

# TRANSYLVANIA COUNTY SUPERINTENDENT SEARCH COMMUNITY SURVEY RESULTS

REDACTED VERSION  
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Comment Text	Response Date
1. anyone is better than [REDACTED]	Thu, 3/5/09 8:32 AM
2. 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.	Wed, 3/4/09 10:35 PM
3. Please select a person actually FROM here!	Wed, 3/4/09 10:31 PM
4. Do not get someone from somewhere else. Let's go with a native if we have one qualified.	Wed, 3/4/09 10:30 PM
5. I think you should pick a native of this county who graduated from our schools.	Wed, 3/4/09 10:25 PM
6. 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.	Wed, 3/4/09 9:09 PM
7. I believe the next Supertintendent should be from within the system but have a wider range of experiences and understandings.	Wed, 3/4/09 3:26 PM
8. It is very important that the superindent 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.	Wed, 3/4/09 3:07 PM
9. 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.	Wed, 3/4/09 2:43 PM
10. Should completely understand child nutrition and how important it is for all children to have a GOOD meal each day. and understand how important it budget for child nutrition is to give them all the things they need to get these meals. that alot of them are not recieveing at home.	Wed, 3/4/09 2:01 PM
11. I would like to see a superintendent that can look beyond her or his own personal beliefs to lead with a committment 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.	Wed, 3/4/09 1:50 PM
12. The board should look inside the county for a Superintendent before going outside the system.	Wed, 3/4/09 1:37 PM
13. Sould be very accessible to teachers and students. Should have breakfasts/lunches with them weekly.	Wed, 3/4/09 12:52 PM
14. experience, experience, experience at all levels budget management; common sense	Tue, 3/3/09 10:04 PM
15. 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	Tue, 3/3/09 12:14 PM

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.

16. 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.. Tue, 3/3/09 11:15 AM
17. 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. Tue, 3/3/09 9:40 AM
18. 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. Tue, 3/3/09 7:15 AM
19. 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. Mon, 3/2/09 11:08 PM
20. I think you should select [REDACTED]. He is from here and went to school here. He seems to care for children and the community. Mon, 3/2/09 10:37 PM
21. A superintendent with a broad worldview, 21st Century goal minded and who understands the need to prepare transylvania county students for globalization crucial Mon, 3/2/09 10:23 PM
22. The new superintendent will need to give their all for the children of the Transylvania County school system, afterall, the children are what's most important. Mon, 3/2/09 9:48 PM
23. It is important that our new superintendent supports and encourages local organizations who are willing to volunteer and help our students. Mon, 3/2/09 3:47 PM
24. Should have experience as a elected official and understands local government... Mon, 3/2/09 3:13 PM
25. Someone from within this sytem needs to be our superintendent; the track record of the system with imports has not been good. There are too many qualified persons available. Mon, 3/2/09 11:34 AM
26. This weather reminds my family and I how grateful we are to [REDACTED] for his work, [REDACTED]. He always is thinking of the safety of our children. He would be a good superintendent. Sun, 3/1/09 8:41 PM
27. 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. Sun, 3/1/09 6:44 PM

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| 28. | I beleive 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!  | Sun, 3/1/09 6:11 PM   |
| 29. | 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   | Sun, 3/1/09 4:01 PM   |
| 30. | 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.  | Sun, 3/1/09 3:11 PM   |
| 31. | Someone who graduated from our schools, lives and works here, and was born here is the best choice to lead our schools.   | Sun, 3/1/09 1:10 PM   |
| 32. | You should pick a native of Transylvania County.  | Sun, 3/1/09 12:52 PM  |
| 33. | The leader of our schools should be someone who actually graduated from our schools!  | Sat, 2/28/09 11:40 PM |
| 34. | 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.                                  | Sat, 2/28/09 10:08 PM |
| 35. | Pick someone from here. And of the ones who are form here, pick someone who was born here.  | Sat, 2/28/09 10:02 PM |
| 36. | I go to Church with [REDACTED] He is a Christian and cares about children and this community. You should pick him. Ask yourself, do the other candidates even attend church??   | Sat, 2/28/09 9:58 PM  |
| 37. | I've seen [REDACTED] 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.  | Sat, 2/28/09 1:37 PM  |
| 38. | 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 and 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. | Fri, 2/27/09 3:14 PM  |
| 39. | [REDACTED] 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.   | Fri, 2/27/09 1:39 PM  |
| 40. | [REDACTED] seems to be an excellent choice. I can think of no one else more qualified more experienced and who is from here.  | Thu, 2/26/09 8:54 PM  |
| 41. | 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.  | Thu, 2/26/09 8:41 PM  |
| 42. | 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   | Thu, 2/26/09 8:35 PM  |

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.

43. 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. Thu, 2/26/09 8:25 PM
44. 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. Thu, 2/26/09 8:20 PM
45. 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 [REDACTED] is the person best qualified to lead this system. Don't pass up this opportunity. Thu, 2/26/09 8:16 PM
46. The BOE needs to consider someone who is a native and graduate of our schools. Thu, 2/26/09 4:19 PM
47. 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. Thu, 2/26/09 7:22 AM
48. 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?!!! Wed, 2/25/09 8:47 PM
49. 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. Wed, 2/25/09 8:41 PM
50. 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 [REDACTED] Wed, 2/25/09 8:31 PM
51. 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. Wed, 2/25/09 9:33 AM
52. 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. Mon, 2/23/09 10:18 PM
53. I attend Church with [REDACTED] 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. Mon, 2/23/09 9:42 PM

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| 54. 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. | Mon, 2/23/09 7:57 PM  |
| 55. Pick someone who grew up here and went to our schools.   | Sun, 2/22/09 9:25 PM  |
| 56. Do not pick someone who is not from here. We've been there, done that, and it didn't work!   | Sun, 2/22/09 9:02 PM  |
| 57. Our schools need an educator who is a native (born here) and graduated from our schools. I believe [REDACTED] fits the bill.   | Sun, 2/22/09 1:16 PM  |
| 58. The Board of Education has a great leader who is from this county. [REDACTED] is an excellent choice and the person I want leading our schools.  | Sun, 2/22/09 12:01 AM |
| 59. The school board needs to pick someone who is a NATIVE of the county, born here, and went to school here.  | Sat, 2/21/09 11:13 PM |
| 60. 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.   | Fri, 2/20/09 10:52 PM |
| 61. [REDACTED] is the choice you should make.  | Thu, 2/19/09 9:24 PM  |
| 62. 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.   | Thu, 2/19/09 8:01 PM  |
| 63. I believe you have a strong leader actually from here (that is nice too for a change) who is your [REDACTED]. He would be a good choice in my opinion.   | Thu, 2/19/09 7:57 PM  |
| 64. I think [REDACTED] 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.  | Thu, 2/19/09 7:20 PM  |
| 65. 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.  | Thu, 2/19/09 6:49 PM  |
| 66. Must be willing to try new views of education submitted by students, parents, and anyone part of the educational system.   | Thu, 2/19/09 9:09 AM  |
| 67. need to know how to capture parent, student, and community input beyond timed comments at board meetings and newspaper editorials—encourage conversations and  | Mon, 2/16/09 7:08 AM  |

focused community action groups.

68. 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. Sun, 2/15/09 7:35 PM
69. You have a very qualified candidate that is a native of Transylvania County that has dedicated his adult life to children. [REDACTED] should be our next superintendent. Sun, 2/15/09 3:50 PM
70. From the outside looking in (I work for a non-profit in the community).... 1. I do not know if [REDACTED] 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...one board member in particular. 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. Sat, 2/14/09 2:31 PM
71. 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. Fri, 2/13/09 4:59 PM
72. Needs to be fair with all staff. Have an open door policy. Fri, 2/13/09 1:05 PM
73. 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 which 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 who knows how to operate without 20 people at their beck and call. State and county jobs should not be the best paid jobs. Thu, 2/12/09 3:06 PM
74. Should be very dynamic and have an approachable personality. Should have a strong leadership vision Thu, 2/12/09 8:32 AM
75. 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 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 Wed, 2/11/09 8:48 PM

teachers and knows how to recognize, hire, and reward the teachers in our schools that do make a difference.

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| 76. | I think it is important to support the child nutrition program  | Wed, 2/11/09 2:46 PM  |
| 77. | If an individual in our Transylvania school system has equal qualification as someone from outside the system they should be given special consideration.   | Wed, 2/11/09 9:55 AM  |
| 78. | 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!!   | Tue, 2/10/09 10:22 PM |
| 79. | The next "super" should have caring and compassion for those under their tutelage, but show firm control when needed.   | Tue, 2/10/09 2:53 PM  |
| 80. | 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.  | Tue, 2/10/09 8:17 AM  |
| 81. | 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 positons 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.              | Mon, 2/9/09 7:07 PM   |
| 82. | I 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.   | Sun, 2/8/09 11:13 PM  |
| 83. | 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. | Thu, 2/5/09 9:02 PM   |
| 84. | 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.   | Thu, 2/5/09 3:28 PM   |
| 85. | 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.  | Wed, 2/4/09 10:36 PM  |
| 86. | i think that we have very qualified personell 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"  | Wed, 2/4/09 3:42 PM   |

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| 87. 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.  | Wed, 2/4/09 2:24 PM   |
| 88. 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.  | Wed, 2/4/09 11:08 AM  |
| 89. Would love to have someone from North Carolina  | Wed, 2/4/09 8:15 AM   |
| 90. 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.   | Wed, 2/4/09 7:24 AM   |
| 91. 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.  | Tue, 2/3/09 7:43 PM   |
| 92. The new superintendent should have been a teacher and a principal in his/her career. This is most importnat to me!  | Tue, 2/3/09 1:18 PM   |
| 93. I would like to see someone who has deep roots in transylvania county, that understands our local culture and beliefs.  | Mon, 2/2/09 7:41 PM   |
| 94. 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.  | Mon, 2/2/09 3:50 PM   |
| 95. 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.   | Sun, 2/1/09 10:48 AM  |
| 96. The Superindendant 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 governement. Thank you for caring how the community thinks about the choice of superintendant. | Sat, 1/31/09 8:21 PM  |
| 97. 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.  | Fri, 1/30/09 11:18 AM |
| 98. Should have a stong working relationship and understanding of local, state and federal goverment issues. Should understand and have a working knowledge of school law as well as teacher/staff professional associations. Broad background of educational experiences.  | Thu, 1/29/09 4:48 PM  |
| 99. I see [REDACTED] 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.   | Wed, 1/28/09 8:57 PM  |
| 100. 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  | Wed, 1/28/09 8:52 PM  |



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.

101. I think we already have a candidate that would be perfect in the position if he wants it and that person is [REDACTED]. If he wants the position, the board would be crazy not to give it to him. Wed, 1/28/09 7:53 PM
102. We should look for someone with a different management style. Someone who is more bottom up than top down. Share holders must know that their concerns are going to be addressed. Parents, teachers and students must know that their input is important. Tue, 1/27/09 2:30 PM
103. 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. Mon, 1/26/09 2:38 PM
104. 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. Mon, 1/26/09 2:22 PM

250 responses per page [REDACTED]