

Flour Bluff ISD Superintendent Search Survey Responses

Survey Questions	Community Member Responses - 30	FBISD Staff Member Responses - 85	FBISD Student Responses - 5	FBISD Other Responses - 3	Parent of a FBISD Student Responses - 57
Please select the three (3) most important objectives a new superintendent should focus on:					
Parent/Student Communications	12	23	3	1	28
Facilities and Maintenance	10	38	3	0	14
Technology Needs	5	35	2	1	13
Funding	9	42	1	0	11
Safety & Security	14	45	2	2	39
Community Relations	6	10	0	2	12
Fiscal Responsibility	15	18	0	1	12
Student Achievement	19	44	4	2	38
Select the top three (3) most important characteristics you think the Flour Bluff ISD Superintendent should possess:					
Financial Management Background	6	15	0	1	9
Strong Communication Skills	19	37	3	2	20
High Academic Standards	10	10	1	0	13
Focus on Student Performance	7	13	4	2	15
School and District Administrative and Leadership Success	12	36	2	0	23
Curriculum & Instruction Background	6	19	0	1	12
Understanding of the Unique Flour Bluff Community	11	23	2	1	16
High Level of Integrity	11	26	0	1	28
Innovative	3	15	1	0	14
High Visibility and Strong Community Involvement	5	13	2	0	16
<i>**Top highest areas selected highlighted in green</i>					

Superintendent Search Survey - Additional Input

FBISD Community Responses
One of the three objectives should be focused on teachers and staff. None of the objectives focus on staff. Teachers should be a first priority!
We need a superintendent who is a visionary and has the ability to communicate the vision to all stakeholders to get buy-in. We also need someone who understands the value of hiring great teachers and who has the willingness to let these great teachers do their jobs. This is what Mr. Wranosky did when he set out to make Flour Bluff the best there ever was.
Supportive of teachers, accountability of administrators, pride in district & great people skills.
Teachers need to have the technology they need to teacher our children. Not just the "Sail" classes but also our Applied and Basic classes. As a former Special Ed teacher and being told my students didn't need the same supplies as the student in general education classes, I was am still upset being told this. All students need to be treated equally.
Be innovative, agile and ready to change and flex with the community
Supportive of teachers, accountability of administrators, pride in district & great people skills.
Strong leader will create a strong team & that will trickle down... KEEP MR. KELLEY!!
I think you should focus on someone that has the experience needed that is local and understands Corpus Christi. There are many outstanding local candidates at smaller districts that would be looking to stay in Corpus Christi and move up. It is frustrating when someone leaves Corpus Christi for a higher paying job. Find someone who is vested in the local community now that is qualified. Outside the area is not always better.
Needs to be ab;e to have the patience and leadership skills to make positive changes to maintain and improve the entire school's culture and environment for the positive growth of the students and staff.
As a retired school administrator and as a former FBISD Board Trustee I understand the importance of the Superintendent being the leader and "tone setter" for the district. The candidate should have a strong background in having walked the walk so to speak. In other words, teaching experience, administrative experience at the building level, preferably as a former school principal, and strong references from prior districts. I also feel the candidate should have a working knowledge of school finance and budgeting. Thanks for the opportunity to provide some input. Paul Tressa
Would like to see a superintendent who actually gets out of the office to visit different campuses and other departments to see what's really going on in the district and not just depend on other administrators to fill him or her in with their own view point. A superintendent reprints all employees and parents so they should spend more time out listening to them from time to time. Seeing what's really going on in every corner and behind every door.

Superintendent Search Survey - Additional Input

FBISD Staff Member Responses
We definitely need someone who has been a principal of a school.
We need a superintendent that advocates for us and listens to issues and try to remedy issues . Assuring we get acknowledged and yearly raises
I think a successful candidate should have "building" experience. I would like him/her to have run a campus and understand the complexities of daily campus life at that level.
We need a superintendent who wears power lightly but who can also make difficult decisions; someone who can communicate effectively with all sorts of employees and community members; someone who can fill important positions with the right people and knows the difference between leadership and micro-managing; someone who is open to innovation and new ideas but will take time to learn the District and form trust and relationships before instituting change. In four decades, Joe Kelly is the best superintendent Flour Bluff has known (for all the reasons above) and has the leadership style we should seek.
It was very hard to choose only three objectives and characteristics. A good superintendent should be well-rounded and have a basic knowledge of all the objectives you have included and also possess the majority of the characteristics you have listed.
Candidate should be committed to improving FBISD. Candidate should be knowledgeable about curriculum, instruction and school finances. Candidate needs to be a strong leader with great communication skills.
I hope that the new Superintendent considers giving teachers a raise and possibly a Christmas bonus. The cost of living continues to rise, and our salaries have stayed the same. We are struggling to make ends meet.
Communication is a must. There is a lack of that amongst staff members. Someone that can get the morale back in the entire district. There are alot of road blocks that employees face which makes coming to work just a job and there is no loyalty to the district anymore.
If Flour Bluff ISD had competitive pay with larger schools districts, good employees would be retained for longer periods of time and the district would attract more highly qualified people. I feel there needs to be a focus on high risk students at a very early age, with an emphasis on trying to make the students successful before secondary. There is an increased needed for mental health intervention, possibly even hiring or contracting staff to provide mental health services, on campus, or within the school district. There is a need for more "highly qualified" special education inclusion teachers, with the increase in special education testing referrals.
Please have an open communication with all staff. Also, the itinerant teachers MUST be alerted when there is a lock-down or other crisis on a campus.

Superintendent Search Survey - Additional Input

I would really like to see better building upkeep and maintenance as some of the campuses are getting older. Also, I would like to see a change in the bell schedules since some of the campuses go so much longer than others. If it is because of buses, maybe getting more buses could be a solution. Other districts in the area go from 9am-4pm at the middle/high school level. Our campuses are going an hour longer than all other schools. The kids, some of them only 10 years old, have such long days ranging from an 8-9 hour day. Plus, some of these children are not getting a recess like other schools which means...longer days without time for outside breaks. They still need to play and exert energy. Furthermore, some staff only works 7 hours whereas others are working 8 hours, but getting them same pay. As both a staff member and parent, I would love to see some kind of change. I wish there was more consistency district wide for minutes per day. In addition, I also would like to see more consistency for the staff campus dress code. For example, some campuses have a more relaxed dress code than others wearing jeans twice a week. I'm very happy being part of this district, but I truly believe that even happier teachers make even happier students which in turn creates endless possibilities for student success and many more years of being the #1 district in South Texas.

I LOVE a superintendent that values input from teachers and staff. I have greatly appreciated the opportunity to share our campus concerns and achievements during our afternoon meetings!

Be approachable. Understanding the unique teachers, curriculum, and students here. Making sure teachers are cared for with proper insurance and cost of living increases to accommodate the changes in our community (in and out of network doctors for insurances/workshops available for continued professional development/retrofitting old building with more up to date equipment and repairing items damaged from he hurricane- awnings and lights-replacing broken desks, tables, chairs, and file cabinets). We must buy our own classroom phones, clocks, desks, chairs or pick from the scrap pile).

Be forward thinking and progressive in technology and curriculum.

In keeping with the management style of the previous 2 Superintendents, I would love to see someone with similar thinking. They stressed the fact that they are here to help the teachers and staff do their jobs---not get in the way. I appreciated a manager who does not make changes simply for the sake of change.

Would like someone who is respectful and interested in knowing what everyone's function and role is in contributing to the success of Flour Bluff School District. Working together for our students.

I would love a superintendent that will put students first. I would also like them to have some background in special education and other special programs because our district has such a high percentage of special education students that is continuously growing. Our superintendent also needs to not be afraid to try new things or challenge tradition. There may be some resistance to new ideas and they need to be strong in their ideals. A good superintendent also needs to be approachable.

Superintendent Search Survey - Additional Input

I believe the next superintendent should possess some prior experience as a superintendent from elsewhere so as to bring in new ideas, have a fresh beginning in a new district, and represent the district as a whole ---- not showing allegiance to only certain individuals or campuses. A well-rounded individual who is impartial and cares to listen to the needs of the district's employees and what they actually see as fitting for the campus that each one works for.

There is no sense of staff comraderie,there is no accountability, there is zero presence of leadership at the campus or district level. This is a very unprofessional, unfriendly, and unstructured District to work in.

Would be great if they new superintendent would include all auxiliary staff when visiting campuses. Inclusivity would garner more inner respect towards auxiliary/support staff . Respect starts from the top and if it is expected from every department even from educators then we could be a real "Team." If the superintendent promotes and exhibits respect for all staff, parents, and students then all "Team Members" should follow suite.

The new Superintendent needs to be a highly competent person who has prior experience managing another school district. It is my opinion that the district would be best served by hiring a person that has a proven track record of success as Superintendent of another district. A district of our size needs someone who has prior experience being the top leader, who has the people skills to work with school board members and the community, who has the ability to manage large budgets, who advocates for increased school funding at the state and local levels, and who conveys competency and confidence to employees. The accomplishments of our school district should attract a wide array of well qualified candidates. Flour Bluff ISD should be commended for its commitment to fiscal responsibility. However, the Board must also recognize that in order to get the best candidates, providing comparative salary compensation to other districts of our size needs to be considered.

Please put teachers/staff and students first. Education is very important, but it is also very difficult. We need more teachers/staff to properly educate and care for our children. Schools have do to much more than teach/educate in today's world. Our most vulnerable students are falling through the cracks. We need more support for our Special Education teachers and Special Education students. We need more teachers/staff to lower our class ratios, create more classrooms, and to support each other. We need to add mental health services in schools. We provide OT, PT, and speech. Our students need mental health support too.

There is more than teachers that make a school district! Everyone that works at this district is important! From the bus drivers that get students to and from school, the cafeteria staff that serves them breakfast and lunch, the maintenance staff that makes buildings and grounds comfortable and safe and the security team are all extremely important and have a vital role in the success of the students and district. Please don't just focus on teachers and administrators. Every single staff member is important and vital to the success of students and this district.

technological savvy

Superintendent Search Survey - Additional Input

FBISD Other Responses

I do not think that the questions posed in this survey adequately reflect the true needs of the community or students within the community. It is also offensive that this survey asks no questions about teachers.

Superintendent Search Survey - Additional Input

Parent of a FBISD Student Responses

It would be good to have someone who is not a bureaucrat and an out of the box thinker. Perhaps, someone from the business world.

I would love if our new superintendent was approachable and served a more visible role in all the different campuses. Kindness is also very important to me I feel like flour bluff could definitely use a lot more of that in administration and staff and a good role model at the top would serve as a good example.

I am concerned about our high school in the parent communication area. First teachers need to recognize most students in high school are still children and we had a great training with Mr. St Romaine at the beginning of the year emphasizing other ways of getting student expectations higher. I need for the teachers in the high school to use other ways of motivation besides sending students who usually don't cause difficulty, but sent to the office for talking too much. I have asked each teacher my son had that was struggling in that subject area to call, e-mail me what the difficulty seemed to be. No one contacted me ever in his freshman and sophomore year. That is when he had the most difficulty and I found out through 2 office referrals I found on line (no contact from teacher or assistant principal that talked to him) he was talking too much and that interrupted the class. As soon as we found out, we had a big discussion and continued that discussion for the whole year. The teachers with the difficulties with him were given my cell, work, home phone and e-mail, yet no one called or contacted me. After contacting one teacher she said she should not have to take the time to call or e-mail a parent. The student needs to be responsible to do what he needs to do. End of discussion. I read in information about all the other things a teacher can do to stop such behavior before writing them up. I get that my son was at fault, yet I believe the teacher has the responsibility to contact a parent if it gets out of control. We're talking about "talking too much" not anything else. Please let the high school students' parents be contacted before an office referral if it is only for talking.

I also hope to see someone who is:

military friendly;

sees the value in parent involvement;

appreciates the current curriculum and old school teaching- PLEASE NO STUPID COMMON CORE ANYTHING IT IS USELESS TRASH;

sees the students as students and NOT a number OR a test score;

fosters community involvement;

a parent themselves;

has served on a PTO/PTA board;

appreciates that we are NOT CCISD and doesn't try to mimick ANYTHING they do because they are a catastrophe.

Would love to see the teachers actually put in grades on time so us as parents can help keep our children accountable. If the grades are constantly going in late then there no chance to make up for lost time.

None at this time, thank you.

Superintendent Search Survey - Additional Input

*High school Teachers need to know what they are teaching. Students are having to teach themselves because the district is lacking quality teachers.

*There is NO SCHOOL SPIRIT! Overheard the principal at a pep rally state, "ugh wish this would hurry up and be over."
The dancers and cheer squad perform like they are at a club.

*Non athletic events do not get recognition.

*The pledge is ran through so fast you can't understand it.

*Security is a joke. Students can unlock the doors with this ID badges.

*Lastly, dress code at the high school is put of control. No one is held to the dress code. Kids can dress at cats (with ears and tails) and crazy colored hair.

Get the district back to the high level it once was.

We hope that he/she will want Flour Bluff to catch up to other districts in terms of offering an Early College High School alternative, even if students agree to pay their own books and \$99/class fee. Perhaps the superintendent would have experience in this area.

Please secure our schools. We need more of a police presence. We also do need metal detectors at main entrances. Schools need more administration and counselors to help students deal with their academic, social, and behavior needs. We need to become more of a resource for our community as the social and economic needs in our area change.

The superintendent should bring back the integrity of Flour Bluff schools. This was a school they held students and staff to a high standard, both of those things have fallen off recently. We allow student who fight to have 3 to 5 days of ISS (instead of SDGC), we have dress code and phone policies that are not being enforced. The cheating by students is rampant, and there seems to be little or not ethical standard that the students are held to. I know this is not all to lay at the feet of the school, but we need to do more to only increase the academic ability of our students, but to have high goals and expectations for themselves and others. We need to vertically align our curriculum so that what the grades before are teaching are helping our student to succeed in future classes. We need to have more rigorous standard for high school students then intermediate ones. (High school is required to allow corrections and/or retake yet it is at the teachers discretion in the intermediate.) We need someone who is willing to fight for what is best for our students, not what is politically correct. We need someone who can help make the entire education system better for all.

Good Luck filling all that, I wish the best to the committee and whom ever they higher. The stacks are high, but failing to reach them could have devastating consequences.

Focus on getting our schools repaired instead of building new athletic buildings. Some of the lower grade level schools are falling apart. A/C and heat not working, roof leaks, mold on vents.

I would like to see someone driven with a clear vision for the school's district. What do they want to accomplish? Goals of school district? How to get FBISD to be one of the best performing schools in TX? Do they have a progressive vision?

Superintendent Search Survey - Additional Input

Need someone who gets involved in everything that has to do with the FB campusâ€™s from traffic congestion at ECC, Primary, Elementary, intermediate and Jr High campus to school all school events ! Get out there and meet the students and parents and all the people only then will you see where and why the problems are and then try to fix them !!!

This person should not only give his or her opinions behind a desk or TV monitor. A strong leader can also get out there, be involved in the community. Our children are the future. They will be the ones electing and voting for our next superintendent when they are capable. If you want the votes and respect from the community then squeeze in the time. Examples I'm referring to are going to a FB special Olympics game, attending getting involved with primary kids by reading to a classroom, helping with the litter criteria event we hold in our community. Yes this person will also have a family and job but if you lead by example others will too. We are lucky to have amazing superintendents but let's go for the best ever!!

Education has become a cookie cutter box of policy and bureaucracy. We have to acknowledge the experience of the hundreds of teachers we have along with the thousands of students and realize that people teach different. Kids learn different. Allow teachers to teach and stop flooding the district with curriculum specialists who often haven't been in a classroom in a decade or more.

We need someone who is willing to be present. Not someone who is never available. Someone who will fix problems and not just put a band aid over the issue and tell everyone what they want to hear. Have the community and staff come together and make this a proud community and district.

The new Supt. needs to have 10+ years direct classroom experience optimally in a core subject area. This is at minimum. We do not need a coach, we do not need an electives teacher like Art or CATE. An M.S. in curriculum & Instruction and a Ph.D in Education Administration (or vice versa) along with verifiable successful classroom experience is most preferable. While a doctorate is good and all, someone who taught the pre req 3 years and then went into administration and maybe picked up an on line admin degree at night like an EdD will not be what is best for the district, our teachers and our kids.

As a teacher from another district, I see the inside, the business side. Having a superintendent that has a knowledge base all around is most important. A prosperous superintendent needs to have a sound financial understanding, leadership skills and have the utmost respect for all involved. From the students, to parents, to teachers and staff. Everyone is vital when it comes to educating our future citizens.

Please look at the transfer policy. The students that live in the district are in overcrowded classes and the teachers and staff are working extra hard to support students that are paying minimal amounts to attend Flour Bluff.

Superintendent Search Campus/Public Input Meeting - Stakeholder Responses

Campus Input Meetings - Stakeholder Responses
Someone who has education background
Knows about the economy
Insurance costs
Facility needs
Supports Special Ed
Someone receptive to more Counselors
Student services area - to help support special ed, counselors,
More visibility at events and out in the community
Needs to visit campuses to see what the needs are
Held multiple jobs in a school district - classroom teacher
Stands firm to their decisions - its about the student
Follow-up on trainings, initiatives
More administrative support, communication and consistency from campus to campus
Facilities - pride in the up-keep of current facilities; making what we have look good. When you look good on the outside you feel good on the inside.
They need to love kids
Experience of working within the walls of schools - understands emotional disability of kids
Need more resources for parental involvement - get out into the community to help parents
More training of staff of student behavioral issues
Asking the campuses what they need; informal conversations
Listening to what the complaints/concerns are and following-up
Not afraid to make change
Listens and helps come up with a solution
Positive and lead us in our reputation
Someone who has experience as a superintendent
Open door policy
Good communicator
Strong leader but humble
Being visible
Open to community input
Open and honest
Moral back to district with students and staff
Strong in curriculum
Strong leadership

Superintendent Search Campus/Public Input Meeting - Stakeholder Responses

Integrity, ethics and honesty
Visible, out and about at the campuses
Community Input Meeting-Stakeholder Responses
Communication - between sup and administrators and the administrators and the teachers
Find a way to keep employees - superintendent is key to that
Visible and approachable
Visible at school functions and in the community
Will have the teachers' back
Education background/experience - understand what the teachers are going through...Partnership
Attract and keep good teachers
Someone who will be vested in the community
Innovative to keep kids wanting to come to school