

Finalist Dr. Marguerite Vanden Wyngaard feedback - Comentarios sobre la finalista: Dra. Marguerite Vanden Wyngaard - Kev tawm lus hais txog Dr. Marguerite Vanden Wyngaard, tus neeg sib tw kawg

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She presents as someone who is approachable. She is about our youth and is not afraid to push into the work.

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It will be important to really important for her to understanding of our equity work

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She seems to be friendly and uplifting. She also appears to be a leader that would focus on supporting and coaching her team, versus directing or doing the work on behalf of others. I appreciate her equity lens, and it appears to be coming from a very real lens. It also appears she would be willing to make difficult choices on behalf of students.

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The examples that were given seemed light on detail and relevancy to the exact questions being asked. She also made a few assumptions about the district that weren't true, items that would have been relatively easy to find on our website... such as how much data we put on our website and how transparent we are with it.

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I appreciated her consideration for student voice. Also, it was astute of her to pick up on some of the sources of stress and overload for teachers in the district. I appreciate her approach to making the district more welcoming for people of color (including student and staff), especially when she answered the question about the OCR resolution by suggesting that students have to be grouped in honors/advanced classes so they don't feel alone. I like her emphasis on collaborative impact.

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She seemed uncomfortable with some of the questions, and vague in answers about curriculum.

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She has a lot of ideas and experience working with a variety of students.

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I have concerns about her feelings working with charter schools. She also talked in circles about certain things- police in schools for one. I also have concerns about her separation from the Albany school district and the fact that she's been working in academia for the past three years.

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She clearly has experience working with schools and school systems.

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I find it hard to believe that this was the strongest black female candidate we could find. There are black women within our own district/city/state that would be a better fit. This feels like a set up for failure.

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Articulate, student-centered/student-first philosophy, background in the arts (choral music), asset-based approach to transformative leadership (vs. reforming leadership), commitment to creating the culture within MMSD to attract and retain staff of color. Expects that answers to complex problems come from the individuals in our school (and not just central office). Interest in partnerships and collaborative funding structures for services for students. Understanding of academic return on investment and collective impact. Understanding that teachers don't leave teaching because they don't like teaching, they leave because their district is no longer serving them.

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She was side stepping some questions and grandstanding a bit. I wish she would have answered some of the questions with more specificity.

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I thought she was very authentic and accessible in her personality while still having a proven and strong leadership gift. I believe her collective impact strategy could work here.

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Any outsider will have to wrestle with the multitude of special interest groups and the noise they create in this community. Also, the power structures in the area are still predominately white.

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She seems clear about what the role of the superintendent is. Her philosophy of "Students first" is a strength. She repeated that she will get students and teachers what they need. She wants to integrate language acquisition and content area instruction for English language learners. I like that she wants to decrease the number of initiatives that MMSD has at any time. She wants to work in collaboration with MTI.

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She didn't seem totally prepared with detailed answers or background on MMSD. I don't think she researched the situation of charters and MMSD. She seemed very comfortable, and I hope that she realizes how serious a position the superintendent of a large, urban school district is. Had she researched the work that the district and individual schools have done regarding race and social justice? Her long-term goals seem so vague. I would have liked to hear a few concrete steps on how to get students what they need and how to get teachers what they need. She repeated this, but didn't specify what this means. She was too general without many specifics.

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Two things from last night's forum really stood out to me. First, Dr. V picked up on the fact that many programs (like restorative justice) that have the potential to succeed in our schools are not well-integrated and teachers are not given adequate training. I have heard this from teachers as well so I'm grateful to her for highlighting this. The second passed almost without notice. She said that for adults the issue of school safety is one of violence. For students the issue of school safety is really about bullying. Violence is still quite rare in our schools while kids face bullying daily, so again, I'm grateful that Dr. V picked up on that message right away. I also like her comments on the role of the police in schools. And while it might be just a rhetorical trick, I did the way she framed her approach as transform vs reform and that she used a collaborative approach. She said that she had a student advisory committee in her past job and that is not something I have ever heard of, which I think would be something quite unique in the history of our school district.

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I'm concerned about the fact that our district is 3x larger than the one that she led in Albany. She mentioned that providing services to students at all levels is just part of the job and not a "balancing" act. Given the wide range of abilities in our district, and the active involvement of parents, particular parents of kids with disabilities and parents of high achieving kids, I suspect this will be an area that will present her with a steep learning curve. She seems to move around a lot and I do worry about hiring someone who is looking at Madison as a stepping stone.

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Given the weird, and still not-fully explained circumstances around her departure from Albany, along with the unsubstantiated charges she leveled against the Albany district during her tenure there, how is it that she's even being considered for the position as the MMSD Superintendent? There have to be candidates who have better credentials and experience than this candidate.

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Dr. Wyngaard was able to articulate specific strategies in some of the areas of focus that she was asked about, particularly those referencing the need to increase staff of color in the MMSD. Specifically, she discussed reaching out to historically black colleges and providing a system of supports for new staff so that there is a sense of belonging and community in order for them to thrive in MMSD.

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We didn't get to hear much about her own story, her lived experiences, and her leadership story along with her vision for the district; her responses felt removed and the interaction with the audience members didn't seem authentic. Some things felt rehearsed. I would've liked to have heard and experienced her authentic self and I felt that that was missing from her throughout this session.

I

would have liked to hear more about concrete steps or measures she would take in building the "collective impact strategies" that she referred to throughout her responses. How will she build community, collaboration, and collectiveness among Central Office departments, between Central Office & school-based staff, and among staff and administrators?

There also seems to be a lot of misunderstanding or misconceptions about English Learners; any EL can be both an AP student or taking Honors English and also an EL at the same time. The notion, too, that ELs are only newcomers to this country is also a misconception. In fact, the vast majority of the MMSD's current ELs were born here in the U.S. and/or are second-, third-, or even fourth-generation ELs.

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Student Centered seems to be great! She also speaks about offering more support to get kids what they need. I want to know what that would look like because our schools NEED more support!

I also love her stance on helping the homeless stay at school.

I like how she said kids need to be believing that this is their profession too.

I like her want for more fine arts.

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1. Her stance on Charter schools is VERY problematic. I know we have Nuestro Mundo, but still. RED FLAG.
2. I am really concerned about her previous experience with the past school board ending in her resignation. That also seems like a huge red flag.
3. Yes Wisconsin Native, but she isn't from Madison and I am not sure that she has the background on Madison and being in Madison to deal with our unique issues. Not the candidate for MMSD.

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Students first!!! Common sense approach

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None

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Finalist Dr. Marguerite Vanden Wyngaard feedback - Comentarios sobre la finalista: Dra. Marguerite Vanden Wyngaard - Kev tawm lus hais txog Dr. Marguerite Vanden Wyngaard, tus neeg sib tw kawg

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Her approach is students first is what the district needs. Her approach to supporting schools and that central office services the schools.

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I don't agree with her position on school resource officers but I respect her reasons. I think she has lots of what we need in schools and her opportunities for growth are what any new superintendent would have.

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Marguerite is a very intelligent person. She has a wealth of knowledge and is very articulate. I like her speaking style. She does an excellent job of retaining questions and mostly answering questions.

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I believe one of the biggest areas of concern for our next superintendent is designing a way to build trust among our district staff. Our staff has been beaten down and undermined and as a result they have little trust in administration. How will Marguerite empower teacher's and build trust? Our teachers need to be supported so that students can be first.

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Her best answer of the night was "Don't teach content in the first week." This indicates some actual knowledge of how to build relationships with and among teachers and students.

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She did not seem to have her homework about Madison and when she didn't know the answer to a question she made one up. She didn't know the title nor the author's name of the book she would pick for a book group (It is How to be Anti-Racist by Ibram X Kendi). She seemed unwilling to indicate when she doesn't know something. All of this indicates a lack of integrity. She said a lot without actually providing much substance. This is not the type of superintendent we can afford in Madison.

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Strengths were that she seemed to be willing to communicate with MTI. She supports our work with Welcoming Schools. She is an advocate for continuing our fine arts program.

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She seemed very arrogant and didn't seem to have done her "homework" on the district. She said she was "student centered", but I'm not sure I understand what this means as she didn't seem to be supportive of teachers.

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MMSD Principal

Email (optional) - Correo electrónico (optativo) - Email (tsis qhia los tau)

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Was not impressed with this candidate. Seemed very insincere and the responses were smart but hollow.

Do not recommend this hire.

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Finalist Dr. Marguerite Vanden Wyngaard feedback - Comentarios sobre la finalista: Dra. Marguerite Vanden Wyngaard - Kev tawm lus hais txog Dr. Marguerite Vanden Wyngaard, tus neeg sib tw kawg

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None, she's not the right person for the job

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None of her responses offered any substance at all, no real examples, no real answers. I thought she was terse, sarcastic, and egotistical. There were several responses that were red flags. Q: How do you define black excellence? A: "Me!" and Q: How would you ensure that what happened at West won't happen again? A: "Sew their lips closed." She's not the one, hiring her would be a mistake. She's not going to be part of our community the way we need this Superintendent to be.

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She has experience leading a struggling school district. She has experience in teacher training, which could be a benefit for future professional development.

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I felt that Dr. Vanden Wyngaard did not have a bring people together personality. Her “ I feel like a broken record” comment seemed sarcastic. When she spoke about how to help homeless students, she spoke mostly about providing transportation, which the district has in place. I didn’t feel she had done her homework in terms of what the district is already doing.

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She tries to say the politically correct thing.

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She seems untrustworthy to me based on her avoidance of a truthful answer as to why she left Albany. Sketchy.

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I believe the strength for Dr. Vanden Wyngaard, starts with her philosophy of students being the first thought when decisions must be made. I think the added bonus to this strength is that she's led a district before with very similar challenges (i.e. achievement gap), she understands there must be process to involve all of us in defining success and how to measure it. That resonated with me more than the "turnaround, reform, and unity" messages we typically hear. I also enjoyed how she talked about the bond referendum process she used in Albany to ask the parents what was need for their children in building out the vision for the bond. There were just a lot of great things about her, even how comfortable she was in engaging us even though some of the questions were challenging.

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I really did see any from the forum. I think she answered the questions to the best of her ability given she doesn't work in the school district.

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A strong sense of equity and social justice.

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A better explanation of what happened in Albany that created a 'resign or be fired' situation. It's troubling to think that a superintendent and school board could be so far apart "philosophically", and have such animosity as to create this kind of scenario.

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I could not identify Dr. Wyngaard strengths from what she said at the public forum. I felt that many of her answers were generic (i.e. could be given to any district) and they did not, overall, reflect much knowledge about the Madison district and the programs it has implemented. I was particularly troubled that she gave very little specifics in her answer. She did not describe programs she had implemented in other districts, except in a very, very general way. I want to know WHAT changes she implemented to increase the graduation rate in Albany that she touted; I want to know HOW she would give the fine arts a more central focus in the district; I want to know WHERE and HOW collaboration and connection will take place for staff and students.

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If Dr. Wyngaard is appointed Superintendent, it will require substantial effort and education by many in the district to provide the information she will need to be a competent leader. It is probably nit-picking but I certainly hope Dr. Wyngaard is not so naïve (or think that we are naïve enough) to believe that stating “Children First” will make decisions easy. It is my experience that many who genuinely believe in putting children first can disagree, sometimes heatedly, about which decision actually does that. So one area of growth would be her acknowledgement that many are putting “children first” even if they are not doing what she thought should be done.

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.....

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The Wisconsin State Journal reported that "When asked about school-based police officers,.....Vanden Wynagaard said she doesn't have a problem with police being in schools but thinks they should only be involved if a felony-level crime is suspected."

The following are a list of some crimes considered misdemeanors by law in the state of Wisconsin. With this information do you wish to expand on why you would restrict a police officer from being involved when these crimes are committed in or around Madison schools?

- Theft of property worth less than \$2,500
 - Resisting or obstructing an officer
 - Hazing
 - Prostitution
 - Solicitation
 - Battery or assault
 - Hit and run NOT involving great bodily harm
 - Disorderly conduct
 - Indecent exposure
 - Telephonic harassment
 - Trespassing
 - Vandalism
 - Minor in possession of alcohol
 - Facilitating underage drinking
 - Vagrancy
 - Contributing to the truancy of a child
-

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Finalist Dr. Marguerite Vanden Wyngaard feedback - Comentarios sobre la finalista: Dra. Marguerite Vanden Wyngaard - Kev tawm lus hais txog Dr. Marguerite Vanden Wyngaard, tus neeg sib tw kawg

Name (optional) - Nombre (optativo) - Npe (tsis qhia los tau)

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She would continue some current programming that teachers stand behind. She spoke well.

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She would not be a top choice. She sounded more like a politician than an educator.

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Finalist Dr. Marguerite Vanden Wyngaard feedback - Comentarios sobre la finalista: Dra. Marguerite Vanden Wyngaard - Kev tawm lus hais txog Dr. Marguerite Vanden Wyngaard, tus neeg sib tw kawg

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I think that Dr. Vanden Wyngaard's strengths are the ability to answer questions while "on the spot," which is important in the role of superintendent. I appreciated her statement about investing in our district, if selected.

Based on what you learned at your meeting or public forum with Dr. Marguerite Vanden Wyngaard, what do you believe are some areas of consideration or growth? - Teniendo en cuenta lo que aprendió en la reunión o el foro público con la Dra. Marguerite Vanden Wyngaard, ¿Cuáles cree que son algunas áreas que deba considerar o desarrollar? - Raws li qhov koj tau paub nyob rau tom nej lub rooj sib tham los yog lub rooj sib tham rau pej xeem nrog Dr. Marguerite Vanden Wyngaard, koj ntseeg tias tej qhov yuav tau muab kev tuav xam los yog muab kev txhim kho ntxiv yog dab tsi?

Honestly, as a community member, MMSD parent, and staff member, I have concerns about Dr. Vanden Wyngaard's ability to succeed as superintendent in MMSD. She seems to not understand our district context, including the needs of our students, as well as not calling out the amazing talents of our students and staff. While I would not expect a prospective candidate to be an expert, I would expect that they would be able to speak minimally to the public-facing documents that highlight our work that are on our website and to call out when she would need more context or information to make an informed statement. I am concerned that while the superintendent needs to lead and make positive change, she appears to be deficit-focused and not understand the intersectionality of our students. During her forum, at times, it appeared that she lectured at the audience and didn't seem to make genuine connections. There were instances when she appeared condescending when answering questions, although it may have been an attempt at humor.

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Confidence
Experience
Strength

Dr. V caused a good impression on me. Even though she expressed herself clearly, it appeared to me that she had three of four topics on her agenda, and kept referring to those when presented the different questions.

I did not feel that she establish a strong connection with the audience and or the district. I felt that she could have done exactly the same presentation and public forum anywhere.

She reminded me of a politician more than an educational leader.

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Authenticity

Finalist Dr. Marguerite Vanden Wyngaard feedback - Comentarios sobre la finalista: Dra. Marguerite Vanden Wyngaard - Kev tawm lus hais txog Dr. Marguerite Vanden Wyngaard, tus neeg sib tw kawg

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MVW was pleasant and thoughtful in her answers. Although I do not think she was as detailed oriented as needed in some of the answers. It appeared that she enjoyed her day in the district. She talked about putting students first in her decision-making and listening to stay. She has been a Wisconsin vocal music teacher and was reflective about the need to get more students of color involved in her class. I liked that she wants to recruit teachers of color from HBCUs and understands that when hired those teachers will need connections within the district and community to be successful. She understands that teachers are leaving the profession because “too much is in their plates. When she was asked about “why” she wanted to come to MMSD her answer was “why not?” I wanted to here more specific reasons.

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When MVW was asked about specific curricular components that she had overseen implementation of in the past, her answers were too vague. She tried to put a good spin on her Albany Superintendent exit but I was not convinced by her answer that it was a learning experience. Her answer was too vague. While she seems like a capable leader, she is not my first choice at this time.

While some board members want EROs out of high schools, I do not. I wonder if she understands the positive impact our EROs can make in our schools if supervised correctly. While I think she is lacking in the area of principal and successful administrative experiences necessary for our district, I did like the fact that she wants to reach out to community organizations and union leadership.

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Name (optional) - Nombre (optativo) - Npe (tsis qhia los tau)

parent in MMSD

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Liked her focus on being present in schools - one school a day.

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She gave a lot of broad statements without giving examples about how she had some things. I was frightened by her comment that her solution to preventing kids of using the N word was, "What could I do? Sew their lips shut?" We need a superintendent to take a strong stance on equity and addressing racism, not a hands off approach.

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equity and black excellence, collective impact, ready to lead, every child

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understanding the importance of protecting public schools from voucher growth, pausing to learn from currently invested voices

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At one point, she talked about supporting teachers, which I appreciated.

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She came across as arrogant, with a lot of focus on herself.

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I appreciate her passion for supporting black students and black excellence. I also appreciate her desire to continue to support fine arts education and further developing relationships with post secondary institutions in our area.

Based on what you learned at your meeting or public forum with Dr. Marguerite Vanden Wyngaard, what do you believe are some areas of consideration or growth? - Teniendo en cuenta lo que aprendió en la reunión o el foro público con la Dra. Marguerite Vanden Wyngaard, ¿Cuáles cree que son algunas áreas que deba considerar o desarrollar? - Raws li qhov koj tau paub nyob rau tom nej lub rooj sib tham los yog lub rooj sib tham rau pej xeem nrog Dr. Marguerite Vanden Wyngaard, koj ntseeg tias tej qhov yuav tau muab kev tuav xam los yog muab kev txhim kho ntxiv yog dab tsi?

I'm not sure if I can necessarily name it— there just seemed to be something missing with her public forum. I believe her intentions are what is best for students but I didn't feel like I was able to totally understand who she is as a person.

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I think she would be able to engage with the vast majority of students, parents and staff in a positive way. She seemed like she understood our strengths and weaknesses and she didn't seem afraid of the challenge. She also seemed like she would stay in Madison and be a positive asset to our community, not just the district. I really liked that she would be willing to do schedule school visits and not let other issues take precedence over face time with staff and students.

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I had no concerns about Dr. V at all

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I believe the best candidate is Dr. Gutierrez. I remain dismayed that no local candidates were interviewed, among whom were two principals and former principals of color who have dedicated their professional lives to MMSD, and are well-respected by students, families, and staff.

Based on what you learned at your meeting or public forum with Dr. Marguerite Vanden Wyngaard, what do you believe are some areas of consideration or growth? - Teniendo en cuenta lo que aprendió en la reunión o el foro público con la Dra. Marguerite Vanden Wyngaard, ¿Cuáles cree que son algunas áreas que deba considerar o desarrollar? - Raws li qhov koj tau paub nyob rau tom nej lub rooj sib tham los yog lub rooj sib tham rau pej xeem nrog Dr. Marguerite Vanden Wyngaard, koj ntseeg tias tej qhov yuav tau muab kev tuav xam los yog muab kev txhim kho ntxiv yog dab tsi?

Area of consideration - to have ideas/answer questions that are more specific.

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I liked that she wanted staffing to better reflect the demographics of the district. Also some of her ideas such as college partnerships.

Based on what you learned at your meeting or public forum with Dr. Marguerite Vanden Wyngaard, what do you believe are some areas of consideration or growth? - Teniendo en cuenta lo que aprendió en la reunión o el foro público con la Dra. Marguerite Vanden Wyngaard, ¿Cuáles cree que son algunas áreas que deba considerar o desarrollar? - Raws li qhov koj tau paub nyob rau tom nej lub rooj sib tham los yog lub rooj sib tham rau pej xeem nrog Dr. Marguerite Vanden Wyngaard, koj ntseeg tias tej qhov yuav tau muab kev tuav xam los yog muab kev txhim kho ntxiv yog dab tsi?

Wyngaard seemed unprepared in many ways - such as not knowing about the MMSD Graduate Vision which is highlighted many places on the website and materials that one would review before interviewing for a job. She seemed to blow off the question about issues with the BEP based at what she saw at schools in a single day and that everything was fine and social media blows things out of proportion. While I agree it can, it's not social media that is making our students and staff in many of our buildings feel unsafe.

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Finalist Dr. Marguerite Vanden Wyngaard feedback - Comentarios sobre la finalista: Dra. Marguerite Vanden Wyngaard - Kev tawm lus hais txog Dr. Marguerite Vanden Wyngaard, tus neeg sib tw kawg

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Students first!! Understanding of equity practices and how it drives student success. Comment sense approach. Would be good fit here in Madison. Her commitment to being in the schools.

I watched all 3 candidates either in person or online. Dr V is clearly the best fit for our school district.

Based on what you learned at your meeting or public forum with Dr. Marguerite Vanden Wyngaard, what do you believe are some areas of consideration or growth? - Teniendo en cuenta lo que aprendió en la reunión o el foro público con la Dra. Marguerite Vanden Wyngaard, ¿Cuáles cree que son algunas áreas que deba considerar o desarrollar? - Raws li qhov koj tau paub nyob rau tom nej lub rooj sib tham los yog lub rooj sib tham rau pej xeem nrog Dr. Marguerite Vanden Wyngaard, koj ntseeg tias tej qhov yuav tau muab kev tuav xam los yog muab kev txhim kho ntxiv yog dab tsi?

She just needs to get here and understand more and I think she will be ready to support schools in helping students.

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Dr. Vanden Wyngaard's student first philosophy is exactly what Madison needs. It should be the cornerstone of all our decisions and future direction. Her thoughtfulness definitely induces my confidence in where our community is headed.

Based on what you learned at your meeting or public forum with Dr. Marguerite Vanden Wyngaard, what do you believe are some areas of consideration or growth? - Teniendo en cuenta lo que aprendió en la reunión o el foro público con la Dra. Marguerite Vanden Wyngaard, ¿Cuáles cree que son algunas áreas que deba considerar o desarrollar? - Raws li qhov koj tau paub nyob rau tom nej lub rooj sib tham los yog lub rooj sib tham rau pej xeem nrog Dr. Marguerite Vanden Wyngaard, koj ntseeg tias tej qhov yuav tau muab kev tuav xam los yog muab kev txhim kho ntxiv yog dab tsi?

None at this time.

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I think that she understands the need for children to be reading at grade level by third grade and the importance of literacy.

Based on what you learned at your meeting or public forum with Dr. Marguerite Vanden Wyngaard, what do you believe are some areas of consideration or growth? - Teniendo en cuenta lo que aprendió en la reunión o el foro público con la Dra. Marguerite Vanden Wyngaard, ¿Cuáles cree que son algunas áreas que deba considerar o desarrollar? - Raws li qhov koj tau paub nyob rau tom nej lub rooj sib tham los yog lub rooj sib tham rau pej xeem nrog Dr. Marguerite Vanden Wyngaard, koj ntseeg tias tej qhov yuav tau muab kev tuav xam los yog muab kev txhim kho ntxiv yog dab tsi?

I do not think that charter schools are the answer for MMSD. We don't have enough money as it is to fulfill the needs of our students. I'm not sure that this candidate would really include teachers in the discussions and teachers are the people who work directly with the students. I also wonder if she will be able to pull this community together so that all of our children can receive the best education.

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Her ideas around collaboration.

Based on what you learned at your meeting or public forum with Dr. Marguerite Vanden Wyngaard, what do you believe are some areas of consideration or growth? - Teniendo en cuenta lo que aprendió en la reunión o el foro público con la Dra. Marguerite Vanden Wyngaard, ¿Cuáles cree que son algunas áreas que deba considerar o desarrollar? - Raws li qhov koj tau paub nyob rau tom nej lub rooj sib tham los yog lub rooj sib tham rau pej xeem nrog Dr. Marguerite Vanden Wyngaard, koj ntseeg tias tej qhov yuav tau muab kev tuav xam los yog muab kev txhim kho ntxiv yog dab tsi?

Dr. V didn't really give specific answers to questions. We are looking for a candidate that is able to communicate and be transparent, this didn't seem to be a strength for Dr. V.

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Her background and experience. Also, her commitment to restorative justice.

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She did not seem genuine or committed to the students, staff and community. She did not seem to answer questions with any depth and even had some forgetful moments. She did not seem very relatable. I could not imagine her being our superintendent. She was the weakest of the three candidates by far.

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no strengths at all

Based on what you learned at your meeting or public forum with Dr. Marguerite Vanden Wyngaard, what do you believe are some areas of consideration or growth? - Teniendo en cuenta lo que aprendió en la reunión o el foro público con la Dra. Marguerite Vanden Wyngaard, ¿Cuáles cree que son algunas áreas que deba considerar o desarrollar? - Raws li qhov koj tau paub nyob rau tom nej lub rooj sib tham los yog lub rooj sib tham rau pej xeem nrog Dr. Marguerite Vanden Wyngaard, koj ntseeg tias tej qhov yuav tau muab kev tuav xam los yog muab kev txhim kho ntxiv yog dab tsi?

do not hire her

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Finalist Dr. Marguerite Vanden Wyngaard feedback -

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I think that she has experience giving direction to people.

Based on what you learned at your meeting or public forum with Dr. Marguerite Vanden Wyngaard, what do you believe are some areas of consideration or growth? - Teniendo en cuenta lo que aprendió en la reunión o el foro público con la Dra. Marguerite Vanden Wyngaard, ¿Cuáles cree que son algunas áreas que deba considerar o desarrollar? - Raws li qhov koj tau paub nyob rau tom nej lub rooj sib tham los yog lub rooj sib tham rau pej xeem nrog Dr. Marguerite Vanden Wyngaard, koj ntseeg tias tej qhov yuav tau muab kev tuav xam los yog muab kev txhim kho ntxiv yog dab tsi?

I think she needs to learn more about creating a team which includes teachers so that all of the players are at the table when trying to solve issues and create a better district. I have concerns about her ability to pull people together. She sounds more like a leader who believes that she is at the top. That concerns me. I think she needs to learn more about charter schools in Wisconsin and their lack of success as well as the funding that they have taken from public schools. I think she may have a desire to go to things like concerts and basketball games and visit the schools, but this also shows how little she knows about the Madison district and all that is involved in this job.

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1) I liked her thoughts on the need to make sure that minority students have peers in the classroom when taking advanced/honors classes, and the advice to "forget the computers" when building class schedules to make sure that happened.

2) I also liked her comments about the transitions from 5th to 6th grades, and from 8th to 9th grades. Those appear to be handled in a pro forma manner here in Madison.

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- 1) She really had not done her homework before the interview, at the level I would have expected for someone interviewing for a superintendent's position. Just as one example, her characterization of school safety as a "perception" issue was jarringly incongruous in light of a highly publicized sexual assault less than a year ago. That would not have been difficult to find out just by googling. Likewise, her comments about charter schools showed no awareness of the complex history behind One City Schools.
- 2) She talked a lot about the need to change beliefs (e.g., the need for teachers to believe in black excellence; the need for counselors to push students to take more advanced classes), but had little if anything to say about how to actually CHANGE beliefs so that teachers and counselors had high expectations for their students. This creates the risk that she might operate similarly to Jen -- with staff afraid to SAY the wrong things for fear of discipline or other negative consequences, but little or no actual change in attitudes or practices.
- 3) Her thoughts on curriculum development relied too heavily on input from teachers, who are already too busy, and may in some cases not even have the expertise to develop needed curriculum. For example, advanced curriculum for middle-school science students may require knowledge beyond the level of what non-specialist teachers even know. Moreover, math and science curriculum needs to be highly structured; the needs of advanced students can't be handled just by "enrichment" as easily as they can in the arts or social studies.
- 4) The lack of clarity about the reasons for her forced resignation from Albany make her an extremely high-risk candidate. Her comments on the topic at the public session on Tuesday made no sense, and did little or nothing to dispel those doubts. I have never heard of a situation where a successful superintendent would have needed to step down in order to ensure stability of a program that she had implemented, yet that's what she was claiming to be the case (without even saying which program it was).

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She was personable. Weakest of the three candidates.

Based on what you learned at your meeting or public forum with Dr. Marguerite Vanden Wyngaard, what do you believe are some areas of consideration or growth? - Teniendo en cuenta lo que aprendió en la reunión o el foro público con la Dra. Marguerite Vanden Wyngaard, ¿Cuáles cree que son algunas áreas que deba considerar o desarrollar? - Raws li qhov koj tau paub nyob rau tom nej lub rooj sib tham los yog lub rooj sib tham rau pej xeem nrog Dr. Marguerite Vanden Wyngaard, koj ntseeg tias tej qhov yuav tau muab kev tuav xam los yog muab kev txhim kho ntxiv yog dab tsi?

Struggled to answer questions with any specificity. Also didn't do her homework about the district.

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She has experience as a superintendent.

Based on what you learned at your meeting or public forum with Dr. Marguerite Vanden Wyngaard, what do you believe are some areas of consideration or growth? - Teniendo en cuenta lo que aprendió en la reunión o el foro público con la Dra. Marguerite Vanden Wyngaard, ¿Cuáles cree que son algunas áreas que deba considerar o desarrollar? - Raws li qhov koj tau paub nyob rau tom nej lub rooj sib tham los yog lub rooj sib tham rau pej xeem nrog Dr. Marguerite Vanden Wyngaard, koj ntseeg tias tej qhov yuav tau muab kev tuav xam los yog muab kev txhim kho ntxiv yog dab tsi?

She was condescending and seemed to talk down to those asking questions. Telling people problems within the district are a matter of perception did not sit well with me. Every school district can improve and become better...that's not a matter of perception. She sounded as though she'd come in, do her job and be done, but I need more buy in with district. I need to hear that she cares more than she let on.

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Dr. Vanden Wyngaard would be an excellent leader of a business organization.

Based on what you learned at your meeting or public forum with Dr. Marguerite Vanden Wyngaard, what do you believe are some areas of consideration or growth? - Teniendo en cuenta lo que aprendió en la reunión o el foro público con la Dra. Marguerite Vanden Wyngaard, ¿Cuáles cree que son algunas áreas que deba considerar o desarrollar? - Raws li qhov koj tau paub nyob rau tom nej lub rooj sib tham los yog lub rooj sib tham rau pej xeem nrog Dr. Marguerite Vanden Wyngaard, koj ntseeg tias tej qhov yuav tau muab kev tuav xam los yog muab kev txhim kho ntxiv yog dab tsi?

Dr. Vanden Wyngaard, did not appear to have read up on MMSD and seemed to have a difficult time answering questions specific to our district. There were times where she did not provide a clear answer and/or take a firm stance on important issues. I was disappointed.

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Finalist Dr. Marguerite Vanden Wyngaard feedback - Comentarios sobre la finalista: Dra. Marguerite Vanden Wyngaard - Kev tawm lus hais txog Dr. Marguerite Vanden Wyngaard, tus neeg sib tw kawg

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Dr. V has many endearing qualities and spoke with fervor on subjects such as prioritizing student success. She seemed to relax as the discussion went on and frequently had strong positions on questions and issues.

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I am highly concerned by her openness to charter schools. I am also concerned by what I have heard from others in the community about why she is leaving her current district and the nature of her departure.

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She is a strong female with a student focus.

Based on what you learned at your meeting or public forum with Dr. Marguerite Vanden Wyngaard, what do you believe are some areas of consideration or growth? - Teniendo en cuenta lo que aprendió en la reunión o el foro público con la Dra. Marguerite Vanden Wyngaard, ¿Cuáles cree que son algunas áreas que deba considerar o desarrollar? - Raws li qhov koj tau paub nyob rau tom nej lub rooj sib tham los yog lub rooj sib tham rau pej xeem nrog Dr. Marguerite Vanden Wyngaard, koj ntseeg tias tej qhov yuav tau muab kev tuav xam los yog muab kev txhim kho ntxiv yog dab tsi?

I feel that Dr. Vanden Wyngaard appears too confident that she can fix the district problems yet was unable to provide specific examples and didn't seem open to teacher input to make needed changes. After seeing all 3 candidates, she seemed to be the weakest of the 3.

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Finalist Dr. Marguerite Vanden Wyngaard feedback - Comentarios sobre la finalista: Dra. Marguerite Vanden Wyngaard - Kev tawm lus hais txog Dr. Marguerite Vanden Wyngaard, tus neeg sib tw kawg

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I appreciated that she was personable and funny.

Based on what you learned at your meeting or public forum with Dr. Marguerite Vanden Wyngaard, what do you believe are some areas of consideration or growth? - Teniendo en cuenta lo que aprendió en la reunión o el foro público con la Dra. Marguerite Vanden Wyngaard, ¿Cuáles cree que son algunas áreas que deba considerar o desarrollar? - Raws li qhov koj tau paub nyob rau tom nej lub rooj sib tham los yog lub rooj sib tham rau pej xeem nrog Dr. Marguerite Vanden Wyngaard, koj ntseeg tias tej qhov yuav tau muab kev tuav xam los yog muab kev txhim kho ntxiv yog dab tsi?

I am concerned that she is not going to take concerns from teachers and community members seriously enough when looking at important issues, such as school behavior and charter schools. We need someone who will fight for MMSD and the resources that the district could have.

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Finalist Dr. Marguerite Vanden Wyngaard feedback - Comentarios sobre la finalista: Dra. Marguerite Vanden Wyngaard - Kev tawm lus hais txog Dr. Marguerite Vanden Wyngaard, tus neeg sib tw kawg

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Too many unrealistic promises. Not enough experience to meet needs of MMSD

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Finalist Dr. Marguerite Vanden Wyngaard feedback - Comentarios sobre la finalista: Dra. Marguerite Vanden Wyngaard - Kev tawm lus hais txog Dr. Marguerite Vanden Wyngaard, tus neeg sib tw kawg

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Finalist Dr. Marguerite Vanden Wyngaard feedback - Comentarios sobre la finalista: Dra. Marguerite Vanden Wyngaard - Kev tawm lus hais txog Dr. Marguerite Vanden Wyngaard, tus neeg sib tw kawg

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She is committed to children and learning. She is clearly an expert educator. I like the variety of her experiences.

Based on what you learned at your meeting or public forum with Dr. Marguerite Vanden Wyngaard, what do you believe are some areas of consideration or growth? - Teniendo en cuenta lo que aprendió en la reunión o el foro público con la Dra. Marguerite Vanden Wyngaard, ¿Cuáles cree que son algunas áreas que deba considerar o desarrollar? - Raws li qhov koj tau paub nyob rau tom nej lub rooj sib tham los yog lub rooj sib tham rau pej xeem nrog Dr. Marguerite Vanden Wyngaard, koj ntseeg tias tej qhov yuav tau muab kev tuav xam los yog muab kev txhim kho ntxiv yog dab tsi?

I didn't get the sense that she was genuine or sincere. Of the three candidates, she was my least preferred.

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Finalist Dr. Marguerite Vanden Wyngaard feedback - Comentarios sobre la finalista: Dra. Marguerite Vanden Wyngaard - Kev tawm lus hais txog Dr. Marguerite Vanden Wyngaard, tus neeg sib tw kawg

Name (optional) - Nombre (optional) - Npe (tsis qhia los tau)

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I saw no strengths that she would bring to MMSD

Based on what you learned at your meeting or public forum with Dr. Marguerite Vanden Wyngaard, what do you believe are some areas of consideration or growth? - Teniendo en cuenta lo que aprendió en la reunión o el foro público con la Dra. Marguerite Vanden Wyngaard, ¿Cuáles cree que son algunas áreas que deba considerar o desarrollar? - Raws li qhov koj tau paub nyob rau tom nej lub rooj sib tham los yog lub rooj sib tham rau pej xeem nrog Dr. Marguerite Vanden Wyngaard, koj ntseeg tias tej qhov yuav tau muab kev tuav xam los yog muab kev txhim kho ntxiv yog dab tsi?

She would need to learn A LOT more about our district.

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She has experience with large districts. She working in the education system. She has ideas.

Based on what you learned at your meeting or public forum with Dr. Marguerite Vanden Wyngaard, what do you believe are some areas of consideration or growth? - Teniendo en cuenta lo que aprendió en la reunión o el foro público con la Dra. Marguerite Vanden Wyngaard, ¿Cuáles cree que son algunas áreas que deba considerar o desarrollar? - Raws li qhov koj tau paub nyob rau tom nej lub rooj sib tham los yog lub rooj sib tham rau pej xeem nrog Dr. Marguerite Vanden Wyngaard, koj ntseeg tias tej qhov yuav tau muab kev tuav xam los yog muab kev txhim kho ntxiv yog dab tsi?

Didn't see special education spoke of in hardly any context. Seems like she would too easily be swayed from all the non-answers she gave. Was really hard to tell if she had any relatable ideas. A lot of relevant & difficult questions were left open-ended.

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Finalist Dr. Marguerite Vanden Wyngaard feedback - Comentarios sobre la finalista: Dra. Marguerite Vanden Wyngaard - Kev tawm lus hais txog Dr. Marguerite Vanden Wyngaard, tus neeg sib tw kawg

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Given the circumstances around Dr. V's departure from the Albany school district I do not think she should have even been in the top three candidates. Any superintendent who is offered an ultimatum or a payout or being fired should not be considered. I think that situation says something about her leadership abilities and her ability to resolve professional conflicts with those she works with. We can't afford to have a superintendent who is at odds with the board, staff or community and is unwilling to resolve conflicts in a productive manner.

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Finalist Dr. Marguerite Vanden Wyngaard feedback - Comentarios sobre la finalista: Dra. Marguerite Vanden Wyngaard - Kev tawm lus hais txog Dr. Marguerite Vanden Wyngaard, tus neeg sib tw kawg

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EXPERIENCE. 40 yrs. in education, worked with similar sized district, has lived in the Midwest--wouldn't have to deal with culture shock as the other two undoubtedly would.

Based on what you learned at your meeting or public forum with Dr. Marguerite Vanden Wyngaard, what do you believe are some areas of consideration or growth? - Teniendo en cuenta lo que aprendió en la reunión o el foro público con la Dra. Marguerite Vanden Wyngaard, ¿Cuáles cree que son algunas áreas que deba considerar o desarrollar? - Raws li qhov koj tau paub nyob rau tom nej lub rooj sib tham los yog lub rooj sib tham rau pej xeem nrog Dr. Marguerite Vanden Wyngaard, koj ntseeg tias tej qhov yuav tau muab kev tuav xam los yog muab kev txhim kho ntxiv yog dab tsi?

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She clearly loves teaching & has a passion for being involved

Based on what you learned at your meeting or public forum with Dr. Marguerite Vanden Wyngaard, what do you believe are some areas of consideration or growth? - Teniendo en cuenta lo que aprendió en la reunión o el foro público con la Dra. Marguerite Vanden Wyngaard, ¿Cuáles cree que son algunas áreas que deba considerar o desarrollar? - Raws li qhov koj tau paub nyob rau tom nej lub rooj sib tham los yog lub rooj sib tham rau pej xeem nrog Dr. Marguerite Vanden Wyngaard, koj ntseeg tias tej qhov yuav tau muab kev tuav xam los yog muab kev txhim kho ntxiv yog dab tsi?

Her vague answers made it hard to interpret her intent. For example, partner with Charter schools... but how?

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Finalist Dr. Marguerite Vanden Wyngaard feedback - Comentarios sobre la finalista: Dra. Marguerite Vanden Wyngaard - Kev tawm lus hais txog Dr. Marguerite Vanden Wyngaard, tus neeg sib tw kawg

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Commitment to equity and years of experience

Based on what you learned at your meeting or public forum with Dr. Marguerite Vanden Wyngaard, what do you believe are some areas of consideration or growth? - Teniendo en cuenta lo que aprendió en la reunión o el foro público con la Dra. Marguerite Vanden Wyngaard, ¿Cuáles cree que son algunas áreas que deba considerar o desarrollar? - Raws li qhov koj tau paub nyob rau tom nej lub rooj sib tham los yog lub rooj sib tham rau pej xeem nrog Dr. Marguerite Vanden Wyngaard, koj ntseeg tias tej qhov yuav tau muab kev tuav xam los yog muab kev txhim kho ntxiv yog dab tsi?

Answers were not very specific, worried about Albany history. She is in last place for me personally

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Name (optional) - Nombre (optativo) - Npe (tsis qhia los tau)

MMSD staff and parent

Email (optional) - Correo electrónico (optativo) - Email (tsis qhia los tau)

Based on what you learned at your meeting or public forum with Dr. Marguerite Vanden Wyngaard, what do you believe are her strengths as a candidate? - Teniendo en cuenta lo que aprendió en la reunión o el foro público con la Dra. Marguerite Vanden Wyngaard, ¿Cuáles cree que son sus aptitudes más sobresalientes? - Raws li qhov koj tau paub nyob rau tom nej lub rooj sib tham los yog lub rooj sib tham rau pej xeem nrog Dr. Marguerite Vanden Wyngaard, koj ntseeg tias nws tej yam zoo raws li yog ib neeg sib tw ua Tus Tuam Thawj Tuav Tsev Kawm Ntawv yog dab tsi?

Plan to lead in a transformative way rather than reformative. I'm just not sure I believe it.

Based on what you learned at your meeting or public forum with Dr. Marguerite Vanden Wyngaard, what do you believe are some areas of consideration or growth? - Teniendo en cuenta lo que aprendió en la reunión o el foro público con la Dra. Marguerite Vanden Wyngaard, ¿Cuáles cree que son algunas áreas que deba considerar o desarrollar? - Raws li qhov koj tau paub nyob rau tom nej lub rooj sib tham los yog lub rooj sib tham rau pej xeem nrog Dr. Marguerite Vanden Wyngaard, koj ntseeg tias tej qhov yuav tau muab kev tuav xam los yog muab kev txhim kho ntxiv yog dab tsi?

While I appreciated her confidence and ease of approaching each question, her quickness to answer, and some of her answers left me wondering how much time she would spend in the critical place of learning and listening in her entry period and going forward. There is much work to do, but already amazing things going on here, and strong foundational pieces to build on. I also didn't appreciate her comment that teachers have never been taught how to teach reading....Really?? Other responses were concerning, such as her response about charter schools.

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Finalist Dr. Marguerite Vanden Wyngaard feedback - Comentarios sobre la finalista: Dra. Marguerite Vanden Wyngaard - Kev tawm lus hais txog Dr. Marguerite Vanden Wyngaard, tus neeg sib tw kawg

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I believe the strength for Dr. Vanden Wyngaard starts with her philosophy of students being the first thought when decisions must be made. I think the added bonus to this strength is that she's led a similar district before. and seems to understand there much be a process to involve all of us in defining success and how to measure it. That resonated with me. She talked about her experience in Albany with bond referendums and other experiences as a superintendent.

Based on what you learned at your meeting or public forum with Dr. Marguerite Vanden Wyngaard, what do you believe are some areas of consideration or growth? - Teniendo en cuenta lo que aprendió en la reunión o el foro público con la Dra. Marguerite Vanden Wyngaard, ¿Cuáles cree que son algunas áreas que deba considerar o desarrollar? - Raws li qhov koj tau paub nyob rau tom nej lub rooj sib tham los yog lub rooj sib tham rau pej xeem nrog Dr. Marguerite Vanden Wyngaard, koj ntseeg tias tej qhov yuav tau muab kev tuav xam los yog muab kev txhim kho ntxiv yog dab tsi?

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fake, schmoozy. minimized concerns about current school system functioning.

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Strong equity vision. Her "students first" echoes Ibram Kendi's anti-racism tool. Is a policy racist or antiracist.

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I'm not sure. She sounded great! Maybe it's rhetoric? (I think she's committed)

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Dr. Vanden Wyngaard took several stances during the public forum that would be polarizing in MMSD (e.g., "Doyle" doesn't have the answers). It is important for a leader to be a unifier and to point the ship in one direction rather than to get people's oars moving differently. Her assumption that no one is listening to teachers may have some accuracy, but it is a big and polarizing assumption to lead with. Her comments on the BEP and assertion that it's not as a big of a problem as it seems is a reaction that, to me, is dismissive. In addition, it is key that the incoming superintendent has classroom and principal experience.

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1) She had previous facilities referendum success 2) She seems smart/knowledgeable 3) She's a woman 4) Experienced at negotiating to get wrap around services 5) She has a music background. I loved this, but she didn't really show passion for it, which seemed odd.

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Basically, she sounded good on a surface level, but I didn't find her believable when her follow up comments either kind of contradicted her initial belief statement or didn't say anything of substance about what to do to support her beliefs. Her resume also concerned me and made me wonder how she would even get to interview. She doesn't have any longevity in her administrative roles and there are a lot of gaps in employment. 1) Her job is to build capacity and teach teachers how to teach reading to get better results - here we go again. She values teachers, but answers for success is to build capacity, give more pd, and make them better. 2) She talked about initiative overload, but I didn't believe her because she talked about tying them together better instead of giving information about what do do instead to get better results. These currently are tied together with the graduate vision, but that doesn't mean that it still isn't so much work that we lose student focus and instead focus on the initiatives. You can not just "teach teachers' what program to implement if you don't give the time and resources to do it and simultaneously increase class sizes 3) In response to how to retain teachers she expresses great beliefs about their importance and reiterates the problem, but her answer is to treat them better, listen to them once in a while, communicate with union and respect them. These sound good, but there was but no answer about how to actually implement things to give them what they need. 4) "WE AREN'T GOING TO HAVE CLASS SIZES OF LIKE 10" - Ok, she said this as a joke, but it implies that she doesn't value smaller class sizes. It seems most people from outside Wisconsin don't, but research shows that it's an important component of success in high needs classes for early education - esp K-2. We have a lot of poverty, trauma, and special needs in some of our schools and the class size increases between my 2 kids (4 years apart) made a noticeable difference in terms of more kids getting physically hurt, classroom management issues, several teachers having break downs, and students not learning as much. I'm guessing data would show these changes, but perhaps not if methodology of gathering data changed during that period.

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Great confidence and seems to be at ease under pressure. My choice for her is #2.

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I worry that her confidence may prevent her from fully listening. Choice #2

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Dr. Vanden Wyngaard is pro-charter school which I am fundamentally against. Our public schools need to meet the needs of all kids rather than siphoning off schools without regulations or standards.

It also felt like her focus was being

Dr. Vanden Wyngaard also made it clear that she did not believe staff about the BEP. I support the BEP AND it has not been implemented with fidelity. Staff are not trained at all and there are far too few resources to actually use restorative justice.

In general I found her to be too late complimentary to our district as a whole. We have significant opportunity gaps and we need someone who can look at data, evaluate where the gaps are, and have a plan for addressing them.

Finally she did not seem to have a clear mission or vision for the district. We need a superintendent who will hit the ground running to improve our schools.

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Not a good fit for MMSD! Dr. Matthew seems to be the best choice for our district.

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She isn't a good fit for our district.

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I feel she communicates well and appreciate her collective and holistic approach. She seems clear about what her role would be. I also appreciate the faith she seems to put in teachers and students themselves. I also liked the minimalist approach to policing in schools and the emphasis on any initiative starting early in elementary education.

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I would have liked to hear a little more at the beginning about the specifics of her background. Some responses were a bit vague

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