

Flour Bluff ISD Superintendent Search Survey Responses

Survey Questions	Community Member Responses - 8	FBISD Staff Member Responses - 164	FBISD Student Responses - 1	FBISD Other Responses - 1	Parent of a FBISD Student Responses - 57
Please select the three (3) most important objectives a new superintendent should focus on:					
Parent/Student Communications	4	41	1		33
Facilities and Maintenance	1	75			18
Technology Needs	1	65			17
Funding	2	91			17
Safety & Security	4	76	1		30
Community Relations	2	27		1	9
Fiscal Responsibility	4	47		1	9
Student Achievement	6	67	1	1	37
Select the top three (3) most important characteristics you think the Flour Bluff ISD Superintendent should possess:					
Financial Management Background	2	36	0	0	12
Strong Communication Skills	7	92	0	1	30
High Academic Standards	0	14	1	0	16
Focus on Student Performance	2	19	0	0	8
School and District Administrative and Leadership Success	5	89	0	0	27
Curriculum & Instruction Background	0	32	1	0	9
Understanding of the Unique Flour Bluff Community	4	64	0	1	16
High Level of Integrity	2	79	0	0	21
Innovative	1	39	1	0	18
High Visibility and Strong Community Involvement	1	37	0	1	17

****Top highest areas selected highlighted in green**

Superintendent Search Survey - Additional Input

FBISD COMMUNITY RESPONSES

The next superintendent should be someone that is relatable to students and someone that will be visible throughout the community.

FBISD STAFF MEMBER RESPONSES

Staff increase in pay would be great... A 21st century classroom would be nice as well... Bonds for new schools would be a start.. Don't halfway fix something, please go all in.

Technology, facilities and student achievement. Flour Bluff is a great place but we are starting to lag behind in technology and facilities which I believe affects student achievement. A bond for new school building and a person to sell the vision should be high on the priority list.

It was really hard to choose out of these categories. I feel our superintendent should possess all of these qualities.

Please take a hard look at coaches stipends compared to surrounding districts!

We need a bond for all new school buildings with modern technology in every room.

I really felt that Dr. Freeman was on the right path for FBISD. His next step was to move us into a year round school year. This is a great opportunity for all involved. Year round gives students as well as staff a well deserved time off for refreshing.

Dr. Freeman was a man with integrity and common sense. Acknowledging some decisions made in the past were not in the interest of the school district as a whole. We need someone with similar thoughts. Not just focusing on one area such as football but all areas.

I would like to see pay increases to meet demands of an increasing cost of living. Good salaries will also attract high quality staff which is good for both community and employees. Starting pay for Gregory-Portland ISD is nearly \$12,000 more than the starting salary here! I'm not saying that the district needs to match this but a bit closer to it would be good because we have a long way to go here at Flour Bluff ISD to try and come close to that kind of compensation. This is what I would like to see as an employee.

A good leader assumes his staff is competent unless the staff proves otherwise. A good leader does not micromanage and trusts his/her staff. A good leader supports staff and does not look for things to criticize. A good leader communicates positivity to the community. A school leader appreciates the sacrifices made daily by all staff members. A good school leader tries to help ALL students-not just the general population, not just the athletic students, not just the bright students, but the ESL, the special education students, the low income, and the students whose life plans don't include college.

I really want to stress that Technology is our future. This year has proven that. I would like to see a Superintendent that has an ear to the ground with how technology within schools works. If we are able to find someone who has published works on technology within schools they would honestly have my vote in a heartbeat. *if I had a vote*

Please find someone who connects with the staff. We are an outstanding district with a lot to offer, we need to capitalize on that to build cohesion amongst the staff. Very disconnected from building to building. Moral could be improved with more support from central office. That looks like: offers to read stories to kids, attending parent nights, monthly newsletters with happenings around the district, shout outs to other staff members (nominated by their peers-could be included in the monthly newsletter), more than just visiting sporting events.

Superintendent Search Survey - Additional Input

Please include ALL DEPARTMENTS in meetings. We all understand that teachers and schools are very important but so are other departments and we should all be one team, instead of being treated like an outsider that doesn't matter to the school district.
After watching the absolute train wreck of the Presidential Debate, I think it's very important that we find a leader who is a good representative of the people/community. Personally, I think high integrity is a must. If a person has high integrity, typically they have the other qualities listed here as well. I think a person who is committed, caring, and kind is important. When I look for a person I want to follow, I look for the people who are the biggest SERVANTS. Servant-leaders with teachable hearts...those are the people I try to have in my inner-circle. (Thanks for the opportunity to share my thoughts).
We need a bond for all new school buildings with modern technology in every room.
A good Superintendent needs to visit campuses and make him/her visible to the school district. The new Superintendent should have an open door policy which allows everyone to be heard.
FBISD is a special district I know our awesome board will find the best of the best.
Should be ready to fight to get students 1 to 1 device no matter the cost. With what is going on in our world a good solid computer, Chromebook, etc are essential to either them being at home or on campus to complete work these days. Also teachers are going to need massive amount of help and training to be comfortable in their new environment. Public education is at a crossroad and need to become extremely digitally supportive to all clients.
I would like a superintendent who focuses on all of areas of student performance and understands that we aren't here to teach students facts, we are here to teach students how to learn. This person will help the community understand that a student who graduates with skills in Science, Math, ELAR, Technology, the Arts, and Civics will be a good member of the community as a whole, not just a good athlete, performer, or valedictorian.
A person with good common sense and a strong moral values are key - everything else will fall into place because FB has good department heads.
Our new Superintendent should begin with the understanding the people who teach our kids everyday are the most valuable resource FBISD has. This resource should be valued and respected.
Mr. Kelly should be the bench mark that is used to find a Superintendent for our district. There is a reason we keep asking him back.
It is my hope that we find a superintendent that is supportive of all the programs, academics and extracurriculars throughout the district. Hopefully someone that will realize many buildings within our school district that are aging, have not been updated since the 80s, and need major upgrades and additions that were overlooked in the previous bond. We need a superintendent that will fight for teacher pay raises and better benefits for employees. The campus administration needs strong leadership. It is very clear as we plan to open October 5 that each campus had its own individual planned. Some of the campuses leaving out electives that are very important to the students. We need a superintendent that has a vision to continue to make this district the best in South Texas. We need a omeone that is hands-on, visible to the community & at district activities. We need a leader that understands the flour Bluff community as it is unlike any others in this area. Good luck in your search.
I want to see someone who has strong leadership skills and will empowers others. I want someone who will hold central office administrators
We need someone who will transition us to a year round schedule.
Personable Allow staff to do their work without interference
PAY RAISES YEARLY WOULD BE NICE.
The sup should come from within the staff.

Superintendent Search Survey - Additional Input

Personable
Allow staff to do their work without interference
A good candidate needs to be personable, approachable, and flexible. He/she needs to be able to listen to others suggestion and consider their suggestion. Must be willing to fully commit to the Hornet Pride our district has.
Flour Bluff needs someone who is innovative and NOT set on tradition. I feel like copy codes and antiquated technology are the places where Flour Bluff can improve. Also, we need to implement an education foundation. Without this we will not be ahead by any means, we will be way behind.
I would like to see more done for students who are not college bound. More vocational options for these students would be beneficial.
I believe that a new superintendent should be chosen from OUTSIDE of the Flour Bluff ISD and community to better serve us by bringing vast experiences and various practices / methods that are tried and true. Our next superintendent should have at least 3 years of experience as a superintendent beforehand so as to know how to "step in" and be that experienced leader right away. The successful candidate should be open-minded to new ideas, have knowledge of fiscal matters within a set budget, and PERSONABLE.
I would only like to add that it is important to me when I feel like our superintendent is accessible to all staff & community members at least to some
One thing I loved about Dr. Freeman is that he always asked for teacher input and sent us surveys frequently. This is so important because the teachers are the ones who are "on the front lines" and know what is best for students. It's so important to give teachers a voice.
Superintendent should not be afraid to make changes for our District. Many rules and procedures need to be updated to support our changing times.
Treat all departments of FBISD equally. If done for one do for all. Base wages and raises off performance and attendance. Have a true open door policy. Be involved in all the departments. Get to know all the staff and get involved and know what our work entails. Absolutely be involved with students and
This person must think outside of the box. Be innovative, supportive of students, staff, and families. The right thing must be done for all students. Money must be spent smart. All groups of students must be able to benefit from the spending of monies and the allocation of resources.
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Put students needs first!
Dr. Mark Hughes would be a great choice, if not, the best choice in looking for a well qualified superintendent.
Would appreciate a superintendent that meets with his entire team not just the principals on a regular basis. Would also like to see the superintendent visiting all areas of the district too. It takes all of us as a TEAM to serve the students and families of F.B.I.S.D.
I think it would be great to have a superintendent be involved in every aspect of the school district including student nutrition, maintenance, transportation, etc. We are an entire team that won't function properly if one department is missing or not included. I think it is important to be involved everywhere and it is important to include everyone as well.
Teachers need to be able to communicate their concerns and questions to the superintendent and they need to actually listen and communicate back.

Superintendent Search Survey - Additional Input

Admirable qualities in a superintendent would include a person with a vision to move FBISD in a positive direction and who is accessible to everyone.
PARENT OF A FBISD STUDENT RESPONSES
Would like to see someone who seeks to make us a PREMIER school district like Dr. Freeman did-by including community/families input!
Freeman was a good step forward and saw things this school needed and started transforming those ideas into action. He put students first above all. Find us another Freeman.
Diversity! Person of color... as a parent I want my children to see someone who looks like them. When I look at the school board I don't see much
Strong and decisive leadership and guidance is key. It is extremely tragic and unfortunate about the loss of our previous superintendent. Dr. Freeman seemed like a wonderful leader and educator with forward thinking principles. The Spring shutdown was handled with thoughtful guidance, which I can only assumed trickled down from him. However, the perceived limbo this caused this summer has become obvious. One cannot run a huge school district like this without real leadership. From my review of the July 21st board meeting, the importance of having ongoing communication with parents was talked about after school was in session. However, we are 7 weeks into this school year and have not seen any plans for distributing surveys throughout FBISD for parental/student feedback/questions or concerns on how this school year is going. I cannot help but think the tragic loss of a FBHS student was because of this loss of touch and disconnect between school and parent. Kids are feeling overwhelmed and hopeless at the moment. We need a competent leader who possesses all of the above characteristics. Our district has suffered and lost enough...our staff and students deserve
I understand the ongoing and dynamic nature of the TEA's directives on Covid-19 and reopening schools this summer. The automatic county delay start of September 8th was broadcasted locally and made sense due to Nueces Co. numbers (to include hospitalizations and ICU admissions) at the time. However, the TEA options of both the 4 week delayed start until Oct. 5th and the hybrid model for just 9th-12th graders was voted on by the board without FBISD community awareness I feel. As a parent of a student with whom this affects, I would have liked to have been informed that this was going to be voted on ahead of time. Transparency within FBISD administration is important to me. Thank you.
I would love to see FB not run like a business, and more like a family. It used to be that way, now the school seems to not fit in our close knit community. They mix like oil and water.
We need someone who is NOT from Flour Bluff. FBISD needs someone with a different perspective and fresh innovative ideas to make it better. Enough of the good ole boy network!
Young and not a grey old man/woman with set values. Listens to the students
I think someone needs to be selected that is outside the Corpus Christi/South Texas area. It's time to bring someone from a bigger city that can provide a different style of leadership that the school district is missing. The new Super needs to listen to all the employees, not just the teachers and administrators. Please find someone that can hold administration accountable to make the campuses more effective in all areas not just sports.

Superintendent Search Survey - Additional Input

Dr.Linda Barganski is who needs to be Superintendent:

Reasons Why

She Loves People

She is involved

She Cares about everyone Students and Parents and Her Co- Workers

She's A Leader

She can handle the ups and downs,

Her heart is for Flour Bluff Schools to be the Best...Every Student to her is Worth their Best..

Her relationships with the others is very high..

She is able to get on every level from the top people to the one just started Learning....

She has shown Team Work

She has shown the Ability to bring things together in good and bad...

So I'm Asking for Dr.Linda Barganski to Be not only Acknowledge for her Respect for Herself and Others but she's able to carry and be Responsible for many task at once....I as a parent NOMINATE (DR.LINDA BARGANSKI FOR HEAD SUPERINTENDENT OF Flour Bluff ISD...Thank You

Amy seeds would make a great superintendent

Amy Seeds knowledge for Flour Bluff culture, Success as Four Bluff ECC principal, mixed with her well spoken caring disposition and genuine love for FB students makes her perfect for this position.

Would like to see someone that isn't going to start cutting funding as soon as the come in. Also, the district has a tendency to over fund sports while choir and the other arts are pushed off to the side. Would like to see the motto Every student is worth my best actually be carried out.

We need someone who is looking for a place to settle down, who's children will attend Flour Bluff, and not looking for a stepping stone to a higher paying district. We already have outstanding students and teachers. We need someone who really wants to be part of this community.

The superintendent needs to be someone who is visible among the community and involved in all that the school is involved in.

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While many inner city schools have robust dual credit programs, with many kids getting degrees while still in high school, Flour Bluff High School has created an arbitrary set of rules to effectively limit dual credit opportunity to the extent that a teen would have to transfer to an inner city school to get the better opportunity (more classes in 4 years). I would like to see a superintendent be interested in catching up to the rural and inner city schools in terms of aggressive, early placement in both dual credit and career classes. In Flour Bluff, some of the kids fall through the cracks before 11th grade and become the newest thieves and drug addicts in the Bluff. If the district could channel more kids into dual credit and vocation programs, enrolling as many as possible at the end of 8th grade, the school would be keeping up with the most modern trend and save a lot of these kids from themselves. While some districts have in-house dual credit RN programs, Flour Bluff requires senior year physics before a student can even take the main science pre-requisite course at a college. If the inner city and rural areas can do it, I know Flour Bluff can. The new superintendent should be familiar

We need someone with a strong education and leadership background with a calm, methodical thought process to lead us in these unprecedented times. Traditional and æthis is the way it's always been done will not work now. We need a positive attitude and think outside the box kind of

Superintendent Search Survey - Additional Input

A conservative, Christian leader would be greatly appreciated. Kids today are being led astray by a liberal agenda and need to know that strong, conservative leaders are in charge of their well-being. Additionally, Flour Bluff would benefit from a leader who is a true patriot and is the first to stand