

STAFF INPUT COMMENT SUMMARY

EXPERIENCE COMMENTS

The person I feel would be able to relate to the classrooms or if they have experience in an area that is responsible for testing ...and in a core academic area. (BES)

I would like for them to have a background in education because the way you run a business and the way you run a school system are different. Because everyone that comes to us, we have to educate them. (BES)

I'm interested in someone who has had experience in working with small districts (BES)

Needs to be a personable person; one with a wide variety of backgrounds..elementary and secondary and special pops (BES)

Think they should have some background in elementary; because elementary is the foundation for everything else. Let's face it: If you don't get it by 3rd grade, you don't make it (BES)

Please don't hire someone with no education background (BES)

I hope the board is considering someone with some financial experience who can put our money to work in a good way. (BHS)

Knowledge of NC Law is important. Relationships are important. Please research the types of relationships these folks have had with the folks they have worked with in the past. (BHS)

With regard to experience, they should have some experience with a community like ours. And a person from a larger more metropolitan area would be at a disadvantage in a community like ours. They should have experience dealing with a mountain community. (BHS)

EXPERIENCE COMMENTS (page 2)

Some experience in education so they have an understanding of the relationships and requirements of the education environment, because the education environment is different from others.

Good relationships and mutual trust leads to more effective implementation of vision (BHS)

Supt. should be skilled in modern technologies and communicative media. (BHS)

Supt. who understands technology, understands the value of technological instructional tools, and how they impact the way children learn nowadays. Further, how to best maximize our students performance and ability to perform by utilizing to our fullest extent the technological learning and teaching tools available to us. (BHS)

North Carolina does not require a superintendent to have a background in public education, but it is important to us that our superintendent have a strong background in education. (CO)

Look at past experience. What has their relationship with their DPI? (DRS)

For me, one of the big things is positive experiences. There are a lot of different things that make a child a person. I want someone who has had a wide range of experiences and knows the different sides of the child. (RHS)

Experience (RMS)

- at least 5 years teaching in a regular, heterogeneous grouped classroom
- at least 2 years as an assistant principal
- at least 3 years as a principal
- at least 3 years in a supervisory position in the central office

EXPERIENCE COMMENTS (Page 3)

*** Education (RMS)**

- a minimum of a master's degree; preferably a doctorate's degree

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I think it's important to have a superintendent who is a teacher himself or herself. They should know all grade levels. Should understand where our commitments and our concerns are. Education is a unique business, but it is not like any other types of business. The superintendent should understand that. (TCH)

I think a superintendent should have education experience across the board....elementary, middle, high. Experienced across the grade levels. It's very different about what we need, not high school. (TCH)

The next superintendent needs to have worked their way up the ladder. There were some issues this past time with this superintendent having NOT been a principal so to keep that from occurring again the next superintendent needs to have been a successful principal. I hope that time will be taken to make sure this person is best for TCS not just what they present at an interview but checked out throughout their career because what we get at an interview is sometimes NOT what we get in real life. (STAFF ONLINE)

Should have early childhood and elementary experience or education (STAFF ONLINE)

Someone who has taught on all levels, elementary, middle and high school (STAFF ONLINE)

I feel that the person chosen should have recent experience in a school setting and dealing with children on a daily basis. I feel that the person chosen should also have experience with academic education in K-12 and have experience as a principal. (STAFF ONLINE)

EXPERIENCE COMMENTS (Page 4)

I want a person that has experience in the elementary levels because that is the foundation of a student's life of learning and if we don't focus on elementary and understand the needs of these kids then it will be hard to keep them on the right track later in life. (STAFF ONLINE)

I would like to have a Superintendent that some experience or a good understanding of elementary schools. I would like a superintendent has an understanding of the extra work and expectations that classroom assistants have had to take on with No Child Left Behind. (STAFF ONLINE)

successful leadership, whether at the school or district level (STAFF ONLINE)

Experience at the elementary area is important to understand the needs and challenges facing elementary schools. Should be someone who has taught in an academic classroom rather than a band director or coach. (STAFF ONLINE)

Experience in the classroom and as a school level administrator is VERY important! (STAFF ONLINE)

Should be able to develop a vision and communicate a vision for the district that gives directions to building level administrators. Should be able to develop a can do approach to issues and be willing to celebrate successes within the school system. Should not be a micro manager but a visionary. (STAFF ONLINE)

In my opinion the superintendent should have at least 10 years experience of classroom teaching but at the same time not ready to retire in 5 years. He/She should have fresh ideas but will not try and change something that works just for the sake of change. (STAFF ONLINE)

FINANCE AND BUDGET COMMENTS

I'd like to see somebody that wants to try to help us fix our budget ...creative ways....to keep the people we havesupport in the schools is important. (BES)

Personnel have to be first. (BES)

The person you hire has to have that same view...I know in prior times....I mean we have great buildings and we thank you for that... (BES)

Cramming a lot of K's in one room is not going to work....need to do better (BES)

Is the board open to ? will there an open avenues...for budget input (BES)

Will the current revenue/budget situation be a part of the discussions with the new candidates? (BHS)

The new superintendent will face significant budget issues and should have first-hand experience working with complex budgets in a difficult financial environment. Brining in someone without that perspective on finance and budget will not only be difficult for the new superintendent, but also difficult for staff members and employees. Additionally, a person who can help us to make the best of bad financial times would be an asset (CO)

The next superintendent must good a good steward of the community's trust and resources. Specifically, the next superintendent should be fiscally responsible. (CO)

Somebody who has experience with budget, not necessarily in schools systems. Someone who maybe hasn't done just school. You need to have someone who sees school as a business. (DRS)

FINANCE AND BUDGET COMMENTS(page 2)

Want someone sensitive to the economic needs—someone who has innovative ideas for the best use of funds. (RES)

I know budgets are going to be cut...some tough realities. Student/teacher ratio has to be maintained. If assistants are cut, two adults to a classroom allow for quality all the way around. Four eyes, four hands. For example, today, it was 2:30, we were packing up. One of my children had a bathroom accident. She took care of it. It would be difficult to do without an assistant. (TCH)

I don't want to hear about how money is bad, I just want my child taken care of. I know it's a reality. That shouldn't be what drives every conversation. (TCH)

**** can be half time principal, half time nurse. If money is the only solution, then that is not the right person. I don't need another box of paper clips. Swap. There's stuff I don't need. There should be a central location. I don't need that. Look into what's going on. A little bit from each of us. Sharing philosophy. I could get a piece of paper from the cabinet. Almost. Everyone has to order their own. (TCH)

COMMUNITY INVOLVMENT COMMENTS

I'm new to school system...not new to community. Members of the community are willing to help. Someone who is willing to help get people involved...yank them in if you had to. Big retirement community, lots who would volunteer. Someone maybe "business-y". Bringing BRCC and others into the schools. Ready for us, but they're not here. Explore the candidates' background. (DRS)

Small community a certain way of life. If someone spent most of their time in a big city...didn't have the same level of participation. If they came from somewhere else, that is a very important factor here. Have to embrace and work with that. I don't think they would be here very long. (TCH)

The next Superintendant should be very willing to be a part of the community and bring community involvement into the school atmosphere, i.e., youth sports, boys and girls club, junior achievement, volunteers. I would also like to see direct involvement in the classroom (taking part in lessons and activities. (STAFF ONLINE)

COMMENTS SPECIFIC TO TEACHERS AND/OR ASSISTANTS

What kind of discretion will the new Supt. have to make changes to staff and administration? (BHS)

A good leader should mirror and model the same attitude towards teachers and administrators; that I as a teacher am expected to show my students. (BHS)

Willing to share rationale on decisions. Willing to truly listen and respond to input and not merely solicit comments. A candidate who is not afraid of the transparency required of a supt. (BHS)

Someone who can foster new teachers so we can encourage folks to stay with the system to better develop our systems strengths. (BHS)

Supt would value the faculty as experts in their fields and value us and seek our expertise in our fields. (BHS)

Teachers who feel supported and trusted want to stay in the system. Relationships are very important. Don't create blanket policies that will create unnecessary work.

Keep ratios good despite budget cuts to keep relationships with children good. This will also cut down on dropouts. (BHS)

We have a lot of new teachers, I'm advocating for them. We have a mentor system in place and that's working well. They worry about action plans. If they need to go, that's fine, but they need some help. (RHS)

I think that one of the things we should do is to keep teachers in the classroom, not out for staff development. My family time is also important to me. I am not looking forward to 6:30 at night for the next nine weeks, either. There has to be another way to do staff development. (TCH)

COMMENTS SPECIFIC TO TEACHERS AND/OR ASSISTANTS (page 2)

Reading workshops....we feel like we are in competition with the other four. "Here are your test scores....why aren't they as good as others?" (TCH)

Someone who appreciates our professionalism....sharing good information. It is really the best benefit. If I have a great idea, you can take it back to another school. That's what teaching is all about. Good teaching deserves to be acknowledged and rewarded. (TCH)

Sometimes we have meetings that are intended to share, but someone talks for most of the time, and we don't get to share. (TCH)

Some of that goes back to required meetings. What is the agenda before we go? That leadership needs to share. It needs to be across the county, not just one school. That's the kind of stuff that needs to be done. (TCH)

I think it's intended to be there, but not always there. The leadership can encourage that. Not why we were there. There's a lot of tension. (TCH)

The second grade one went pretty good. Facilitator. Kindergarten didn't even have a place to meet. Leadership takes the bull by the horns and the rest falls into place. (TCH)

Superintendent who makes sure I have my planning time. Don't use it for other things. I need it. It's the best thing someone can do for me. (TCH)

I was lucky to be grandfathered in and not have to drive a bus. Others don't want to do it. I don't know if I should be speaking about it. I would be terrified. There might be an accident. The bus situation bothers me. I drive a little Honda and can hardly drive a truck....I couldn't do a bus. (TCH)

COMMENTS SPECIFIC TO TEACHERS AND/OR ASSISTANTS (page 3)

Sometimes they are asked to do it and haven't had enough practice. I would feel uncomfortable. It is definitely scary. We might not know the roads. There should be professionals. There are professionals. (TCH)

I think because the expectation (to drive a bus) is there, we loss some assistants. You have to drive. (TCH)

If they are instructional assistants, and instructional time needs to be protected. (TCH)

Bothers me to be taken out of class to drive....the whole class has to be re-organized. It has to be done in a hurry. (TCH)

With the superintendent, all the way down to our level. If there is an issue, deal with me directly. Don't tell everyone. Tell me I don't know how to do lesson plans. Affects morale. That comes from the top down. Just because two, three, four can't do....most of what I hate about the classroom right now is the paperwork. It has come down through *****. There are teachers who need focused intervention. That would eliminate a whole of trash from us. There should be no blanket punishment to children. Top shouldn't be doing it to us. Treat us as professionals. Take care of that one. Make me responsible for my stuff, not everyone else's. (TCH)

One thing we have talked about, too, walk throughs, we're just getting trained. We're getting marked down before we were ever trained. They only see a small portion. There may be a melt down. Not long enough to see the whole lesson. We like to see ****. She's come from the other end of the county. ***** there all the time. More comfortable if it happened more often. Organize so 1 or 2 people do it all the time. Seen more often. Seen as a person to connect to. Different faces over time. A liaison. That's part of the principal's job. Central office staff, evaluating. Butterflies, short time or long time. Not on an individual, but effects flavor of the classroom.

COMMENTS SPECIFIC TO TEACHERS AND/OR ASSISTANTS (page 4)

Superintendent encourages positive rapport. At least one person. (TCH)

Treat me like a professional. Let me close the door and do what I need to do. Get rid of that other mess. (TCH)

Should make staff feel they are valued and treated as professionals. Should be able to relate to staff and acknowledge them by name. (STAFF ONLINE)

Someone who understands what teachers do aside from teaching each day in the classroom, to meet the needs of students. (STAFF ONLINE)

The new superintendent should be concerned with teacher assistants and the impact they have on our children's education. The new superintendent should also be willing to meet with TA's on a daily basis to discuss concerns that arise. (STAFF ONLINE)

Please have an interest in TA's and their importance to our education program. Thank you. (STAFF ONLINE)

The Superintendent needs to support the teachers and principals as they follow the rules, not break them for complaining parents. Without that support, the rest of us are impotent. (STAFF ONLINE)

Communication and people skills are paramount!! (STAFF ONLINE)

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

Coming from outside Transylvania: Transylvania does things differently than other places. I would like to see someone who knows that way we do business to continue the way we do business (BES)

Out of or in county ---either ok...don't want to get stagnant (BES)

We need a leader who has a vested interest in this community. We are a unique area and I hope you will promote from within, because those folks do have a vested interest in this community. (BHS)

Keep an open mind there are benefits to having someone from the outside. Folks from the outside can bring a new way of looking at things or a new perspective. (BHS)

We should look at hiring from within because folks within the system understand the personnel and monetary issues we currently face. They may be able to more easily ascertain those issues than someone new to the system. (BHS)

One of the things I am looking for is someone outside of the system. Because I see the importance of seeing things from a new perspective. I want to see someone with different ideas and thoughts. I would like someone out of the system. (DRS)

Someone from a different LEA who has experience with different types of educational approaches. (DRS)

Outside, not from here. Politics of growing up somewhere small...has this group got a vendetta? Is this one connected to that one? Are they related and don't want to work together? I don't want someone involved in that type of politics. Pros and cons to both (DRS)

HIRING FROM INSIDE OR OUTSIDE
TRANSYLVANIA COUNTY COMMENTS (page 2)

If they are good and local, just get us a good one. I don't care if they are local (DRS)

If we have local qualified people, they need to be given first consideration; take care of them first. (RMS)

I think big changes need to be made. You have the people of the ed center and then everybody else. People who work in the schools do not have a chance to move up. It seems like we work for their pleasure of the ed center. We all feel like pawn in chess. morale is very low. Just like all the other jobs TCS that were filled from outside the superintendent should also. Jobs were not giving to people already in place because they were to close to problem at Brevard and Rosman. I believe the same is true for the superintendent job. We need to go outside. (STAFF ONLINE)

I very much would like to see *** be the next Superintendent! (STAFF ONLINE)

Look outside Transylvania County system and, even better, outside Western North Carolina. (STAFF ONLINE)

**** would be a great choice. We need someone who has taught and led a school in this area. (STAFF ONLINE)

We have staff members in house that are very qualified. Please highly consider these people that have previously worked in this system. (STAFF ONLINE)

The board should strongly consider a candidate from within the school system, even if this is only for a year or two. Familiarity with the system will assist in using our financial and personal resources wisely. This will be critical in the next few years as schools deal with reduced budgets. There may be candidates from the outside who want to come work for a high performing system. However, many

HIRING FROM INSIDE OR OUTSIDE

TRANSYLVANIA COUNTY COMMENTS (page 3)

outside candidates come to pad their resume and move on. This has happened several times in the past. The Board should be cautious to get very candid reviews on all candidates, especially outside candidates. A bad decision could prompt a mass exodus of good folks, which would further complicate our difficult times. The Board should seek a candidate who will treat all stakeholders professionally and with respect. Further, the superintendent should create and maintain an environment where stakeholders can communicate effectively and cordially. The Board should seek a candidate who truly cares about children, treats them as individuals and will support programs and initiatives to assist our increasing numbers of needy students. (STAFF ONLINE)

Should get from, if at all possible, in this order : Transylvania county
Surrounding Counties State Local States(bordering NC) Other
States(foreign) (STAFF ONLINE)

It is important that the system seek an individual who is willing and believes that progress can be made despite the current budget crisis. This person needs to be forward thinking in the sense that we are preparing our students not only for what we see as opportunities now but what opportunities will evolve as the businesses in America change over the next 5-10 years. To me, the least consideration should be if someone is actually from Transylvania County, but whether the person desires to take the students and staff here under their leadership as if they have always been from Transylvania County. Sometimes a fresh perspective in changing times is what a system needs. I'm writing this as teacher in the system, parent and a community member. (STAFF ONLINE)

Please do not consider someone who either just wants to retire here or wants to use this as a stepping-stone to another place. I would like to see someone from Transylvania County for a change. We never seem to do that here for some reason. (STAFF ONLINE)

HIRING FROM INSIDE OR OUTSIDE

TRANSYLVANIA COUNTY COMMENTS (page 4)

I feel that we already have the right person in our county--*** Why look outside? He already has the experience and the personal touch with our system. He is the most professional, yet caring person I know. (STAFF ONLINE)

Please hire the most qualified person, not necessarily the one near one to home (STAFF ONLINE)

The Transylvania County School System is a leader in NC. We need someone who knows about education in NC and will continue to help us to be the great system that we are. We don't need someone who will try to make lots of changes...there may be some things that we need to change but not everything. A person with experience in Transylvania County will be more "invested" in our system and should fit nicely within our school "family". (STAFF ONLINE)

I would love to see that this system promotes from within. I think we need someone that knows the area and has that ability to work with people in the mountain region of North Carolina. (STAFF ONLINE)

A local person or someone from this area is critical in knowing and understanding our needs. We need someone who is or has been a principal, teacher and a parent with ties to the community (STAFF ONLINE)

I hope the individuals we have working in the system that have applied will be considered first. I think we have some excellent candidates. (STAFF ONLINE)

Please!!! Hire *** as Superintendent!!!!!! (STAFF ONLINE)

If *** is in the running, I would be very pleased to see him in this position. I feel like he exemplifies the highest qualities for this position. (STAFF ONLINE)

HIRING FROM INSIDE OR OUTSIDE
TRANSYLVANIA COUNTY COMMENTS (page 5)

Important to have a clear vision and a plan to implement the vision. I think it would be extremely beneficial to get someone OUTSIDE of transylvania count who can bring in fresh and new ideas! I cannot stress the last point enough! (STAFF ONLINE)

We have had wonderful leadership from Dr. Lyda. Her caring and concern are highly evident. It would be wonderful if we could find another local superintendent that has our children's best interest at heart. (STAFF ONLINE)

I think we have a couple of very qualified candidates in our county already and if they are interested in the position then they should be given first consideration. I think it is very important to promote within our county if possible. (STAFF ONLINE)

think we should first look within our system to see if there is someone qualified. I think we also need to look at how to improve testing along with passing the course. We should also look at developing other course recovery options other than just for EOCs (STAFF ONLINE)

There are some very qualified people in the system right now. It seems to be a waste of time and money to continue a search outside of the county until it is determined that those people are not qualified. (STAFF ONLINE)

We should strongly encourage local folks who are qualified to apply (STAFF ONLINE)

I would love to see **** considered for the position if he applies(STAFF ONLINE)

COMMUNICATION (INSIDE SYSTEM) & VISIBILITY **COMMENTS**

I like the communication lines that Dr. L has put in place for super council and student council ..would be nice if that could be continued (BES)

I think someone pretty visible; visits schools a lot; otherwise, they get out of touch with what's going on (BES)

Needs to be approachable—Sonna made it so easy ...always took time to say how are you doing and really cared! (BES)

And maybe a superintendent that's willing to come by maybe once a year... (BES)

Sometimes catastrophic failures result when folks aren't communicating well together.

(Ex. NASA Shuttle Crash). The new supt. should be willing to talk openly and freely with regard to putting new policies and procedures in place. Personal relationships are important to effectively putting these in place. (BHS)

Everyone should be genuinely appreciated and valued. If they are not, it trickles down and negatively affects the students and school environment. (BHS)

Good Communications horizontally and vertically, respecting and valuing all folks. (BHS)

Someone we can put a face to often. Someone who visits with students, faculty and others often. (BHS)

In education there is a human element and we have to look at the whole person including relationship skills, personal skills. The supt. should be able to relate to all stakeholders so folks will want to work with him/her. (BHS)

COMMUNICATION (INSIDE SYSTEM) & VISIBILITY

COMMENTS (page 2)

Dr. Lyda never lets a phone call go unreturned. She never lets things drop. She always follows through and communicates constantly. We need to maintain this careful attention to good communication in the superintendent's office. I hope the next superintendent will continue Dr. Lyda's excellent standard in the area of communication. (CO)

Related to the previous comment, the next superintendent should also continue to solicit and value the input of staff members in decision-making. (CO)

Want to see someone who is very personable, who makes of point of being in the schools not just with the teachers but also with the students. Example of *** having lunch in cafeteria and sitting with students. (RES)

It's important to see that person in the hall where you can talk and they can address issues at the moment (RMS)

Accessibility and willingness to listen is important, they might not always agree but they will listen (RMS)

I hope the superintendent that appointed is the Chief Executive Officer...but I also see that person as providing a channel for info that flows through from BOE, teachers, staff. I see that person maintain that integrity, channeling info-not protecting us—but knowing what is necessary to share with us (RMS)

It is also important for the superintendent to be accessible to students, teachers, staff....we should feel like we could go to that person and not be uncomfortable. (TCH)

You didn't feel like Dr. Lyda was above you....there was always a comfort level. (TCH)

COMMUNICATION (INSIDE SYSTEM) & VISIBILITY

COMMENTS (page 3)

It has to be someone who has a positive attitude and creative thinking about how to adjust and work around them. Assistants wouldn't be cut. Must have the ability to communicate to the BOE. You know, what good are they? Ability to communicate needs of those they are supervising. (TCH)

Excellent communication skills; ability to listen and gather information/input from knowledgeable personnel prior to making major decisions; understanding educational law and practices: and experience in the classroom and administrative background are important prerequisite skills as a superintendent. (STAFF ONLINE)

It is very important that the Superintendent be open to hearing from teachers, students, principals and the public. Folks should feel comfortable talking with our Superintendent, not like "hear us, oh Lord". (STAFF ONLINE)

OUR CURRENT SUPERINTENDENT WAS VERY MUCH INVOLVED. ALWAYS WAS THERE TO LISTEN TO OUR CONCERNS. AS A PARENT SHE TOOK THE TIME TO LISTEN TO ME AND SOLVE ISSUES THAT CAME UP SWIFTLY AND PROFESSIONALLY. YOU ALWAYS SEEN HER IN THE SCHOOLS AND SHE ALWAYS HAD TIME TO SPEAK AND ASK HOW THINGS WERE GOING. IT WILL BE HARD TO FILL HER SHOES (STAFF ONLINE)

COMMUNICATION (OUTSIDE SYSTEM)

COMMENTS

Something I've seen happen over the years; sometimes we forget to keep open communication with the parents and community lines.....need to be able to focus on that and that in turn will help bring trust. (BES)

We need a superintendent who can and will tap into our community's fantastic volunteer resources, including retirees. (BMS)

Person should be open minded and should listen to others. Like Obama, open minded and willing to try other ideas. (DRS)

I think communication style is very important. To the community....situations need to be positive and advocating for us. A lot of experience in a lot of different things (RHS)

As much as I hate to say it, part of me wants someone who is a politician. We were told "no" on calendar. There are apparently people down east who can get things changed. I want someone who can get things done here and down in Raleigh. (RHS)

It goes back to connections. Not only in Raleigh, but also in the region. (RHS)

I never know what is going on in Henderson County, Buncombe. We're in competition. We need to communication with each other. Competition is not bad. Once the competition is over, we have those relationships with others in the region and it should be beneficial to us. (RHS)

Superintendent could have some influence with the county and the state. Not be dogmatic. (TCH)

LONGEVITY COMMENTS

Someone who is willing to stay here for a while ...not just a year or two (BES)

I would love to see somebody come into this position that was young and committed to this community and has a future here; committed to this system; has progressive ideas. (BES)

We're such a small community, and it would be easy to see our superintendent position as a stepping stone. I'd like to see someone make a long-term investment in our district, not just someone who's going to drop in for a few years and then disappear. We need to tout our strengths as an attractive area and quality school system in order to attract a new superintendent who's here for the long haul. We need to maintain our family mentality, to preserve our close-knit atmosphere as a family-oriented school system. (BMS)

I would like to see someone who is willing to stay and to foster and help to grow our next generation of administrators. Someone who has the wisdom to help train our leaders of the future. (BHS)

Looking 6-8 years down the road are you going to try to mesh the vision of the new Supt with the BOE and TCS. (BHS)

We want someone who will be a part of our community and who wants to make our community a home. (CO)

We've had two superintendents who have been community members even *after* they've left their jobs – Sonna Lyda and ***. We need a superintendent who's committed to our county for the long term, not just interested in the county as a stepping stone toward a bigger and better position down the line. Please make sure the next superintendent is committed to *this* system and *this* community over the long term. (CO)

LONGEVITY COMMENTS(page 2)

We don't want a superintendent who's just interested in coasting toward retirement for a few years. We want someone who's happy and energetic and who's interested in working hard for our system. Also, as you consider internal versus external candidates, don't forget that the devil you know is often preferable to the devil you don't know! (CO)

It seems our county has in the past been used as a stepping stone to bigger school systems and higher paying jobs. Would like to see a superintendent who wants to be here, someone who will be a part of the community and involved in community activities beyond school system, attend sports events other than play-offs, be concerned about total welfare of the county. There are considerable differences in feelings and attitudes between the residents of the upper end of the county and the lower end. (RES)

Sometimes: since we're a smaller system and smaller school...we do not want to be used as a stepping stone... (RMS)

Be cautious. We don't want them going somewhere else. We want them to stay until they are finished. (TCH)

After implementing their philosophy as they see it...they leave with all that training and all that time. It didn't help us with teaching the students. It wasn't helpful. (some minor dissention among the audience) (TCH)

Someone who is going to be here for a while. They need to be committed to staying. Committed to the relationship, sort of like a marriage. (TCH)

Someone that cares about this community and plans on staying around for a while, but not only that that person needs to be so to speak "one of us" not one that comes in head strong on changing the system in one sweep!!!! caring , concern, compassion and love for us, kids and the job they are willing to take on. (STAFF ONLINE)

LONGEVITY COMMENTS(page 3)

I am most interested in the board finding a candidate that is familiar with small school districts and does not want to use the system as a stepping stone to another larger district. (STAFF ONLINE)

GENERAL COMMENTS

The person may not have everything....quality of being able to listen to the people around then and learn....then they will grow into what we would like that person to be (BES)

This probably seems obvious, if interviewing in their own town....be good if this person cared for kids and cared about employees as people not just data and test scores. (BES)

The purpose is to unify (BES)

One thing we all ...come under the umbrella...we need a focus on student-centered....and everything else will follow (BES)

We live in a unique community here in western North Carolina. A lot of new folks don't quite "get it." I would suggest that the next superintendent be someone who knows us well. (BMS)

The next superintendent is going to have to meet unbelievable demands and requirements on the school district. He or she will have to be a magician with money, will have to be extremely innovative, will have to demonstrate great leadership to bring the community together. On top of all that, we all want someone who's personable, who will stop and chat in the hall when you see them. The successful candidate needs the total support of the Board, the faculty, and the central office. Lack of total support will doom the person who holds the office. (BMS)

The next few years will find us hurting for financial resources, but our needs will continue. We need to support extracurricular activities and meet our growing challenges for more activity, expanded facilities, etc. Our new leader will need to be an excellent communicator. We're going to have to be creative at securing and coordinating resources, including individuals in our community. We need to get our community passionate about our schools so that they'll help us to meet our needs. (BMS)

GENERAL COMMENTS (page 2)

Important for someone who understands the roles of the different stakeholders. (BHS)

How do you see the relationship and the workings of the BOE and the SUPT (BHS)

A person who has a vision and the knowledge to lead us well, and an in depth knowledge of the community will help make that happen. (BHS)

Having children in the system in the system gives a good perspective. We don't want Supt to use us as their learning curve. This system will attract many quality candidates.

A superintendent who shows professionalism in hiring and then not micro-manage those folks. As a new teacher you want to feel like you will be backed up and supported in order to keep and foster quality teachers. (BHS)

Vision, Direction, comfortable with not micro managing, comfortable with the autonomy of each school.

Supt. should look at putting in place procedures to better celebrate successes, to make better known all the good things that are going on in the system. (BHS)

A Pro-Active and Creative person (BHS)

The staff is energetic and interested in working together and improving. We need a Supt. who can work with and shape this energy. (BHS)

They don't care how much you know, until they know how much you care. (BHS)

The supt. should view this as an opportunity, because we have a really good system. (BHS)

GENERAL COMMENTS (page 3)

Since North Carolina school governance is very different from surrounding states, it is especially important to have someone in the role of superintendent with some perspective on education *in North Carolina*. We don't want to spend six months to a year training someone on how North Carolina schools operate. (CO)

The superintendent needs to care genuinely about all the members of his or her staff, including those who aren't necessarily in the limelight each day. He or she should treat everyone equitably and should be comfortable giving pats on the back from time to time. (CO)

The superintendent should care about children. You [the Board] will receive lots of applications from qualified candidates: Look for a finalist who genuinely cares about children and who understands the strain on families in our communities right now so that our school district can serve as a strong support system. (CO)

Discipline is important. Our society appears to have moved away from discipline, and we invent new disorders to explain away misbehavior every day. We need a superintendent who values and supports good discipline within and beyond the classroom. (CO)

Having worked in another school system, I have a different perspective on the role of the superintendent. In some counties, you only see the superintendent when there's a problem or crisis. Dr. Lyda, however, has been able to hold high standards and expectations *and* maintain very pleasant personal relationships at the same time. Our next superintendent needs to be able to balance professional expectations and personal relationships equally well.

The next superintendent should understand that our county includes lots of *very* diverse communities with different needs, resources, and traditions. (CO)

GENERAL COMMENTS (page 4)

Like to see someone who takes a visionary approach to technology. The classes I used to teach ten years ago are now passé. We are not where we should be. We need someone who is visionary with technology. We've made some strides, but if we don't keep going, we are not going to keep up. School board initiative is important and has the vision to get us there. (DRS)

I was in 8th grade when we got an overhead projector. When I became a teacher, it took ten years to get them everywhere. It will take that long to integrate technology into the classroom. I worry we will fall behind. (DRS)

Teachers aren't using it. Training issue. Students I get don't know how to use what they have. Can't effectively use Excel or Power Point. Pretty good with word. (DRS)

Knowledge of rural and populated communities. How to catch us up. A lot of our students are going to have to move away. They are going to have to be prepared. That's part of the technology, too. It's important to know about both. (DRS)

Not come to us with a hidden agenda or unfinished agenda. Big beef for DPI...too far away from the kids. The superintendent needs to be in touch with the needs of the kids. (DRS)

Maybe go in someone's basement and make someone (DRS)

Need to be tough minded. Needs to stand up to parents, DPI. (DRS)

The person needs to understand the kid who doesn't fit into the perfect square. What are we doing? There's a big difference in an 80 IQ and a 100 IQ. There are issues with mental health. There has to be an understanding of this population. This started at elementary school. What are we doing before they get here? If we have a strong leader, we can find some things to do. We're trying, but we are going to see more and more children. Different levels all the way through. (DRS)

GENERAL COMMENTS (page 5)

Someone who works with us on change...we need an orator. (DRS)

Graduation task force...I don't know if **** is planning on inviting you to the final meeting. What are possible solutions? What is successful in other states at the elementary level? (DRS)

Come back for other opportunities. (DRS)

Next graduation meeting March...that's a ***** question. (DRS)

Get us a good superintendent. We want kid friendly, comes into the building a lot. (DRS)

Want someone who will inspire optimism rather than fear (RES)

We have had a motto for a long time that says "It's the Kids who Count". It needs to be changed to "Everyone Counts". We need to take a look at all needs...teachers, custodians, students....everyone. (RHS)

New superintendent is going to have a tough time with the budget. Fair and with compassion about budget cuts. Sometimes there is a need for an explanation...it's good for morale. Visibility is important. Both in the schools and in the community. Helps with misconceptions. That person needs to be out speaking for us. Help to make connections with businesses and maybe make more connections. They need to be part of the community. (RHS)

Integrity/Honesty (RMS)

- transparent: no hidden agenda
- straight talk: no hedging issues
- open dialog with all parties
- no "good-ol-boy" club
- fairness

GENERAL COMMENTS (page 6)

*** Support of administrators and staff (RMS)**

- enforces county wide discipline code consistently and “by the book”(does not give a waiver on drug possession, weapons possession, etc.)
- supports principals in decisions and not over rule the principal’s decision
- does not micro-manage
- willing to “take the heat” and “face the cameras”

*** Other (RMS)**

- live in Transylvania County and be a “real” part of the community
- be a “people” person
- have a very progressive attitude and be willing to change from “we have always done it this way” to “let’s try it”
- have a strong fiscal background and proven financial track record

Key issue for us in Rosman: make the Rosman district equal to Brevard district

All people in this room would say: we’re important as well

The superintendent must be very aware of both districts

Hope they have at least a working knowledge of EC laws and be willing to back them up (RMS)

Accountability: I want the freedom to go try things and make mistakes...someone not scared to take chances; but also not afraid to say...it’s not working, it’s time to stop...(RMS).

I hope the superintendent that appointed is the Chief Executive Officer...but I also see that person as providing a channel for info that flows through from BOE, teachers, staff. I see that person maintain that integrity, channeling info-not protecting us—but knowing what is necessary to share with us (RMS)

GENERAL COMMENTS (page 7)

They want to come and once here, 22 years of my life in Greensboro waiting to come here. I believe we need a superintendent who believes in site base management. As long as we are doing well, who knows better than we do what needs to be done. Not the stuff that has to be done. We know that. I have never been involved with a staff that is as involved and committed. That's what makes this school unique. Children and adults have to know that we care about each other. Meet and exceed expectations. (TCH)

Broader view that the schools needs to work together (TCH)

One comments...we need all these people. OK, I can fix that. We'll merge the schools. Every school has its own personality. I would to be sure a superintendent that appreciates the different schools and different personalities. (TCH)

Our issues as a small school. Some of the behavior is just smart mouthing. We do have a very different perspective. (TCH)

Poverty rate increase. 50%..60% of our school is on Free and Reduced lunch. We may need to do more for the kids than what we have done before. It has come to the point we are bringing stuff in to the kids. We need a superintendent who understands that. We have people who bring in coats. (TCH)

It would be nice....fairy wand....the parents need to have some accountability. Someone who could be creative with that. (TCH)

Reward the parent for the child being here everyday and having their homework. Children's name on channel four, party at library. Just the name recognition. It's a big deal. Maybe pressure the parents to do a little bit. (TCH)

We need the perfect person with a magic wand. Magic wand is a creative person. (TCH)

GENERAL COMMENTS (page 8)

I feel for myself. Someone who won't change our culture and our beliefs. The interviews with *****....we wanted to keep our culture. Left us our small school with community support. We want a gradual change. Observe what is going on before making changes. Don't give us someone with all the answers right away. (TCH)

The superintendent should be very visible and accessible in the schools & community. It is important that the superintendent come before med in instances where the school or district has been in situations calling for comments from the district or school. The superintendent should be approachable and have a friendly and personable manner - not stand or appear aloof. Teachers and staff should be made to feel valued and be more involved in decision making for the respective schools. A recent superintendent, ***, certainly exhibited the characteristics of friendliness, kindness, caring, concern for all students & staff. He was effective and efficient and was most respected by all. Will the new "Super be responsible for making necessary cut in the new budget or will those be done by Dr. Lyda before her exit in June? Inner office & school communication I believe a new superintendent has got to be a person who continues Sonna's expectation that any and all information received in what form will be communicated with schools and/or C.O. directors even if there is only a remote possibility that there will be an impact to a department/school. We've also been encouraged over the years to always let Sonna or who ever is in charge if she's out of town know of potential problems. You would be surprised how easy this sounds but how difficult it is to do. This is one area where a person coming from within the system has a real advantage over those coming from outside the system. Will the new "Super be responsible for making necessary cuts in the new budget or will those be done by Dr. Lyda before her exit in June. Thank You! (STAFF ONLINE)

GENERAL COMMENTS (page 9)

I feel it would be best to have a superintendent who is aware of the needs and concerns of families in this county. It is not as important to have someone who will keep the status quo, because with our changing world, economy, and other issues; it is more important to have someone who is capable of adapting with change as needed. (STAFF ONLINE)

An effective superintendent should understand the perspectives of all stakeholders in our educational system, be open to critique, respect staff and students, be an effective communicator, and understand the balance between data-driven decision making and affective influences on decisions. (STAFF ONLINE)

A Superintendent for Transylvania County Schools should have a vision that is innovative but a vision that involves the whole community but most especially the students' success in the real world. (STAFF ONLINE)

The superintendent will need to have a positive and upbeat attitude that conveys optimism and encouragement to students, staffs, and parents during these difficult economic times. (STAFF ONLINE)

I would like to see a Superintendent that is willing to meet with school staff at least twice a year to discuss faculty concerns. It would be nice to have a representative from each school be a part of the interview process, and be allowed time to give thoughtful feedback to the School Board regarding the candidate, before a final decision is made by the Board. Thank you for your willingness to come by the school and get staff input. It is greatly appreciated! (STAFF ONLINE)

Should have children of her/his own, to have a better understanding the attention span of little ones. This would help to better understand that all children can't be still or sit still for long periods of time. (STAFF ONLINE)

GENERAL COMMENTS (page 10)

It has been well established in recent years that the development of relational trust among the adults in a school community is essential to student achievement. In a study of 400 Chicago elementary schools (Bryk and Schneider - 2002), the researchers posited that a broad base of trust is a critical resource as leaders embark on improvement initiatives. According to the Teacher Working Conditions Report, over 1/3 of the teachers at BHS disagreed with the statement "There is an atmosphere of trust and mutual respect within the school." Other TCS schools ranged from a low of 15% disagreeing, to a height of 42% disagreeing. A superintendent sets the tone and example for individual school leadership and so, given the importance of relational trust, the selection process should heavily weight this particular aspect. Sources for information on Relational Trust: 1. Harvard Education Letter - July/August 2002 www.edletter.org/past/issues/2002-ja/reform.shtml 2. Educational Leadership - The Publication of the Association for Supervision and Curriculum Development - December 2008/January 2009 Issue: www.ascd.org/publications/educational_leadership/dec08/vol66/num04/The_Challenge_of_Assessing_School_Climate.aspx 3. Connections - National Council of Professors of Educational Administration: <http://cnx.org/content/m19511/latest/> (STAFF ONLINE)

Should be someone who trusts and backs principals, teachers and staff so that we may continue to provide quality education to Transylvania students. (STAFF ONLINE)

To maintain/improve district morale, the new superintendent should: 1. Continue providing assistance to the Board in its efforts to focus more on duties and responsibilities as a policy-making body and less on "micromanaging" administrative duties and responsibilities. 2. Continue to encourage adherence to and respect for chain-of-command lines of communication at all levels. We hate to lose Dr. Lyda! (STAFF ONLINE)

doesn't undermine school discipline by kowtowing to every loud parent (STAFF ONLINE)

GENERAL COMMENTS (page 11)

The candidate should be of high christian moral character. Chritianity is the only faith that considers all folks important when making decisions (STAFF ONLINE)

I cannot speak for other building administrators, but the board of ed needs to get its own house in order before hiring a new superintendent.* board member is single handedly destroying the system by creating ill-will among teachers, parents, and administrators. Inviting spectators to see Dr. Lyda's resignation was a real low for our district. It does not matter who you hire for this job until that problem is resolved. (STAFF ONLINE)

The Superintendent should be approachable by all staff members and have a caring attitude toward staff, students and parents. Testing scores should not be the number 1 priority like in the past. The Superintendent should do all they can to keep highly qualified staff members. They should be able to stand on their own, also. They should respect and use the staff members with master degrees, 6th-year degrees, and doctorate degrees and not just the ones that are National Board certified. Too much emphasis has been put on those. The Superintendent needs to select a newer staff to serve with them to lead the county into a new era of education. The Superintendent should be seen in the schools and classrooms as much as possible, not just to do observations and to attend meetings. Their personality should draw people to them and not away from them. They should be vivacious and always willing to learn new things (STAFF ONLINE)

Elementary background preferable Balanced view about testing important View that ALL students, not just at risk, are deserving of our resources (STAFF ONLINE)

I believe this person should possess strong human relation skills and just not look good on paper. We should get a lot of "bang for the buck"! (STAFF ONLINE)

GENERAL COMMENTS (page 12)

I answered "Less Important" on question 19 because it assumes that we all agree that TC is heading in the right direction. Like our federal government, I think it's time to take a hard look at our school system, identify weaknesses, and move forward in a progressive manner. Now is the time to take action with new ideas, but ideas with a sound research basis. (STAFF ONLINE)

We desperately need a superintendent that understands balancing the concerns of ALL stakeholders. Furthermore, we need a superintendent with the integrity, optimism, and vision that will serve as a strong example for county employees, as well as for parents. This vision should address the complex working and learning environment in this county, not simply test scores. (STAFF ONLINE)

Given the current economic situation it will be necessary for the Superintendent to be concerned not only with quality education. Most families are struggling to provide basic necessities such as food, heat and shelter. Many challenges lay ahead, not the least of which is to be certain that all children are fed and have enough school supplies to succeed in learning. Someone familiar with the people and school system would shorten the learning curve. Unfortunately, there will be many issues that must be addressed quickly. (STAFF ONLINE)

Should be approachable, open and have a sense of humor. Students are the highest priority. However, He/ She should be concerned with the welfare of "ALL" staff; not just Teachers and Principals. "Teaching Everyone Takes Everyone" and that should be reflected. There are other staff that work hard keeping a clean, safe environment for the students. (STAFF ONLINE)

An effective superintendent would have an open mind, be practical, be a casual observer in all schools, and actively solicit opinions of parents, students, the employment community, and teachers and staff. He or she would pay attention to the budget, with special emphasis on non-academic spending waste--such as heating and air inefficiencies. (STAFF ONLINE)

GENERAL COMMENTS (page13)

Talk Sonna into not retiring:) (STAFF ONLINE)

Our next superintendent should foster confidence and strong leadership and believe that together we can help every child learn. (STAFF ONLINE)

Leadership that treats staff in the same manner that staff is expected to treat student body. Respectfully. (STAFF ONLINE)

Our superintendant should be committed to hiring quality teachers that are also quality coaches. Another priority is that we make personnel decisions for the coming year in a timely manner so that we are not trying to fill vacancies in August when the choices are limited, and coaches have already been hired by other systems. (STAFF ONLINE)

Someone who is available to the needs of the staff, students, administration, parents, and others in the community. Someone who is non biased..... (STAFF ONLINE)

Would love to have a superintendent who is keeping up with technology and has a plan or a vision for 21st century schools. I would like to see a superintendent who supports library media programs and has a history of building award-winning schools (STAFF ONLINE)

The new superintendent needs to have a sense of how small communities and their schools work and interact with each other. Also, the needs of the students should be more important than a test. (STAFF ONLINE)

Good communication, people skills, and understanding of our population are musts for our new superintendent. (STAFF ONLINE)

Not affraid to make changes at the schools and Ed. Center (STAFF ONLINE)

GENERAL COMMENTS (page 14)

I feel that the new superintendent should be open to new ideas to help our students and being from this area is not that important. I think that if they are right for the position and meet all qualifications then that person should get the job. (STAFF ONLINE)

I would like to see someone who is there for the teachers. Not someone that will railroad a teacher for the parents and/or students sake. I think somebody who knows what it is like to be a teacher in today's world would be effective. (STAFF ONLINE)

Transylvania County has a different way of doing business then other counties. I feel that we should continue our current practices and look to make slight modifications to improve. (STAFF ONLINE)

SCHOOL BOARD INVOLVEMENT COMMENTS

I guess I would just add that I think you are doing this as a school board, but this person would have the same type of commitment ...that they value our ideas and thoughts also. (BES)

We like this....you guys coming....come any time after school (BES)

Appreciate you getting so much input from all before making a decision (DRS)

This is pretty good. I've never gotten to speak to board members before. (DRS)

We have some very articulate students who would love to talk to you (DRS)

Commendation to Board for transparency of procedure

Hats off to School Board for asking what staff think

Nice to feel feedback from this is really heard and listened to (RES)

COMMENTS SPECIFIC TO THE HIRING AND/OR SEARCH PROCESS

How does this process work—this hiring (BES)

Can we meet them (BES)

Will they be using this input ...as they screen applicants (BES)

(The audience member suggests that school board members, school personnel, and community business leaders should be involved. In the past, principal selections have involved broad committee input; the audience member would like to see this model used for the superintendent search as well.) (BMS)

Are you contracting with any outside agencies to help with the superintendent search? How was a law organization selected to participate in the process? Especially given the current budget crisis, what considerations were given to the costs associated with contracted services for the superintendent search? Is contracting with an outside agency a common practice among school systems? Will the school board make the final determination with regard to the candidates? (BMS)

Be careful to ensure that *employers* in the community are included in the selection process, as well as *college representatives*, both of whom have a vested interest in the direction of education in the future. (BMS)

I liked a lot of the questions included on the survey – not sure what else I have to add at this time. (BMS)

Question: Is the survey anonymous? How are you going to avoid duplication of survey respondents? (BMS)

Question: Is the survey open to parents and members of the community in general? How is information about the survey being disseminated to members of the community so that they know about the opportunity to participate? (BMS)

COMMENTS SPECIFIC TO THE HIRING AND/OR SEARCH PROCESS (page 2)

Question: Are hard copies of the surveys being distributed directly to parents via students, bookbags, etc.? As a parent, I'm noticing that this kind of information doesn't always make it home to parents. (BMS)

One audience member suggests using the ProActive instant alert system to disseminate survey information to parents. (BMS)

A lot of middle school teachers have email databases for the parents of their students. Why not ask them to disseminate information about the survey using their email address books? (BMS)

Are you going to narrow the field to a specific number of candidates? If so, why not have them come to schools for forums and meetings so that faculty and staff members can narrow the focus and provide feedback about the finalist? (BMS)

Requests comments and statements that would outline the Characteristics desired for the new superintendent: (BHS)

Have you formulated any theories that would lead you to automatically reject a candidate? (BHS)

Question: There are dimensions of the superintendency – especially highly technical areas – that the Board may not understand. How will you bridge that gap in order to effectively evaluate candidates in those technical areas and select someone for the position who is highly competent? (CO)

Have you considered having teachers help pick? Maybe one teacher per school? I know this has come up before, but we don't always feel like we are being listened to. (DRS)

How are you going to judge on a proven track record? There are new, different ways to do things. What are you going to look at?

COMMENTS SPECIFIC TO THE HIRING AND/OR SEARCH PROCESS (page 3)

EOC? EOG? What is a “proven track record”? Are you going to look at things besides test scores and if so, what? (DRS)

I think it is important to decide what is a proven track record. (DRS)

You will be able to see all of this when you go to investigate? (DRS)

Obviously, you are going to have a checklist. You’re going to have to have a list (DRS)

Pose to a candidate...what are your thoughts on different types of education? (DRS)

Will county have access to results of survey (RES)

What does the search entail (RES)

Will there be any opportunity for staff to be involved in interview process? (RES)

Comment from several that interview process for other positions *i.e.* principal left them wondering if they were really involved. Would like opportunity to discuss and compare reactions to candidates. Some felt decision was essentially already made and their participation was token. (RES)

Best way to return survey if taken home or a copy given to a friend (RES)

Can parent who is staff member complete one of each? (RES)

What are minimum qualifications we require for a superintendent? (RES)

Like the idea of going to the hometown and talking with people there. (RES)

COMMENTS SPECIFIC TO THE HIRING AND/OR SEARCH PROCESS (page 4)

How many applications have been received? Just curious. (RHS)

Will we know how many you will get? (RHS)

Is there a formal evaluation procedure or is there just going to be consensus among the board members? Like a point system? A rubric? (RHS)

Could you address what you are looking for? (RHS)

I have sat in on many interviews:

Answering the question: “Why are you in education?” is the most important of all.

All of us must love children and want to help them to succeed...This is a must for the superintendent also. (RMS)

How long will this process take?—When will you make a decision (RMS)

Do all applications go through the board? (RMS)

Who’s on interview committee? Will there be admins and teachers as part of the interview team? (RMS)

Do you see our closing application deadline after the Asheville deadline as a disadvantage, or will we get their rejects? (RMS)

Most of what you are hearing, what haven’t you heard (TCH)

Who will be in the interviews? (TCH)

What’s the salary? What’s Ms. Lyda’s? Is it a year’s contract? (TCH)

**COMMENTS SPECIFIC TO THE HIRING AND/OR
SEARCH PROCESS (page 5)**

We should be able to meet the candidates (community members and teachers) prior to the final selection. Asheville City Schools did this, and it was very successful. We should have a say in the person who is ultimately selected. (STAFF ONLINE)

CALENDAR COMMENTS

Just with this calendar thing...I don't know if the super has anything to do with it.... (BES)

May I add something? It truly was the state that shut us down..
(Teachers added: yes after Jackson County sent our calendar in with no explanations) (BES)

Creative calendar. One in Henderson County and others. I think we should have someone who is open to year round school. I hope we would look at a flexible calendar. (TCH)

Half a day once a month would work. (TCH)

In Arizona, they are going to a four day week. The children go an extra hour a day to make up the time. There are other ways to do it. (TCH)

CURRICULUM AND/OR SCHOOL PROGRAM

COMMENTS

I would like to see someone who supports extracurricular activities, even in light of the current budget crisis. I want a creative budget person who will continue to support extracurricular activities. Both Rosman and Brevard have excellent sports programs, and I would like to see someone support and maintain those. (BMS)

I would also like to see someone who supports vocational activities as well. I would like to see foreign language programs in elementary schools. (BMS)

We need an advocate for music and other cultural arts programs who loves the arts and will support those programs in our schools. A holistic approach to education is important. (BMS)

We need someone who advocates for physical education every day, and someone who recognizes the need to expand our facilities to support the physical education and athletic programs. Along those same lines, we need a superintendent who hires teachers who would like to coach and be involved in other extracurricular activities. (BMS)

We need someone who values mental health services. It's a big deal now, and many middle school kids are already sexually active, using drugs, etc. We need a superintendent who recognizes the need for quality mental health services to support the development of these kids. (BMS)

Some type of involvement and knowledge of athletics. Over 1/3 of our students are involved in athletics and we will need to balance budgets and continue to support our Athletic programs as best we can. We might need some outside support. (BHS)

Someone who can work with mental health. We have a terrible problem with drugs, community, agencies, but not working well. (DRS)

CURRICULUM AND/OR SCHOOL PROGRAM
COMMENTS (page 2)

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I would also like to see someone who supports vocational activities as well. I would like to see foreign language programs in elementary schools. (BMS)

I think some basic...I don't know the answer. Early interventions....attendance issues in third grade...how to use a phone book...how to address an envelope. Homes where there are no support systems. Jump Start is good, but what can we do when they get to senior year? Curriculum? Grading? I'm the mother of a third grader...look at the whole package. Is it age appropriate? Kids who are not special ed. Only one social worker for the county. If they had different experiences in elementary school, would they be different? (DRS)

Some kids have done Mendez twice. We do it weekly. It has opened many conversations. (DRS)

Questions about school within a school. Regular school, like *****. Both look different at the middle schools. A kid is flagged. Instead of going into discipline, because of attendance, because of grades, they would be flagged and given an alternative program within the school for part of the day. Like an academically gifted program. Something to give them where they don't get lost. Small student teacher ratio. Tagged for kids who might drop out. Keeping drop outs longer. 3-4 semesters to affect attendance. Has to be done early. (DRS)

CURRICULUM AND/OR SCHOOL PROGRAM

COMMENTS (page 3)

Mid-year jump up. Move up mid 8th grade to high school. They stay longer in school. Not fighting. Not dropping out for aggression. Same kids 5 years ago now dropping out. Not seeing full success. A lot to support kids, but no keeping them in school. Some kids just need a personal relationship, or they get it somewhere. They need it from more than one adult. Class size major influence. (DRS)

Sixth graders are not the same of 7th graders. Too much change. Not ready for it. 8th graders have hard time for 9th. Not ready for the independence. (DRS)

4th grade, 3rd grade same teacher. Obama wants to emphasize Head Start. Not catch up by 2nd grade, not going to make it. (DRS)

Innovation is one thing I would like to keep as a focus. We need new remediation programs for some kids and continue to challenge other kids. (RHS)

On the CTE side, I don't expect all my kids are going to college. They need hands on experiences. If they stay here, are they getting what they need? They need to be able to turn on the power, do things around the house. They need to be able to work here. They need those skills. (RHS)

Recognize that every student is not going to college. I teach special needs...they don't need to know Algebra I. I'm seeing fewer and fewer classes my kids can take and be successful and we are going to see more drop outs. (RHS)

Knowledgeable about special ed and the rules and regs and supportive of special ed. (RHS)

CURRICULUM AND/OR SCHOOL PROGRAM
COMMENTS (page 4)

Must be very (with challenges of economy, drop-out rate,) creative in addressing all students:

must focus on all

must look at all

not just the 4 year college

must address and grow the tech skills

The not 4 year college-track students are getting lost in the shuffle with so much of the emphasis being placed on the 4-year people

Look at early college: will that work for our students?

What about NCVPS: Can that make a difference?

4 year may not be financially affordable

so need progressive thinker (RMS)

I would like someone to support the arts. (TCH)

We are going to have to take cuts. What's going to happen to art and music? (TCH)

If we don't have field trips, we need people coming to us. (TCH)

I would like to see someone come in who is also interested in expanding the role of the school counselor. I personally don't see groups for children, cancer, divorced. Could really benefit from this type of program. That's something that bothers me. I have voiced my opinion. I came from a different state. We didn't have as many restrictions for taking a child out of class. We didn't have to have permission to talk to them several times a month. Maybe it's just that I am not as involved with the counselor. I did bereavement counseling in Florida and it gave a lot of help. Behavior problems disrupt classrooms...who is going to take care of all that? If you don't fix the behavior, you don't act well in the classroom. (TCH)

Wave the magic wand....we have to share some people because we are so small. We don't have them....they need it. (TCH)

CURRICULUM AND/OR SCHOOL PROGRAM
COMMENTS (page 5)

I can see it. I see it every day. It's just.... it upsets me. (TCH)

Look at what children have to face today. They have got to get help. Every position we have, we need full time. When is the nurse coming? I don't know. Art, music...I know how advanced our kids would be if they had it every day. It drives curriculum stuff. Every position is valued. Should not string out over several school. One person going to three schools, it's not sensible. (TCH)

We've got kids who need more therapies of every kind. OT in fifth grade? All the services. SRO every day. Something bad happens, must be Tuesday, Thursday. Funds are what funds are. (TCH)

I feel like curriculum, we're OK **** comes up and tries to keep us up. We need a lead teacher to keep us up. (TCH)

Responsive to needs of A/G students & parents - scheduling-course offerings-guidance (STAFF ONLINE)

Needs to be aware of the needs of all students not just the top achievers as well as all programs in the school system. Needs to be willing to change/add programs to fit the needs of the "at-risk" and lower level students as well as the College Prep students rather than just being concerned about Transylvania County having standards above and beyond the state. Needs to understand the load of paperwork, red tape, meetings, extra curricular activities etc that teachers are currently burdened with and want to actively work toward making it more manageable so that teachers are not so overwhelmed and stressed that they can't do a good job in the classroom. (STAFF ONLINE)

I do believe our child nutrition program needs to be bumped up the priority list..I would like to see the new superintendent give this program more funding...The child nutrition program has done a wonderful job with what they have, but it is really time we help this

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program out...this program feeds every school age child in this county at some point and time...with the free/reduced rates going up this program is taking a pretty good hit in the pocket...I am asking that the new superintendent take a good hard look at this and understand with out funding this program cant work to the best of it ability.. thank you (STAFF ONLINE)

I think it is important that the new superintendent support all staff and departments in the school system including child nutrition. The child nutrition department is an important and often overlooked and underappreciated part of the school system, however they provide an important service to the staff and students, and with the increasing amount of students on free and reduced lunch the child nutrition dept. will continue to need support and increased funding, not decreased funding. thank you (STAFF ONLINE)

I would like to see a superintendent proud and supportive of programs in our schools that are not tested, such as the visual and performing arts. (STAFF ONLINE)

It is critical to our children's education that athletics should NOT be the primary concern of the new superintendent. Although important, there is a much clearer correlation between supporting well-funded and staffed media programs and school libraries and increased standardized test scores. The NC study "An Essential Connection" (<http://www.rburgin.com/NCschools2003/>) illustrates this correlation. (STAFF ONLINE)

Though I see you have included athletics as part of this survey, I am very concerned that an importance in the arts does not bare the same weight and is amiss. I also feel it is important to have a varying arts program in Transylvania County Schools. I feel those students who need it the most are unable to get it in this county. I would also like to see a superintendent with an open mind to alternative education, such as Day Treatment, etc. (STAFF ONLINE)

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COMMENTS (page 7)

Be supportive of the arts--visual art, music, theater, etc. (STAFF ONLINE)

The superintendent should be focused on all areas of education including the arts--dance, music, visual and performing--as an integral component to help all children achieve the goals set forth by the state and federal government. (STAFF ONLINE)

Most important to me and to many students- Understands the importance and benefits (in academics, character development, and test scores) of arts/music education. (STAFF ONLINE)

CHANGE TO CURRENT SYSTEM COMMENTS

Change some things to make our system more up to date and more competitive with other counties. Our kids are lagging behind other counties. (BHS)

Look at the traditions or practices that are keeping our students from being as successful as they could be. Ex., looking at how our high schools are structured.

Two high schools instead of one.

Make changes based on what has been proven to work, not just their personal opinion. We might want to look at some of the good things from Baldrige again. (BHS)

I want someone to come and change what needs to be changed, but does not change what doesn't need to be changed. We want people to come in and stay. No change just for change sake. Look around this group.....most of us are RHS graduates...we want people who are coming to stay. (RHS)

TESTING COMMENTS

Have you discussed being treated like professionals? I feel like we place a lot of emphasis on test scores. We are herded in together and forced to do things we don't want to do. I feel it comes down to test scores. It is not the be all to end all. We are doing them a dis-service. If there is not a test, it is not important. Because I teach one of the subjects, I think we place too much emphasis. I don't know if people without EOCs feel the same way. The kids don't think it's important. There are some things that aren't tested and are important.

I see kids who can't do well on multiple choice tests don't think they can go on to college. I tell them all the time that that is not the only measure of success. Making sure we have lesson plans, that I am calling parents. I'm trying to do the best I can do. The list of things that have to be done keeps going up. I call people, but I don't write down every time I call. I'm not real organized.

It all boils down to testing...the safety nets and everything else come back to testing. I might be wrong....I don't know. (RHS)

I think it is very important because we are test driven, the motto Kids that Count should be foremost. Success for each student means different things. Tough decisions on curriculum. We went to a global workshop...five different careers in their lives. They need to know how to adjust and how do changes affect our kids. (RHS)

I want a superintendent who will look beyond test scores....someone who sees beyond the scores to the children. When you become so focused on those few tests, you don't look at the whole curriculum. A lot of things we are asked to do are not relevant to what should be tested. (TCH)

When I first taught fifth grade....I didn't know about EOGs until March. Is that something I should know about? My kids did fine. I feel like I have to worry all the time. It's a different way of teaching that I really liked. (TCH)

The new superintendent can appreciate something besides test scores. That variable should be taken out of the equation. (TCH)