

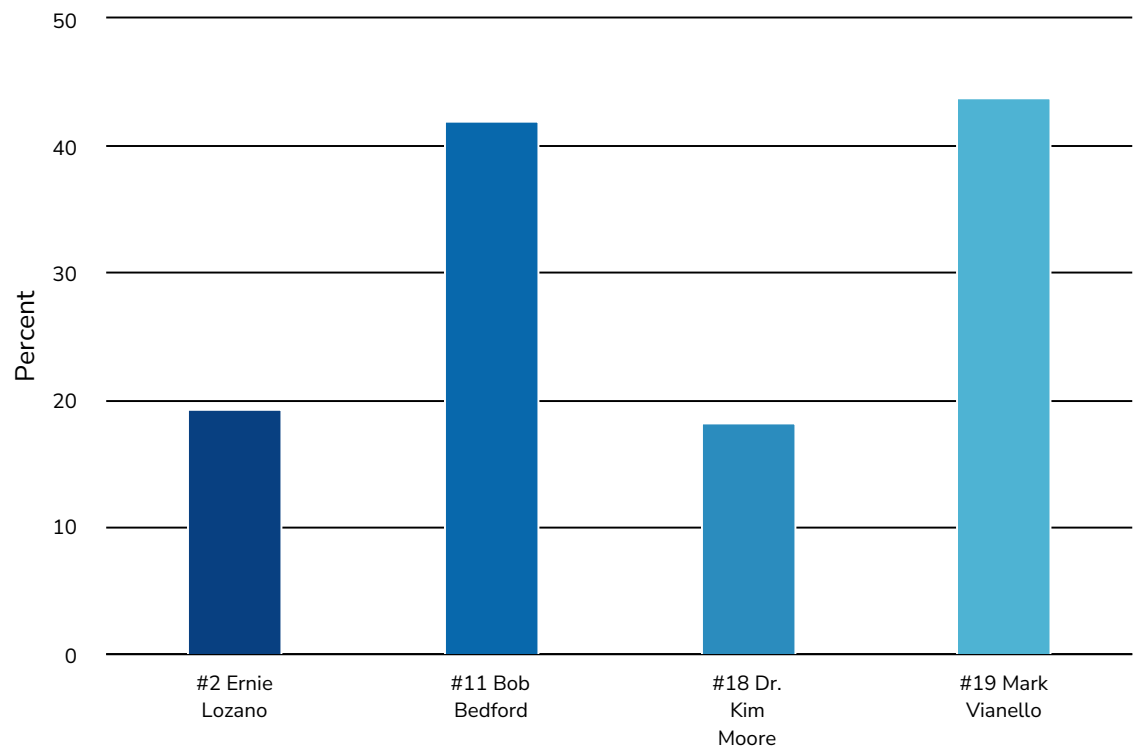
# Report for Charlotte Superintendent Search Finalist Feedback

## Response Counts



Totals: 188

1. For which Superintendent finalist(s) do you want to provide feedback?  
Click all that apply.



Value	Percent	Responses
#2 Ernie Lozano	19.3% <div><div></div></div>	34
#11 Bob Bedford	42.0% <div><div></div></div>	74
#18 Dr. Kim Moore	18.2% <div><div></div></div>	32
#19 Mark Vianello	43.8% <div><div></div></div>	77

## 2. What do you see as #2 Ernie Lozano's strengths? What questions do you have about #2 Ernie Lozano?

### ResponseID Response

23 I had a difficult time with him his videos seemed very off putting.

29 I am concerned that Ernie has made it this far. He had little positives to say about our district and seems to be someone who wants to come in and change it all, regardless of the great we have

30 I am concerned by Mr. Lozano lack of recommendation from any peer or supervisor from Broward County? We need a team-builder and someone who people want to work with.

31 Mr. Lozano has a lot of District leadership experience listed in his resume, but it caused me to be curious why he didn't apply for the Superintendent position in his district, Broward, and why no fellow Broward district leader wrote a recommendation letter for him. He's been a Broward district leader since 2016. It's just a curiosity and I'm sure our School Board has spoken to their district leadership for insight and feedback. After reading his resume, my question is "how would you lead instruction and learning in Charlotte County?"

55 His experience in the Parkland shooting

61 I have worked with Mr.Lozano for 8 years. While he has always been in a position of more authority than that of my role in the district, he has never made me feel like anything less than his equal. His strengths are building a positive culture and setting a clear vision for the District where staff understands the expectations and are excited to meet or exceed those expectations. He has passion for students, teaching and learning, and for humanistic leadership that understands that every person is a valued member needed to make the system run smoothly. I have observed no weaknesses to speak to. Any district would be blessed to have him.

65 Finances definitely something that needs to be looked at. Especially in relation to have enough staff to do the job.

71 I'm wondering how his plan to improve student learning in CCPS differs at all from what the current expectations from FLDOE are right now. We offer tiered instruction. His definitions of each tier do not clarify what his plans are for our students.

81 He has experience with safety and security. I am unclear about how he is going to lead our school district and what he bring to Charlotte County Public Schools. I want to know that he can lead a unique, fairly small district and maintain its close knit community feel.

87 Ernie has 25 yrs experience in Broward county and has held many important decisions. He discussed and had knowledge about the MTSS process and tiers of support. He stated that he will work with the school board. Seems to have much experience in managing finances. Q-Why CCPS? Broward is a very large school district, so how will he need to adjust and respond to the needs of a small district like ours?

## ResponseID Response

88	His personality and ability to build relationships/teams to get the job done. Lozano is a "hands-on leader" and does not stop until the job is done. His ability to analyze data and use the data strategically to drive decisions for improvement. Ernie is a super hard worker, mover and shaker, yet he leads with such grace and humility that even the most difficult person wants to follow.
90	Erni Lozano says in the newspaper that "great leaders serve where they are planted" - why hasn't he applied for the superintendent position in Broward county?
106	Data based real time consensus decision making. Building on what has been done in CC. Listening and vision with high expectation
136	He is passionate and accessible.
138	I just want Ernie to provide more insight on his vision as superintendent
139	He seemed to have a difficult time public speaking during the meet and greet. I don't think he is the face of our district.
145	very down to earth, work with state committee on threat assessment and knowledgeable about different areas; engaging
152	Lozano seems very inexperienced. His video focused on security measures and our district has already stayed in the forefront of protecting our children. He seems to not have one foot in the classrooms and focused more on operations. Great personality but my least favorite candidate
156	Mr. Lozano strengths are that he seems to have a well rounded background and student services at the forefront. In this role as superintendent how will you deal with political pressures and parental demands.
157	His understanding of student needs and systems. Our students should be at the forefront of ever decision. His understanding of leadership and strategic planning is another strength. How will you retain quality educators and leaders?
160	Ernie is energetic. I wonder if he will be able to build a relationship of trust with parents.
161	Ernie seems genuine, but is not eloquent nor ready to produce effective changes in our district. I felt as though he was the 4th out of 4 candidates.
162	Very straight forward and easy to talk to.. He promises to hire only the best teachers irregardless of any D.E.I. considerations..
165	What role does ESE play in your job description. How would you lend support and resources to these exceptionally over worked, under appreciated, & yet vitally important staff members? What efforts would you persue to retain valuable ESE staff?

## ResponseID    Response

167	There have been so many changes in the last 12-24 mos. in many areas, especially curriculum. Our scores have dropped and I am afraid of the time that it would take for our superintendent to come in and learn our organization before being able to make changes to improve our district. We have a perfectly capable and successful candidate that will not have to spend time learning our organization. Also, I have seen many decisions at the district level made that does not promote the talent that we have within the organization and that is sad and disheartening.
180	His energy, knowledge and depth of experience in a significantly larger district could bring some new, innovative and effective initiatives to CCPS. His warm, engaging personality would help improve community partnerships and engagement.
182	Ernie Lozano's enthusiasm and intelligence was impressive but his vision for charlotte county was both optimistic and realistic with an emphasis on developing thinking, perceptive and kind human beings.
184	Mr.lozano was a fish out of water at best. He struggled to find his words and was not well spoken. He does not command respect nor exzude leadership qualities. He not a fit for Charlotte County.
186	Nice guy. Decent first impression. What does he bring to the table beyond being a nice guy?
187	He demonstrated a high level of working knowledge in several key areas of executive management.
188	He demonstrated a high level of working knowledge in several key areas of executive management.

### 3. What do you see as #11 Bob Bedford's strengths? What questions do you have about #11 Bob Bedford?

ResponseID	Response
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20	Local knowledge, proven track record in our community. Strong in curriculum! Proven to be collaborative
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24	Mr. Bedford knows what Charlotte County needs, he will keep up the Charlotte County culture alive. Mr. Bedford has led Lemon Bay and does a great job with his staff. He is a reliable leader that others look up too!
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25	As someone who worked for Mr. Bedford in the past, I'm grateful for the opportunity to provide this feedback. Mr. Bedford is the best principal I have ever worked for. He is a hands-on leader, who listens and welcomes feedback from others. As an evaluator, he often gave specific feedback to me that made me a better teacher. As the leader of our school, he created an environment of appreciation and support. We need this right now in our district, someone who will create an environment of appreciation and support. He knows the curricular content, the standards, and has curricular/pacing meetings with his departments. Student learning is a huge priority to Mr. Bedford. One of the biggest strengths I see is Bob knows Charlotte County and openly speaks about how much he loves our community. He has high goals for himself and his teachers and he would also have high goals for our entire district as Superintendent. The difference between him and someone else who may say they have high goals is that Mr. Bedford has actually done the work that has achieved those goals, for his school and for the community he loves. Another strength I have observed is how Bob inspires, encourages and mentors future leaders, which creates a future strength for our district. My question for Mr. Bedford is what would be your first priority if you were Superintendent?
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28	Mr. Bedford has established himself as a successful leader in Charlotte County with a strong record of student success. He has strong ties to the community and the school district. I believe he is the only candidate for Superintendent of Charlotte County Public Schools. Thank you!
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32	In the last board workshop it was brought up that Mr. Bedford doesn't have district office experience. I want to point this out as a positive. The last 3 years in a school house has been the most challenging with COVID and a hurricane. Mr. Bedford has led Lemon Bay and been an instrumental leader in our district during this time. His experience at the school level during this time gives him a unique perspective to understand current challenges.
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38	Bob Bedford's strengths are that he has lived and worked in Charlotte County for the majority of his life. Having been a former student of his at Lemon Bay, he has a very unique way of dealing with all types of students and teachers. While he does not have any district administrative experience, his finger is on the pulse of what Charlotte County schools are about. He has seen the direction of the school system and knows what needs to be done to continue the successes of this county. He is very well respected within the district and I believe is the best candidate for this job and the county would be in a better position going forward with him at the helm.
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## ResponseID Response

- 44 i think Bob Bedford is a great leader very good at communicating and leading his school
- 47 Bob Bedford's strengths are that he understands the local needs of our students. Q1: Since the pandemic, many students are no longer consistently going to school and teachers are being treated as babysitters. Would you work to restore something akin to a 9 absence rule where students would fail a class for missing 9 or more absences? Q2: Due to the last few years, our students no longer understand the "correct time and place." In large part due to cell phones, there are many social contagions in our schools from organizing fights to badmouthing parents, other students, teachers, and administrators. How would you handle the very real situation where students continue to use their cell phones while at school? Q3: Our county has seen a large exodus of teachers and administrators in recent years. Like many throughout our country, many teachers are leaving education altogether. CCPS and CFEA have done a lot to bring them back or keep them, but mostly for younger teachers. The pay gap between a 20 year teacher and a first year teacher in CCPS is \$5,000. What can be done to keep and help outstanding veteran teachers in CCPS? Q4: There are state mandates, county mandates, and then principal mandates. Our schools are data driven and our principals tend to lean into requiring classes and certifications that pad test scores. We cannot do anything about the state mandates except vote, but what can we do make sure our students are happy to go to school for something other than incessant testing and certifications?
- 48 Bob is a proven leader within CCPS. He is respected among his staff and faculty and has the reputation of a quality administrator among the school-based administration within this district. His written responses show insight into the specific areas that need addressing within CCPS.
- 51 Mr Bedford is a local product of a successful educator/administrator. He is a strong leader and makes good decisions. This is our man.
- 57 Mr. Bedford is a staple in Charlotte County Leadership for our district. He has been on countless committees to assist our county! He has shown his incredible leadership through his work at Lemon Bay High School. He is the obvious choice for superintendent.
- 59 Robert Bedford is a current Principal in CCPS. I feel he has a close and familiar understanding with what CCPS needs
- 60 Robert Bedford is a current Principal in CCPS. I feel he has a close and familiar understanding with what CCPS needs
- 63 Very professional and well respected. Has vision for our county. Cared enough to do his research and get to know what is needed at all levels not just the one he has experience in. He is the best candidate.
- 67 I believe Bob Bedford's strengths include his genuine concern for the success of students and staff. Next, he has been with Charlotte County Public School system for many years and is extremely knowledgeable with our culture. Lastly, he is a strong leader with the experience to continue district's prosperity and make necessary adjustments to ensure our future.

## ResponseID Response

- 69 While Mr. Bedford has dedicated employment at CCPS, he does not have higher-level experience. I am also concerned about the continued "good old boy" network that does not seem to value certain people for leadership as they promote their cronies for positions.
- 70 Most prepared candidate to lead our school district.
- 72 I like that Bob is acknowledging the strengths of where our district is with curriculum and learning and then has a plan to build upon those strengths. His plan demonstrates an awareness of the specific and unique needs of our students.
- 75 Excellent Communicator and Relationship Builder, Thinks Critically, Make Sound and Swift Decisions. Great Leadership, Ability to Solve Problems.
- 76 Excellent Communicator and Relationship Builder, Thinks Critically, Make Sound and Swift Decisions. Great Leadership, Ability to Solve Problems.
- 77 I have no question about Bob Bedford. I would like to know why some of the school board members feel that Bob Bedford is the least qualified candidate. Bob has an understanding of the school district, it's students, staff and community. Being Principal of school is a smaller scale of a school district. There are day to day decisions that are made. No different than the ones that are made at the district level. Just because someone has district level experience does not make them fit to lead a school district. There are 3 members on the school board that have/had no school/district experience before they were elected. Making a statement like that when they themselves have no experience running a school district is foolish. With someone with 30 years of in district experience it would be foolish for the school board not to select Bob Bedford as the next Superintendent of Charlotte County.
- 78 His knowledge of the charlotte county community. Also is a great communicator. Also good at bringing people together.
- 79 His knowledge of the charlotte county community. Also is a great communicator. Also good at bringing people together.
- 83 He is from the CCPS district. What is he going to do for CTE? How will he support CTE teachers and programs?
- 86 I personally know Mr. Bedford and I know he is capable of leading our county. He is an amazing leader at LBHS and his staff respect him and value him as an administrator. I would be disappointed to know that our county did not choose someone within our organization who has dedicated his career to CCPS. Not only has he dedicated his career to CCPS, he has had so much success doing it. LBHS has had three TOY winners in the past 5 years and several more finalists and this is due to the support and encouragement from Mr. Bedford and his leadership team. LBHS leads our district in scores and data yearly. He is not only respected and adored by his staff but families, community members, and students too. My question is: How are you going to take the things that have made you successful as a principal into your new role and incorporate them there?



## ResponseID Response

87 Bob focused on PD, building relationships, early intervention, and retaining teachers. Bob obviously knows the CCPS system, but all of his experience is in Englewood and Lemon Bay. This area is quite different from other areas of Charlotte County. He is a graduate of LBHS and seems involved in his Englewood community. While I believe it is important to know the community you are going to serve, there is a concern about being too involved in the CCPS system to be able to think independently, make tough decisions and be able to create effective changes that need to occur.

89 Bob Bedford is a natural leader. I have worked for many people in my life, including 6 different principals. He is, by far, the best boss I have ever had. He is charismatic, intelligent, has empathy, and understands the system of education in the State of Florida. From classroom curriculum, to instructional delivery, from running a school to understanding Florida State Statute regarding education, Mr. Bob Bedford has a solid grasp of this important system. Moreover, he is one of the hardest workers I know. He is focused and continually seeks to improve his school, staff, and the performance of his students. His passion for his job is unprecedented.

92 Mr. Bedford seems very involved in the community and everyone who I know who has worked for him says how much Charlotte County means to him. Mr. Bedford is a driven individual who is extremely dedicated to the children and families of Charlotte County. He has been passionate about constant improvement and will strive to make Charlotte County an even better district. My question would be how do you plan to create and cultivate leaders in the district?

94 Bedford is already a member of Charlotte County, created an amazing school with multiple winners for Teacher of the Year as well as many more finalists for it. Mr. Bedford knows what Charlotte County needs, knows our problems and issues. He is a member of many community organizations such as the Hospital board, rotaries and business organizations. He knows where and who to speak with to get things done. The improvements and relationships he has made at his high school go above and beyond any school administration I have worked with in the past. As a math teacher I moved around to a few schools before meeting Mr. Bedford, and since then, I have stayed in Charlotte County. He makes us all want to be better educators, improve our own education and strive for the next level in our careers even if we never thought about doing that ourselves. The future is very bright for Charlotte County if he does for the whole county what he has done for Lemon Bay and all of his staff. Mr. Bedford, you know where we came from and what has worked and not worked in the past, you know where we are now, we are unique in comparison to those counties around us- you have developed a strong following in Charlotte County as an excellent leader, we are willing to do what it takes to strive for excellence under you, so my question is- What's next? What would be your most important first priority as our superintendent of Charlotte County?

96 Just more of the same old Charlotte County good ole boys with nepotism mixed in.

97 Mr. Bedford is the obvious choice for CCPS. I hope our school board sees what the community wants. Mr. Bedford knows climate and culture of CCPS and will continue to allow Charlotte County to shine and grow!

## ResponseID Response

100	I see strengths limited to familiarity with the community My questions about him would be his lack of leadership experience at the superintendent level. My questions about him are also related to his familiarity with our system, mentioned above. And how he can be objective in decision making with years of community influence possibly swaying his choices
105	Under Bob Bedford's leadership, Lemon Bay has thrived. He has created a positive and inclusive school culture where students feel safe and supported. Mr. Bedford has also worked collaboratively with teachers, staff, and parents to improve the school's infrastructure, curriculum, and technology. I have seen firsthand the positive impact that Mr. Bedford's initiatives have had on our school community.
108	How would Mr. Bedford work to get past the rampant nepotism and corruption that has occurred under the current superintendent?
109	Well thought out individual who cares! Very strong ties with the community. Incredible knowledge of the county and the area schools. Very fair and consistent with his leadership. Great person!! ??? What do you see as your biggest challenge if you were to become Superintendent of Charlotte County Schools?
110	Well thought out individual who cares! Very strong ties with the community. Incredible knowledge of the county and the area schools. Very fair and consistent with his leadership. Great person!! ??? What do you see as your biggest challenge if you were to become Superintendent of Charlotte County Schools?
114	Watched his interview very nice man but he is not ready at this time for the position
118	Bob Bedford is a nice man, but the condescending letter of recommendation that he chose to submit by Patrick Keegan makes me question his judgement. I hope Mr. Bedford does not view our district as poorly as Dr. Keegan obviously does.
127	He has not addressed the lack of gifted students of color in Lemon Bay HS. The inequity of facilities and dollars would not be improved in his approach
131	What do you think of nepotism in the workplace? We see how the dress code is not enforced at LBHS, how are you going to address this issue?
132	What do you think of nepotism in the workplace? We see how the dress code is not enforced at LBHS, how are you going to address this issue?
133	Very approachable, and has a plan for Charlotte County
134	What do you think of nepotism in the workplace? We see how the dress code is not enforced at LBHS, how are you going to address this issue?
136	As a long-time employee of the district and currently as a principal, he has excellent knowledge about both the current strengths and the current weaknesses of the District.

**ResponseID    Response**

141	Mr. Bedford's questions at the meet and greet were student centered. He will do right by the students of Charlotte county!
142	Mr. Bedford has his finger on the pulse of what CCPS staff and students needs. His answers tonight proved his unique insight into our county. He knows and loves our students.
144	I hope our board continues to keep an open mind and value all candidates. It seems some board members are set on their favorite candidates and not willing to hear all of the opinions of others.
145	strong sense of community
146	His ties to Charlotte County
147	His ties to Charlotte County
148	Bob is a member of our community. He knows what needs to be done to move CCPS towards our vision of student success. When he speaks it is from the heart and student centered. After meeting all of the candidates tonight, I urge you to select Bob Bedford as our next superintendent.
151	Strength is he is from our community. The big downside is all his experience is in one school, one high school. His lack of elementary, middle school and district experience is something that cannot be overlooked. I wish he had been promoted to an assistant superintendent position prior to this position opening.
153	I believe Bob Bedford is the right person for the job. The community he has built at Lemon Bay High School speaks volumes. The teaching staff as well as the community at large supports Bob Bedford. He is a long standing member of the community, and will not use this position as a stepping stone to another district. Without a doubt, Bob Bedford is the best person to lead this district!
155	Bob's experience within the District makes him the best candidate for the position. He has the support from the community.
156	Mr. Bedfords strength is that he knows our current system and want to improve our system to ensure all students get the supports they need. He understand the pressures the current employees face. In his role as superintendent, how will he ensure that he is supporting all the county equally.
160	Mr. Bedford has deep knowledge of the community. I wonder if he will have the leadership skills to represent all schools and the interests of students in front of the school board.

## ResponseID Response

161	Bob brings many strengths- he brings continuity to our district, as he is a local educator who is born and raised here. He is a well known, successful administrator whose heart is in what is best for kids, and his decisions reflect that mindset. He represents quality, success and knows the players so no time is wasted as he enters this position. I have asked him many questions and he has thoughtful answers that are based in data driven decisions.
163	What criteria does he intend to use when he hires new teachers?
164	How visible are you to your staff? What would you say to a staff member who confused one of your APs as being the principal?
167	Mr. Bedford has a clear plan and proven success. He has proven himself numerous times and now we need to given him a chance to see if he can transfer his success from the building level to the district level.
171	I think he will be the best one!
180	Bob has a clear passion for education, students and the Charlotte County community. His interview responses showed limited experience and knowledge of the diverse issues that are the responsibility of the superintendent.
184	Bob Squared is not what Charlotte needs. We are finally getting over the nepotism twins and going back to that is the wrong direction. The fact that the school board does not recognise this is disturbing to say the least. Make a positive change, do not hire Bob Squared.
185	Knowledge of Englewood (only). What qualifies him for this level of position?

#### 4. What do you see as #18 Dr. Kim Moore's strengths? What questions do you have about #18 Dr. Kim Moore?

ResponseID	Response
41	Very dedicated to student success. Why Charlotte?
53	This applicant is a NO. Comes across as a little condescending. Though she has a very good resume, I dont fee she is a good fit for Charlotte County
58	I am confused as to why we are entertaining people who are in districts with a worse ranking then CCPS. Let's choose someone who is within CCPS and knows our great strengths to help propel us forward!
64	Cookie cutter answers. Threw out all the lingo. Didn't personalize it to our county.
82	She is not afraid to take risks. I am concerned about her experience with technical education as most of her discussions revolved around that. Although technical education is essential to our district it is not the sole focus at CCPS. I am concerned about "robotic remote learning." I have concerns about project-based learning as I have seen many colleagues use this with no success. He has experience with safety and security. I am unclear about how she is going to lead our school district. I want to know that she can lead a unique, fairly small district and maintain its close-knit community feel. Her answers did not provide a picture about how she would fit into our district.
87	Kim mentioned prioritizing equality and diversity. CCPS would benefit from this focus, ensuring that all members of the community have a voice and that all students, regardless of ethnicity or background, have access to the best teachers, the best curriculum, and the best learning environments. Q-Why CCPS?
104	She seems to have a vision for the future. She is technologically advanced and seems to want to engage with staff instead of making decisions on our behalf. How will you work to improve diversity within our district?
111	How will she support LGBTQ students in our county?
113	She has my vote but I want to know how she will support LGBTQ students in our county.
115	She is very energetic and I think you would bring fresh eyes into the position.
117	She came to visit our school today and she was introducing herself to everyone and making even those of us who are not teachers feel important.
124	She is brilliant! She has a lot to bring to the table.
128	Her military background and vision are balanced and aligned with improvement we need

## ResponseID Response

132	We saw in your interview that you spoke of inclusion? What do you mean by that? Will you allow LGBTQ & BLM inclusivity? We are a community that does not want CRT and DIE? Will you enforce the dress code?
136	Her experience is stellar. She has proven success in working collaboratively with the community to implement innovative programs that will prepare students for the world after graduation. As a black woman she will also provides a role model that our district has never had.
140	She does not give the warm and welcoming personality that is necessary for our community!
145	great experiences and knowledgeable; more difficult to engage one on one
149	Very impressed even when she was challenged by some of the school naysayers, she handled herself with grace and professionalism. I approved dedicated to wanting to have students not just cross the graduation finish line button have them prepared for careers, college and life.
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152	Very impressed even when she was challenged by some of the school naysayers, she handled herself with grace and professionalism. I approved dedicated to wanting to have students not just cross the graduation finish line button have them prepared for careers, college and life.
156	Dr. Moore emphasized working with the current board, how will she handle tackling polarizing political issues and parental pressures.
160	Dr. Kim tells stories well, and is an excellent communicator. I wonder about her experience and thoughts on early literacy, and in particular her thoughts on Science of Reading vs other frameworks that aren't as proven.
161	Kim brings diversity and structure from her military experiences. I would ask her, "Why did you pick Charlotte County?"
163	What criteria does she intend to use when hiring new teachers...meritocracy or D.E.I..?

## ResponseID    Response

167	There have been so many changes in the last 12-24 mos. in many areas, especially curriculum. Our scores have dropped and I am afraid of the time that it would take for our superintendent to come in and learn our organization before being able to make changes to improve our district. We have a perfectly capable and successful candidate that will not have to spend time learning our organization. Also, I have seen many decisions at the district level made that does not promote the talent that we have within the organization and that is sad and disheartening.
168	Very good insight on technical training and education.
170	When visiting our elementary campus, she got right involved with the kids. She joined their activities with a smile. She came across very personable and approachable.
180	Dr. Moore is an impressive finalist for the superintendent position. She did the best directly answering the Board's questions. I think she would have a challenge building relationships in our community. She is not as warm and engaging as other candidates. That would limit her effectiveness as superintendent.
182	Dr. Moore listened intently before formulating her answers. That alone is impressive! And her objective for student success, measured by obtaining the high school diploma made her shine. Besides her apparent intelligence and vast experience, it is her vision and confidence that makes her my first choice.
184	Train Wreck is how I would sum up Kim Moore. She has a air of arrogance and is condecending and thinks way to much of herself. When asked a question she should know the answer to she was so absolutly wrong and became politically charged. Her past posts online show her racist and uber liberal mindset. Charlotte County is not about woke equity and equality statments. Hire her if you want to polarize our community.
186	I don't know where to start....she blows the other candidates away on paper and in person. Intelligent, well-spoken; has a defined vision; answered questions directly based on her personal experience; clearly driven. She would be a game changer for our district and community. This is an underhand softball pitch for the Board. Question is - will you hit it out of the park?

## 5. What do you see as #19 Mark Vianello's strengths? What questions do you have about #19 Mark Vianello?

ResponseID	Response
1	Brings fresh ideas to our district
3	Brings fresh ideas to our district
7	Thank all board members for not going the good old boy route.. Being courageous for doing what is in best interest of our students, staff and community!!!
16	Well-rounded experience in all age categories; intelligent and appears approachable and open to input and innovation. Love his vibe and his plans for the future. Please, please not the internal candidate. We NEED change. desperately.
26	I believe Mark's strengths are his personality and his willingness to improve our existing school system. He exhibits the qualities of a leader who would first examine the pros and cons of our education system and create ways to make it better instead of implementing past successes that may or may not apply to Charlotte County.
27	I am concerned by the gap in Mr. Vianello's resume, from 1996-2001, after only teaching 3 years, at 3 different schools. In addition, I am wondering why his current Superintendent did not provide a letter of rec, but the Superintendent from 2012 did? I am also concerned about his lack of curricular experience as raising scores is a district priority.
29	1st choice, by far! He seems approachable. I think he is the guy that would bring people together and not divide. He believes in team and that others have ideas. Mr. Vianello seems to not lead with the idea HE has all the answers but instead wants to hear all ideas. Make the most informed decisions. We need a strong collaborate leader and MR. Vianello s written response and video seem to show that he is exactly that.
39	A question I have for Mark Vianello is why is your number one priority the safety of the students? CCSO has done an excellent job in making sure our schools are safe. As superintendent I would expect your number one priority to be the education of our students and making sure the teachers are being treated well and keeping the excellent teachers that we have.
45	Ghugu
49	Mr Vianello's strengths that stand out to me include his warm, caring demeanor and ability to communicate as well as his experience especially having a vision & practical plan to build students education into a productive job upon graduation. I vote for him thank you!
50	What does he plan to do to quickly get Charlotte County schools back on track? What student discipline and accountability changes does he have in mind? Big changes in a short amount of time are desperately needed.



## ResponseID Response

52	Very well rounded, sounds and looks professional. Also a family man with kids. Very important for this job.
56	Breadth and depth of experience Strong recommendations Have you lived anywhere besides Ocala?
60	I really enjoyed reading and listening to Mr. Vianello. I feel if Mr. Bedford was not chosen for the district that Mr. Vianello would be a great fit. He shares the same vision as someone who appreciates what CCPS wants/needs to accomplish
62	Seemed to have done research and knows about Charlotte County. I was impressed by him and Bedford. Both touched on what is important to us in Charlotte county. I can see either of them as our next leader.
66	Mr. Mark cares for employees and the community as a whole. He explores every option before making the best decisions for the District and stake holders.
68	He appears to have high regard for our community, is personable, and seems like someone who would be pro-staff and work to improve the morale of the employees which is a significant part of a successful district.
83	He is enthusiastic. What is he going to do for CTE? How will he support CTE teachers and programs?
84	Of the 4 finalist I think Mr. Vianello would be the best option for CCPS.
85	It seems like he has a grasp on who we are and what our county has faced, especially with Ian. He has a plan and he makes me feel comfortable.
87	Mark has experience as the Executive Director of Student Services (2010-2016). He supervised and led School Counseling and Assessment. Charlotte county is in desperate need of change regarding how School Counselors are utilized. He has 30 years of experience in a variety of settings, including being a teacher. Has lived in, studied in Florida Taught at all levels (elem, middle, high) Q-What will he do to ensure that ALL students are learning and achieving? We pour a lot of resources into the bottom quartile...what about our mid-high achieving students?
95	He has a wealth of experience in a district larger than Charlotte and has proven to be an innovator at a district level which is exactly what we need. A new, fresh set of eyes! Yes! No questions about Mark expect hire him.
98	Very impressed with his video, the energy he was able to get across, his written responses, and it seems like he already has a plan for Charlotte County and is ready to jump right in. Excited to have someone like this as a new leader for a new time.
99	He has experience at every level from teacher to principal to district level. He can come to Charlotte and with an unbiased view to help make things better.

## ResponseID Response

101	Is see MVs strengths as being energetic and fresh. An inspiring new set of Eyes to see what and how we can improve He seems to have a vision and was able to convey a sense of leadership and command that this school System greatly deserves. My questions about him would be why he's leaving his current position and what if any are some of his regrets from his past superintendent duties
112	How he support LGBTQ students in our county?
116	In meeting him, he was warm and friendly and genuinely interested in our school.
119	I felt that Mr. Vianello was a very personable person, and had been attentive to everything that was said by everyone while touring him around the school campus.
120	I have worked with Mark in various capacities over my entire 23 year career in Marion County Public Schools. He is one of the most respected individuals within the organization. He is the only District Level Administrator who is consistently visible at events and on campuses. On a personal note, he is also the only administrator that has always checked on me. He truly cares about people and the success of the organization. Marion County was foolish not to appoint him as Superintendent three years ago.
123	Is from a Community similar to Charlotte. After speaking with him I believe he reminds me of Steve. His passion, knowledge, and excitement definitely comes out when engaged in conversation about CCPS.
125	Mark is very professional and personable. He seems like an outgoing and easy person to talk to. He really values the schools and students.
126	He has a well-thought-out vision for all areas of the school system.
129	Not student focused as others
130	Variety of experience, leadership, a warm, likeability,
134	Great confident speaker, he is correct in saying that we need to prepare our students for life after high school. How will you enforce dress code at all schools? Liked how he spoke about being a servant leader.
135	Mark says a lot but has little substance to what he is saying. No direct answers and jr has me worried.
136	He is very polished and I'm impressed with his level of community involvement and the fact that he has a plan. I would ask him to provide more information about his plan and it's implementation to determine how deeply he's really thought about it.
137	I asked Mr. Viannello about the current bills that would impact the way we teach reading. He listened but didn't provide much insight or knowledge on the bill. This is an important bill, would have liked to have heard his thoughts on it.

## ResponseID Response

145	strong sense of giving and community involvement; appreciated his questions back to participants; seems very genuine
150	Most impressive of all. His value of community relationships and coming from a community similar to ours with a diverse background makes him a great person to fill the shoes of where our current superintendent has brought us. I think he will be relatable with the current team because of his understanding of our unique loving community.
151	Great candidate and respect for our staff
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154	Honest and cares about the students first and foremost.
156	Mr. Vianello appeared to be very level headed and had strong feelings towards ensuring we are providing a future path for our students. How will Mr. Vianello ensure that the elementary level gets the appropriate supports to start students on the path to future success.
159	Seems to have concerns for future of students past high school.
160	Mark had a lot of qualities I value in this role. He had a great energy and demeanor, and demonstrated a passion for education and student achievement.
161	I think Mark brings an economic awareness to the table that he plans on pairing with our district. He is well spoken and appears to want to be apart of our district. I would ask him "Why do you want to come to our district? What are your top 3 priorities for our district?"
162	I was very disappointed by his answers on DEI and I told him so ..I explained that you couldn't have meritocracy and equity at rhe same time.you could only have one or the other
167	There have been so many changes in the last 12-24 mos. in many areas, especially curriculum. Our scores have dropped and I am afraid of the time that it would take for our superintendent to come in and learn our organization before being able to make changes to improve our district. We have a perfectly capable and successful candidate that will not have to spend time learning our organization. Also, I have seen many decisions at the district level made that does not promote the talent that we have within the organization and that is sad and disheartening.
168	Very good insight on technical training and education. Had great focus on how to prepare students to get jobs and working with the community on job placement. He was very community focused.
169	After watching all the videos, I felt like he was the most genuine and when answering, it didn't seem like he was reading from a script like Bob and Lorenzo did.

## ResponseID Response

172 I was fortunate enough to take Mark and his wife on a tour of our schools yesterday. I was already very impressed by his resume and video presentation but having the opportunity to interact with him in person solidified my opinion of him. He has MANY strengths. Here are just a few that I observed. \* Genuine. Mark takes the time to listen to all staff and students. His message and core values have been evident and remained consistent throughout all written, oral and in person communication/interactions. \*Integration- Mark asked excellent questions on our tour. He expressed interest and desire in becoming part of our community and not just bringing his community to us. He talked numerous times on our tour about how much he enjoyed our family-like atmosphere and that to be our superintendent would be a "dream job" for him. - Experience - Mark has a wide variety of professional experiences across multiple settings both in the schools as boots on the ground and at the district level. - Systems review/change - Mark has great depth of knowledge in systems level work. He understands the importance of using data to problem solve within multidisciplinary teams, creating action plans, and setting timelines to review those action plans to determine next steps. He gave multiple examples of this during our tour together. -Relationships - Mark is personable and present. When meeting people at the schools, he went out of his way to speak to many different staff members. In our short time, this included principals, assistant principals, janitors, secretaries, teachers, and food service personnel. He also spoke directly to students that assisted with some of the tours. A silly story: While walking through the playground at MPE, a student asked Mark why he was so tall. Mark quickly responded with a smile and said "because I drink a lot of milk!". The kid thought the response was hilarious and shared it with his friends. Mark just lit up while touring our schools. His passion for education and building relationships was evident. Overall, I was very impressed with Mark and think that he would make an excellent superintendent. I am excited at the possibility of working with him.

173 He has a lot of experience at the district level. He seems to have done his research on CCPS. I liked his verbal responses on his application and thought he nailed most of the interview questions. Best candidate of all!

179 Mr Vianello has several attributes that I was very impressed with when he spoke .He has already incorporated ideas and plans that has benefitted the students and the community in his current position and will bring a new and fresh perspective to the issues within the county . In addition his passion for the children stood out above all the other choices , to not only get them to the "finish line" but to increase their skills set for a successful future whether its college, trade or something else. Mr Vianello was the only one to discuss the importance of student success in depth in our meet and greet, the other three gave cliché lip service.

180 Mr. Vianello has impressive background, diverse experience and a pleasant engaging demeanor. I think he would serve the district well and connect with the community but not with the energy and innovation others would bring to the office.

183 Mark has a plan that will support not only students but local business as well. He put his family and faith first showing he has conviction for what is right. He has a refreshing air about him. I believe he should be the new superintendent for Charlotte

186 Nice guy. Well spoken. Not as dynamic, experienced and well-rounded as Dr. Moore.

