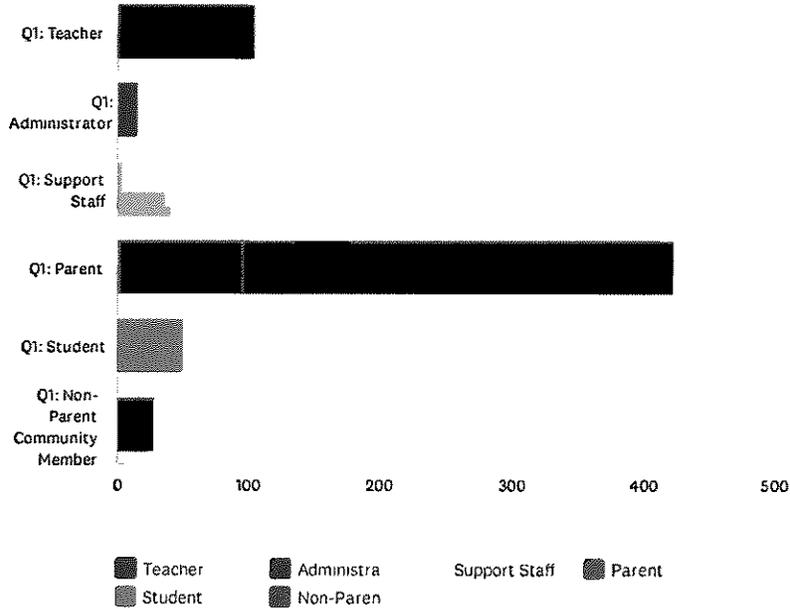


Forest Lake Area Schools - 31 Qualities Survey

Q1 Which group do you represent? (Please select only one)

Answered: 678 Skipped: 0

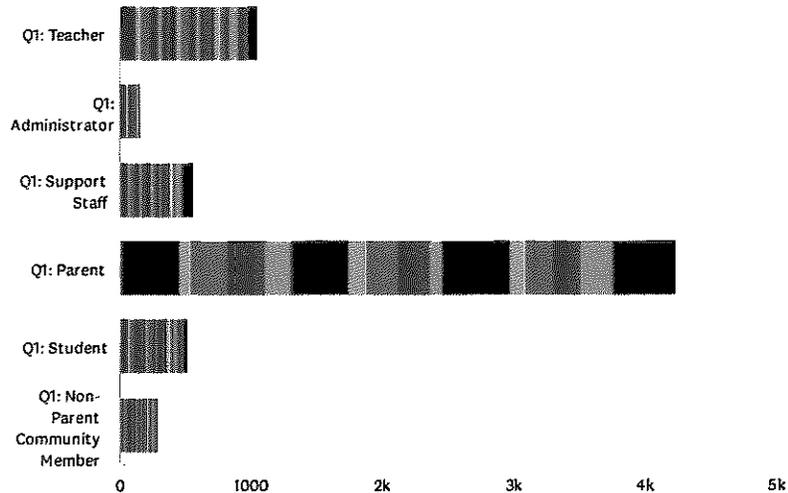


	TEACHER	ADMINISTRATOR	SUPPORT STAFF	PARENT	STUDENT	NON-PARENT COMMUNITY MEMBER	TOTAL
Q1: Teacher	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	15.49%
	105	0	0	0	0	0	105
Q1: Administrator	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	2.21%
	0	15	0	0	0	0	15
Q1: Support Staff	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	8.11%
	0	0	55	0	0	0	55
Q1: Parent	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	62.39%
	0	0	0	423	0	0	423
Q1: Student	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	7.52%
	0	0	0	0	51	0	51
Q1: Non-Parent Community Member	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	4.28%
	0	0	0	0	0	29	29
Total Respondents	105	15	55	423	51	29	678

Forest Lake Area Schools - 31 Qualities Survey

**Q2** This survey will be available until 8:00 a.m. CST on March 15th, 2026.  
**INSTRUCTIONS:** Please read each of the following 31 qualities and mark 10 characteristics you believe are most important to your organization in the selection of a candidate. You do not need to prioritize your selection; simply place a check mark next to the characteristics which you feel are most important. **PLEASE SELECT ONLY 10**

Answered: 678 Skipped: 0



- 1. Is willing t...
- 2. Possesse...
- 3. Is able to...
- 4. Possesse...
- 5. Has a str...
- 6. Is a stron...
- 7. Demonst...
- 8. Has expe...
- 9. Is able to...
- 10. Has exp...
- 11. Is able t...
- 12. Has exp...
- 13. Possess...
- 14. Is a non-...
- 15. Is stron...
- 16. Is capab...
- 17. Can dev...
- 18. Has exp...
- 19. Is comm...
- 20. Promot...
- 21. Provide...
- 22. Is conf...
- 23. Is able t...
- 24. Has the...
- 25. Possess...
- 26. Makes r...
- 27. Has kno...
- 28. Promot...
- 29. Commit...
- 30. Demon...
- 31. Has clas.

Forest Lake Area Schools - 31 Qualities Survey

	1. IS WILLING TO LISTEN TO INPUT, AND IS A DECISION MAKER.	2. POSSESSES THE LEADERSHIP SKILLS, KNOWLEDGE AND SENSITIVITY REQUIRED TO RESPOND TO THE OPPORTUNITIES AND CHALLENGES PRESENTED BY A DIVERSE STUDENT BODY AND COMMUNITY.	3. IS ABLE TO WORK WITH LEGISLATORS ON KEY TOPICS AND CAN LEAD AN ORGANIZATION THROUGHOUT THE LEGISLATIVE PROCESS.	4. POSSESSES AN EARNED ED.D. OR PH.D. DEGREE.	5. HAS A STRONG MORAL COMPASS THAT IS ROOTED IN JUSTICE AND EQUALITY.	6. IS A STRONG COMMUNICATOR IN SPEAKING, LISTENING AND WRITING.	7. DEMONSTRATES COMMITMENT TO COMMUNITY VISIBILITY AND IS ACTIVELY ENGAGED IN A BROAD RANGE OF COMMUNITY GROUPS AND ORGANIZATIONS.	8. HAS EXPERIENCE RECRUITING AND MAINTAINING EXCEPTIONAL STAFF FOR THE DISTRICT AND SCHOOLS.
Q1: Teacher	53.33% 56	60.95% 64	30.48% 32	20.95% 22	57.14% 60	40.00% 42	21.90% 23	25.71% 27
Q1 Administrator	53.33% 8	60.00% 9	26.67% 4	20.00% 3	60.00% 9	46.67% 7	13.33% 2	20.00% 3
Q1: Support Staff	58.18% 32	61.82% 34	23.64% 13	10.91% 6	58.18% 32	49.09% 27	21.82% 12	36.36% 20
Q1: Parent	55.32% 234	51.30% 217	19.86% 84	16.78% 71	50.83% 215	47.99% 203	21.99% 93	44.21% 187
Q1: Student	60.78% 31	60.78% 31	21.57% 11	15.69% 8	60.78% 31	47.06% 24	45.10% 23	11.76% 6
Q1: Non-Parent Community Member	34.48% 10	68.97% 20	20.69% 6	34.48% 10	44.83% 13	37.93% 11	31.03% 9	17.24% 5
Total Respondents	371	375	150	120	360	314	162	248

WHAT WOULD YOU LIKE PROSPECTIVE CANDIDATES TO KNOW ABOUT YOUR DISTRICT AND COMMUNITY?

	TOTAL	TOTAL
Q1: Teacher	27	27
Q1: Administrator	3	3
Q1: Support Staff	12	12
Q1: Parent	133	133
Q1: Student	16	16
Q1: Non-Parent Community Member	12	12

## Forest Lake Area Schools - 31 Qualities Survey

#	Q1: TEACHER	DATE
1	I really value leadership who are present in our schools. Being present helps them understand what kids' needs truly are because they are in tune with what's going on. Dr. Massey is frequently in our schools, knows staff and students, and has done beautiful work as a servant leader among us. He always puts children first, especially by lifting the educators who care for and teach each one of them. He will be very missed. I hope that our next superintendent will be as committed to the service of this community and understanding of all that goes into teaching and managing a school district. Dr. Massey truly embodies all of the qualities on the checklist, and I feel we should be looking for someone of a similar caliber. We have experienced the best, so we really are looking for best! - Hannah Anderson	3/10/2026 12:30 AM
2	We have a superintendent now who listens and supports his staff and I would love to have someone new who is committed to its staff as well. I would like to see someone who has a strong working, communicative and efficient relationship working with our school board. We have a great community and great staff. Would love to see someone who gets involved.	3/8/2026 10:00 AM
3	It must be someone who is pro-public education and listens to the people on the ground level doing the work (teachers, paras).	3/6/2026 1:43 PM
4	Our district's multiple communities are deeply divided politically, and this division is now interfering with our ability to provide the best education we can for our Students.	3/5/2026 6:51 PM
5	We are not a red district. We are a purple district shifting towards blue. We need someone that will celebrate differences and promote inclusion by intentionally building student, family and community relationships and modeling the importance of cultural appreciation and validation.	3/3/2026 8:27 AM
6	We need someone who will be a champion for the underserved populations in our community and who cares about the experience of every student and staff member in our district.	3/2/2026 2:18 PM
7	This is a truly great district and community filled with great kids, staff, and supportive community. We need a leader foster these relationships, take time to learn what makes our schools, students, and staff so remarkable and then build on this.	3/2/2026 12:48 PM
8	The staff is underpaid and tends to leave as soon as it can. Better pay would help retain talented people and help the district to perform better overall.	3/2/2026 12:22 PM
9	Forest Lake is becoming a more diverse community. We are especially seeing that Forest View elementary. It is also a transient community with most of the students that live in apartments attending that school. The change of the boundaries will probably make this even more apparent unfortunately. We need to be ready to meet the needs of these students in our schools. Dr. Massey will be a tough act to follow. He has cared about our schools with his whole heart. We should be looking for a person that cares about Forest Lake as well. It doesn't mean that it has to be someone that is already an employee in the district to do so. My hope is that we look at all candidates and give them all a fair chance.	3/2/2026 8:50 AM
10	Please don't forget about preschool and the other small pieces that make up the entire district. Our program is full of EXCELLENT preschool educators who deserve to be noticed and treated as equally as K-12 educators.	2/27/2026 11:43 AM
11	Our district has a strong contingency of both traditional and progressive views. We need a leader who can walk the line between both and bring people together.	2/27/2026 10:28 AM
12	We are more diverse than we appear. We have a high need in areas of intervention and special education.	2/27/2026 9:15 AM
13	This district values their families, community relationships and traditional moral values.	2/27/2026 9:08 AM
14	We are headed in a positive direction, and we want further momentum in developing our strengths and programs. That may mean funding teachers, programs and resources. We cannot do this important work on a shoestring budget, or without compensation that retains talented staff.	2/27/2026 8:56 AM
15	Forest Lake Area Schools is a large district in regard to over 200 square miles including six communities. Each community has a unique identity which combines to make for a very rich, diverse school community. It is a big job to meet the needs of the diverse student population, communicate with all parents and connect to businesses and local activities that draw people together. What has been exciting about Forest Lake Area Schools is that the school district continues to make change and improvements to strive to be the best we can be. Whether academics, extra curriculars, buildings, students or families, needs are addressed and positive, current, relevant change occurs.	2/27/2026 8:34 AM
16	Our school district is growing more diverse in many aspects, including ethnic diversity and socio-economic diversity. We need a leader who is willing to continue to bring those diverse perspectives into the discussion and celebrate the contributions made by all parts of our community. The candidates should also be aware that while our school district has been fiscally responsible, we need a superintendent who will work to increase educational funding in order to raise the bar in many of our academic and extra-curricular programs. A prospective candidate should also be aware of how greatly we value a well rounded set of offerings in Forest Lake. We have always held our CTE programs as important and value them equally with our outstanding academic offerings. Both areas work together to keep our school system strong.	2/26/2026 8:36 PM
17	In a deeply divided school board, I would love to see a new candidate who can work collaboratively with a wide range of members and genuinely consider diverse viewpoints. Given our previous superintendent, I also hope to see someone who is personable, approachable, and willing to engage openly with staff, parents, and community members--no matter the concern. I have always appreciated these qualities in our current superintendent and hope the next candidate demonstrates similar strengths.	2/26/2026 3:25 PM
18	Our district is unique because it has maintained student opportunities in a variety of areas. For example, a college bound student can take CIS classes and a student wanting a technical certification can take CTE courses and	2/26/2026 3:24 PM

## Forest Lake Area Schools - 31 Qualities Survey

students who are entering the work force will leave our system with the necessary employment skills. These options produce well rounded students and allow students to explore career pathways. These options can be costly to maintain but are vital to student success.

19	We care about our students and want all to feel that they are included and belong. While our district can be perceived as on the conservative side of the fence, we have students from all sides and from all walks of life so it's important to keep in mind that everyone needs a safe space to learn and grow. Teachers in this district work harder than ever, especially during a time where teaching is incredibly challenging. Teachers cannot be forgotten when making decisions that include finances, grants, or any other implementation of policies or initiatives that might seem great because of "the data" but inadvertently would be a detriment to teachers in their classrooms. We always say, "We do what's best for students." While this is true, we also must ask ourselves is a decision also what's best for teachers? They are the ones in the trenches and ultimately most of the burden falls on them when decisions are made. It's important that the school district be supported by our businesses so we need to have a candidate that can be a champion for our schools but also connect us to our community where this is trust and positive rapport.	2/26/2026 1:56 PM
20	Forest Lake is a strong and supportive community that values each individual for who they are. Our differences are not just accepted — they are what make us stronger. Each of us brings unique skills, perspectives, and strengths to the table. Together, as equals, we share a commitment to learning, growing, and caring for one another.	2/26/2026 12:03 PM
21	Our current school board is a mess. The current superintendent was told they (the board) would not renew his contract so he retired. Dr. Massey has huge teacher support along with community support. The new superintendent will have big shoes to fill with working with the current school board and winning over trust with teachers, students and the community. Are you willing to work with all stakeholders to bring open communication and transparency to our district? It is a great district with many great teachers, who are paid considerably less than districts in the surrounding area. You would be blessed to work with such gifted and dedicated people. I have worked here for 34 years and have seen it all. Forest Lake is a great community to raise a family and enjoy the outdoors. I am proud to call Forest Lake Area Middle school the place away from home.	2/26/2026 11:58 AM
22	I have worked for FLAS since 1997. In that time, I have never worked harder than I do today. The demands on teachers are enormous. Beyond my duties as an academic educator, students are coming to us with more needs than I've ever seen beyond the classroom. We offer top notch academics, but also structure and routine, care and love. We need to address these needs in order for students to have the capacity to learn. This includes prioritizing specialty programming like SEL, EL, academic support, gifted and talented, counselors, school psychs, behavior specialists, etc. Students cannot learn if they are not getting their core needs met first. Prioritize student needs, but also prioritize your amazing teachers. Our teachers deserve a salary similar to our surrounding neighboring teachers, but this has not happened in my 27 years here; I'm hoping this will be a priority of our school board. We all deserve to be fairly compensated for the demanding, amazing work we do day in and day out.	2/26/2026 11:56 AM
23	I would like a leader who is present, available to staff members, and values the input shared with them. We need to work as a team- not in a top-down relationship. The last 2 superintendents were excellent at facilitating team oriented goals, were knowledgeable in education- as they had experience, and continued to get to know the staff by making themselves available to communicate with us at monthly building meetings. Previous superintendents made it a priority to help buildings stay informed and developed a working relationship with the staff at each building. We need someone who can lead, while at the same time have their staff be heard. We are in this together as students, staff, and community.	2/26/2026 11:42 AM
24	Study Steve Massey and use him as your role model.	2/26/2026 11:25 AM
25	Steve has been an amazing super intendent and will certainly leave some big shoes to fill. I hope that the board is thorough with their search and chooses an equally skilled leader to be the next super intendent.	2/26/2026 11:24 AM
26	Our district is varied in terms of socio-economic status, abilities, and races. Our new Superintendent MUST have a moral compass in dealing with every type of student, family, and staff member. We need a Dr. Massey and a school board that supports a Superintendent similar to him. We need to stop the current school board chair from dividing people.	2/26/2026 11:13 AM
27	That this district and community is truly special. People within these schools are all truly great people. We all support each other and hope that whatever candidate that gets selected is right there for the people, students, and all community members.	2/26/2026 11:13 AM
#	<b>Q1: ADMINISTRATOR</b>	<b>DATE</b>
1	I think it's important to remember that kids are not little robots. They are a product of all that is going on within themselves, their families, community and world. Kids needs to feel safe, seen, included and welcome with all of their unique characteristics including race, culture, gender identity, sexual orientation, socioeconomic status, etc. We need to be sure to not lose track of the most vulnerable of our students in our work.	3/11/2026 1:06 PM
2	The prospective candidate should value community transparency and should not be afraid to have honest conversations with the community, parents and staff.	2/26/2026 11:13 AM
3	I believe a strong superintendent of schools leads with vision, integrity, and a sharp business mind, ensuring that academic excellence and fiscal responsibility go hand in hand. An effective superintendent sets high expectations, makes data-informed decisions, and allocates resources strategically to maximize student achievement. They understand budgeting, long-term planning, and operational efficiency while never losing sight of the core mission: empowering students and supporting educators. By blending educational leadership with sound business strategy, they build sustainable systems that drive measurable success across the district.	2/26/2026 10:38 AM
#	<b>Q1: SUPPORT STAFF</b>	<b>DATE</b>
1	Forest Lake Area Schools has been a wonderful place to work for the past 17 years. I've seen a couple Superintendents come and go. Our district relies on leadership that is fair, empathetic and unified to be successful. We are in need of a person that pays attention to Student's needs, Community input and State Legislature, often needing to stand up to a School Board that doesn't always agree with each other or a Superintendent's beliefs.	3/6/2026 8:23 AM

## Forest Lake Area Schools - 31 Qualities Survey

Students need to be a district's number one priority. What is good and unbiased for the student body should be on top of the incoming candidate's priority list. District staffing needs to be kept in mind as well, offering a competitive wage to employees and insuring support when needed; working well with Administrators throughout the district is imperative for successful decision making, communication and district operations. Forest Lake Area Schools is dependent on a leader that is respected and valued. How a person interacts with others is important to gain that trust and respect within the district. I have confidence whoever replaces Steve Massey will be chosen with the utmost professionalism and care in mind, to lead our district and maintain the strong Community we've experienced so far.

- |    |  |                    |
|----|--|--------------------|
| 2  | The next Superintendent will need to be both school and community minded. They need to have the best interests of students and can lead by being a positive example to the staff, students, families, and community. The Superintendent must open minded and fair. Unfortunately, we have a large non-taxed land base, so that the district does not receive as much in taxes as some other districts get. Yet the district still supplies all of the infrastructure of those districts who get larger tax amounts for their schools. The Superintendent must have an interest and knowledge of public school workings, yet is able to work well and delegate to their team so that staff can feel valued. Forest Lake Area Schools is a large school district that has the feel of a small community. We have a diverse population and we all need to feel part of this community. We have long term retention of much of our staff. Many of whom also live in this community, fostering a sense of pride. We have many success stories that come out of the Forest Lake Area School District and would love to keep this success rate ever growing and continue to have the opportunities for all families in the district.  | 3/5/2026 11:20 AM  |
| 3  | I think we should steer away from dei. I believe its a new form of racism that we do not need in this district. All students should be evaluated equally. One group should not be given preference over another. We need to get back to basics so that all students are learning the basics needed to function in this world.  | 3/2/2026 12:11 PM  |
| 4  | We have so many dedicated, creative, caring, talented staff members who work tirelessly to ensure each student's success. Trusting the individuals who work with our students each day is so important, so they can feel they are being treated as the professionals they are. We are looking for a leader who will handle the current events and tough decisions in an ethical, empathetic, carefully thought-out manner - someone who won't let their own personal beliefs dictate the best decisions for the district as a whole.   | 3/2/2026 10:12 AM  |
| 5  | Would like someone who has and is currently with our School District and know the people within.   | 3/2/2026 8:39 AM   |
| 6  | The community is comprised of 12 municipalities and 3 counties which means several unique communities within the school district which requires sensitivity, knowledge, and commitment. It is extremely important for the superintendent to connect with all communities (location, ethnicity, etc.) as well as the business community. Being an active and present member/visitor of Rotary, Chamber of Commerce, Lions, etc. is critical. The superintendent needs to be a staff advocate - all staff. The superintendent needs to be a student advocate - all students. The superintendent needs to be able to navigate confrontations, disagreements, and difficult situations with various components of the school district, including the school board. Forest Lake Area Schools is a wonderful district and needs a strong, dedicated, and courageous leader.  | 2/28/2026 8:44 AM  |
| 7  | My hope for the next Superintendent of FLAS is that they are both school and community minded. Have the best interests of all students as a priority and can lead by being a positive example to the staff, students, families and the broader community. I hope that our Superintendent is open minded, fair, and involved. We have some economic disparity in this district, so would like someone that is able to recognize this and work with legislators as well as partner with other districts for the betterment of the whole. Fortunately, and unfortunately, we have a large non-taxed land base, so that we do not get as much in taxes as some other districts get, yet still need to supply all of the infrastructure of those districts who get larger tax amounts for their schools and transportation departments. While we get to enjoy the wonderful public lands, it does not do much to financially support our district. I would like someone who has an interest and knowledge of public school workings and is involved, yet is able to work well with and delegate to their team so that staff can feel valued and part of the larger picture. Forest Lake Area Schools is a large school district that has the feel of a small community. We have a diverse population that all need to feel part of this community and like they belong. We have good, long term retention of much of our staff. Many of whom also live in this community, fostering a sense of pride in the district and town. We have many success stories that come out of the Forest Lake Area School District in many different areas and would love to keep this success rate ever growing and have opportunities for families also growing to help them to want to stay here, or move into our district to attend our great schools. GO RANGERS!! | 2/27/2026 3:10 PM  |
| 8  | Kids are here to learn. Allowing distractions such as walk outs should not be permitted. An emphasis on test scores and a curriculum should be priority. Prepare graduates better for the real world...  | 2/26/2026 2:31 PM  |
| 9  | We love our country, saying the Pledge of Allegiance & we don't believe in staff/teachers discussing their own political beliefs, sexual orientations, pronouns, transgenderism, etc... in school. We want have teachers teach, not preach. We want our education dollars spent on our students, on supplies, on playgrounds, on our art, music & sports programs. We want our students to be taught to be kind, courteous & respectful. We want cell phones banned from use during school hours, students to be able to read & write from actual books & on actual paper. Less Chromebooks & more real teaching.  | 2/26/2026 2:21 PM  |
| 10 | 1. The "Reimagine 2025" Momentum - Grade Configuration: The district recently moved all 6th graders to the middle school (6-8 model) and closed Forest Lake Elementary to consolidate at Forest View. - New Boundaries: As of the 2026-2027 school year, new elementary boundaries are in effect. The community will be sensitive to how these changes impact "neighborhood school" identity and transportation. - The "One Location" Shift: Spanish Immersion is now consolidated at Forest View. Managing the logistics and the "feel" of this centralized program is a high priority. 2. A "Community of Communities" Forest Lake is not a monolith. The district spans three counties (Washington, Anoka, and Chisago) and includes 11 different municipalities—from the suburban feel of Lino Lakes and Hugo to the more rural/small-town vibes of Scandia, Columbus, and Wyoming. The Balancing Act: A superintendent must be visible in all these areas. Residents in the outlying townships often want to ensure they aren't "forgotten" in favor of the central Forest Lake city hub. Conservative Values: The community tends to lean conservative and places a high premium on transparency, fiscal responsibility, and parental input.   | 2/26/2026 12:56 PM |

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11	Someone who continues to make students of all kind feel included, supported and respected. Someone who is going to stick to their morals.	2/26/2026 11:41 AM
12	With the political climate within the School Board itself right now, I feel that we need a "voice of reason" and someone that can help guide the school board to make decisions that are best for the whole district in a timely manner vs. discussing everything at length and getting nothing done. I say this with no ill thoughts towards Dr. Massey - he has handled the change/s with grace. We need another Dr. Massey in the Superintendent seat! We also need to see the Forest Lake district as a whole. It is not just Forest Lake proper, but the outlying communities that Forest Lake serves. Different communities have different economic scenarios and that needs to be understood as well. Anyone that is coming in, needs to understand that we have a mixed culture.	2/26/2026 11:15 AM
#	<b>Q1: PARENT</b>	<b>DATE</b>
1	Forest Lake needs a candidate with Superintendent experience from outside the Forest Lake community. We have hired from within for so long that we need new ideas and a new voice to help us innovate.	3/16/2026 8:57 AM
2	Forest Lake needs a superintendent who is perceptive and able to appoint strong administrators throughout the district. The district is too large to compromise on hiring decisions and tenure. We need someone who can do the hard work of empowering good teachers and administrators and have the fortitude to let those go who do not promote student achievement. Trust between the board and Superintendent and staff is critical for a good functioning school community. We need an SI who can fully earn and maintain that trust. We need a SI focused on student learning and achievement. The bond between teachers and staff and parents and the community has suffered since COVID. Opportunities for dialogue and volunteering have declined dramatically. Our school district will benefit from an SI who can build a strong partnership between teachers and the families they serve that is mutually beneficial and positive. Finally, the challenges facing schools are coming at a pace that requires someone who can be visionary, creative, and think outside the box.	3/16/2026 7:47 AM
3	I think we need a leader that communicates to parents and students continuously throughout the year about any important updates. I would like our school and community to continue to feel small town. It's important to my husband and I that our kids and their classmates are being taught good morals and would like someone that doesn't push progressive agendas. It's important that we have a leader that wants to form kids to critically think on their own so they are prepared for the real world. Also promoting less screen time.	3/15/2026 9:58 PM
4	Our district has a strong community base. It has grown from a small town to a developing suburb. While our schools are highly supported in voice, many of our voting community will not support any funding the schools require. Changing this perspective will take great effort, but should be achievable. Our academics are beginning to improve, but still need overhauls in best practices. Our student body is becoming more and more diverse. The majority of our community supports efforts to improve our schools response to inclusion of all of our students. Be aware, we have a rogue element on our board who followed national marching orders of extreme lobbying groups. They will fight against any level of equality as well as academic and extracurricular programing that doesn't fit their close minded agenda. They do not have community, staff, or student support, yet they will fight against your best efforts.	3/15/2026 3:08 PM
5	It is very white and we are raising black children here in Forest Lake in an LGBTQ home. We expect to be totally accepted in any classroom and school event and expect our children and family will be supported and celebrated.	3/14/2026 10:40 PM
6	I'm not particularly satisfied by this list of priorities for a superintendent. Here are a few items I would include, in no particular order: 1. Respectful of student needs academically. 2. Respectful of student needs emotionally. 3. Not afraid to spend necessary funds to make the education experience the best it can be. 4. Works to redirect the current Board to create GROUP consensus rather than focusing on shoving individual agendas down the throats of students, teachers and staff. I would like all prospective candidates to know that, based on what I've seen and heard about the current school board, some members look to present their agenda instead of respecting the needs of both students & teachers/staff. There have been times this current board has either rejected or ignored input from teachers and staff as to best practices and desired outcomes. Whoever the next superintendent is, they will have their hands full unless the current Board's leadership changes. I wish that individual good luck.	3/14/2026 6:24 PM
7	"As a parent, I want our next superintendent to know that while Forest Lake Area Schools may not be the most diverse community, we want our children to leave this district fully prepared to live and work alongside people who are different from them. We are asking our next superintendent to be intentional about building a school culture where our kids learn about themselves, learn about others, and develop the skills to collaborate across differences. Equity and justice for all should not just be words that are thrown around; we want a leader who will weave those values into the fabric of our schools so that every child feels they belong and every child is ready for the diverse world waiting for them.	3/14/2026 2:31 PM
8	That we have a diverse community and we are sick of seeing after school programs cut, especially the important ones that our children enjoy participating in. Please stop cutting funding to these!!	3/12/2026 3:00 PM
9	The board is not doing well and doesn't reflect the community majority of the teaching staff. Don't expect them to be easy to work with. Do expect them to have heavy right-leaning biases and priorities. Please prioritize the education and opportunities afforded to all students in the district, no matter their race, gender identity, socioeconomic background, or disability. Please bring our district into the future. The future is inclusive. The future is creative. The future is responsive. The future is diverse.	3/11/2026 6:25 PM
10	The top priority of every parent I engage with is the culture of the school. In the school building; the culture interface between the staff and the student is the most critical - but that relationship is SUPPORTED by the C-Suite if you will - the most important modality of any prospective superintendent is a collaborative and positive culture orientation that prioritizes people and well-being as the chief benchmark of success. I say this because I firmly believe that academic success follows a family and community-first zeitgeist from the topmost levels of the district (this includes Board Members). A positive attitude from an enthusiastic and warm superintendent is a great face of the district. I expect the superintendent of Forest Lake ISD 831 to demonstrate high ethical competence and empathetic pragmatism in their leadership style, methods, decisions, and personal engagements. I expect that this person will be a leader in every sense of the word and that the leadership style will reflect a spirit of approachability and collaboration. In another vein or sense of this concept - this superintendent should have good powers of	3/8/2026 8:52 PM

## Forest Lake Area Schools - 31 Qualities Survey

discernment and the skills of adjudication in managing various opinions up to and including correction of opinions that may not be factual; again up to and including members of the board. Our superintendent must be strong in their ability to stand up for student protections, safety, and success - and this will include managing board members at times under certain political realities. I would like for the superintendent to know just how special our teachers are in each building. They all have a profound dedication to the students. Many of them are also community members and parents - another dynamic that I find crucial to what Forest Lake Area Schools represent as a student body, a group of teachers, and as a district. As a whole - the amount of expertise represented in this district is deep and committed - and they deserve the utmost respect. I'd like to see the district move in a direction that somehow inspires more community engagement in the schools - more volunteerism and ideas from parents as to how to better our schools together. I'd like to see people being brought into conversations because they are fascinated by all the good going on in their schools and desiring to be a part of that - because strong schools build strong communities. I mention this because I believe that participation in that model is inspired by the top levels of leadership taking meaningful actions and having confident intent that reflects the will of the parents of the district! I would like a superintendent who has awareness of, a passion for, adjacency to, or experience with high trades involvement in the schools. I can elaborate, but let's say we find this bullet point on someone's experience - this would be compelling for more conversation, even a brief minute or two during an interview to learn more. We need someone who will champion technical excellence and capabilities with an excellent balance of real world practicum and hands-on capabilities for each student that is able. Opportunities are there and if we can find a candidate who can rally people to support engagement - I believe that we can dramatically accelerate the capabilities of the graduates from our system. I also need the superintendent candidate to be informed of the critical importance of our elementary schools and how impactful it is for students to be in our system for as long as we can encourage it. The observations that myself and others have made is that the emotional/academic/social inclusiveness/comprehensiveness of the curriculum set has started to accomplish great benefits for a vast majority of the kids in the elementary program - especially that of Lino Lakes Elementary who does such an excellent job with emotional/psychological self-management in the academic/education space. I also must describe for the superintendent the importance of the individual school identity within the broader system. Right now the individual buildings operate with some level of autonomy that makes them distinct in their unique way. Some of it has to do with look and feel - some of it has to do with the nuance of the club structure or extra-curricular priorities of the majority of the school/age-group - but all of them come together within the broader system quite nicely to diversify the picture of what ISD 831 represents to the state of MN and the FL community. Forest Lake has some needs in common with other communities across the state in that we deal with some children who don't achieve or perform within benchmark. We must spend some time thinking about "why does it work for most but not for some" and really lean into why that may be with the intent of potentially finding an innovative way to preserve those students being part of our system. Then there is the more serious and frequent issues of bullying at varying degrees/levels. While we should not allow these to become front-and-center issues because they are non-productive problems that need solving - we must also keep an awareness or sensitivity to bullying so that we do not let the problem become worse. I bring this one up because we have some work to do in the space to improve, and we cannot allow it to proceed in a wrong direction right at the onset; the awareness of this reality should come "baked in". Humility with a good dose of resolve/confidence goes a long way in communicating with this community. Knowing what to do and executing that with ethical precision and excellence will garner all of the support you will need to accomplish the goals you will set for the district with the community and the students. It's very exciting!

- |    |   |                  |
|----|---|------------------|
| 11 | <p>Forest Lake is a close-knit, small-town community that takes great pride in its schools and strongly supports both academic and extracurricular success. Families here care deeply about seeing students thrive, and the community consistently rallies behind the district's achievements. We value strong academics, educational excellence, and a school environment that remains focused on teaching rather than politics. Many families believe that schools should maintain neutrality regarding political and ideological issues and concentrate on providing a rigorous, well-rounded academic foundation for all students. We want a superintendent who will strengthen advanced academic opportunities and expand programming for high-achieving and gifted students. In recent years, many community members have felt that academic rigor has not received the emphasis it deserves, and we would like to see renewed attention in this area. Our community also strongly supports the continuation and growth of trades and career-technical programs, which have been a point of pride for Forest Lake and an important pathway for many students. Overall, we are looking for a leader who will prioritize academic excellence, maintain a politically neutral learning environment, and ensure that all students—especially those seeking advanced challenges—have access to high-quality educational opportunities.</p> | 3/8/2026 8:43 PM |
| 12 | <p>Forest Lake schools hasn't had the greatest reputation (in my humble opinion) within the metro area public school systems as far as quality of their students' education. But having lived in the community for over 16 years now, and having 2 students go through the FLAS system I feel that it's improving, especially at the HS where they offer so many CIS and PSEO opportunities for their students.</p>   | 3/8/2026 9:51 AM |
| 13 | <p>There is ZERO room for a "hybrid" candidate here. We do not need someone from the private sector who has zero knowledge or experience with schools in the top spot in our district. We need someone who is willing to overcome the embarrassment this current board chair and board has caused the district. We are the laughing stock of local districts. We need someone who has spent their career in education who can bring everyone together and make us proud to be Rangers.</p>  | 3/7/2026 7:11 PM |
| 14 | <p>Our district is unique in that it offers a great deal of higher education opportunities and has remained progressive while at the same time maintaining the smaller town values of this community. I think the majority would like to maintain this.</p>   | 3/6/2026 3:46 PM |
| 15 | <p>The quality of Forest Lake education lags behind other nearby districts. We need someone who will prioritize enhancing current standards and getting students the level of education they deserve so they are set up for success after high school. We also need to ensure the educators we hire are committed to delivering high quality education and that they are held to specific standards after joining the district.</p>   | 3/6/2026 2:36 PM |
| 16 | <p>We celebrate diversity in all its forms and need to continue doing so. Having diverse teaching and other staff is important for students to see themselves represented. Students need to be protected and safe. There are many educational opportunities in the area - we need to stay competitive and a sought after institution. Consolidating</p>   | 3/6/2026 2:15 PM |

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- spanish immersion did not help - it is the only reason we chose the school we did. Please keep us achieving and the opportunities for education better than any other surrounding school - otherwise we become just like every other.
- 17 I am a parent of three children at HS, MS, and elementary levels. While communication from teachers at elementary level has been good, I feel it changes dramatically at the MS and HS level; it's as though suddenly teachers and parents are no longer working together and communication is fragmented. This seems especially so at the HS level where "orientation day" consisted of meeting one teacher while waiting to confirm/change child's schedule, no other (of my child's) teachers were in the building that day-I have no idea who planned or rather failed to plan but it was extremely disappointing. Our community-like much of the world- seems very split, and there is ongoing animosity that leadership is reticent to acknowledge, much less address. I think too much is demanded from our schools from fed/state/local levels that detracts from the primary purpose of solid education and some of the radical literacy/health/ethnic studies standards are outside the scope- I would like to see someone lead with authenticity, truth, and in the spirit of partnership and collaboration with families and the whole of the community, not just the preferred constituents. We have high quality educators who would love to step into leadership but won't do it here because of what they say is "a good of boys club". We need strong, fair, decisive leadership to help Forest Lake become the best it can be. 3/6/2026 2:13 PM
- 18 I prefer a candidate that keeps political agendas out of the schools and focuses on education. Who is able to manage staff and be trust worthy and morally upstanding. 3/6/2026 8:41 AM
- 19 This district has struggled with diversity and racism, particularly with the current school board members. The district has been in the news for these things and certainly, understandably, gives pause to young families looking to move into the district. I would hope that the superintendent would be a person of high moral standards, that puts ALL students interests above their own personal beliefs. Would be someone who makes sound judgements based on factual research from unbiased sources, then make recommendations based on that. This community needs a strong leader committed to improving our district so that people want to have their child attend our schools. 3/5/2026 7:44 PM
- 20 My son is indigenous and one of the only spaces where he feels safe is the Indian craft group. 3/5/2026 6:19 PM
- 21 DEI needs to go. It has gone too far and tons of us in the district feel alienated from our own school - do not push homosexual agenda, allow it to be over-represented in the library or curriculum. This is NOT who Forest Lake Area Schools is as a community. Focus on Education and positive moral behavior - we need to go back to the basics of reading, writing, communication, math, science, etc. We have gotten lost in politics in curriculum for way too long. 3/5/2026 11:13 AM
- 22 We would love to see someone interested in promoting students at the top, not just supporting students at the bottom. ie, implementation of a gifted program for the top academic performers would be instrumental for keeping the highest performing student in Forest Lake and at the top of their game. 3/4/2026 12:33 PM
- 23 I am looking for someone who truly listens and genuinely considers suggestions and concerns. Over the past few years, it has felt as though parents were "heard" only on a surface level—acknowledged for the sake of appearing responsive, without meaningful action or engagement. The kindergarten "COVID class" has often felt overlooked, almost as if they were a "throwaway" class. I have raised this concern multiple times, yet the responses I've received have felt dismissive rather than constructive. Additionally, my child is currently in an unusually large 5th grade class and has been told that his questions cannot be addressed because he already understands the material, and the teacher must focus on students who do not. This raises a significant concern: what message does this send to a student who is eager to learn, engage, and ask questions? I want to ensure that all students—regardless of where they fall academically—are supported, challenged, and valued. 3/3/2026 8:02 AM
- 24 We are tired of the dei narrative that the last Presidency forced amongst state and local government agencies. We want students treated fairly as individuals no matter their background or ethnicity. We want a strong leader who is capable of making Forest Lake school district a leading program both athletically and academically. 3/2/2026 8:24 AM
- 25 Please consider a candidate who values the differences the students, families, and community members have become. But please do not use that information to segregate or lower expectations of individuals. Personally working for a district that has made these decisions has caused great harm to those students. It's shows up in student behavior and academic performance. Families who have moved from the cities to Forest Lake have done so for a reason. Talk with them. Get their perspective and don't assume anything. They too want high expectations for their students and to be considered a part of the greater community, not separated. 3/1/2026 3:35 PM
- 26 While it is commonly understood that the superintendent's role is a political one, a candidate who has strong personal morals and is able to judge when those morals should be drawn from for the good of the students in the district would be an indispensable quality to possess. A qualified candidate would also be able to maintain neutrality in his opinion of the latest political fads, maintaining his/her focus on education of the district's students. This candidate should also be able to uphold and display the notion of respect whether it is among the board, staff, teachers, or students so that no one is pitted against another when challenges arise. Communication is incredibly important for everyone in the district. The superintendent being the leader should recognize the importance of communication and take care to use it appropriately. Underhandedness in executing special interest projects and ideas has no place in a school district and is not a good quality for a candidate. While any superintendent wants to be known as an asset to the district, the desire for success should not be primary motivator in decision making. The superintendent has a responsibility to a very large, diverse group of citizens. Promoting a quality education for its students, operating within a reasonable budget, upholding a respectable atmosphere in all buildings and among the entire population of the district are priorities which should work together to ensure the success of ALL students, not just those who are most visible. 3/1/2026 1:01 PM
- 27 Teaching experience, with data. Admin experience, with data. References from a variety of subordinates. 3/1/2026 11:16 AM
- 28 Our new superintendent needs to be a calm presence. We cannot have a leader who adds to the chaos. Our new superintendent needs to be strong and confident, knowing what is allowed by a board and what may only be the pompous, self-serving showboating of members of the board. We cannot have a leader who bows to the whim of a divisive board. Our new superintendent needs to be kind, inclusive, and supportive of ALL of our students. We cannot have a leader who picks and chooses which students to provide for. 3/1/2026 8:53 AM

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29	Opportunity and advancement and should be 100% based on merit.	3/1/2026 7:01 AM
30	As a parent of a former and current student it was painfully clear that as our students progressed through the Forest Lake School systems their experiences became less positive. In fact, our current student only goes to FLAHS for music and sports. Unless they are explicitly challenging courses that average students avoid the staff and students are not of a particularly high caliber- something we were sold on when moving here. As a former teacher in the district I was disappointed with the lack of attention to students perpetually tardy to class and students that were unable to perform/function at an average level usurping sometime 50% or more of important 1 on 1 time with students trying to learn in average required courses. The music department is okay and the sports are overall lacking good coaching and team building. They have been specifically poor in developing student confidence which would seem to be a core value that sports should focus on. A new superintendent should spend time with staff understanding challenges faced and reaching out to students to give their views on our schools. There is much that needs improvement that will give our students the values and strength to become productive and happy members of our Community. Thank you and good luck!	2/28/2026 9:50 PM
31	Our teachers need to come first. They are the single most influential people our children will encounter in their K-12 experience. If our teachers are not supported, our children are not supported.	2/28/2026 10:28 AM
32	I want the new one to actually listen to parent concerns and address them. This last one was a joke! He's horrible. He learned how to talk his way around everything vs taking responsibility. I need someone to actually protect our students. Also your survey should allow me to select less than 10 vs mandatory 10	2/28/2026 7:46 AM
33	Our community is rural, outdoors-oriented, and family-centered. Many families choose to live here because they value open space, a quieter pace, and the chance to raise children close to nature. Hunting, fishing, and outdoor recreation are part of our shared way of life. People here are practical, down-to-earth, and deeply invested in creating a safe, steady environment for kids to grow and learn. I value Forest Lake Area schools because they keep academics at the center of our schools and avoids bringing social or political agendas into the classroom. As a parent, I appreciate that focus on learning.	2/28/2026 6:49 AM
34	I graduated from forest lake high school 22 years ago. ██████████ was my Jr high and High school principal. Its a shame what he has done. And will be glad when his tenure is over. We need someone who can make a change for the better. We need someone who wont bow down to the woke ideology that is destroying our public schools. Please bring someone who will help usher in some normalcy again.	2/28/2026 1:23 AM
35	Just because some voices are louder than others, does not mean that they speak for all of us. Diversity, equity, and inclusion will always help to build a strong system.	2/27/2026 8:20 PM
36	We have been traumatized by the existence of political theatre and underground planning of part of the board that promotes division, exclusion, and extremely conservative Christian Nationalism. It has NO place in a school setting. We need to be promoting inclusion and diversity. Kids who do NOT fit in a 'perfect little box' STILL need an education, need to feel included, need to belong.	2/27/2026 8:09 PM
37	Forest Lake schools offer so many opportunities for students and families, we should really promote the great schools and staff we have!	2/27/2026 6:14 PM
38	Concentrate on math, reading, history, and science, for all students. No, DEI, it has no place in the schools.	2/27/2026 6:13 PM
39	Diversity, and morals are key. No to hate, far right political views. No association with maga fascist pedophile party, school or education policies.	2/27/2026 5:43 PM
40	We are growing ever changing.	2/27/2026 5:25 PM
41	Our community has deep concerns that the current board does not represent our students interests or ours as parents, and has become a political tool. It is essential that the next Superintendent is committed to the students and their welfare and future before all else.	2/27/2026 3:39 PM
42	I would like our future superintendent to steer clear of DEI initiatives especially if we are hiring people that are under qualified. We should always be looking for the best and most competent candidate for any position regardless of race or social status. I want a candidate that has a strong sense of good morals and ethics. They should be able to make decisions based on the needs of the student and school first and government last. They should also want to foster a strong sense of community within our district.	2/27/2026 3:17 PM
43	Would like to see a conservative thinking man who is in support of actually teaching children to read and write proficiently and one who won't support just passing kids onto the next grade just to make your school districts' stats look good- when in fact kids are graduating from Forest Lake area schools without basic skills or knowledge in American history as it was written. Someone who works WITH parents and families and doesn't hide a pronoun or other serious issue . Someone trustworthy and actually competent to do the job and not be swayed by current non traditional beliefs Someone who does not support walk outs Oh there's so much more	2/27/2026 3:15 PM
44	A superintendent that is involved but also has a calm demeanor. Will not allow students to participate in rallying for any cause during the school day. Makes sure teachers aren't pushing any kind of political agenda as well as keep their sexuality out of the classroom in ALL schools in the district.	2/27/2026 3:08 PM
45	I believe a good superintendent keeps parents involved in the educational process, and reflects the values of those families in an educational setting.	2/27/2026 2:54 PM
46	That both conflicting sides have a radical, loud opinion of what they think "needs" to be done. Neither of these extremes fit the narrative of the vast majority of our community who may not have the time or means to communicate that as loudly.	2/27/2026 1:27 PM
47	Education needs to be number one. Our children can be taught about diversity, equity, and inclusion through social groups and programs, but the classroom should be where our children learn math and how to read. Different families have different values and that is wonderful and what makes each of us unique. Everyone should be treated with respect, but we don't need our schools making social decisions for our children. We should not be fighting about	2/27/2026 10:22 AM

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	after school clubs and programs. We should be fighting for better education for our children that will make them prosper as adults.	
48	Keep school about school!	2/27/2026 9:54 AM
49	You already had the best superintendent, now we unfortunately have to settle for the rest because you wouldn't sign a longer agreement. Please choose wisely, bipartisan. One who doesn't buy into "group think" agendas and lobbyist special interest groups.	2/27/2026 9:31 AM
50	We have a small group of people trying to take over our school board influenced by Christian Nationalism and do not have the best interest of all students, especially students with diverse backgrounds. This district has hard working staff and teachers and students who deserve to feel safe and welcome at school.	2/27/2026 8:24 AM
51	Thank you! We have loved the district and hope to continue feeling heard as parents, putting students education and safety first! Good luck to all candidates.	2/27/2026 8:18 AM
52	We want our kids taught science, math, reading, writing, physical education, and music. Leave the politics out of our schools please. Pick a leader who can accomplish that.	2/27/2026 6:56 AM
53	No more woke bullshit. Teach our kids	2/27/2026 5:51 AM
54	We have a tight knit community of students and parents. Many parents are willing to get involved with supporting our children and their teachers. We want to see happy healthy school environments where student academic success is central but does not overshadow healthy childhood development with opportunities to truly be kids who get to have fun, make close connections, make mistakes and learn from them in a healthy way and feel safe in their schools. Kids should not be feeling the level of stress that they currently feel over academic achievement when it is developmentally beyond what is appropriate; but because they can achieve it they are pushed harder than necessary, especially in the early grades like kindergarten through second grade.	2/26/2026 9:34 PM
55	Forest Lake is wonderfully unique. We are a little bit country but connected to the twin cities. We are a very large district geographically. I feel like we have some benefits of days gone by. We feel safe, parents no matter their politics seem to have a no duh approach to what is right for their kids. Support them in their dreams, activities and hobbies. I love that my taxpayer money goes to a school that when I arrive it's buzzing with happy people, sports players, people exercising, walking their dogs and chatting. The parking lot is always full, I feel welcome. My kids have great classes and unique sports like fishing team (though it's a club now) keep forest lake about family, fun, health, ... can we get an indoor walking track for everyone. Stupid YMCA blocks people. I'd love a punch card instead of an expensive memberships. Thanks	2/26/2026 9:25 PM
56	Our community is family focused, traditional, and proud of American values. We expect our schools to reflect that. Prioritize real results. Focus on proven academics: reading, strong math/science/history, high expectations for all kids, and measurable progress (test scores, graduation, readiness). No lowering standards for "equity." Keep politics out of classrooms. Teach facts and skills, not adult agendas. Protect fun traditions. Most families here love and expect classic celebrations: Christmas parties, trees, carols (no generic "winter" renaming). Valentine's Day card exchanges and treats. Halloween costumes and parties Teach love of country. Instill pride in America through positive history lessons, and celebrations that highlight what makes this nation great. We're excited for a leader who puts kids' education, happiness, and our values first.	2/26/2026 7:54 PM
57	No more DEI nonsense, or indoctrination of our children, no more making them feel ashamed or privileged because of the color of their skin. Stop supporting this nonsense from an Administrative position in our schools. This person should understand clearly, that public schools are not social experiments, public schools should get back to the basics of teaching reading, writing, math and science. This person should make it clear that we support and encourage diverse opinions and discussions on all issues socially and politically, whether it be Independent, Libertarian or Conservative thought, we will not indoctrinate or teach ONLY a leftist or liberal view of social and political issues. This person must be a leader who understands the above, and it should be made clear the all school staff will set aside their own personal ideology and teach broad views and foster discussion of all issues regardless of a person's religious or political beliefs, we do not demonize faith based opinion on hot topic discussions but instead will help each student to think logically through any social or political issues.	2/26/2026 7:50 PM
58	Many in our community are not open to a leader who values diversity, equity, and inclusion. We need a leader who does.	2/26/2026 5:37 PM
59	While many view Forest Lake as a very conservative community, there's a large faction of us who see DEI as incredibly important to our school district and an area of growth for Forest Lake as a whole. Progressive viewpoints are gaining traction in our schools and community. At the same time, many marginalized groups feel unsafe and unwelcome in their own schools. There is much work to do in this area for our students and families. Providing these groups with opportunities to foster community and connection should be a priority.	2/26/2026 5:31 PM
60	Our schools need a strong leader who can bring public education out of the dumpster fire it's looking to become Bring positive, encouraging leadership that isn't afraid of hard and difficult issues that won't appeal to everyone! Education is hard and the outlook is bleak. We need new ideas and someone with a get it done attitude. Such a big job! I'm praying for the most perfect candidate to embrace this role!	2/26/2026 5:11 PM
61	My daughter came home from school and told me [REDACTED] was threatening to tear up signs the students made while protesting. He was also shaking his head and seemed very angry. I continue to hear things about [REDACTED] I do not appreciate. He needs to be removed. Do better.	2/26/2026 4:43 PM
62	Taking bullying more seriously and holding teachers and staff accountable	2/26/2026 4:43 PM
63	We are a family that has removed several of our children from the district for a better opportunity.	2/26/2026 4:37 PM
64	A superintendent candidate should absolutely be familiar with the educational setting. I believe a candidate for this position should have classroom experience (either general education or special education) and some form of leadership (dean, assistant principal or principal). A background in these areas is necessary for the future of the	2/26/2026 4:35 PM

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	district because only someone with that experience can understand the challenges teachers face. We need a leader that has empathy for district staff. Education is losing families to home school and other online programs and a new leader should be able to find ways to help families see the benefit of a public education and how their child/children will be supported throughout their education.	
65	First and foremost, this person should be a dedicated educator, and should be well vetted to make sure they are not coming in with some political agenda. Our education system should not be trying to fight out the latest right or left wing headlines, just do what's best for the students, teachers, and community.	2/26/2026 4:29 PM
66	The school board is divided between 3 Trumppers and 3 normal people. This results in poor leadership quality, and the delusional Trumppers on the school board thinking of doing things that could be illegal (scheduling board meetings on dates that the law clearly states that you can't, losing legal counsel, etc....). There is no way we should've lost Dr. Steve Massey to "retirement", and the ONLY reason we did was because of the Trumppers on the school board; it had nothing to do with "retirement". Massey was GREAT, and would've stayed, had the toxins on the school board not been elected. The incoming candidate (IF there is one willing to take on these 3 board clowns) better know what s/he is getting into.	2/26/2026 4:23 PM
67	Please look outside of district	2/26/2026 4:05 PM
68	There are only 2 genders!	2/26/2026 3:40 PM
69	That we like the way it has been and the way things are. We would like someone to take over and continue being a great leader. Not someone with their own agenda, who wants to come in and make a bunch of changes.	2/26/2026 3:21 PM
70	The district needs a superintendent who is focused first and foremost on academic excellence, transparency, and student success. Our community would benefit from a leader who prioritizes strong reading, writing, math, and science achievement, supports teachers in the classroom, and keeps politics out of school decision-making. Families want someone who listens to parents, respects diverse viewpoints, and ensures that policies are centered on education rather than political ideology. Hiring a superintendent committed to high standards, fiscal responsibility, and open communication will help rebuild trust and keep the focus where it belongs — on preparing students for a successful future.	2/26/2026 3:07 PM
71	I would like the candidate to not buy into the leftist rhetoric that the state of MN so highly supports! An example would be when our school board stood up about title 9.	2/26/2026 3:02 PM
72	The district needs a leader who sees the students, staff and community members. Someone who clearly hears what they want for their children and has the vision to carry forward that plan in times of strong alliance and challenge with the school board. The Superintendent needs to be the vision of and voice of what schools stand for, what we hope for ALL of our students, not just some. This person needs to be a safe person for the staff members but also a visionary of where Forest Lake can and should go in the future. They need to be able to step back and see the BIG picture of our district and develop a solid plan on getting the students there. They should be visible, known, approachable, in tune with each of our buildings, their culture, our students, our staff. I want my daughter (2nd grade) to know who he/she is and feel comfortable giving them a high five when they see them in hallway just as much as I feel comfortable saying hello at a football game or at an after school event. It is critical that this person knows and understands schools, the business of schools and has been in a classroom. Someone from outside of education cannot do the position justice and understand what it is like to be a in a classroom working with children.	2/26/2026 2:53 PM
73	We need the school board/superintendent to show growth in the student body both committed to academics and extracurricular activities. Bringing people into the community for both academic and athletic opportunities drives an improvement in the school/community and also drives increases for financial improvement in the community and the district	2/26/2026 2:47 PM
74	The most important thing we are looking for is someone who is interested helping all kids to become the best person they can become through academics and extracurricular activities.	2/26/2026 2:38 PM
75	Strong students , work hard & believes in the community.	2/26/2026 2:34 PM
76	That our school system, board of education, and administration is failing our next generations. No accountability is allowed. No strict methods or studying habits are taught or enforced. The school district allows students to retake tests, hand in homework late which in return teaches students they may have infinite do overs. In the real world and the workforce this is not the reality and rarely acceptable. They are being setup for failure. They are not being taught how to use Microsoft software. This is a huge gap in their education and setting them up for success in the workplace. I understand the reasoning is behind budget and funding but is using chrome books the right decision. The teachers are amazing and have immense talent and are not compensated enough for their dedication and hard work. However, are the school districts methods not allowing them to teach on a higher level and inspire our students.	2/26/2026 2:33 PM
77	I would like to see an individual that will represent Minnesota values and not DEI or gender dysphoria. I don't want our school district going down the same wrong roads as so many others with boys in girls bathrooms or vice versa It's time to get back on track! I look forward to the new superintendant to do just that.	2/26/2026 2:08 PM
78	Teachers hate the school board for a reason. The outgoing superintendent is amazing and they got no support from the school board.	2/26/2026 2:03 PM
79	We want a strong individual with an open mind and a focus on performance. We want the strongest minds to rise to the top and not be held back. Steve Massy was great. Will be tough shoes to fill, but a like minded Superintendent would be great.	2/26/2026 1:59 PM
80	I feel that the Forest Lake School District has been in the news for the wrong reasons over the past year or two. I would like if we could get to a place of harmony and working together and build back some trust that has been lost. Opportunities and support for ALL students should be the narrative and not taking support systems away from students or teachers that need it. In case you haven't noticed, it isn't like there are teachers flocking to the	2/26/2026 1:46 PM

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profession, and if we are hoping to maintain a high standard of education for all students, we need teachers wanting to come here. Having a leader that can bridge the gap between board members with varying opinions and portraying the district, teachers, and students, as a supportive and safe learning environment for all, free of political influence, is important to me.

- 81 Forest Lake is a growing diverse community. It is a very large district with varied challenges. We have been happy with the district during our child's education so far (they are in middle school currently). We hope that the new Superintendent will be a leader who is willing to try new processes and listen to new ideas. There is always room for improvement in education. We hope that the new Superintendent will work with teachers and be sure to pay them what they deserve and support them in every area. We hope that the safety of all students is always the top goal. 2/26/2026 1:43 PM
- 82 Our children need an education. We need to make that our top priority. There should not be groups or clubs during the day that is taking time away from our children learning the education that they deserve and need. The children that need more are also the children whose parents need to be more involved. It is VERY extremely hard to be a good parent these days especially if you have children in traveling sports but that does not give the kids with poor behavior an excuse or allow their parents lack of parenting take away from those who drain themselves daily to take great care of their children and set proper expectations. Those parents also need to be held accountable. I have never been given a fair shot in life at anything and if we continue to allow these kids to think that this is the way that the real world works then we are going to be in big trouble when they hit the real world at 18. The children should not be allowed to turn in late assignments or retake tests, since when is that acceptable? Who are we holding accountable? If you fail, you fail and you need to try harder next time. We need a leader and someone who wants the best for ALL students and is ready to make a change. 2/26/2026 1:31 PM
- 83 I feel that in Forest Lake we are more than a school. We are a community. It starts on day one in Pre-K and grows from there! I did not grow up in this district, but I am proud that my girls are.. Take sports for example. All ages and groups attend high school events, they feel safe and inclusive to all. I believe this is a huge incentive in this area. I have always thought of Forest Lake area to be the biggest small town.. the area is huge but the community is tight. Academically speaking I feel like Forest Lake is creative and innovative and I hope to see it continue to grow and evolve for the foreseeable future! 2/26/2026 1:21 PM
- 84 Communication skills are a must. It's hard to replace Dr. Massey. 2/26/2026 1:17 PM
- 85 We have a wide variety of students that can't fit into a one-size fits all mold. Each student brings something to the table and should be celebrated for that. This person should be visible and present at events so that there is trust and familiarity with them within the community. (Steve does a great job at this!) 2/26/2026 1:13 PM
- 86 Parents demand academic achievement. We are DONE with words like "equity" and "inclusion" because the students should first be able to SPELL those words, before they are indoctrinated to believe their fellow classmates and citizens hate them. We are tired of no discipline, no expectations, and no outcomes. Lead by example, with common sense and start EDUCATING our kids instead of turning them into self-hating justice warriors. 2/26/2026 1:09 PM
- 87 That Dr. Massie is amazing and should not be leaving. He has done amazing things for our district and our students and staff. His pressured retirement shows a disturbing change among some board members to disrupt the positive experiences our schools have been growing, and send us backwards in our diversity goals. 2/26/2026 1:07 PM
- 88 The "loudest" community members don't represent the entire community so actively taking interest on the thoughts, advice and opinions of ALL community members is important. Surveys like this are 1 example of how you can help include those that aren't comfortable being front and center at board meetings. Also, just as important, is providing the community with the survey results to ensure they are being listened too. Thank you! 2/26/2026 1:06 PM
- 89 We will miss Steve! This district THRIVED 30 years ago. Plenty of money for education and all kinds of extra-curricular activities, athletics, music, ALL without costing parents a fortune. Find a superintendent willing to fight for more money for our large geographic district that needs more money per student for transportation. Where kids don't sit on a bus for close to an hour. Bring back field trips to museums, Valley Fair to calculate physics of roller coasters. Fun, involved education. We focused on basic education, achieving GREAT scores in major subjects. We don't want to know your pronouns or hear about your sexual preferences, teachers or students. We accept and support all, but it's NOT part of school and should NOT be discussed between teachers and students. That is child abuse. It's a parent's job. Come to school and teach the subjects at hand. Students need to learn. Many studies recently have said the screen generation is the first to decline severely in knowledge. Seems crazy with the access to the internet, doesn't it? Find a superintendent that's not afraid to ban phones during the school day. One that will get back to hands on learning. We need to focus on equality and not equity. When EVERYONE has exceptions that are catered to, the masses lose out big time. It causes more division than ever. Get back to holding kids accountable for their actions, involve parents, empower teachers with disciplinary ability, and listen to teachers. Quit babying these kids and worrying about getting sued for hurting their feelings. Enforce a better dress code, punish kids for public displays of affection. Prepare them for the real world where they have to face authority, follow rules and laws, and do their job without needing to have their hands held. Find a superintendent that promises to force staff to involve parents immediately for any issues going on at school. Social, academic, mental illness, etc. My children are minors. They are my responsibility. They do have rights, but not the same as adults. They are not mature enough to make big decisions, including changing gender, name, etc. Find staff that tells them how amazing they are the way they are. Leave those major decisions for after high school. Thank you. 2/26/2026 1:02 PM
- 90 Our district is a close-knit community where families are highly invested in their children's success and well-being. As a parent of multiple children across grade levels, I have seen both the strengths of our schools and areas that need stronger leadership. One of the biggest concerns among families is student accountability and school culture—particularly at the middle and high school levels. There are ongoing issues with bullying, class disruptions, disrespect toward teachers, skipping classes, and inconsistent enforcement of behavioral expectations. We would like a superintendent who understands the importance of strong, consistent discipline policies and who supports administrators and teachers in holding students accountable while also partnering with parents. Students need clear expectations, safe learning environments, and leadership that is not afraid to address difficult issues directly. Our community values safety, respect, and academic focus. We are looking for a leader who will prioritize restoring a culture of accountability, mutual respect, and proactive communication with families. 2/26/2026 12:57 PM

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91	I am tired of the Forest Lake School board making headlines in the news for all the wrong reasons. Forest Lake should not be known for our school board being bigoted and corrupt. I need all of our students to feel safe. I need our teachers to feel supported.	2/26/2026 12:56 PM
92	Shout out to Forest View- great school and staff. Communication is key. FLAMS and FLHS need some special attention. Children need boundaries or you will continue losing them to other districts. Staff should have control over their students and need to be supported by their administrators. Open enrolling my children in a district outside of Forest Lake has been the best decision. I hope the new Superintendent can make some positive changes and we can get our local numbers back up.	2/26/2026 12:55 PM
93	The school board is dysfunctional, some are racist and we need any logical help we can get.	2/26/2026 12:52 PM
94	Families are important in this district and parents are considered the first educators of their children. Family values are important and should be valued in the school district and all schools. Social issues and viewpoints can be discussed at home. Politics have no place in the classroom or in the schools. The district needs to focus on high quality, exceptional academic learning in the core subject areas for all students. The test scores of this district have gone down in the last few years and pure academics need to be the focus.	2/26/2026 12:49 PM
95	Diversity and inclusion isn't an "issue" to work on or overcome, it's the reality of the country whether some people like it or not. Even if it turns out that the student body is majority white, and especially then, there needs to be heavy education on TRUE American history (ie not white-centered or white-apologetic) as well as inclusion and education of our LGBTQIA+ community. We also need to maintain a separation of religion and education (ie no Ten Commandments posted in the school), BUT if there is education on religion, it needs to be inclusive of all or most popular religions in the world, not just Christianity.	2/26/2026 12:46 PM
96	Over the past year, Forest Lake Schools has frequently been in the spotlight for negative reasons. The current school board has focused on maintaining outdated perspectives, particularly regarding diversity, equity, and inclusion. This has made it difficult to feel pride in our school system. As a parent, I want to believe that these actions do not reflect our community's values—but it increasingly seems that the district's true colors are showing, and I feel ashamed to have my children in a system that struggles to acknowledge these discrepancies. Students deserve an education that addresses the systems holding back minority communities, and this district must make that focus a priority if it truly wants to serve all learners equitably. Regarding fiscal spending, it often feels like there is never enough—but it's clear that schools need more resources to effectively support students. I am willing to contribute through taxes if it means our children are learning more effectively: reading at higher levels, improving math skills, and engaging in challenging science courses that prepare them for the future. Beyond academics, I would like to see increased support systems for students who need extra help. This could include access to tutors, courses on study skills and organization, or teaching assistants—either in-class or as part of programs outside regular school hours. Providing these supports would give all students a fair opportunity to succeed and thrive.	2/26/2026 12:41 PM
97	Forest Lake Area Schools would benefit from a superintendent who demonstrates strong cultural competence and a clear commitment to equity, inclusion, and student safety. There are ongoing concerns within the community regarding racial slurs and discriminatory conduct experienced by students of color. While these incidents have been addressed through conversations, families perceive a lack of consistent enforcement and long-term solutions. The district would benefit from leadership that implements clear policies, transparent reporting processes, consistent consequences, and restorative practices that lead to measurable improvement. Bullying within the district also remains a significant concern, with direct implications for student mental health and academic performance. The next superintendent should prioritize comprehensive prevention strategies, staff training, student education, and accountability measures to ensure all students feel safe and supported. Strong leadership in these areas will not only improve school climate but also strengthen trust between families and the district.	2/26/2026 12:38 PM
98	Above everything, quality student learning is most important. Hiring and retaining honest, trustworthy, and communicative teachers and staff is a requirement for this district. Wishes: K-5 focuses on quality Academic foundation. Getting back to sufficient foundational skills in core subjects. Closing gaps.	2/26/2026 12:37 PM
99	I want the school systems in our district to focus on STEM and quit pushing opinions. Teach the necessities like Science, Technology, Engineering, and Math. Keep politics, religion and sex studies out of our schools.	2/26/2026 12:36 PM
100	I attended FLAS from kindergarten until high school graduation. I also have and have had three children in the district, a 2021 graduate, a 10th grader @ FLAHS and a 4th grader @ Columbus. Like most districts, there are teachers that need to be evaluated. When a group of children, and in my experience at the elementary school and high school level, are reporting to parents and other school staff that the teacher doesn't teach in a way that the children are learning from, that should be a red-flag. My son struggled with a physics during his first semester, due to the teacher, my son voiced this to me and his IEP team, this semester he has a different physics teacher and is having a far better experience. The current teacher at elementary is an epic bummer compared to her predecessor. YouTube videos being used regularly in music... I think at the middle and high school level the students should be surveyed on their learning experience and individual courses and teachers, and their feedback should be considered and addressed. I think swimming still needs to be taught, and dancing should not be taught. I work in childcare so money is always tight, and we always work hard, M-F, 252 days a year, for 8+ hours a day, directly with children. Then I have district teachers privately messaging me asking me to advocate for them because the district is getting rid of noon time aides and they will have to take turns watching the children at recess. Educators that only work 36 weeks out of the year, and only have children for about 5/6 hours a day. Don't get me wrong I value education and educators, but my opinion is, compared to what child care workers do in an accredited early learning program, the public whining needs to stop!	2/26/2026 12:20 PM
101	Kids need more activity options, that are less expensive for after school, there's a lot of kids that can't afford extra curricular activities and outings and need something to do and don't have anything. And teachers should be paid more (I know I know schools are given budgets) but they still should be paid more.	2/26/2026 12:13 PM
102	Something that has always been important to me in the leadership of this district, is the fact everyone reacts quickly and effectively to matters. Whether they are in regards to bullying, special needs, situations that arise and everything in between. I like how everyone is included. People don't always feel left out. The staff listen to concerns of parents or/and students. As a parent, it means a lot.	2/26/2026 12:12 PM

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103	This is a distinct and community in need of unification, where division has inflicted deep wounds and the next superintendent's legacy will be defined by how they unify and lead our schools forward.	2/26/2026 12:05 PM
104	That we welcome diversity	2/26/2026 12:00 PM
105	This isn't Minneapolis so if you have woke ideas and beliefs stay home.	2/26/2026 11:56 AM
106	The district is becoming more diverse with students of color. It is important that this person values a diverse community and make it a priority for all students to feel safe and welcome in their school and take steps to solve conflicts that does not align with the vision and values around building schools that are inclusive, anti-bias, and anti-racist so that all students can feel successful and engaged in school. This person should also be open to hearing others ideas and perspectives and has a strong sense of ability to make fair and just decisions and keep students at the center of every discussion, making sure that the decisions that are made are best for all students. The community has been changing over the years in terms of equity and there is still hard work ahead to continue this work for our kids.	2/26/2026 11:55 AM
107	I know this is not the question, but wanted to comment - my kids have been in different districts in the past. In my past experience, you must hire a candidate with a business background - having a budget and sticking to it to stay in the black. Too many are hired with only a teaching background. This typically does not work, financially.	2/26/2026 11:53 AM
108	The schools are great. Great staff, great teachers, great students. Our current school board has created a lot of tension, chaos, and tainted our public image, and we need a superintendent who is committed to rebuilding all of that lost trust.	2/26/2026 11:48 AM
109	Degrees, awards, and being politically correct mean little. Are you a good human? Are you genuine? Do you represent what is good and ethical, and legitimately right? Is your heart in the right place or do you have an agenda to promote? Are you kind in and out of the spotlight? What are you doing behind closed doors and is it good? Do you love your own family and are you treating them kindly and rightly? If I showed up as a guest to your house, would you treat me the same as you would if you were out in public with a reporter video taping everything? Do you love the kids and families and community you represent or are you collecting a paycheck? Those of us in Forest Lake love our community and kids, do you? If you genuinely love us, we will love you, respect you, and support you. That's the kind of person we want.	2/26/2026 11:46 AM
110	I think most of the community wants our teachers taken care of and teaching the skills needed for life. We are sick of seeing politics come into the classroom and schools caving to the minority. I want schools to care for each student as an individual and those students are there to learn for their life to prosper not politics.	2/26/2026 11:46 AM
111	Student health based on dietary and fitness/exercise guidance. Stop with the boxed meals, processed food and get the mind and body in better position for success rather than processed plans based on processed information. Get involved and study the results.	2/26/2026 11:43 AM
112	There is a negative perception and public image of the Forest Lake High School that needs to be fixed. This includes an image some on the board have created. Let's get back to teaching the kids and less concerned with individual sensitivities that create distractions. School should be a place of learning, not to babysit or coddle.	2/26/2026 11:40 AM
113	The ideal candidate is focused on the student EDUCATION outcomes (reading, writing, math, science). If any other priorities exist above this outcome, it is a bad candidate. Students who are not prepared for post-secondary education and the workforce should be taken as an insult to the school community. All the "extra" capabilities like DEI and consensus building add nothing to the student's experience. If the kids can't read and write, none of the other educational opportunities matter. Given this, the ideal candidate: understands educational philosophy, strategically hires teachers that can reach different types of students, is willing to remove or reassign teachers who do not achieve student outcomes, encourages staff to challenge students with their educational outcomes, improves student scores on standardized tests, and takes personal accountability for failures within the district.	2/26/2026 11:40 AM
114	Our community is known for being quite racist. There have been a few clips of school board meetings that went viral of community members saying awful things about people who are not white and not cis-heteronormative. One of the alums of FLHS is also <del>known</del> known for being an alcoholic who can't do a push up and texts highly classified war plans. So there's going to be a pretty big uphill battle on trying to change some of the public image of the district. We are not known for producing well rounded and intelligent students (though we do, even an Olympian) There is support in the community for progressive policies that are data-driven, compassionate, inclusive, and equitable.	2/26/2026 11:37 AM
115	It would be great to see some change in the amount of money the school receives for both educational, and extra curricular activities. I am the parent of 4 children, and they are all actively engaged in school and sports; it would be nice to see both the academic and sports side get the attention (both financially, and administratively) that it deserves. While I know Forest Lake isn't as big as some of the other districts, it would be really nice to see an effort to have the costs for sports especially go down, as I think it is crucial for children to have these extra circular activities to help keep them engaged, and the costs for many of these programs is already very high, even just for 1 child. Luckily we have strong jobs, but not everyone is in the same situation as us, and every child should be able to participate in these activities, and not have to do an insane amount of fundraising and volunteering to pay for these activities.	2/26/2026 11:32 AM
116	The district struggles with DEI, especially in a conservative area. Political voices are really strong	2/26/2026 11:30 AM
117	We need someone that is a great leader. Someone that would maybe let us celebrate American holidays again.	2/26/2026 11:29 AM
118	Focus on true academic achievement, not reducing requirements for inclusivity. A candidate focused on fairly winding down DEI, and focused on proven traditional methods of teaching and caring for students. We should not be nurturing mental illness, but treating it appropriately with traditional proven methods. Foster athletic and academic clubs including chess and math.	2/26/2026 11:29 AM
119	I mean you 1000% always need to have somebody who is leading a group of people that has already been there in the trenches themselves. So it would be ridiculous to not pick somebody who has already been a teacher. The	2/26/2026 11:28 AM

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person has to have experience already leading whether a principal or some other big job before they get to have an even higher yet leadership role as a superintendent in a very large district. And yes they have to be very good at promoting good staff rapport and trusting the people they are leading so they don't have to micromanage. They don't have to know everything about curriculum and everything about special ed and everything about every single thing. They trust and empower people to do good work they are positive. But yes they do need to have some understanding of these things.

120	We expect sweeping changes and improvements. Discipline and accountability and strong values not woke crap that doesn't work	2/26/2026 11:27 AM
121	The school struggles addressing academic needs to special education and inclusion and respect of all races from other students, staff and bus company.	2/26/2026 11:23 AM
122	FLA Schools covers a large area, which brings a variety of students/families into the district with different backgrounds, beliefs, interests, etc. I think it is important that all walks of life be represented, but also keep in mind the direction that parents would like to see the school district go. The Forest Lake area is unique in that we are close enough to the metro for practicality purposes, but we are far enough out that we don't typically identify with urban mindsets. Example: Modern DEI pushes do not sit well with many parents in the area. We are a welcoming community that wants all kids to be included, and all staff to be celebrated for their work. However, we do not like the oftentimes unnecessary push of DEI initiatives. We prefer it to happen naturally and feel more authentic. As a FL graduate myself, I am proud and excited that my children are in the same school district. Forest Lake has been blessed with so many wonderful teachers and admin throughout the years, and that trend seems to continue from what I have seen so far with my own children in school now. The Forest Lake district is an under recognized hidden gem that has a lot of potential to keep improving as the years go on. Personally, I would love to see the new Superintendent be someone from within the district, or have attended a Forest Lake school.	2/26/2026 11:23 AM
123	[REDACTED] has been asleep at the wheel for a long time. We need someone young and energetic and passionate about making a difference for these kids. Someone who can look past political, social, economic and racial bias and focus on the greater good for all of the kids in the district.	2/26/2026 11:22 AM
124	Keep the Forest Lake area Conservative and leave the liberal ideology in St. Paul. Thank you, A Parent and Trump American First Supporter	2/26/2026 11:21 AM
125	Our schools need a leader who will absolutely no allow any derogatory remarks and a leader brave enough to call out what's wrong and what's right. We need a leader who isn't afraid of taking steps to close the gaps for students in poverty even if it means pissing off a few "middle class bros" from the good boys club. We know diversity is strength and the EVIDENCE shows this. We need a leader that believes in science, believes in diversity, and believes in the future of our children. Schools aren't meant to be run as businesses they are meant to be run as sacred grounds for kids to be kids.	2/26/2026 11:21 AM
126	Is willing to do what's right for school and students, not necessarily what's politically correct. Respects and upholds individual rights for students, parents, and staff.	2/26/2026 11:18 AM
127	I want someone who can keep their personal political beliefs separate from the job...it is so sickening seeing the school board fight over their crackpot conservative or lunatic liberal beliefs that the kids are being forgotten about, schools are about children and education not some bullshit they saw on Fox News or CNBC.	2/26/2026 11:18 AM
128	As a parent of elementary aged school children, I would like our next superintendent to be inclusive, positive, a strong leader who is willing to listen to the board, educators within the district, as well as parents and make decisions that are best for ALL students. We are not a very diverse community in some ways but diversity and inclusion is important!	2/26/2026 11:17 AM
129	I am biased because I grew up with Dr Massey as a coach, principal, superintendent, friends parent, and all around voice as someone who I feel truly dedicated his career to the forest lake community. He had stake in the community with his family, he cared deeply about the district, did his best with the staff given circumstances, and was also a face students would see, staff would see, as well as support in sports and activities. There is no perfect fit for this job. Ultimately the new leader needs to be able to handle the business side of the school district and fully grasp what they are walking into with the school board and vast community opinions. As a student I fell Linda madsen did a fine job, however she was not the pillar of the community that Dr Massey was. Long story short, the right person with a business background and whom understands how the true role of superintendent and managing a school district should matter most, but the next most important thing should be getting involved with the community and seeing why all of this matters. That is the hard part any one of the candidates will need to try to adapt or live up to.	2/26/2026 11:16 AM
130	We need someone who is willing to stand up for the students and families and remove any WOKE agendas.	2/26/2026 11:14 AM
131	I would love to see a superintendent who actually cares understands and does what they say. I did not get that with the current superintendent and as a parent with a child that has disabilities I am not happy. The new superintendent should be well informed, well educated and have the proper trainings for children with special needs (as goes for all employees of this district. They all need more education and training with students especially those students with ADHD, ASD etc. Equality across the board absolutely, but not someone who thinks teaching or bringing up transgender LGBT etc is appropriate in an elementary school or in general in a school setting. I also believe our new superintendent should absolutely have patriotism and should reinstate the pledge of allegiance daily. A superintendent who cares more about our children and students than they do about the looks of buildings and sports teams.	2/26/2026 11:12 AM
132	Emphasize that importance of everyone's belief is valid. Do not conform to the ways of what the government is socially acceptable. Stick with what the students need to know for the everyday life. Not what their gender is, or how they identify or what their political belief system is. That is something to be dealt with at home, not in school setting.	2/26/2026 11:10 AM
133	Teachers need support and their needs to be less data-driven pedantic expectations of students. It shouldn't just be what academic milestones they hit but also social / emotional / mental well-being	2/26/2026 11:09 AM

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#	Q1: STUDENT	DATE
1	we have a good community in our school with our clubs and programs. we show our hard work as a student body and do many activities and get people included in programs to show responsibility and encouragement in joining clubs.	3/14/2026 2:44 PM
2	Our community as lots of different kinds of people in it and they'd all love to have a nice and supportive person there	3/13/2026 11:25 AM
3	Our community should be opening to anyone, and everyone. There are a variety of community members, and taking account for all of them is crucial.	3/6/2026 5:34 PM
4	I think our future Superintendent needs to do even better focusing on students and keeping quality teachers in our district. We need to invest equally in our sports teams so that our swimming and diving teams can compete at their home pool. This would also allow for PE to swim and canoes to come back to the pool. We need groups back at the middle school to provide opportunities for all students.	3/6/2026 4:03 PM
5	We have a wide variety of people of color, all coming from different ethnic backgrounds, and it's important that they are also seen and heard in our community. Clubs and sports are an important part in making kids feel more welcomed in our community and in our schools. Please do not belittle or try to prevent them from exploring clubs. Ones at the high school should also be seen at the middle school.	3/6/2026 2:20 PM
6	A lot of students dislike the superintendent purely because they don't know them personally and it's a position of authority. Someone who is able to connect with, and maybe even make an effort to relate to the student body might help foster better connections between students and authority figures at the school (this is especially something that minority groups such as LGBTQ+ people would like to see). One of the things I think would be most important for our community is a superintendent who is open-minded and willing to hear anyone out, no matter where they come from.	3/6/2026 2:18 PM
7	Our community and district is filled with lots of diversity. There are many different groups of people and I believe they should feel able to fit in our community, while still being able to be allowed to express themselves.	3/6/2026 1:26 PM
8	The students are active in improving the district	3/6/2026 12:44 PM
9	Our community as Forest Lake has been aiming towards being more self centered the past few years. We are a very strong and dedicated community though. Without the help of superintendent Dr. Massy, we would likely not be where we are in our community and society here in Forest Lake today. Dr. Massy has improved this community so much since I had started in elementary. So, back to what I started with, I think, if we can have a strong, dedicated, and caring candidate for the next superintendent will only end up improving this community for the future. Superintendent Massy has brought so much to this community, and has all my thanks to everything that I, and everyone else here gets to be apart of.	3/6/2026 11:57 AM
10	That we value our sports games and love to bring the hype!!	3/6/2026 11:43 AM
11	Our community has such a wide array of people that have such amazing potential if each and everyone of them can feel safe and represented in every aspect of learning.	3/6/2026 11:31 AM
12	In the Forest Lake District and community, there's a lot of culture and people with creative minds. I would like the candidates to know that the community is filled with many people of different age groups and backgrounds. It is important to know how to provide for each group of people and the level of respect that should be given. In this community there are a lot of people who advocate for others and fight for what's right. The candidates should also know that even though there's a lot going on in the country they should fight for what's right and be there for those in need and struggling.	3/6/2026 11:15 AM
13	As a student at Forest lake high school, I feel overwhelmed and drained after school each day. I think it would be nice to only have 6 classes per day. Some times in class I feel rushed and don't have time to finish class work. I am also very busy outside of school, so having longer periods in class to do work would be really nice!	3/6/2026 10:40 AM
14	Our district has been known for our enhanced and encouragement of exploration of careers and students futures. As well as our diversity within not only our community but also in how many learning opportunities we have. I feel in the past year or so we had some issues and push back against some of our diversity whether it was realized or not. To me it is important that our district stays a comfortable and safe place where students can grow and learn while being allowed to celebrate our diverse experiences.	3/6/2026 10:37 AM
15	Make sure we can keep our desired extracurricular activities and clubs without being cut off, just because of less funding	2/27/2026 3:30 PM
16	N/A	2/27/2026 3:08 PM
#	Q1: NON-PARENT COMMUNITY MEMBER	DATE
1	He or she should research the school and communities that are in the school district. It is a large school with several smaller towns. There are two charter schools within the district. The school board is not united. At this time, these six members for a board of 7 members. I think trying to fill the position has taken 3 or 4 months. All meetings to vote on a new member is 3 to 3. Forest Lake District offers a wide range of classes that should help the students find a path to a number of occupations. We are proud of our school district. We have had great superintendents here. WE want to keep on the path forward. It will be difficult to work with this school board.	3/14/2026 8:49 PM
2	We have lived in Forest Lake for 38 years, our three children all grew up here and graduated from FL. They went on to get college and advanced degrees and have successful careers. We have three grandchildren that have also grown up here and our oldest is a junior in high school. The school has been good for our family. I felt that Linda Madsen, former FLHS Superintendent did a very good job, partly because she grew up in the FL district, is committed to it and in fact still lives here. This wasn't just a stepping stone for her, she was doing what she truly	3/13/2026 4:38 PM

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wanted to do, serve the students, the school district and the community. Some of these characteristics, traits, values and commitments don't come through in an interview. Good luck!

- |    |   |                    |
|----|---|--------------------|
| 3  | While there is strong community support for our schools, the current split membership of the school board is making it difficult for them to make even the other basic decisions, with the current board president being unwilling to truly compromise. This is an extremely poorly structured questionnaire! Having people choose from such a lengthy list makes it likely that many people will not even read through the entire list before making their ten choices. To get more representative responses, it would be appropriate to offer several versions of this list with each version having the items arranged in a different order. Is this your best effort to get citizen input?  | 3/13/2026 1:17 PM  |
| 4  | The responsibilities and demands of a school superintendent are among the most complex and challenging of all leadership positions, especially in a district like ours with a polarized school board. In addition to the above identified characteristics, I believe a new superintendent must have mediation skills and experience in dealing with school boards with such polarized opinions to help them arrive at balanced compromise. As a non-parent community respondent, I believe our retiring superintendent has done an excellent job and hope that a new superintendent will have the opportunity to gain "words of wisdom" and insights from his experiences and perspective. I'm not sure of the origin of this survey, but believe there is room for design improvement. The order of many characteristics seems random and overlapping. I believe having theme focused groupings would have been more helpful in isolating key qualification characteristics and priorities. I'm not sure how this survey was distributed, (other than the local newspaper), but believe further efforts to seek input from throughout the community would have been helpful. | 3/12/2026 2:17 PM  |
| 5  | I'd like to share a bit of information with you, without oversharing. I'm a former Admin. Asst. to the district and worked for over 25yrs. in several different positions. My last position was 13yrs. at the District Office in a very eclectic position, as Special Ed. Support Staff, and Bldg. & Grounds Admin. Asst. Retired September of 2025. Prior to that Admin. Asst at what was formerly called Area Learning Center, and prior to that Title One Reading Asst. at Linwood Elementary, as well as Noon Supervisor. I subbed at Linwood Elementary for about a year prior to being an employee. We moved to Linwood in 1997, from Blaine, as we were unhappy with the schools there and wanted the best for our child. I would like to be considered as part of the interview committee if you're considering someone from the community. I believe a child's education is top priority, and am a strong believer of Forest Lake Area Schools. Kindly, <del>XXXXXXXXXXXX</del>  | 3/7/2026 6:51 PM   |
| 6  | As a member of the advisory committee for the Career Launch Program, I want to emphasize the importance of programs like this within the Forest Lake District and highlight the exceptional program you have in place. My organization has worked with several other districts in the area, and Forest Lake by far has the best program led by two individuals who have done a tremendous amount of work to get the program to where it is. I hope it is noted that this program that provides so many options for students in the Forest Lake district is important, and there should be a focus to find a new superintendent who also supports programming like this.   | 3/6/2026 2:22 PM   |
| 7  | That we have a commitment to excellence and that we want our students to graduate with a deep knowledge of their core competencies. And to be good, thoughtful and contributing citizens.   | 3/6/2026 11:28 AM  |
| 8  | As a graduate of Forest Lake High school (2017) I want someone who is willing to help make the community and learning at this school better for all students. I was someone who had a good time at the school; however I believe that more could be done with help prepare the children for future matters and expanding their thoughts and ideas of the world around them. This community hasn't always been the best to POC or LGBT+ members. I would want someone who is able to help this community grow into a more tolerant and open-minded community.  | 3/5/2026 1:34 PM   |
| 9  | We need someone who has high character that looks out for the future of all of our students. Is politically neutral. Students first. Can help the board to understand their role - governance! Help the board understand they need to listen and be respectful to all opinions  | 3/4/2026 10:11 PM  |
| 10 | it is important to recognize how important listening to our community is.   | 3/2/2026 6:02 PM   |
| 11 | ldk.  | 3/2/2026 10:35 AM  |
| 12 | Our district is inclusive of all cultures. The candidates need to be respectful of inclusiveness and diversity and be able to stand up for what is right for our students and community. We have amazing administrators and teachers who put our students' needs above everything else. Our new superintendent needs to be dedicated to working side by side with our community and staff to do what's best for kids  | 2/26/2026 11:53 AM |