

COMMUNITY INPUT COMMENT SUMMARY

EXPERIENCE COMMENTS

I want someone not just to have academic qualities but to also have teaching background as well. (BES)

Dr Lyda had classroom background as well and it has shown in how she has served as superintendent. I want someone who has that kind of experience to work with our system and our kids. (BES)

Do all the candidates have to have an education background? (DRS)

Is there a minimum amount of classroom experience? (DRS)

It would be good to have some experience. (TCH)

I would rather have someone in that position with more management. Fill the cabinet that follows the same beliefs that you have. Good manager could manager can handle anything. I sort of skew away from an educator. Their views may already be skewed (TCH)

The new superintendent should have been a teacher and a principal in his/her career. This is most important to me! (COMMUNITY ONLINE)

Should have a strong working relationship and understanding of local, state and federal government issues. Should understand and have a working knowledge of school law as well as teacher/staff professional associations. Broad background of educational experiences. (COMMUNITY ONLINE)

Transylvania County needs someone who is a proven leader. He/she needs to have served in different areas beginning with teacher and then going up the ladder to asst. principal and then principal, etc.. (COMMUNITY ONLINE)

There should be some experience outside of Transylvania County. There should be recent extensive experience as a principal in order to make sure the superintendent has not lost touch with what really goes on in the schools. This remains my greatest fear: A superintendent who thinks they know what Transylvania teachers, parents and students need, but has been out of touch for a length of time. (COMMUNITY ONLINE)

Should have experience as a elected official and understands local government (COMMUNITY ONLINE)

I believe the superintendent should also understand the role of the school board and be committed to the appropriate utilization of that resource. I also believe an advanced education degree such as a Doctorate in Education should be a requirement. I would also like to see a superintendent who has been a resident of this county and involved in community/church volunteer activities. (COMMUNITY ONLINE)

Experience, experience, experience at all levels budget management; common sense (COMMUNITY ONLINE)

GENERAL AND/OR BROAD COMMENTS

Primarily, I've been involved in teacher groups or committees that looked at applications and screened them down to a manageable number. I would not want anyone to be overlooked. There are local people in the schools now who would make outstanding superintendents. The Board should encourage their interest in the position. We need a change in management style. For quite a while – and I've seen it with the superintendent and principals – we've had a top-down management style in this system. Based on satisfaction surveys that came out last spring, it appears that teachers don't feel like their voices are being heard. Principals mirror the management style of the superintendent, so we need to look more toward a bottom-up management style. Stakeholders in our schools need to understand that their opinions count. Parents and teachers often feel ignored. We need to adopt a more bottom-up management style so that those folks feel like they're listened to. There are only two community members on the superintendent's advisory committee. I just think there's a lot of wonderful ideas that people have, and you're missing a lot of them. There are a lot of stupid ones, too. You have to fight through the stupidity to get to the good stuff. I'm retired and available to do anything the school board would want me to do. I'm used to doing the grunt work, so if anybody has anything... I'm willing to help out. My major goal is education. I love education.
(BMS)

Does the school system have an existing strategic plan (BHS)

Creative (BHS)

We can do things that Charlotte – Meck can't do. For example, our senior project is a good assessment here. (BHS)

Doesn't the BOE direct the Supt., the way the community wants the BOE to act.

Isn't it incumbent upon the BOE to look at the candidate who will bring about the best results for the community? (BHS)

GENERAL AND/OR BROAD COMMENTS (page 2)

We want to have a supt who is doing the proper thing. Select a supt. that has the same views and goals that the board has. The BOE should have some objectives that they are trying to reach in order to hire the best Supt candidate.

We need to ascertain the candidates' qualifications and make sure they fit those qualities (BHS)

And you need to hold those folks accountable, and if the BOE doesn't do that, then I can go to the polls and vote you out. (BHS)

We need a supt. that can empower their teachers. If they have been out of the classroom for 20 years they have probably lost touch with the classroom and how to motivate teachers. (BHS)

All I can see is guys with drooping pants...that's one aspect of the whole school picture....it's just gotten away from us somewhat. I know it is not the responsibility of the school to dress my children, but I wish there was more guidance. Hard to buy for kids...leads to bad attitudes. I don't remember so many requirements to graduate. The seniors and juniors have so much to do. I had a workshop with *****, are they doing that in 9th or just senior year? If we weren't going to college, we didn't have to take algebra, college English. I didn't know I would go to college when I was 37. (DRS)

Have those policies come from the board? Policies come from the state? (DRS)

Does the superintendent have a say in policy? (DRS)

If I won the lottery today, I would probably give some to DRS. They have somewhere to go...instead of watching TV or running the streets. All these things are beneficial. You have to want it for yourself. It is important for you to get an education for yourself. DRS has produced some great kids. A lot of kids feedback..."That's the school for when you are bad." I've gotten to know people here, I embrace them, I respect them. I have one stickler. Dressing. They have got to learn how to dress. You can't get hired if you're

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wearing droopy pants and bare chest. Between the parents and the school, they have to learn. (DRS)

Can't work and hold your pants up with one hand. How can you go to school like that? How can you do that? (DRS)

Mom hasn't seen them before they left. I understand that. I just want them to go to school. There is a belt for everyone. I can go all day on that one. If I win the lottery, DRS gets some of the money. Have that second chance....grades, attendance, discipline. Lots of students missing out. Too many 16 year olds are sitting at home. Don't give them a choice. (DRS)

I want to re-iterate...DRS has changed a lot in the last few years. When kids do something wrong, someone shows them how to do right. (DRS)

I think it is imperative that the person has a real understanding of the stimulus package. I know it has passed, maybe restricted to Title One and that restricts what can be done. We need someone who is ferocious for the county. Someone who is savvy...who is actually in charge of the schools. Is it the person who is elected or the one appointed? Someone who will fight for Rosman...nice programs and facilities in Brevard. Someone who can fight for our district. I don't know if that is someone inside or not. When you get to the qualified people, go back to their district and see how successful they were or were not. When I was in Akron, the superintendent looked good on paper, but he had a history of really tearing up the school system. They wanted someone to take him off their hands (***). We need someone who can really go to Raleigh and fight for us. (RHS)

Even though we might not get all of that, we need someone savvy about grants. John Snow has fought for Cherokee County and they have gotten more money. He is willing to listen and we need someone who can talk to him. We need someone ferocious. (RHS)

I've always made myself resourceful. My kids were in a school district called Ravena in the 70's. The teachers went on strike. I went to all the meetings. I realized I could no longer afford to not be involved. I was on the negotiation board. I had to know. I have friends on both sides. I make sure

GENERAL AND/OR BROAD COMMENTS (page 4)

I know people. I talk to ***I worked on John Snow's campaign. You know his wife is a teacher. (RHS)

The affordable housing is important. It is hard to make ends meet, even with two people working. Policemen have to work in the city to work. Other places have made it easier for them to buy houses. (RHS)

You need a superintendent who can hit the ground running and keep up. (RHS)

I feel things I would like to see Rosman get as much as Brevard. Just things at the elementary school....less parking. Bathroom issues...wanted more....we didn't have any. Basketball court is a smaller size. Take a look at programs like Boys and Girls Club. Get more involved and listen. Don't just leave it to the principal. Things like that. I wanted to do a class outside the gym and the principal turned me down. Maybe save money for other things. Spend money wisely. (RHS)

It is an excellent school system. I was in every school. I was impressed with the professionalism and how well the programs went. (RHS)

Superintendent to allow more volunteers and let more people in. I had to quit doing karate because I couldn't pay the fees. I saw an ad for someone today who is doing it for profit. More willing to accept outside help. Aware of drug use. Change drug policy. It only talks about students involved. Everything is hard. Listens to school board members. You know how many meetings I have been to. (RHS)

Here's a pitch. I know you have to have them (tests). I'm not stupid. When a child tells you they just guessed because the room was so cold, I think that's a problem. Physical Science lunch last, don't get food. Needs to go to heat to classroom. Look into activity buses. There's no heat. Going to Mitchell County. Look at the schools in depth about what they need.

Someone has a staff that he/she manages very well. The super can't micro-manage everything. I used to think the superintendent should be in every classroom. They shouldn't be. The staff should be able to handle minor things. The staff should be managed by the leader.

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Person who takes bullying seriously. The reason I say this is because someone just laughed at me about Bully Free Task Force. It's OK at elementary school, at high school no. It turns into fights. There is no set program. At RES, when I talked to kids, one of kids was on probation because he stood up for another friend. Someone got stabbed in the hand. We just let kids do what they want. Still a problem. Some history with some programs. They're really trying, but it's getting lost. The SROs can't do anything. (RHS)

I wish more of the community had come out. (RHS)

I noticed when you recognize kids...you never did that for some other things. Especially academic things. I could go on for days and days and days. (RHS)

New person coming in....honest and try to do their job? Other people who have not....had problems in the past with that. Someone who is nice and understands problems. Anybody and they will do something. Problems are not being fixed. (TCH)

At the school level, it is great. It just needs to trickle down, up??(TCH)

Next point comes from you. Deal with issues individually instead of broad policies. Deal with that issue. We have to fix that. That never should happen. Shouldn't have to have blanket policies. Keep it with individuals. Just let it be that problem rather than everybody's. (TCH)

What if there is more than one person with the problem? More maybe things that people were allowed to do and now can't because somebody abused the issue. Just deal with the problem. I'd really like to have someone who makes decisions based on fear of lawsuits. No one wants that. If you are in the right, you shouldn't have to worry about that. I think the majority of people will stand with you. There will never be smooth sailing. Two more....someone who is not afraid to fire people. I don't have a punch list of people to go, but I think there is sometime when people have to go....part ways...I don't wish them bad. I've seen some rearranging that

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hasn't worked out. My idea is you change policy and rules, but you can't change people. The other thing I would really like so much focus on state regulations. When it is something we could improve on. The state gives just the minimum. We should do better. Shouldn't just check off. (TCH)

I think this is a good opportunity and look at each individual student. A lot of parents feel our individual needs are not being met. Maybe there are some things that need to be cut. There's waste. A new super, other new staff members.....maybe we could improve. (TCH)

Others in administration that just don't fit. Maybe need to be someone different. (TCH)

A lot of new people come in. Know what I mean? Everybody's not been good. Some that have come in have been good and grounded. There is a possible chance that some need to move on. (TCH)

I'll just say the open door policy is huge. Deal with students and parents. Be open-minded. Also, I think we have some really good principals and they need to be able to make changes. I don't know how much their hands are tied. I think you have a good staff. Give them the opportunity to try new things. Let them have some more leniency in what they do. We are all here for the best of our kids. Let some more leniency go to the staff. That can go along with hiring new teachers, or letting teachers go who they don't want. (TCH)

The administrators know their own schools. Smaller school, other schools not the same. (TCH)

Let individual schools do what they think they need to do. Maybe the same for Brevard. More children in classrooms down there.(TCH)

A lot of people, like me, have kids here who are out of district. (TCH)

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I used to work with TC Henderson.... (TCH)

Lunch menus, get together, fun things to do together. A few parents say they don't want, so they don't. Trick or treating they really missed out. My son didn't even take a valentine to middle school. He says they didn't do that. All the fun things are gone. Valentine's, Halloween. Most important thing....to have fun. Whoever you get, needs to believe in that. (TCH)

My fifth graders....we never go outside. They get PE everyday...get to know their friends....(TCH)

My street is the bus stop. There is no neighborhood so social life....it's not Brevard where there is other people. (TCH)

Access to computer, paper school menus. (TCH)

A lot of things missing in elementary schools, that used to be there.(TCH)

I'm with you on the apple cart. I think there are a lot of things that could go before teachers. It is not fun to send people packing, but it has to be done. I think that's why the business background is the best. (TCH)

There are some things that need to be done....we need more nurses. (TCH)

Just like a business, sometimes you have to take on more than you have. It was hard for people to swallow that they had to do additional tasks, but they had a job. (TCH)

We would like to see a super do the same approach as business. Every other business and make the same types of cuts. It's not fun but if that's what has to be done, that's what has to be done. It is not going to get better. We may not get a lot of help from the stimulus package. (TCH)

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Please don't take this the wrong way. I would like to see college, college, college not be such a priority. Not just get them into college. Everyone seems to need something more, but it doesn't always have to be college. Some of the most successful people I see are not from college. Kids have other talents. They need help. We need to turn out good people, not just college graduates. (TCH)

I'm in a business that needs to know the day-to-day regulations. Get someone who can make that the small stuff. We're more worried about the big stuff. Some with you guys. That can't be your focus. Let the superintendent do the big stuff. (TCH)

Let the superintendent do the big things. What else can be done? Can we be creative within our own county? Good luck with the task. (TCH)

Anyone is better than **** (COMMUNITY ONLINE)

I would like to see a superintendent that can look beyond her or his own personal beliefs to lead with a commitment to ethics, not just her or his own personal morals. Our county is not only ignorant to, but they are discriminatory against the gay, lesbian, and transgendered students in our system, and this climate of hate and isolation is DIRECTLY supported by our current administrations. (COMMUNITY ONLINE)

Our current superintendent has been the "perfect" one for our system during these past years. Her accessibility to all has been key to her success. (COMMUNITY ONLINE)

It is also very important that this person will enforce rules/consequences fairly to all staff/students regardless of position, athletic position, etc. It is also important that this person is willing to use "purposeful abandonment" of programs/materials that are not working/effective. It is also important that this person is not using this position as a "second retirement" job. Let's have someone who has been a classroom teacher, and an administrator for longer than 5 years but is not knocking on retirement's door. Someone who is "seasoned", ready for challenges the job will present, creative, approachable, and supportive of teachers. (COMMUNITY ONLINE)

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A superintendent with a broad worldview, 21st Century goal minded and who understands the need to prepare Transylvania County students for globalization crucial (COMMUNITY ONLINE)

The new superintendent will need to give their all for the children of the Transylvania County school system, after all, the children are what's most important. (COMMUNITY ONLINE)

This person should have a clear vision of the trends in education and how to take our county forward with affirming the professionalism of the teaching staff. STUDENTS are the product of everyone's efforts and when they win the possibilities are endless. (COMMUNITY ONLINE)

This person should be willing to do whatever it takes to get Transylvania Schools back to a great school system. They shouldn't worry about labels like "school of excellence", but instead should be concerned with the genuine quality of our county's education (COMMUNITY ONLINE)

I think that the Superintendent of Transylvania County Schools should be very aware of the current issues in public education in North Carolina as well as in Transylvania County. I believe that a Superintendent that has a Student centered view of education is vital in the re-shifting of focus from test scores to actually teaching students. I also believe that the Superintendent should have had effective experience in the classroom as a teacher because this is the best way to really understand students, faculty, and our school systems. I think that the new Superintendent needs to have a fresh approach to deal with apathy of students, parents, and the community towards education. I also believe that the Superintendent needs to be open and receptive to input from parents, teachers and students so that together our education system can benefit all those involved. The Superintendent should have a proactive stand in working to lessen the stress and presence of standardized tests in the classroom and work to alleviate the unnecessary paperwork and red tape that teachers must deal with everyday. I think that above all the Superintendent should value education to benefit students, teachers, families, the community, and the world. (COMMUNITY ONLINE)

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Must be willing to try new views of education submitted by students, parents, and anyone part of the educational system. (COMMUNITY ONLINE)

I feel that the superintendent MUST have children, grown or not, in order to understand the development of children. To expect little children to stay seated for one hour is ludicrous. Adults can hardly do this! Having a family will also shed some light on understanding that parents have for their children and for teachers who have children as well. It seems that many teachers are working an incredible number of hours, thus taking them away from their families. The stress of this, plus testing, only ends up in stress on the children. My first grader is already nervous about tests! He says they don't get to have much fun because they have so much work to do. (COMMUNITY ONLINE)

From the outside looking in (I work for a non-profit in the community).... 1. I do not know if **** is interested in this job. I have not asked him. He is the only one in your district who is capable of the job unless you are hiding someone I don't know about. 2. The board needs to stop micromanaging the system. I have been to a few of your meetings and was astonished by the minutia you talk about...*****. 3. Your school system is nothing like the places where we lived and raised our kids. Either they were corrupt or the school board tried to run the schools. One is about as bad as the other. Don't ruin the good thing you have going here. Good luck. (COMMUNITY ONLINE)

Should be willing to stand up against the NEA, has to hold teachers accountable and be willing to get rid of "dead wood" teachers that are not doing their job. Be willing to reduce the number of administrative positions. Conduct annual reviews of programs and eliminate programs that are too costly and ineffective. Fight the state legislation when necessary. Don't be just a "lapdog" for the BOE. (COMMUNITY ONLINE)

Should be very dynamic and have an approachable personality. Should have a strong leadership vision (COMMUNITY ONLINE)

GENERAL AND/OR BROAD COMMENTS (page 11)

The next "super" should have caring and compassion for those under their tutelage, but show firm control when needed. (COMMUNITY ONLINE)

We are going to have even more significant challenges ahead. Having a superintendent who is an effective administrator, a visionary in educational policy, and with the ability to communicate effectively with political decision makers in order to advocate for the necessary resources are much more important than having long-term roots in the area. Certainly, we need someone who will create a culture of openness & receptive dialogue with all stake-holders and be non-partisan in personnel issues. (COMMUNITY ONLINE)

The new superintendent needs to be able to correct weaknesses in our schools and build on strengths. This will require talent in listening to teachers, parents and community members and synthesizing feedback into actions that lead to favorable results. The superintendent needs to promote the schools within the community. The reputation of the Transylvania County Schools should be outstanding--well regarded in the county and throughout the region. (COMMUNITY ONLINE)

I would like for this person to be familiar with budget issues; have great communication skills with children, parents, and teachers; be willing to work in the system long term; and it would be excellent to have someone that has an educational background in education within North Carolina schools. (COMMUNITY ONLINE)

The person should be a person of excellent character, and have Christian morals and values. The new superintendent should be ready make some changes at Brevard High School and turn it into an upstanding place for our children to learn and grow. (COMMUNITY ONLINE)

The superintendent that you choose needs to understand that we are a Christian faith based community and that we like prayer and acknowledgments to God in school and school activities. We do not need someone to come in and be politically correct. This person should not be one who wants to change our schools to be like other schools around the country who took faith out of the schools out of fear of retribution from the

GENERAL AND/OR BROAD COMMENTS (page 12)

government. Thank you for caring how the community thinks about the choice of superintendant. (COMMUNITY ONLINE)

We should look for someone with a different management style. Someone who is more bottom up than top down. Shareholders must know that their concerns are going to be addressed. Parents, teachers and students must know that their input is important. (COMMUNITY ONLINE)

CHANGES TO SYSTEM COMMENTS

Has the board thought about the changes they want the new supt. to bring to the school system, is this something the Board has discussed. (BHS)

Change can be good. (TCH)

I think teachers feel disenfranchised, burdened and this trickles down to the students.

When schools don't meet AYP or other standards, our students know it and everyone feels the tension. We need to operate a different way.(BHS)

The Superintendent should be the spokesperson for our county, not a media person. The superintendent should be a supporter of teachers, and the schools, while looking out for the students. The superintendent should be willing to look closely at current practices and positions to see if we are doing the best with what we have and if we have the best people in the appropriate positions. The superintendent should be willing to look for change IF change is needed; not for change sake. (COMMUNITY ONLINE)

I would like to see a Superintendent who could change the tone in our entire system to actually "put the students first" instead of it being just a slogan. Also, someone who will make tough changes in staff to support this change. In other words, put what is best for the students ahead of the staff. (COMMUNITY ONLINE)

COMMENTS SPECIFIC TO HIRING AND SEARCH PROCESS

What is the job description (BHS)

When taxpayers pay a salary it is public record (BHS)

What is the function of Roberts & Stevens?, Do they make the hiring decision? (BHS)

Who prepared the survey (BHS)

I think the survey is a good idea to see the feedback from our community so they know what type of community they would be working in. (BHS)

Where is the search firm advertising (BHS)

Is Job Description for Superintendent posted (BHS)

Do you have a salary range (BHS)

How many applications rec'd so far. (BHS)

How was the superintendent elected? (DRS)

What if you pick the wrong person? How do you correct that (RES)

about process and time line (RES)

Requirements (RES)

How does one return paper survey (RES)

When would the new superintendent begin? (RHS)

How many applicants? (RHS)

Are you the ones who hire? (RHS)

COMMENTS SPECIFIC TO HIRING AND SEARCH PROCESS (page 2)

The only thing you vote on is the superintendent? Make policy? (RHS)

Is the position being advertised nationally or how (TCH)

This is not a tax form. I didn't want to forget. What kind of state requirements? Do you guys have certain guidelines? Do you have some leeway? Is it possible to come from the business side? (TCH)

Deadline for applications? (TCH)

Hope to have the person here by July 1? Budget will be already set? Person will not be in on the process? I was just wondering...if there are going to be cuts, if there are at Rosenwald, will they cut? (TCH)

You speak to contracts. How long do you have to offer a contract? (TCH)

A year is such a short a period of time. You can't buy someone for a year. Whole system. To get someone good, they want to be here more than year. They ought to have an option to stay or go after a year. They may not like it here. People are not always friendly here. (TCH)

Hopefully in an interview, you will find out if they are a good fit or not. It is not just fitting the general qualifications. There will be additional voices to be sure that's a good fit. (TCH)

Will the principals meet the candidates? (TCH)

Make sure you are wearing your parent hat as well as board. (TCH)

That's right. The most important decision for this community. Has the most impact. (TCH)

I would like to commend you, a big commitment of your time (general assent). (TCH)

COMMENTS SPECIFIC TO HIRING AND SEARCH PROCESS (page 3)

How much wiggle room do you have for an offer? (TCH)

I think they should be able to pay us to come (laughter). (TCH)

This can also be a challenge....a time to look at what needs to be changed...what needs to be trimmed. (TCH)

One other thing that I wanted to ask was will you take interview questions from parents? (TCH)

How will you interview? (TCH)

Is there a possibility you would go to a class to learn how to interview?
Skills. Set of skills to interview. I don't know if it is more nerve-racking for you or them? (TCH)

You could come up with different scenarios what would you do? (TCH)

I think that is some of what the skill set training would do. Not short answer. You see how the decision-making would go. (TCH)

*** was very specific with what he said. I really like that. Sometimes it can be yes or no. Usually you are looking for something specific. (TCH)

There will be some training in what you can and cannot do. (TCH)

I think that it is important that all stakeholders are part of this decision. This survey should not be the end of the shared responsibility of choosing the best person to serve the children of our county. (COMMUNITY ONLINE)

HIRING FROM WITHIN OR OUTSIDE **TRANSYLVANIA COUNTY COMMENTS**

Over the years we have missed some fine opportunities to hire from within. We don't want to miss that opportunity if we have someone within the system. With regard to salary, we should try to take this in to consideration to save money if possible (BHS)

Insiders have advantages and disadvantages. I would like to see someone from the outside that is well "diversed" and has a good personality. (BHS)

I would like to see an outside individual with experience in diversity, an overall good attitude and getting along with others. (BHS)

There are lots of family interconnections in this community. Some of that is positive and some is negative when considering a candidate from inside the system. (BHS)

A superintendent who can see global implications is important. Want this next person to see broadly and see beyond Brevard, so our children can be best prepared to compete in a global environment. I think there are technology deficits and I want our students to be very prepared. If the candidate is local they need to be able to think outside of the box and outside of the mountains. (BHS)

A person who is well "diversed" knows how to deal with different cultures and different situations. I like the idea of someone from the outside because you are dealing with community folk and you have the tendency to give in to community concerns etc. I am an advocate for considering someone from the outside. (BHS)

Shouldn't matter if they are inside or not...need to be highly qualified. I think if someone is inside and qualified, they should have strong consideration (DRS)

I'd like to see someone who is a native of Transylvania County. Someone might be a businessperson. Someone focused on making TCS a good experience for each student. (TCH)

HIRING FROM WITHIN OR OUTSIDE TRANSYLVANIA COUNTY (page 2)

I would like to totally upset the apple cart. Dump Rosenwald over and start from scratch. Someone from outside of the county. Indiana had equivalent size. Only four schools. (Listed 5-6 administrators.) Servicing the kids. We don't need people in Rosenwald. They do need a business background. We are going to be driven by the dollar and they need the business background. On the other hand, can you get someone from outside? Can they sell their house and afford to get one here? (TCH)

You may have to have someone inside simply because of the housing (TCH)

Housing situation impact? Prices dropped much? Buyers market right now. IF someone moved here from Florida, hire someone from here. (TCH)

That could be a problem....they would know too many people.(TCH)

It would be easier to do from the outside. If you have personal relations, it's hard to do.

I would think that if we value the job our schools do then we should want to choose someone who graduated from Brevard or Rosman.
(COMMUNITY ONLINE)

Please select a person actually FROM here! (COMMUNITY ONLINE)

Do not get someone from somewhere else. Let's go with a native if we have one qualified. (COMMUNITY ONLINE)

I think you should pick a native of this county who graduated from our schools (COMMUNITY ONLINE)

I believe the next superintendent should be from within the system but have a wider range of experiences and understandings. (COMMUNITY ONLINE)

The board should look inside the county for a superintendent before going outside the system. (COMMUNITY ONLINE)

In my work across the state and dealing with many of our LEAs I find that the Superintendents that do not understand North Carolina education are having the hardest time adjusting. We find schools are offering courses that are outside the bounds of what the State Board has set up, but sometimes you need someone from outside education to "shake" things up and give people a different perspective on how to help students succeed. The adage "we've done it this way for years" isn't going to cut it in this day when student achievement is under attack. (COMMUNITY ONLINE)

Someone from within this system needs to be our superintendent; the track record of the system with imports has not been good. There are too many qualified persons available (COMMUNITY ONLINE)

I believe someone serving currently in the school system would know the assets and disadvantages of our present school system. They would already be familiar with at least some of the staff and students. They wouldn't have to spend as much time getting to know the school system as a newcomer would. He wouldn't have to spend time with moving and getting adjusted to our county. He would be more able to quickly tackle projects or problems. (COMMUNITY ONLINE)

I believe that there are a couple of candidates within the school system that should be considered before any search is conducted. This would possibly save some money! The incoming Superintendant should be willing and allowed to make personnel changes as they see fit! (COMMUNITY ONLINE)

Someone who graduated from our schools, lives and works here, and was born here is the best choice to lead our schools. (COMMUNITY ONLINE)

You should pick a native of Transylvania County (COMMUNIUTY ONLINE)

The leader of our schools should be someone who actually graduated from our schools! (COMMUNITY ONLINE)

My family and I want someone who is from here and graduated from our schools. We want someone who has shown they care about more than just the rich kids and the college-bound. We want someone who cares about the kids who will live and work here. We want someone who supports vocational classes. You've got a good one in the system already you can pick. (COMMUNITY ONLINE)

Pick someone from here. And of the ones who are from here, pick someone who was born here. (COMMUNITY ONLINE)

I go to Church with ****. He is a Christian and cares about children and this community. You should pick him. Ask yourself, do the other candidates even attend church?? (COMMUNITY ONLINE)

I've seen *** coaching church basketball, coaching little league, at football games, and involved in church and many parts of our community. He is the obvious choice in our opinion. (COMMUNITY ONLINE)

*** is well known for his work and his dedication to not only the schools but also the community. He would be an excellent choice for this position. (COMMUNITY ONLINE)

*** seems to be an excellent choice. I can think of no one else more qualified more experienced and who is from here. (COMMUNITY ONLINE)

question #16 should have been two separate questions. One of them should say "is from here" and the other could say "has worked here. That is two very different points. Someone from here means really FROM here. That is who the Board needs to pick. Someone FROM here. (COMMUNITY ONLINE)

I wonder if these surveys really end up in the board of education members hands? If they go to the personnel office you may not ever see the comments. I will ask a member if these words were shared. This school system needs a strong Christian man who has been a leader in our community. We need someone who was born and grew up here. I know at least one of the board members might get mad at this, and I mean no disrespect, but I don't want that heart of Brevard crowd, or all the rich people making this decision for you. Just because they talk smooth doesn't mean

they can be a decisive, caring, and fair leader who 'bleeds' Transylvania. You have only one administrator in the system born and from here that should be our leader. I hope you know that. (COMMUNITY ONLINE)

I think you should pick somebody who is from here and born here. I am tired of our county always thinking somebody from other places can do it better. . (COMMUNITY ONLINE)

Pick the obvious please. Don't select someone who isn't from here. We have a native son already in administration who would be a fine superintendent. (COMMUNITY ONLINE)

Dear Board of Education, I encourage you all to think carefully on this and realize we need someone who is not just concerned with students. That is paramount, but we also need someone who cares about this community and all its children and future after high school. Someone who is not from here can never know fully what it means to be a graduate of our schools. I am not trying to insult others in our system, but my family and I know that *** is the person best qualified to lead this system. Don't pass up this opportunity. (COMMUNITY ONLINE)

This weather reminds my family and I how grateful we are to *** for his work, including *****. He always is thinking of the safety of our children. He would be a good superintendent. (COMMUNITY ONLINE)

The BOE needs to consider someone who is a native and graduate of our schools (COMMUNITY ONLINE)

I think you should select ***. He is from here and went to school here. He seems to care for children and the community. (COMMUNITY ONLINE)

For goodness sake don't pick someone from South Carolina again. PICK SOMEBODY FROM OUR COUNTY!! And don't pick someone who didn't actually teach in the classroom for very long. What does that tell you?!!! (COMMUNITY ONLINE)

We tell our kids from here that they can grow up to be anything they seek to be. But we apparently can't tell them they can grow up here and become

superintendent. Why does this system never pick a county native? I think it is time to fix that. (COMMUNITY ONLINE)

Pick someone who was born and raised here. It should be someone who went to school here and works and lives here. You have one administrator that fits that order. Please don't cater to the so-called cultural elites of the heart of Brevard or Brevard College. Lets do the right thing and pick someone who cares about our community and kids. You should elect *** . (COMMUNITY ONLINE)

I attend Church with ****. You need to pick him. He is a Christian, was born and raised here, and graduated from our schools. He works with youth and teaches Sunday School. He cares about our community. (COMMUNITY ONLINE)

Pick someone who grew up here and went to our schools. (COMMUNITY ONLINE)

Do not pick someone who is not from here. We've been there, done that, and it didn't work! (COMMUNITY ONLINE)

Our schools need an educator who is a native (born here) and graduated from our schools. I believe **** fits the bill. (COMMUNITY ONLINE)

The Board of Education has a great leader who is from this county. ** is an excellent choice and the person I want leading our schools. (COMMUNITY ONLINE)

The school board needs to pick someone who is a NATIVE of the county, born here, and went to school here. (COMMUNITY ONLINE)

The "heart of Brevard" should not influence your pick. Please pick someone who is a NATIVE of Transylvania County. You have a native in-house who understands this county. (COMMUNITY ONLINE)

** is the choice you should make. (COMMUNITY ONLINE)

Please pick someone who is actually from here and who has a historical vested interest in our schools and community. This county is continually run

by non-natives. There are some good ones but we need someone FROM here to lead our schools. Thank you. (COMMUNITY ONLINE)

I believe you have a strong leader actually from here (that is nice too for a change) who is **** He would be a good choice in my opinion. (COMMUNITY ONLINE)

I think *** would be a great choice. He works with youth in the community, is from here, and has always lived here. He would be a good choice. (COMMUNITY ONLINE)

The transition of a current TCS administrator into the superintendent's position would eliminate the need for the candidate to acclimate themselves in the district, but it must be an individual who can relate well to all personnel, not only teachers and administrators. (COMMUNITY ONLINE)

You have a very qualified candidate that is a native of Transylvania County that has dedicated his adult life to children. ***** should be our next superintendent (COMMUNITY ONLINE)

If an individual in our Transylvania school system has equal qualification as someone from outside the system they should be given special consideration. (COMMUNITY ONLINE)

Please do not hire someone from outside the system, and especially not from South Carolina. We've been there, done that...it don't work! Hire someone who was BORN AND RAISED HERE PLEASE!! (COMMUNITY ONLINE)

To me, it is important to have someone who is familiar with Transylvania County. Someone who will show love and compassion toward our kids, no matter what our financial struggles may be. (COMMUNITY ONLINE)

hope these comments are really shared and not edited. The board needs to pick someone who is from Transylvania County, was born here, went to school here, and is involved in our community. I know you can't ask this, but being a Christian and going to church here is also very important. There are ways you know that. I can think of one person in the central office who fits all of this. He seems to care about our kids. (COMMUNITY ONLINE)

The person hired for Superintendent should be a parent first. They be a native of this area and have a genuine concern for the impact school has on the family and our community more importantly than "how it looks on paper". They should be sensitive to youth and all aspects of their needs-physical, emotional as well as academic. (COMMUNITY ONLINE)

I think that we have very qualified personnel in Transylvania county, and that we should be using them and not all of these people who just want to come to NC and double dip with their salaries. we should get people who want to stay in Transylvania and who have and will continue to make a living here. like the Chamber of commerce motto. "keep it local, spend it local" (COMMUNITY ONLINE)

Would love to have someone from North Carolina (COMMUNITY ONLINE)

I would like to see someone who has deep roots in Transylvania County, that understands our local culture and beliefs. (COMMUNITY ONLINE)

I think it is very important to find a local person with the qualifications for this position. When we get people from other areas, it seems they do not understand our morals and family values. I also, believe if the qualifications are met on a local level we should always keep our job positions available to the people in our community (COMMUNITY ONLINE)

I see *** coaching in our community, going to church, and working for our students and community. He is a native and went to our schools. I think the choice is obvious. (COMMUNITY ONLINE)

There is a man in your central office who is from Transylvania county, was born and raised here, went to school here, understands what it means to be from here, is a Christian who attends church here, and who I see working with our youth inside and outside of the schools. That is who should be superintendent and I believe you know who it is. (COMMUNITY ONLINE)

I think we already have a candidate that would be perfect in the position if he wants it and that person is ****. If he wants the position, the board would be crazy not to give it to him. (COMMUNITY ONLINE)

TESTING COMMENTS

De-emphasize standardized tests, and emphasizes Pedagogy that engages students.

WE need to gain trust from teachers and administrators. Some of this has been lost over the years due to a variety of factors and we need to regain some of this. (BHS)

History will say our current tests are not what our kids need to best succeed in the future.

So we need to emphasize current testing models less and engage students and establish better more appropriate/effective learning environments. (BHS)

Would like to do away with EOG testing. Doesn't like it. Wants a superintendent who will do that. (RES) Feels testing is responsible for dropouts

COMMENTS SPECIFIC TO TEACHERS AND/OR ASSISTANTS

We need to empower teachers and focus on curriculum. Practice a more bottom up approach to management. (BHS)

You can hire anyone to take care of the accounting and business part. I don't want a CEO. I want someone who will respect teachers. (BHS)

If teachers feel empowered then their students will feel more capable and empowered. (BHS)

It is very important that the superintendent support the various faculty members and personnel in the district. Recognizing that individual and personal growth may require a change in positions is essential to keeping perspectives fresh. (COMMUNITY ONLINE)

it will be so important to be able to listen to current teachers as to the problem that exist in our current school system. there is a huge problem with fair treatment and retention of teachers. They must be able to make a good initial selection of teachers, especially new ones, and make a commitment to bring them along to where they need to be. (COMMUNITY ONLINE)

SCHOOL BOARD INVOLVEMENT COMMENTS

I appreciate this is a difficult task for the BOE. We as the public have input and we have trusted you with being our voice. We appreciate your efforts to do the best with the task set before you. (BHS)

No one can complain that you weren't accessible. It's going to come back to help you. Wish you had given input. (RHS)

I feel a little more comfortable about the process and that someone else would narrow it down. I appreciate you being on the board and giving your time. It's hard to make decisions. (RHS)

Domino effect.

On a personal note, people like you and need to know the procedure. She was ridiculed and she just didn't know. Just didn't know what to do. (RHS)

At least we are able to voice our opinions (TCH)

CURRICULUM AND/OR SCHOOL PROGRAM

COMMENTS

Curriculum.

It seems to change according to the state mandated curriculum and results of test scores. We need a comprehensive education system/curriculum, rather than taking a reactionary approach to the latest test results or mandates. We should integrate a comprehensive system rather than stuff we have to test, like reading, writing and arithmetic. (BHS)

I would like for us to look at better books for US and World History. Books that do a better job of telling the whole story (BHS)

Who sets the policy for military recruitment for the high schools? Sometimes, that's the child's best chance and opportunity. Shouldn't be able to set up shop, but should have access to students. ***** brought that up. (DRS)

Even in middle and high schools, drop out problems. Let them try new programs. Let loose the reins a little bit. (TCH)

We are thinking about examples of open door policy. Gifted students are not being challenged. Some of the students are falling by the wayside. SIT as a parent you don't where to go. There's nothing extra. Nothing to do when they get home, so they sit around and text on the telephone. Pathways are going to be difficult for students not going to college. Needs to be addressed. Keep drop out rates. (TCH)

We hear they want to lower dropouts, but it's harder and harder for students to graduate. It doesn't seem like anything is happening. (TCH)

Responsive to needs of AIG students, scheduling and providing opportunities and guidance for high ability students develop an atmosphere of trust with teachers that they will be supported (COMMUNITY ONLINE)

We need a superintendent who is willing to take creative risks, who emphasizes pedagogy that engages students and an instructional leader who understands 21st century skills and who understands and encourages creative and innovative teaching in the classroom. We need a superintendent who is a

CURRICULUM AND/OR SCHOOL PROGRAM
COMMENTS (page 2)

collaborative leader who wants to partner with other community and educational organizations. Perhaps most important of all, we need a superintendent whose focus is curriculum and instruction and who works to empower teachers and practices an inclusive "bottom-up" approach to school management. The most important variable for student learning is good teaching, so we need a superintendent who creates an atmosphere that trusts and supports good teachers and knows how to recognize, hire, and reward the teachers in our schools that do make a difference. (COMMUNITY ONLINE)

I think it is important to support the child nutrition program (COMMUNITY ONLINE)

The students in Transylvania Co. Schools are in need of more vocational courses, specifically at Rosman High School. The new superintendent needs to be aware of this, and take some action about this problem. The new superintendent needs to work for the teachers, not above them. (COMMUNITY ONLINE)

A proven track record of success that confirms care, skill, diligence, energy, and passion to place the needs of the students and teachers at the top of his/her priority list is absolutely essential. Furthermore, the person chosen must ensure fair and equal resourcing and staffing to ALL schools within the district. (COMMUNITY ONLINE)

LONGEVITY COMMENTS

We need to be aware that the size of our county sometimes attracts candidates who use this as a stepping-stone to larger counties/jobs. (BHS)

I would like to see a superintendent who intends to become vested in our community for a long time instead of someone who is only using us for a few years as a stepping-stone to a larger district. (COMMUNITY INVOLVEMENT)

BUDGET AND/OR FINANCE COMMENTS

I'm in the district and sub. I'm worried about the cuts coming. I've been in the city of Akron, Ohio and other Ohio districts. (RHS)

Unfortunately, budget is going to be huge and cutting is going to be big. Can the parents have some say in what is going to be done? Some things are really going to....this is what parents really feel, is there a way to get information from parents? (TCH)

Will we know about them ahead of time? What will be cut? Is this list all that will be considered? (TCH)

The next Superintendent needs to think and act like a businessman. Schools are in business and dollars drive the system. Elimination of every job in the Rosenwald building should be a top priority. Schools are always in an economic downturn, they need to operate that way. Eliminate any job that does not directly interact with the children. No salary in the administration should exceed 10% above the highest paid person they directly supervise. No positions in Rosenwald should be paid in excess of the lowest paid teacher in the system. Larger (10,000+ students) school systems operate all over America with less staff than Transylvania County has. We need a Superintendent whos knows how to operate without 20 people at their beck and call. State and county jobs should not be the best-paid jobs. (COMMUNITY ONLINE)

The superintendent will need to be creative and innovative with the handling of funds in order to serve the best interests of the students and teachers in these difficult economic times. He or she should be positive and able to inspire confidence and optimism rather than rely on fear. (COMMUNITY ONLINE)

In our current economic situation, I believe our new superintendent should be able to work with other staff at the Education Center, County Commissioners and the Community at large to find ways to cut costs and still provide the best possible education for all of our students. I believe it is this team work approach that will help us get through tough economic times. (COMMUNITY ONL INE)

COMMUNICATION AND/OR VISIBILITY

COMMENTS

As far as people in this community, they feel like this is useless and no one is going to listen to them. They don't feel they are important. (RHS)

I would like to see a superintendent who can listen. I've had a problem. I want someone who is not biased. I want someone who is not local, so that I have a real chance to be heard and be taken seriously. Just because I don't have the same education as the teacher or the principal. Someone who recognizes that policies always have exceptions. (RHS)

I think we will have more parents involved...we're just not being heard. They don't think they are being heard. I don't feel like I was heard. I served on Parents' Committee and didn't feel like I was heard. Each child is an individual. We can't give up. We won't give up. (TCH)

Twice a year you feel like you go by and see someone at Rosenwald. Not a lot of time to go and talk at those meetings, so I just gave up. (TCH)

When you get on the web, it's hard to look at all the administrator. What does this person do? As a parent, I have to think what are they doing? As a parent, we don't see what they do? Are they doing anything with students? (TCH)

As a parent who had a question about testing, why didn't that person call me when I had a problem? (TCH)

Try and go to committees and decisions have already been made. Meetings sound good and it's a done deal. I know it's supposed to be an open door policy, but decisions already made. Beat your head against the wall. It's hard. (TCH)

It's nice to ask our opinion. It is important to have it. Everybody should do their job for everybody. (TCH)

Should be very accessible to teachers and students. Should have breakfasts/lunches with them weekly. (COMMUNITY ONLINE)

COMMUNICATION AND/OR VISIBILITY COMMENTS

(page 2)

It is important that our new superintendent supports and encourages local organizations that are willing to volunteer and help our students.
(COMMUNITY ONLINE)

Need to know how to capture parent, student, and community input beyond timed comments at board meetings and newspaper editorials--encourage conversations and focused community action groups. (COMMUNITY ONLINE)

Needs to be fair with all staff. Have a open door policy. . (COMMUNITY ONLINE)

I think the superintendant should be willing to go to at least one away game from each high school to see the difference in travel time and routes. .
(COMMUNITY ONLINE)

I would like to see you hire a superintendent that is compassionate, flexible, and a good communicator with the community, the board, parents, teachers, and students. (COMMUNITY ONLINE)