	Please talk to me about a time you were successful in bridging a hostile gap. Whether it was between a customer and a vendor, a hostile work environment such as union negotiations or otherwise.	Parent
29	5/24/2022	Few requirements in my opinion will be 1) Absolutely a PhD in K-12 education system to understand and have in depth knowledge of education system 2) Experience in being a superintendent of a township 3) being truthful and state forward with their experience and education 4) have a clear plan to address the issue 5) personality to unite township not create further divisions	Our system our board of education is divided terribly, nothing is getting done, no one thinks about our children, our educators and our education system, what steps will you do to fix this problem and bring the focus back where it belongs	Parent

Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
30	5/24/2022 To not drag this town, school or educational system into the political nonsense of CRT, DEI and all of the other buzz words which a few people who scream loudly and espouse that everyone else has to listen believe in	Can you ensure that you will not waste taxpayer monies on issues of the moment and, rather approach costs with a more even view.	Parent
1	5/24/2022 How effectively they use their educational background to further the educational experience of all stakeholders in the community. Someone who can exercise independent judgement independent of the Board. Someone who doesn't feel they report to the Board and feels they are the advocate of the students and staff in the district. They do not feel their role is to further the Board's agenda. Not having a political agenda or being embroiled in conflicts of interest with the appearance of nepotism. Someone who does not eliminate jobs or job positions because of personal or political agenda, but instead defers to professional experts in the district in areas they might not be familiar with. Someone who is creative or knowledgeable about all aspects of the job and therefore can act appropriately on their own initiative with speed, when responding to the needs of the community. Someone who displays integrity and does not misrepresent themselves in writing or in person.	If you are presented with an accusation or an allegation by a member of the public during Public Forum, how would you react? A. Cry and run away B. Begin yelling and berating the member of the public, C. Refuse to answer and stay silent or D. Respond in a courteous way, providing a truthful but not necessarily complimentary report and apologizing to the public.	Community Member
32	5/24/2022 Having served as a principal of a high school or middle school would benefit the candidate.	Would you be in favor of promoting a bias training curriculum for students incorporated into every grade level and in every subject.	Community Member
33	5/24/2022 Integrity and education	What would you do with the overcrowding situation in monroe	Parent

	Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
14	5/24/2022	She should not be a personal friend of the Board President. She should be qualified for the position.	How would you deal with community or Board members who tried to pressure you into doing what they want?	Community Member
15	5/24/2022	Experience, and education. High level degrees is important.	How would you implement special programs for the educational challenged population?	Community Member
6	5/24/2022	I'm not sure there is a single most important qualification, but my top 3 are: 1. A demonstrated knowledge of research on public education. 2. Previous leadership experience. 3. A willingness to follow the recommendations of federal and state public health agencies even if a vocal segment of the community does not wish to do so.	Do you think the school board should have taken more than 3 minutes and actually created a useful survey that gave the community the opportunity to provide meaningful input on a variety of issues relevant to a Superintendent search?	Parent
17	5/24/2022	Comparable experience. Proven Leadership. Honest and trustworthy. Highly educated. Not beholden to any vested interest or political affiliation.	What would you do to advance the education for ALL students of Monroe and provide equal opportunity for educational development of all kids of Monroe?	Parent
38	5/24/2022	Experience, PUBLIC CONFIDENCE, Integrity. The ability to consider the requests from the community as a whole. An official beyond reproach, free of discretion and public distrust.	Have you ever lied to the public to gain favor in career pursuits?	Community Member
19	5/24/2022	The ability to balance the needs of all stakeholders, students, teachers, support staff, parents, administration, and residents.	How would you create ways for everyone to feel heard and of importance?	Community Member
40	5/24/2022	Qualifications: NJ School Administrator Certificate or Certificate of Eligibility is required. Experience as a Superintendent, Assistant Superintendent or in Central Office REQUIRED. PreK-12 experience REQUIRED. Principal experience REQUIRED. Three to five years classroom teaching experience REQUIRED. Earned doctorate REQUIRED. Experience with referenda processes and facilities construction REQUIRED.	What are your experiences in NJ for the following: Assistant Superintendent, Central Office, Grades taught K-12 in NJ, Years as a Principal, Years of Teaching experience in NJ, when and where did you earn your doctorate?	Community Member

	Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
1	5/24/2022	That he or she has a doctorate and has been working in Central Office for at least 3 years.	What is your central office experience and for how long?	Student
2	5/24/2022	The Superintendent must be a visionary who keeps children at the center of every decision. The Superintendent must develop a vision that includes input from all stakeholders, but that ultimately is what is the best interest of the students.	How will you work to unify the division amongst staff, parents and the community?	Community Member
3	5/24/2022	Previous experience as a superintendent.	Why have you not completed your doctorate?	Parent
14	5/24/2022	The most important qualification for a Superintendent is one that has demonstrated a mastery of being a superintendent and has qualitative data that shows the excellence in students who have graduated from the schools that he/she has led.	Our country (and even our town) is now more divided than ever and it's obvious that politics has seeped into discussions regarding education now more than ever. How do you propose to focus on the core mission of providing the resources for our students to emerge from Monroe Township at their highest potential while satisfying the needs of faculty and staff and at the same time, doing so at the lowest cost and managing such divisiveness that is now prevalent in our society.	Parent
15	5/24/2022	Honesty and integrity. Ability to listen and respect everyone's right opinion.	How would you work to bring this educational community together?	Community Member
16	5/24/2022	Commitment to continued growth for all students and teachers	Where do you stand on the current debate on how to teach reading to young children?	Parent
7	5/24/2022	proven experience as a leader, skilled at handling disputes, someone who can handle criticism, experience overseeing a successful referendum and then successful oversight of the completion and occupancy of the new building(s). A person who has been a successful teacher, has extensive administrator experience as an assistant superintendent or superintendent has obtained is expected to obtain a doctorate shortly	What research have you done about Monroe and if appointed how would you improve it in all areas, including but not limited to curriculum, communication, division in the community etc	Community Member
8	5/24/2022	Must have a doctorate	What previous experience do you have in central office administration?	Community Member

Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
19 5/24/2022	Integrity and honesty. Knowledge of the state of our school district and a clear strategic vision to improve our schools. A doctorate degree that can be verified is a must. Cannot have anyone less than that to oversee employees with doctorate degrees. Experience as a superintendent and preferably also as a teacher. Independent references from teachers where the candidate was earlier.	Please outlay top 10 initiatives that you would undertake to improve our school over the next 3 yrs. How does your experience lend you to accomplish this and how would you accomplish them? The candidate should be given a few days to think about this and come back with a crisp strategy.	Parent
30 5/24/2022	A visionary, innovative leader who values transparency. An inspirational leader who is accountable and bases decisions based on what is best for the students. A person with strong financial intelligence who definitely should have a doctorate.	What vision do you have to improve Monroe's school system?	Community Member
1 5/24/2022	Experience in the field of education with a willingness to examine new ideas for ways to keep our school system open to innovations and progress.	What is your background in the field of education (experience, educational training) and how has it influenced your philosophy about what makes a successful school system?	Community Member
3 5/24/2022	We are looking for the best candidate that can focus on improving the quality of education and bring our district to a Blue Ribbon system. We would like the focus on quality and build a strong team that are nationally renowned for their work.	What can you do to ensure that we have the best school district in the county and start focusing on ensuring safety for children.	Parent
3 5/25/2022	Doctorate and integrity.	What is your experience working with the community?	Community Member
4 5/25/2022	Must have the right qualifications needed to serve as a Superintendent, I.e a doctorate from a very good school.	This town is a very diverse town and needs someone who is understanding to all. Are you coming from a diverse school and are you experienced in dealing with all ethnic backgrounds?	Parent

Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
5/25/2022	someone who actually has qualifications, and presents in a professional way. The acting super is the complete opposite of what this towns desperately needs. And the super must be strong enough to push back on a BOE who does not understand what the town wants.	Will you be strong enough to resist a BOE who wastes their time on ridiculous things, and actually focus on education and well being of our students	
5/25/2022	Someone who has the confidence to stand up to the Board of Education and push back when the board is interfering in the day to day operations of the school district. The Superintendent is supposed to be the Educational Leader and not the "puppet" of the Board of Education. The current Board President and her cronies should be removed so education can prevail. Personal vendettas are ruling this district.	How will you, as a Superintendent, push back on the Board of Education when they are not allowing you to do your job as the Educational Leader of the school?	Parent
5/25/2022	A trustworthy individual that puts the kids of the community above all else. One that does not make up rules and steal funds designated for scholarships for the children of the community. One that has no ties or friendships with boe members with personal vendettas. One who is transparent, not calculating moves to hide truths. NOT CHANLEY !!!	How do you plan on being transparent to the community? How will you support other parent groups within the community?	Parent
5/25/2022	I believe the most important qualifications are degrees and the quality of experience they are bringing to the district. I lean towards hiring outside the district if qualifications match. Hiring from outside the district allows one to bring a different perspective and expertise. Bringing experience others have received elsewhere allows growth for the district and to not stay stagnant.	Reflecting back on your years of experience as an educator, name three of your weaknesses and provide examples of how you turned them into strengths.	Staff Member

Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
9 5/25/2022	The Superintendent needs to be aligned with parents and students, and a very effective communicator.	How will you stay in touch and aligned with the community, and how do you prioritize education versus sports/activity?	Parent
10 5/25/2022	Follow through with things they say they want done, and consistency.If there is procedures that need to be followed then there needs to be consistency through out the district.	What are your some of your short term goals and long term goals with our district?	Parent
11 5/25/2022	In-depth, hands-on administrative experience/knowledge of the overcrowding of schools in our district with the ability to design and implement an effective solution. In the more than 2 decades I've resided in this town and had children in the schools, no one meets these requirements better than Chari Chanley. Make her interim position permanent! This is a no-brainer!	What unique knowledge, skills and experiences do you possess that will ensure that our desperate need to address overcrowding in our schools will succeed after years of failure?	Parent
62 5/25/2022	Besides the technical and academic requirements I think we need someone who can think outside of the box to come up with solutions to our problems in Monroe schools. We have a lot of overcrowding and an ambivalent school community. We also need someone who understands science and can think ahead of community spreads of diseases.	What would you do about overcrowding in the schools?	Parent

Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
5/25/2022	Someone who has experience running multiple schools at one time, not just one. Someone who has experience handling a multi-million dollar budget, and not using it as their own personal expense account. Someone who will ask for expert advise and listen to it, even if it goes against their own feelings, Someone who tries to unite the community and not divide it. Someone who has the educational background, and not lies about it. Someone who does not steal scholarship money from a fundraising event.	How will you help unify the community and better the Monroe's children's education?	Parent
5/25/2022	Fully Certified,experience	What have your previous experiences taught you about your new potential leadership role?	Parent
5/25/2022	Understanding of diversity, the Arts, and the importance to expand the school to accommodate the growing student body.	What is your goal to accommodate the growing diverse population of Monroe?	
5/25/2022	A person who has experience in upgrading academic performance in an underperforming school system.	What is the most important thing that you wish to accomplish as Superintendent and how do you propose to do it?	Community Member
5/25/2022	Compassion for their staff and families they service. Experience in the classroom within the past ten years.	Will you consider making Kindergarten a full day program vs the current half day program. As a working parent this would make a huge difference for our family.	Parent
5/25/2022	A Superintendent who knows our town and our students, has experience in school administration.	What are our students lacking from your point of view?	Community Member
5/25/2022	Have good hands on experience running the schools at Principal or vice-principal levelEngagement with Children - It is important that the superintendent can demonstrate good rapport with the key constituents - the children and ofcourse the teachers and staffCommunicate very directly and honestly	Describe the vision you would paint for the MTSDS for the coming years? Be specific in various components of this vision? What have you done in other school districts / prior experience that you could bring to Monroe.	Parent

Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
71 5/25/2022	Completed Doctoral degree Previous experience as a superintendent or assistant superintendent 10 or more years of classroom teaching experience Understands financial workflow of the business office Proven experience in how to plan and execute new building/school expansions in an over crowded school district	What do you think the most important issue is facing this school district and how does your education and experience make you the most qualified candidate to tackle this issue? Be specific.	Community Member
71 5/25/2022	Minimum 10 years of previous experience in similar field.	How safe our school will be? Are you in favor of appointing any armed policeman and/or build security check post at all the entry points of all the schools?	Parent
72 5/25/2022	Administrative experience, pro active, student first - with respect to education and safety. Ms Chary Chanley, has good administrative experience as Principal of the middle school. She has run the Over crowded MS using every inch available and provided best education to all children including my son [REDACTED]. Ms Chanley as a Acting Superintendent has imposed strict Covid precautionary mandates across schools during the surge, she has come with good plan for referendum, also a best budget inclusive of academics , special education , sports, arts and culture . Also good in house capital improvement. She is proactive and has accomplished these major goals in short time. She knows the town , our children and town politics. I strongly recommend Ms Chanley for Superintendent. Regards, [REDACTED].	Have you run a diverse student group having diverse population- a all inclusive school District ? If yes, what was the overall performance and ranking? How did you achieve it , what were the challenges?	Community Member

Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
5/25/2022	A superintendent is an extremely important job because i think we're all forgetting that it is only about the children. A person of this importance has to be strong honest and open minded. Teachers and principals should only have to concentrate on their students curriculum and not the person vendetta's against the staff.	How will you come in and gain back the moral and trust of our staff, our parents and our community?	Community Member
5/25/2022	Understanding the meaning of true education, understanding what our next generation can bring to this community and country.	Please name one qualification you want these children to possess once they grow up.	Parent
5/25/2022	Successful implementation of initiatives that have enhanced your previous school's culture and that have improved the lives of the children in attendance. What are some of these policies/programs/procedures?	How would you seek to improve Monroe Township schools?	Community Member
5/25/2022	Ability to create best in class educational expirience for students and faculties.	Tell me what is most challenging part of being superintendent and how would you go about tackling that challenge?	Parent
5/25/2022	Experienced in financial/cost center management ; ability to build strong relationships with stakeholders- particularly the teachers	How have you resolved conflict between one situation/party that is critical to the organization success vs competing budget constraints	Parent
5/25/2022	They have to have common sense!	What is there perspective on being transparent to the community. And what will be implemented regarding bullying because right now it's swept under the rug and not spoken about by current board	Parent
5/25/2022	Experience (5 years min), education (PhD or EdD in relevant field), enthusiasm, ability to work with diverse population (parents and educators)	How do you intend to alleviate overcrowding in our middle and high schools, while keeping the quality of education high?	Parent
5/25/2022	Must have served as an assistant superintendent for 3 to 5 years	How many years central office experience do you have? And in what capacity?	Parent

	Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
81	5/26/2022	Experience in the school district, knowledge of the students, and the schools Also a positive individual that supports their staff...Nothing is more valuable then someone who already knows the district.	What do you know about Monroe Township Schools, and how would you create a positive and safe environment for the staff and students?	Staff Member
82	5/26/2022	Ability to communicate effectively to all stakeholders.	What would be your key goals for the district for the next 5 years.	Staff Member
33	5/26/2022	Highly committed to the best interest of the studentsComprehensive understanding of public educational system and administrationAbility to engage parents and the community	Monroe Township is a growing diverse community, how would you address diversity and inclusion in the district.	Parent
4	5/26/2022	A demonstrated track record of being a leader, team builder, and of high moral character	How would you keep the Monroe Township School District out of the headlines? (Question is intended to see what headlines are most important to him or her (I.e. school shootings, fiscal misconduct, sexual abuse,etc.) and how s/he would avoid that negative press)	Parent
5	5/26/2022	Honesty. Our new superintendent must have a standard school administrator certificate and prior experience as superintendent or assistant superintendent. They must be certificated to teach K-12 students in NJ. The board should look for a superintendent with a track record of passing referendums to build new school facilities	What steps have you taken in your prior role to successfully pass a referendum to build new school facilities?	Parent
6	5/26/2022	The most important qualification is K-12 experience and Doctorate. The potential candidate should possess the knowledge of how a district runs, how to properly handle issues that arise, correct issues that have needed resolving and be a great communicator by mail, email and in person.	What have you done in the past to better the district in which you worked?	Parent

	Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
37	5/26/2022	The person needs to have had administrative experience in a district comparable in size to Monroe and to have demonstrated an ability to work well with a team of other administrators where the person was an assistant superintendent or superintendent.	What recent challenge have you faced in your current role and how did you go about meeting that challenge?	Community Member
38	5/26/2022	Previous experience as a Superintendent	How will you improve our overall Education system	Parent
39	5/26/2022	Understanding the needs of the student body, and taking appropriate policy and operational actions in response, as clearly demonstrated by previous experience elsewhere.	What one specific thing you would do, that is currently not being done, to improve the school system performance districtwide, and what matrix you would propose to monitor the expected outcomes.	Community Member
40	5/26/2022	Understanding the needs of the student body, and taking appropriate policy and operational actions in response, as clearly demonstrated by previous experience elsewhere.	What one specific thing you would do, that is currently not being done, to improve the school system performance districtwide, and what matrix you would propose to monitor the expected outcomes.	Community Member
41	5/26/2022	To be able to monitor his own effectiveness.	How will you determine which are the most important areas that should be stressed to prepare the students for their futures and how will you be certain that this will be accomplished?	Community Member
42	5/26/2022	Strong leadership abilities, a visionary, financially prudent with a strong desire to see all the students succeed.	Why do you feel that you can perform a better job than any of the other candidates.	Community Member
43	5/26/2022	Successful experience as a superintendent as well as experience in successfully handling overcrowding issues. The ability to deal with a difficult Bd. of education.	What are your weaknesses as an administrator?	Community Member
44	5/26/2022	Demonstration of high ethical standards and leads with integrity!	As Superintendent, how much does your support of all Arts activities contribute to the mission of your district?	Community Member

Response #189 is a duplicate response

Date Started	In your opinion, the most important qualification for a Superintendent is? (no more than 100 words)	If you could ask 1 question to the applicant for Superintendent, what would it be? (no more than 150 words)	I am providing my input as a:
95 5/26/2022	that we have a new BOE president who does not lie like the current skurve- an evil woman who has lied to people in this town for years, and is still doing so	how to remove a very corrupt and evil BOE president and her little soldiers	
96 5/26/2022	Honesty, integrity, proper certification and education for the position, interested in educating the children of MONROE across the board, no political affiliations or agendas brought into the decision making process, respect of administrative staff who have served faithfully for over two decades. Respect of the other board members.	How would you go about undoing all of the seemingly irreparable harm that has been done to the children of MONROE and the Board of Education over the past few years?	Community Member
17 5/26/2022	Qualification #1 is to select candidates that are adamantly against teaching or implementing critical race theory! Children should be educated, not indoctrinated in a devisive and biased theory. Teach history, the good and the "bad". Tech our children critical thinkin! Teach them how to ask questions and trust them to reach their own conclusions. Do not lead them to a answer.	Will you adamantly refuse to have critical race theory be taught either"up front" or through "the back door"?"	Community Member
18 5/26/2022	The most important qualification for the new superintendent is the ability to work with a fractious, and factious, board of education and a divided community. Conversely, the Board must respect and accept the new superintendent's leadership on educational and other related matters; otherwise, it will fall victim to the same conditions that has contributed to the current embarrassing behavior	As a candidate for superintendent of this school district, what underlying problems have you uncovered that lead you to believe that you have the qualities characteristics, patience and perseverance to lead this district over time. Please address your response to this question directly and honestly?	Community Member
99 5/26/2022	I would prefer someone who was in the teaching field, cares about the needs of students and staff, and also has a business background.	Why do you want to be Superintendent in such a thankless and difficult political position?	Community Member

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0	5/26/2022	time served as an educator, what positions held, why did you leave your previous assignment. Were you a superintendent previously, what is your salary requirement.	Are you aware of the enrollment of students in Monroe. How do you garner the respect of the faculty.	Community Member
1	5/27/2022	someone who will be able to lead this township's growing population and handle the diversity not only of the demographics, but of the different academic levels. Too much time is spent on a small percentage of students. EVERY child has needs, and we need someone who can focus on every student. Also, a great town has a great school system, we need a great superintendent	how will you accelerate the potential for top students at the same time as doing everything for any student?	
12	5/27/2022	Philosophy on school curriculum, not politically irrelevant subjects that have no place in the classroom and have no value in educating students. Focus on the 3R's, science, history. Educational background less important as I am sure they are all appropriately degreed.	Do you think American students in general are academically competitive with China or India?	
3	5/27/2022	PHD Degrees in education, ongoing education in public school administration, ongoing education in public school management, really the most you can have.	How are you going to bridge the hatred currently between tax payers and the board?	Staff Member
14	5/27/2022	Previous excellent experience as superintendent or principal. Must have leadership abilities, communication skills and financial acumen.	Are you strong enough to present and fight for the best interests of the students and the BOE or politicians	Parent
15	5/27/2022	No need for Superintendent. Waste of funds. Teachers do it all. Just hire a good accountant.	Are you related to the ones who are in power to hire?	
06	5/28/2022	Someone who comes from outside our community and can bring best practices back to our school district and decorum.	Do you have relatives who work in the district? If so, you are disqualified.	Parent
17	5/28/2022	experience both professionally and as a community member with educational issues	What is your view on preparing children for higher education and/or careers after graduations?	Community Member
18	5/28/2022	caring about the children	what is your opinion of WOKE and CRT?	Community Member

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9 5/28/2022	Prior experience as a Superintendent in another school district is the most important to me. We need fresh, new ideas brought in from someone from outside our district who still has high level administrative, central office experience. Our district has become too entrenched with politics and who is allied with who to move forward in an unbiased way to address the significant issues and needs this district faces.	One question I would ask would be how do you plan on engaging the entire community in making everyone invested in the future of Monroe and Jamesburg as both a school district and two towns that share services? We serve a diversified population and we need to bring everyone (parents, empty nesters, seniors, people from different socio economic backgrounds and different ethnicities) and it is important to make everyone feel valued.	Staff Member
10 5/28/2022	A strong background in school administration and teaching.	what is your course of action on providing a mentally healthy environment	Parent
11 5/28/2022	Fiscal responsibility, background in education as an educator in the public school system.	How would you handle a parent asking you why are you teaching our children about anal sex under the LGBTQ initiative at a board meeting in front of the public	Parent
12 5/28/2022	High expectations for student learning across multi-cultural and diverse socio-economic communities so that every child will ascend.Exceptional verbal and written communication skills and community relations/outreach expertise and experience.Financial and facilities management experience. The ability to work collaboratively with staff, teachers, students, parents, and the board, and not to make snap judgments or decisions that will serve exclusively one group or certain political interests.	What leadership style and professional and educational characteristics are important for the permanent superintendent to have?	Staff Member
13 5/28/2022	Non-political, highly skilled administrator and educator who sees the goal their goal as education and analysis rather than indoctrination and parenting.	What is your stance on progressive ideology such as political race theory and gender/sex diversity being taught in schools?	Community Member
14 5/28/2022	Honesty	What is your educational vision for our district?	Community Member

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15	5/28/2022	Honesty. Our current acting Superintendent has shown repeatedly that she is not to be trusted.	Do you think it's ok to lie about your education? Do you think it's ok to spend years taking the Township's money for a doctorate you haven't received?	Community Member
16	5/28/2022	A legitimate PHD in education Experience in leading a school district To be able to have the support of the entire school district and employees	What is your experience in be an educational leader in a public school? Where do you see yourself in 5 years?	Community Member
17	5/28/2022	Understanding the needs of the community. Monroe has a very large senior population and a school situation with more children being added weekly to our overcrowd schools. How do you plan to maintain high quality education with shrinking space?	Why do you feel you are the best candidate to head the Monroe school district?	Community Member
18	5/28/2022	Ability to use their professional experience and do the right thing for the children of Monroe. Professionalism	Why should Monroe select you as a superintendent?	Parent
19	5/28/2022	*Possesses a doctorate in education *Is a visionary *Values transparency *Possesses an expertise in management *Earns and maintains the trust of colleagues, those they supervise, students and the community at large *Superintendent is communicative * Skilled in multiple areas necessary to manage the district ie. Budget and, finance, flexibility, continuous learner, possesses good interpersonal skills	Please outline the major successes and failures of your educational career to date. Please be specific.	Community Member
20	5/28/2022	Superintendent should have an administrators certificate, front office experience and a doctorate in Education. Experience in a referendum and building new schools is a plus. He/ she should be responsive to parents concerns.	What is your educational philosophy and how can your skills be used to improve the Monroe Township School district?	Parent

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21	5/28/2022	To have excellent communication skills and most importantly to be honest with community members.	What is your philosophy on delegating authority? How do you then maintain accountability?	Parent
22	5/28/2022	Passionate and education and doing what's right.	What should your top 5 priorities be?	Parent
23	5/28/2022	Must have a doctorate in Education with experience in all areas of education.	What personal experiences do you have within the classroom, supervision, administration, central office?	
24	5/28/2022	Experience, educated, driven, student-centered, compassionate, decisive	How do you address the run of the mill, average kid that doesn't excel but doesn't need tons of help or has some kind of classification. These kids get lost in the shuffle of the large population. How do you address this, to push them up, or give them the help they need if they are just below the average?	Parent
25	5/28/2022	Certification.that being a prerequisite, the ability to unite the parent population to support educational goals	What, in your view, is the proper relationship of the superintendent to school board. Parents, and students. How would you establish those relationships?	Community Member
26	5/28/2022	I personally don't believe that a Ph.D. must be a requirement for Supt., although that is laudatory. I think that an ideal Supt. would be someone who is intimately involved with and knowledgeable of Monroe Township itself and who has a personal stake in the town, as opposed to just being a "job" or a stepping stone on their CV. I feel Mrs. Chanley is an ideal candidate for Supt.	What is their vision for Monroe Township students as far as their progression from kindergarten to 12th grade and what is their inspiration for the future?	Community Member
27	5/29/2022	To be an experienced, organized, open minded and creative teacher and principal who fully understands the needs of students, teachers, principals and all school staff.	What do you plan to do about school safety in light of mass school shootings?	Community Member
28	5/29/2022	Experience, honesty, knowledge of how to run a board of ed.	What do you think Monroe school system needs the most to make it a premier school system.	Community Member
29	5/29/2022	Knowledge of Monroe Township Schools and Administrative Duties	What is your stance on wokism and CRT?	Community Member

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10	5/29/2022	The key qualifications of a superintendent should hold is experience, excellent communication including interpersonal skills with the community of parents, problem solving skills, judgement and foresight. Holding a higher degree such as a Doctorate. For Monroe Township, we need an experience leader who can help redefine our school's culture, bring back engagement between community and school, and make tough decisions but be transparent about it.	How do you envision bringing Monroe Township schools back to the recognition of blue ribbon standards it once held.	Parent
11	5/29/2022	The superintendent of schools must be of high integrity so that faculty and students can depend on the validity of his/her statements. Nearly 8,000 persons (not counting family members and community) are impacted by the written and spoken words of the person in this key position, and depend on its validity so that all can be assured that students and staff are safe and education is foremost.	What do you see as the most important long-range objective set for Monroe Township students?	Community Member
12	5/29/2022	They should come from within the school district and be passionate about the community and students they are serving.	How do you plan to improve the growth of students and cohesiveness as a district?	Student
13	5/29/2022	Must demonstrate and understand the relationship between equity, humane leadership and improving student outcomes.	What is your plan to improving student outcome? How will you prioritize the plan?	Community Member
34	5/30/2022	Experience teaching in k-12 schools, as well as building administrator, preferably at both lower school and upper school.	How will you address school over crowding?	Parent
35	5/30/2022	Must have a doctorate in education and central office experience.	Are you best friends with the current president of the BOE?	Community Member
36	5/30/2022	Nepotism does not belong in finding a superintendent of our schools.	Do you think you should get this job based solely on your friendship with the BOE President and other members	

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7	5/30/2022	Doctorate in education	How long have you been attempting to earn your doctorate? What has it taken you so long and so many tax payers \$\$\$\$	Community Member
18	5/30/2022	Prior superintendent experience	How would you have handled students learning during quarantine	Parent
19	5/31/2022	Proper qualifications, ability to lead and put the students first.	What would you do to improve our schools and safety.	Parent
10	5/31/2022	Our acting Superintendent let her name be printed in the middle school yearbook for 5 years with the title of doctor without having earned the degree. She claimed that it was an oversight that she was unaware of, but there is proof it was brought to her attention from day 1 and then she let it continue for 5 years.	Why do you lie and deceive the community you're supposed to work for?	Community Member
11	5/31/2022	Highly qualified/ educated with doctorate degree and good experience, achievements and dedication to improve town education standards .	Qualification. experience, achievements and vision in the education field to improve overall education standard.	Parent
12	5/31/2022	Being open minded	What would you do about over crowdedness?	Parent
13	5/31/2022	Honesty and service oriented mindset with project management skills	What would you like to be your legacy?	Parent
14	5/31/2022	Doctorate degree.	How are you managing the massive influx of students due to the continued expansion of multi unit complexes plaguing our community?	Community Member
15	5/31/2022	Verifiable credentials and experience with compensation that is aligned with these qualifications.	What do you think is an appropriate penalty for those who obtain government employment using fraudulent means?	Parent
16	5/31/2022	A doctorate degree,honestly, experience, a superintendent that doesn't add to our tax dollars. NOT CHARI CHANLY	What is your hard won life & career experiences that make you qualify for this position.	Parent
17	5/31/2022	They should be friends with members of BOE	Is your name Chari Chanley?	Community Member

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48 5/31/2022	Proper level of education. A doctorate would be ideal. Also experience as a superintendent. Bottom line we certainly do not want the position filled by someone totally inexperienced in this field.	I want to know their educational philosophy. It should be open and honest about the country's history. Is the individual open to all kinds of people regardless of race, orientation or religious view.	Community Member
49 5/31/2022	In an increasingly diversified and growing school population, and in a time when public school education is being very much politicized and scrutinized, the TOP PRIORITY qualification MUST be EXTENSIVE former administrative experience, with demonstrated expertise, in another school system experiencing similar student population growth and changing community expectations.	WHO do you see as the 'stakeholders' in a community's public school system, and having identified those stakeholders, WHAT expertise would you present to each identified stakeholder sector?	Community Member

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5/31/2022	Must have a backbone dealing with the business administrator & keep a watchful eye on how they are paying/not paying bills with our taxes. Also the BOE & the superintendent should dig into that CPAs books and see how they're accounting for monies, especially those owed to parents. That superintendent should also with the BOE officers know when a parent isn't being paid or a child isn't getting their funds reimbursed. Superintendent needs to have a watchdog or internal review line by line & random spot checks of the BA books. Do you ever wonder how you have a surplus end of year? Does the BOE team know what's going on with our tax money in the Business Office? Have you checked how many enforcements are filed in OSEP vs the business office?? Do you watch what your in house attorney's conversations are with the BA/BS? Maybe that would be a good place to watch the cookie jar. If parents aren't getting their kids funds then where is that money going?? Speaking as a Tax Paying Citizen.	What happens in the Business Office every March-June? Is the BA using attorney time & cost to not comply with doing his job & cheating kids out of their funds & splurging our tax dollars on those costs? Is the BA issuing checks between BOE dates, & if so, Which? 22 perfect audits aren't perfect; is there a forensic accountant of higher credentials that can review those books? Question: with all the media blurbs, why doesn't anyone in the BOE poll to see who has a grievance with the BA?? Good points for a future BOE meeting. Speaking as a Tax Paying Citizen.	Community Member
5/31/2022	Honesty, integrity, and and advanced doctorate degree.	Why do you deserve to be elected as superintendent of Monroe schools?	Parent
5/31/2022	Doctorate degree and prior experience as a superintendent of similar or larger size school district	As an applicant you should know good and bad about our school district. If you are given an opportunity, what are some of the changes you would make to improve Monroe Twp education system?	Parent
5/31/2022	Proper qualifications and experience. Fairmindedness and not political.	what are your expectations regarding expanding the building of schools where student population has grown exponentially?	Community Member

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54 5/31/2022	- Doctorate Degree. Our acting Superintendent has failed to get one in almost 2 decades of trying and has cost us almost \$40,000 in tuition reimbursement. In contrast, other candidates have gotten their doctorate in about 3 years with approximately \$10,000 cost to us in tuition. □Honesty. Our acting Superintendent let her name be printed in the middle school yearbook for 5 years with the title of doctor without having earned the degree. She claimed that it was an oversight that she was unaware of, but there is proof it was brought to her attention from day 1 and then she let it continue for 5 years. □Experience. Our acting Superintendent has ZERO experience as a Superintendent or Assistant Superintendent and does not even have any central office experience which are common paths to becoming a Superintendent □Accountability. When our acting Superintendent and Board Members are shown this information with proof, they have deflected and even ranted against community members. They have tried to limit community voice by holding community forums after long meetings instead of before and even ending them early if their opposition is well represented.	Is it true that you have deflected from responding to the evidence above?	Community Member
55 5/31/2022	having both teaching and supervisory experience in the field of education. They must also have a complete knowledge and understanding of the community in which they wish to serve.	What can you bring to the town of Monroe that will enhance the educational system?	Community Member
56 5/31/2022	Honesty, experience, accountability are utmost for this position!	Do you care about the children in our school system?What about expending the Middle School and High school?	Community Member

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5/31/2022	Doctorate degree, Honesty, Experience and Accountability	What is your exact background and experience with any Board of Education?	Community Member
5/31/2022	In my opinion, experience and accountability are both qualities school superintendents must have in order to make a positive difference in the academic life of a community. He or she must have the academic qualifications for such a position and must be open with the community on all issues that arise. There should be no shortcuts in the approval process as we deserve and expect the best candidate to be chosen.	In what ways would you work to enhance the quality of education in our community and how would you address the concerns of individuals who stress the need for an open dialogue between school and community?	Community Member
5/31/2022	Prior experience as a Superindent or Assistant Superintendent	How will you deal with the overcrowding in our schools	Community Member
5/31/2022	They should have extensive (at least 5-10 years) prior experience in a key, central office administrative executive position (e.g., Deputy Superintendent or Business Administrator).	How are you qualified academically and professionally for this position?	Community Member
5/31/2022	Holding a doctorate in administration or leadership from a reputable college or university (not an online degree), demonstrated experience in school administration, verified documentation of administrative accomplishments, honesty and integrity regarding credentials and accomplishments	What have you accomplished in your school administrative career that relates to the problems facing Monroe Township?	Community Member
5/31/2022	Experience and Doctorate	What are you plans to help improve student scores and become a academic center of excellence	Parent
5/31/2022	A Superintendent should be well educated in preparation for the major responsibilities required by the job; in other words, having achieved a Ph.D. is a necessary foundation.	Have you had successful prior experience in passing a referendum to expand the school system to accommodate our growing student population because obtaining the requisite funding is the overriding goal for Monroe Township Public School?	Community Member
5/31/2022	Experience and educational background.	What is the first issue you would tackle if appointed, and why is it priority one in your opinion?	Parent
5/31/2022	Doctoraate, honesty, accountability	none	Parent

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6	5/31/2022	Innovative Great communicator Multi taskBusiness minded	What's the number one thing a student should get from his education besides facts?	Community Member
7	5/31/2022	The Superintendent should have doctorates degree completed meaning should have been granted a PhD	Do you have a PhD degree completed?	Parent
8	5/31/2022	Doctorate and extensive experience in the field of education.	What do they think is the best method to improve student programs.	Community Member
9	5/31/2022	The superintendent should have previous experience as an Asst Superintendent. They should have a PHD that would assist in preparing them for this position. They should also have experience as a school principal.	What qualifications do you have that prepared you for this administrative position and how you impleent your goals.	Community Member
10	5/31/2022	Integrity and honesty, highly qualified in education field, willing to work with community and have open dialogue and discussions.	How would you address overcrowding in school?	Parent
11	5/31/2022	Previous experience	Please name your top three values that you stand on?	Community Member
12	5/31/2022	The Superintendent cannot be Chari Chanley. Chari Chanley has no academic integrity and exemplifies all of the worst qualities in a leader.	How would you best prepare the students in Monroe for a future that looks far different today than it did before the Covid-19 pandemic? Children have been affected environmentally, sociologically, and emotionally. The current BOE and the interim superintend have not addressed these issues at all. What would you do differently? The post Covid-19 world will be completely different in terms of available jobs and opportunities and it is the function of the Superintendent to have an overarching plan in place for the school district to best help its students, and this is a critical juncture for the Monroe BOE.	Parent
13	5/31/2022	Should have atleast a masters degree in education. Should have experience running a school with as big a budget as Monroe township. Should have the experience in negotiating funds for the school.	What's in your opinion is an issue in Monroe township schools? What's your solution?	Parent

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4	5/31/2022	Be honest in their actions, be truthful in your credentials and be on top of what is best for the kids...they are our future.	What are the top three actions that you will undertake once you take office?	Parent
5	5/31/2022	A visionary, innovative leader who values transparency. An inspirational leader who is accountable and bases decision based on what is best for students. Strong financial intelligence. Successful teaching and administrative skills also Demonstrates high ethical standards and leads with integrity.	What is your vision for our school district?	Community Member
16	5/31/2022	Experience running a school as principal . Should be an excellent communicator . Should be assertive and should have demonstrated ability to quickly get things done. Should be able to withstand pressure and criticism to get the work done.	Why do you want to take a position where you will be criticized and bullied by the public no matter how much good you do ?	Parent
17	5/31/2022	Experience passing a referendum, experience with a growing large scale district	If the new proposed referendum is not passed what steps would you take next and what is the timeline?	Parent
18	5/31/2022	A Superintendent needs to have experience both as a teacher and an administrator. He/she needs to be well versed in a variety of teaching methods, be able to set up a strong mentor program for teachers and , be able to work with parents, and the community to build a strong bond between the school and the community.	How would you prepare your schools (students, teachers and other employees) for a school shooting?	Community Member
9	5/31/2022	Integrity and knowledge,	Are you bi-partisan in your political views ?	
30	5/31/2022	A solid background in education with both teaching and administration experience.	What are your ideas to reduce the over crowding in some of our schools as well as improving student performance while maintaining a multicultural environment.	Community Member

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1	5/31/2022	Most important qualification for a superintendent is a doctoral degree which will will have give the candidate depth of knowledge and experience in the education field along with the ability to analyze and assess processes in place in the education system. The superintendent should have vision and the skills necessary to implement the vision and improve the system along with showing leadership skills and the necessary qualifications that will command respect.	My question to the superintendent would be how they would deal with overcrowded schools and make sure that teachers and kids have access to resources that will add to learning skills, I would also like to find out how they can separate politics from the board of education and make sure that everyone is working for the benefit of students	Parent
82	5/31/2022	No one qualification stands out. Need a combination of Qualification, Experience, Communication, Accountability, Honesty, etc. Unfortunately our board has failed us by choosing an acting superintendent that falls very short on these. We can only hope that in this search, they will choose the individual that has the best combination of these traits.	What is your experience and strategy in successfully getting referendums passed in a district?	Parent
33	5/31/2022	Not Chanley	If you got caught stretching the truth, would you have the accountability to own up to it, or would you double down and try to find a scapegoat?	Community Member
34	5/31/2022	Being opposite of Chanley	Could you promise not to be like Chanley?	Student
35	5/31/2022	Should be above average in qualifications as compared to some of the better districts in the county and the state.	What did you get your doctorate in and how do you feel that will help you in this position?	Community Member
6	5/31/2022	PhD	How will he/she will improve the school system without costing too much to township	Parent
17	5/31/2022	Someone who earns the position. Not someone who gets it by being friends with board members.	Have you ever lied on your resume?	Student
1	5/31/2022	A record of success in running a large, diverse school system with a number of challenges including overcrowding.	What are the criteria that you would use in deciding how to keep the schools open during the pandemic and how would you communicate this to the public.	Parent

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89	6/1/2022	Doctorate Degree	Do you have prior experience as Superintendent. What are your achievements in solving school district problems.	Parent
90	6/1/2022	They should know current strategies in instruction and be able to interpret data.	How do you inform teachers as to making reading and math scores higher.	
291	6/1/2022	Doctorate and large school district experience. Multi-year central office experience evolving a district.	What are the educational models do you have experience with?	Community Member
292	6/1/2022	Outside experience to bring new perspectives to the district.	How do you measure success?	Parent
93	6/1/2022	Keep it simple "listen, vision, and lead.	As you probably have already read, our District has a history of not being able to retain a superintendent for more than a couple of years. What would you do to maintain a good working relationship with the Board through successive elections of new members with varying points of view?	Community Member
94	6/1/2022	Having prior experience as a teacher and superintendent for a diverse town like Monroe NJ.	Describe how you will ensure that you take into account inputs from a diverse group of stakeholders (parents, teachers, administration staff and state / federal administrators) and ensure the best and widely accepted outcome for the school district.	Parent
95	6/1/2022	Communicating openly with the parents and community. Doing the job well and not letting other politics or people distract them from doing what is right and fair for the children.	How will you make sure your focus stays on the children and you don't get swept up in the politics?	Parent