

# TRANSYLVANIA COUNTY SUPERINTENDENT SEARCH STAFF SURVEY RESULTS

REDACTED VERSION  
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Comment Text	Response Date
1. Responsive to needs of A/G students & parents - scheduling-course offerings-guidance	Thu, 3/5/09 2:48 PM
2. 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, [REDACTED] 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 [REDACTED] Inner office & school communication I believe a new superintendent has got to be a person who continues [REDACTED] 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 [REDACTED] or who ever is in charge if [REDACTED] 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 [REDACTED]. [REDACTED] Thank You!	Thu, 3/5/09 1:00 PM
3. 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 occuring 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.	Wed, 2/18/09 1:02 PM
4. 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 allready in place because they were to close to problem at Brevard and Rosman. I belive the same is true for the superintendent job. We need to go outside.	Fri, 2/13/09 12:22 PM
5. 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	Fri, 2/13/09 10:30 AM

- overwhelmed and stressed that they can't do a good job in the classroom.
6. 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. Thu, 2/12/09 10:47 AM
  7. 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). Thu, 2/12/09 10:40 AM
  8. I do beleive 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 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 Thu, 2/12/09 9:27 AM
  9. 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 Wed, 2/11/09 2:59 PM
  10. I very much would like to see [REDACTED] be the next Superintendent! Wed, 2/11/09 10:17 AM
  11. 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. Tue, 2/10/09 7:52 AM
  12. 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. Mon, 2/9/09 8:38 PM
  13. 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. Mon, 2/9/09 4:46 PM
  14. The superintendent will need to have a positive and upbeat attitude which conveys optimism and encouragement to students, staffs, and parents during these difficult economic times. Mon, 2/9/09 12:44 PM
  15. Look outside Transylvania County system and, even better, outside Western North Carolina. Fri, 2/6/09 7:43 AM
  16. [REDACTED] would be a great choice. We need someone who has taught and led a school in this area. Thu, 2/5/09 8:09 AM
  17. 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 Wed, 2/4/09 9:03 AM

- 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!
18. 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. Tue, 2/3/09 2:27 PM
  19. We have staff members in house that are very qualified. Please highly consider these people that have previously worked in this system. Tue, 2/3/09 1:32 PM
  20. 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 high 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](http://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](http://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/> Mon, 2/2/09 4:38 PM
  21. Should make staff feel they are valued and treated as professionals. Should be able to relate to staff and acknowledge them by name. Sat, 1/31/09 3:43 PM
  22. 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 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. Fri, 1/30/09 11:17 AM
  23. - Should have early childhood and elementary experience or education. Thu, 1/29/09 3:40 PM
  24. Should get from, if at all possible, in this order : Transylvania county Surrounding Counties State Local States(bordering NC) Other States(foreign) Thu, 1/29/09 1:02 PM
  25. 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 Thu, 1/29/09 7:47 AM

- 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.
26. Should be someone who trusts and backs principals, teachers and staff so that we may continue to provide quality education to Transylvania students. Wed, 1/28/09 3:34 PM
  27. 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. Wed, 1/28/09 1:31 PM
  28. 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. Wed, 1/28/09 12:32 PM
  29. 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. Wed, 1/28/09 7:38 AM
  30. Someone who has taught on all levels, elementary, middle and high school. Tue, 1/27/09 2:32 PM
  31. 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 [REDACTED] Tue, 1/27/09 11:23 AM
  32. doesn't undermine school discipline by kowtowing to every loud parent. Tue, 1/27/09 10:33 AM
  33. I feel that we already have the right person in our county—[REDACTED] 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. Tue, 1/27/09 10:32 AM
  34. Someone who understands what teachers do aside from teaching each day in the classroom, to meet the needs of students. Tue, 1/27/09 10:11 AM
  35. 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. Tue, 1/27/09 10:05 AM
  36. 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". Tue, 1/27/09 9:29 AM
  37. 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. Tue, 1/27/09 9:02 AM
  38. 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.

39. 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.

Tue, 1/27/09 8:33 AM
40. Be supportive of the arts--visual art, music, theater, etc.

Tue, 1/27/09 8:26 AM
41. 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

Tue, 1/27/09 8:09 AM
42. 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.

Tue, 1/27/09 8:05 AM
43. Please hire the most qualified person, not necessarily the one near one to home.

Tue, 1/27/09 7:59 AM
44. The superintendent should be focused on all areas of education including the arts--dance, music, visual and perfroming--as an intregral component to help all children achieve the goals set forth by the state and federal government.

Tue, 1/27/09 7:51 AM
45. The candidate should be of high christian moral character. Chritianity is the only faith that considers all folks important when making decisions

Tue, 1/27/09 6:28 AM
46. 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.

Mon, 1/26/09 10:00 PM
47. 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. One board member is single handedly destroying the system by creating ill-will among teachers, parents, and administrators. [REDACTED] was a real low for our district. It does not matter who you hire for this job until that problem is resolved.

Mon, 1/26/09 7:50 PM
48. 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.

Mon, 1/26/09 6:02 PM
49. 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

Mon, 1/26/09 5:21 PM

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".

50. Elementary background preferable Balanced view about testing important View that ALL students, not just at risk, are deserving of our resources Mon, 1/26/09 4:59 PM
51. 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"! Mon, 1/26/09 4:45 PM
52. 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. Mon, 1/26/09 4:40 PM
53. 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. Mon, 1/26/09 4:40 PM
54. 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. Mon, 1/26/09 3:51 PM
55. 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. Mon, 1/26/09 3:47 PM
56. The new superintendent should be concerned with teacher assistants and the impact they have on our childrens education. The new superintendent should also be willing to meet with TA's on a daily basis to discuss concerns that arise. Mon, 1/26/09 3:45 PM
57. Please have an interest in TA's and their importance to our education program. Thank you. Mon, 1/26/09 3:42 PM
58. I would love to see that this system promotes from within. I think we need someone that knows the area and has that abiltiy to work with people in the mountain region of North Carolina. Mon, 1/26/09 3:38 PM
59. Should be approachable, open and have a sense of humor. Students are the highest priority. However, He/ She should be concearned 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. Mon, 1/26/09 3:38 PM
60. A local person or someone from this area is critical in knowing and understaninding our needs. We need someone who is or has been a principal, teacher and a parent with ties to the community. Mon, 1/26/09 3:36 PM

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| 61. 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. | Mon, 1/26/09 3:23 PM |
| 62. I hope the individuals we have working in the system that have applied will be considered first. I think we have some excellent candidates.   | Mon, 1/26/09 3:20 PM |
| 63. Please!!! Hire [REDACTED] as Superintendent!!!!   | Mon, 1/26/09 3:19 PM |
| 64. Talk [REDACTED] into not retiring:)   | Mon, 1/26/09 3:15 PM |
| 65. If [REDACTED] 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.   | Mon, 1/26/09 3:14 PM |
| 66. Our next superintendent should foster confidence and strong leadership and believe that together we can help every child learn.   | Mon, 1/26/09 3:09 PM |
| 67. 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!   | Mon, 1/26/09 3:09 PM |
| 68. successful leadership, whether at the school or district level  | Mon, 1/26/09 3:07 PM |
| 69. Leadership that treats staff in the same manner that staff is expected to treat student body. Respectfully.   | Mon, 1/26/09 3:00 PM |
| 70. We have had wonderful leadership from [REDACTED]. 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.  | Mon, 1/26/09 3:00 PM |
| 71. 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.  | Mon, 1/26/09 2:55 PM |
| 72. 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.                  | Mon, 1/26/09 2:48 PM |
| 73. Experience in the classroom and as a school level administrator is VERY important!  | Mon, 1/26/09 2:40 PM |
| 74. Should be able to develop a vision and communicate a vision for the district which 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.  | Mon, 1/26/09 2:39 PM |
| 75. 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.  | Mon, 1/26/09 2:39 PM |
| 76. Most important to me and to many students- Understands the importance and benefits (in academics, character development, and test scores) of arts/music education.  | Mon, 1/26/09 2:37 PM |
| 77. 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.   | Mon, 1/26/09 2:36 PM |

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| 78. Someone who is available to the needs of the staff, students, administration, parents, and others in the community. Someone who is non biased.....   | Mon, 1/26/09 2:33 PM |
| 79. 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.             | Mon, 1/26/09 2:31 PM |
| 80. 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.   | Mon, 1/26/09 2:29 PM |
| 81. Good communication, people skills, and understanding of our population are musts for our new superintendent.   | Mon, 1/26/09 2:21 PM |
| 82. 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.   | Mon, 1/26/09 2:19 PM |
| 83. Communication and people skills are paramount!!  | Mon, 1/26/09 2:19 PM |
| 84. I 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. | Mon, 1/26/09 2:17 PM |
| 85. 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.  | Mon, 1/26/09 2:17 PM |
| 86. We should strongly encourage local folks who are qualified to apply.   | Mon, 1/26/09 2:17 PM |
| 87. Not affraid to make changes at the schools and Ed. Center.   | Mon, 1/26/09 2:16 PM |
| 88. 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.                 | Mon, 1/26/09 2:15 PM |
| 89. I vote for [REDACTED]  | Mon, 1/26/09 2:11 PM |
| 90. none   | Mon, 1/26/09 2:10 PM |
| 91. 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 todays world would be effective.                             | Mon, 1/26/09 2:09 PM |
| 92. I would love to see [REDACTED] considered for the position if he applies.  | Mon, 1/26/09 2:07 PM |
| 93. 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.  | Mon, 1/26/09 2:06 PM |