



flaglerschools
Engage. Educate. Empower.

Superintendent Search Survey Results

November 25, 2019

Superintendent Search Survey Results

The Superintendent Search Survey asked respondents the following:

1. Which of the options below best describes you? (Please select all that apply)
2. Select your Zip Code
3. Please select the top three leadership qualities you believe are most important for a superintendent to have.
4. Please select the top three instructional leadership qualities you believe are most important for a superintendent to possess.
5. Please select the top three business and finance characteristics you believe are most important for a superintendent to have experienced.
6. Please select the top three relationship traits you believe are most important for a superintendent to value.
7. Describe two or three strengths Flagler Schools exhibits.
8. Describe two or three challenges Flagler Schools is facing.

Question 1: Which of the options below best describes you? (Please select all that apply)

There were 84 unique respondents in this survey; however, respondents were asked in question 1 to select all options provided that describe them. In summarizing the data for questions 3 - 6, any respondent who selected multiple options to describe themselves are included in each of the categories that they selected.

Respondent Association	
Audience	n
Community (C)	15
Employee (E)	30
Business (B)	3
Parent (P)	45
Student (S)	11
TOTAL	104

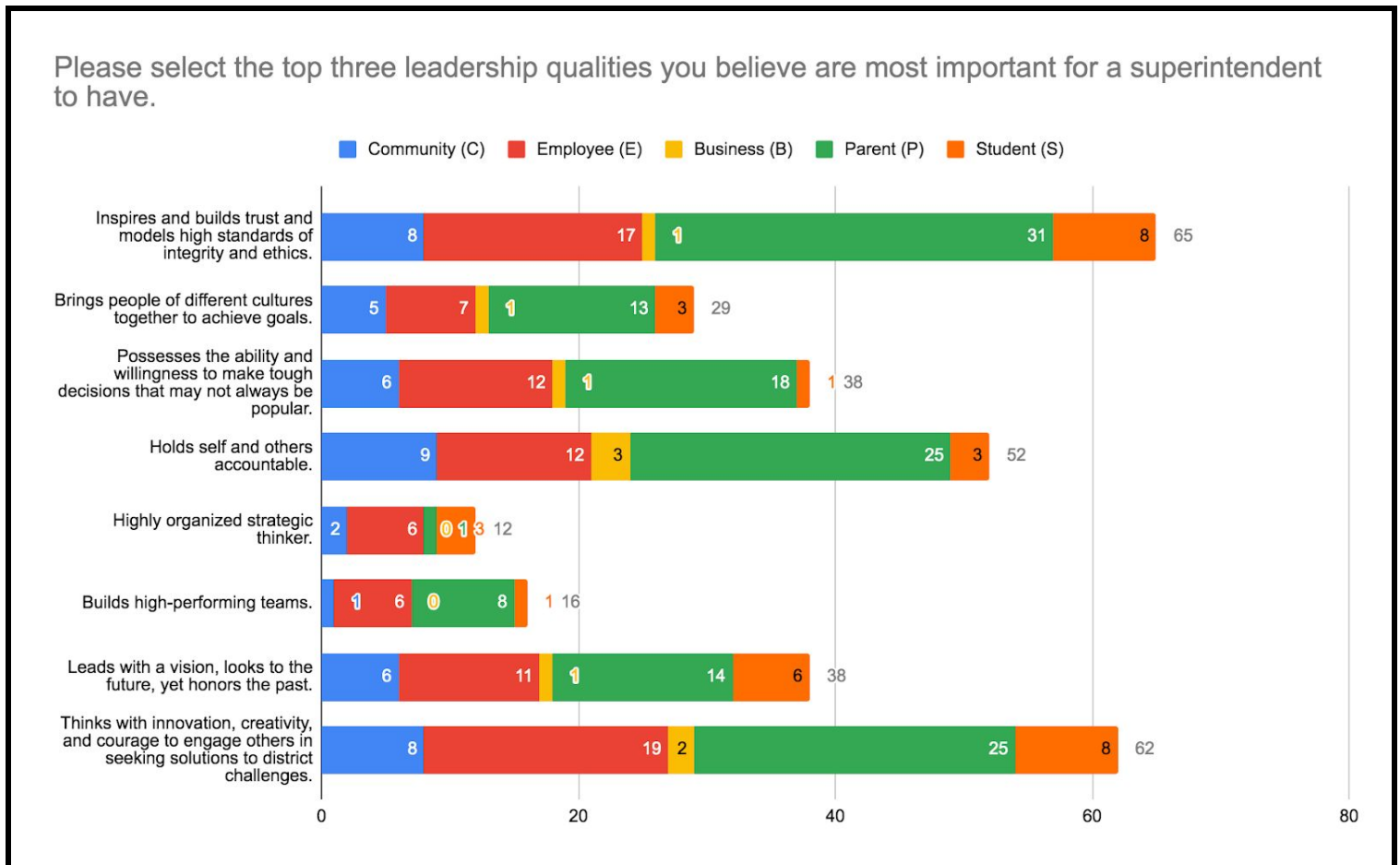
Respondents With Multiple Associations	
Audience	n
Community (C)	6
Employee (E)	19
Employee/Community (EC)	3
Parent (P)	33
Parent/Community (PC)	1
Parent/Community/Business Owner (PCB)	3
Parent/Employee (PE)	6
Parent/Employee/Community (PEC)	2
Student (S)	11
TOTAL	84

Question 2: Zip Codes for Respondents

Zip Code	Total
32110	5
32136	5
32137	30
32164	41
32174	2
32190	1
TOTAL	84

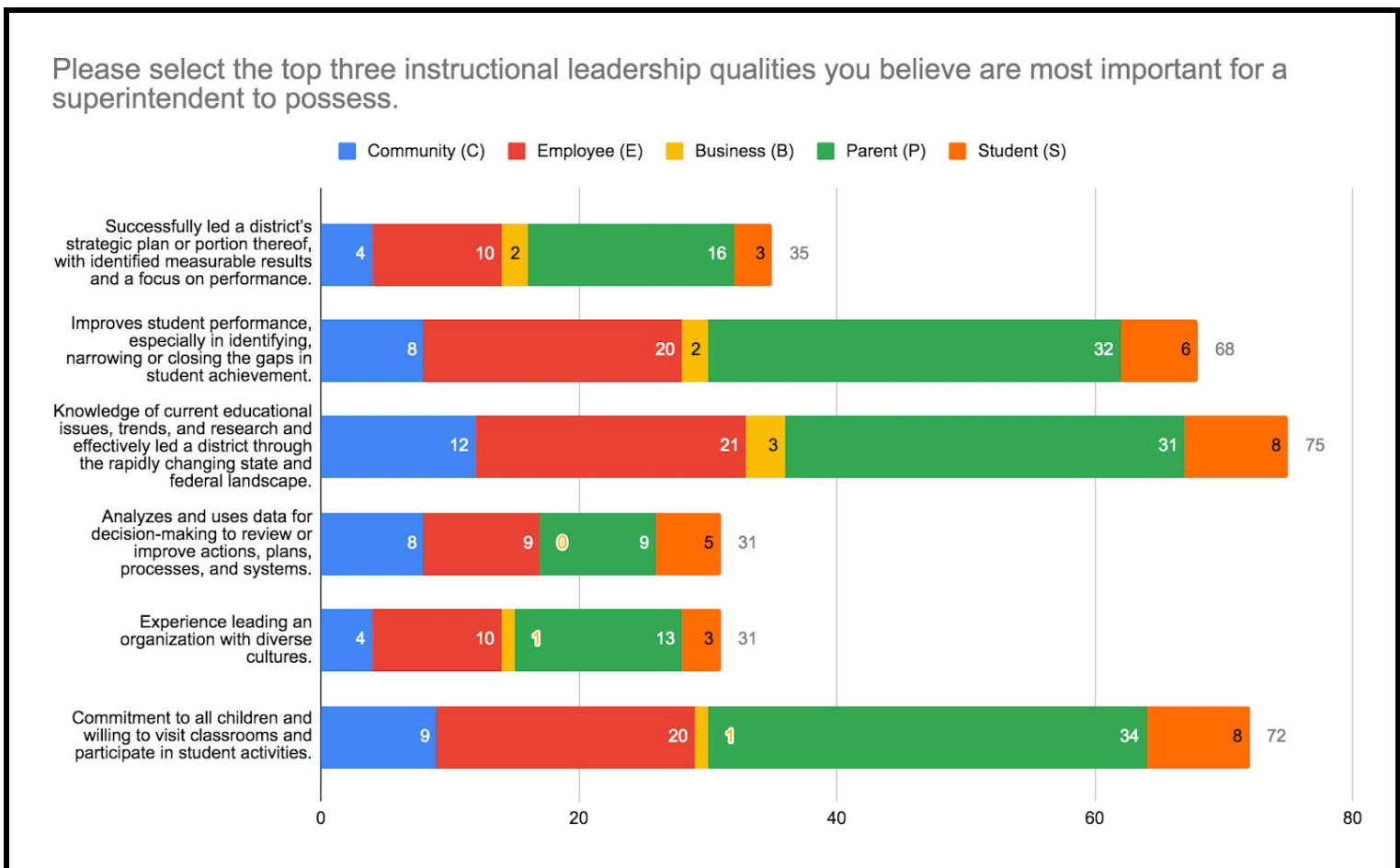
Question 3: Please select the top three leadership qualities you believe are most important for a superintendent to have.

Which of the options below best describes you?		Please select the top three leadership qualities you believe are most important for a superintendent to have.							
Audience	n	Inspires and builds trust and models high standards of integrity and ethics.	Brings people of different cultures together to achieve goals.	Possesses the ability and willingness to make tough decisions that may not always be popular.	Holds self and others accountable.	Highly organized strategic thinker.	Builds high-performing teams.	Leads with a vision, looks to the future, yet honors the past.	Thinks with innovation, creativity, and courage to engage others in seeking solutions to district challenges.
Community (C)	15	8	5	6	9	2	1	6	8
Employee (E)	30	17	7	12	12	6	6	11	19
Business (B)	3	1	1	1	3	0	0	1	2
Parent (P)	45	31	13	18	25	1	8	14	25
Student (S)	11	8	3	1	3	3	1	6	8
TOTAL	104	65	29	38	52	12	16	38	62



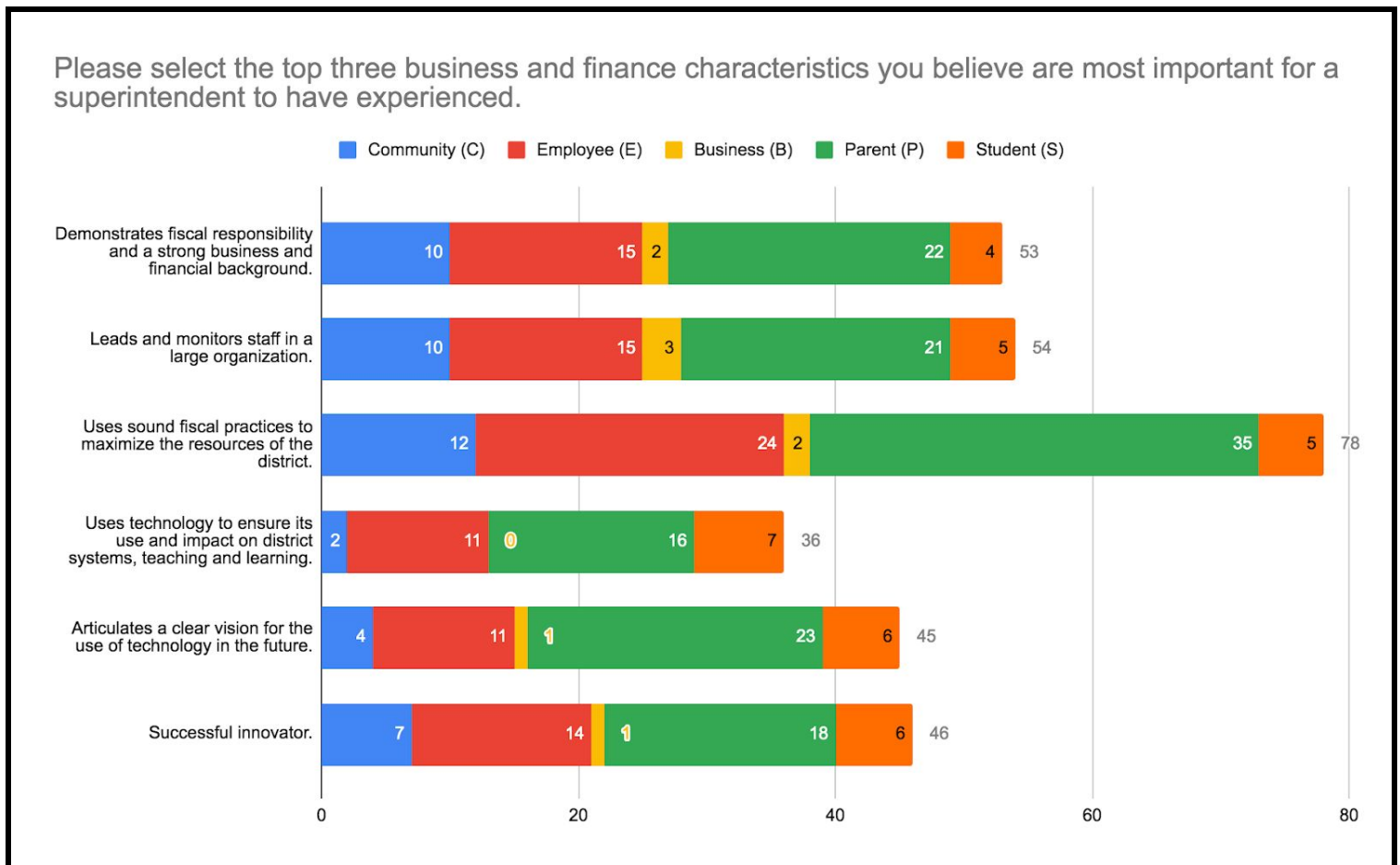
Question 4: Please select the top three instructional leadership qualities you believe are most important for a superintendent to possess.

Which of the options below best describes you?		Please select the top three instructional leadership qualities you believe are most important for a superintendent to possess.					
Audience	n	Successfully led a district's strategic plan or portion thereof, with identified measurable results and a focus on performance.	Improves student performance, especially in identifying, narrowing or closing the gaps in student achievement.	Knowledge of current educational issues, trends, and research and effectively led a district through the rapidly changing state and federal landscape.	Analyzes and uses data for decision-making to review or improve actions, plans, processes, and systems.	Experience leading an organization with diverse cultures.	Commitment to all children and willing to visit classrooms and participate in student activities.
Community (C)	15	4	8	12	8	4	9
Employee (E)	30	10	20	21	9	10	20
Business (B)	3	2	2	3	0	1	1
Parent (P)	45	16	32	31	9	13	34
Student (S)	11	3	6	8	5	3	8
TOTAL	104	35	68	75	31	31	72



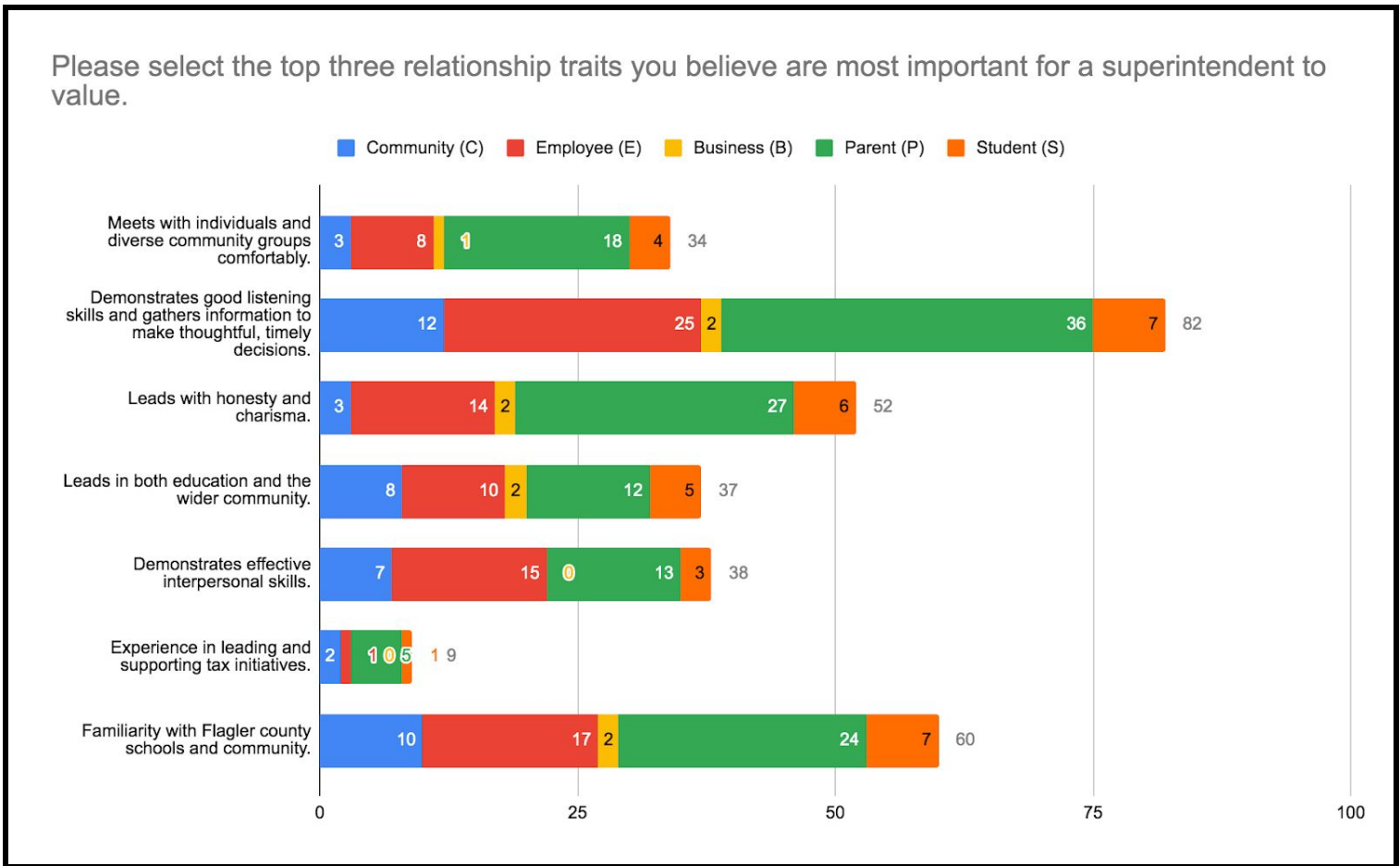
Question 5: Please select the top three business and finance characteristics you believe are most important for a superintendent to have experienced.

Which of the options below best describes you?		Please select the top three business and finance characteristics you believe are most important for a superintendent to have experienced.					
Audience	n	Demonstrates fiscal responsibility and a strong business and financial background.	Leads and monitors staff in a large organization.	Uses sound fiscal practices to maximize the resources of the district.	Uses technology to ensure its use and impact on district systems, teaching and learning.	Articulates a clear vision for the use of technology in the future.	Successful innovator.
Community (C)	15	10	10	12	2	4	7
Employee (E)	30	15	15	24	11	11	14
Business (B)	3	2	3	2	0	1	1
Parent (P)	45	22	21	35	16	23	18
Student (S)	11	4	5	5	7	6	6
TOTAL	104	53	54	78	36	45	46



Question 6: Please select the top three relationship traits you believe are most important for a superintendent to value.

Which of the options below best describes you?		Please select the top three relationship traits you believe are most important for a superintendent to value.						
Audience	n	Meets with individuals and diverse community groups comfortably.	Demonstrates good listening skills and gathers information to make thoughtful, timely decisions.	Leads with honesty and charisma.	Leads in both education and the wider community.	Demonstrates effective interpersonal skills.	Experience in leading and supporting tax initiatives.	Familiarity with Flagler county schools and community.
Community (C)	15	3	12	3	8	7	2	10
Employee (E)	30	8	25	14	10	15	1	17
Business (B)	3	1	2	2	2	0	0	2
Parent (P)	45	18	36	27	12	13	5	24
Student (S)	11	4	7	6	5	3	1	7
TOTAL	104	34	82	52	37	38	9	60



Question 7: Describe two or three strengths Flagler Schools exhibits?

Describe two or three strengths Flagler Schools exhibits?

(The answers given below have not been edited in any way)

*Close working relationship with FCSO through the SRO program.

*Diverse educational programs

*Flagler schools seems to have a number of talented educators who are truly there for their student and take the initiative to provide the best education possible to prepare our children for their future.

*Flagler schools is open to the diversity of their students and welcomes everyone as an equal-no one is singled out or left out.

*Offering students the ability to excel and achieve college degrees during their HS years.

*Uniforms!Especially elementary school, makes my life as a parent so much easier!

*Technology driven, these kids are learning so many valuable skills for their future.

1) Investment in technology - needs to continue, don't get stagnate, don't go backwards - when these kids get into the real world it is all about technology.

2) Teachers who truly care about students.

3) The Arts in our schools are strong leading to more well rounded students.Same as investment in technology - needs to continue, don't get stagnate, don't go backwards.

A desire to help children excel, nurturing environments, wonderful teachers and support staff

Academy programs, dedicated teachers,

Accepting of all children. Good efforts in hiring good and qualified teachers. Great place to work.

Being able to communicate with the students, staff and parents.

Being heard

Being understood

Bond between teachers/staff and families

Constantly pushing towards excellence

Career Academies that are up and running

STEM

Caring and dedicated school staff coupled with A smaller number of schools make Flagler parents feel their students are getting a more personalized education than in neighboring districts.

Knowledgeable educators in our schools are untapped resources for improving student outcomes. The new superintendent should consider encouraging each school to look within when brainstorming solutions to challenges. Showing teachers their expertise and input are valued will result in solutions unique to the needs of each schoolwhile increasing morale.

Core values

Creativity. Many of our schools have been involved in projects to improve the community and the area we live in.

Dedicated employees which reflect on our students and there ability to learn
Diverse, it is also very open and a lot of project based learning
First time Flagler school parent, not enough time in district to have answer
Flagship programs that link elementary, middle and high schools.Technology use is one to one.
flagships, our problem solving program, teacher retention
Focused on standards and curriculum Prepares students well
Growing community advocacy with respect to exceptional student education facilitated and embraced by current district administration. Measurable improvements in ESE academic results and teaching strategies, in part due to forward thinking pilot programs as OKES, RES and BTMS.
Hard working teachers and lots of great technology
Hard working teachers that really care for their students.
iFlagler (SO thankful for this!) and a great dual enrollment program.
Improved social media and web site presence More technology has been available in the classrooms and schools Community support is strong
Improving Graduation rate. Focus on the ESE community.
Is welcoming to parental support and input for initiatives, Using technology for district wide information distributed via email, voicemail skyward
Manageable size county. Great Technology
Middle schoolers are allowed to achieve high honors in high school curriculum offered to them at this age and grade.
none honestly a crap hole for students
Our school facilities are above average.
We have relationships with the business community.
People are nice, timely responses to parents.
Quality of education for all children.
Small size drives familiarity and fosters relationships Involved parents and community Technology integration.

Some of the teachers can seem really nice
Some strengths of Flagler Schools is there learning ways is amazing and the electives they have to choose from.
Strong emphasis on sports and the Arts.
Strong student interactions, community resources, and keeps parents informed
Teachers and staff
Technological advancement
Technology
technology community
Technology and innovation
Technology resources are plentiful. The flagship programs are innovative.
Technology, opportunities for students - academically, support of students.
Technology, willingness to try,
The curriculum offered and the options there are is amazing.
The increase in the graduation rate Flagship programs
There are a lot of teachers that really care for kids and go above and beyond for them. Technology
They exhibit more than three. In all fairness I would hate to boggle you down with my wish washy version of your survey. How the hell words these?
We have excellent teachers , and Paraprofessionals.
Willingness to grow and change; appreciation for student/faculty/etc. achievement

Question 8: Describe two or three challenges Flagler Schools is facing?

Describe two or three challenges Flagler Schools is facing?

(The answers given below have not been edited in any way)

- The disproportional treatment of minority students, especially when it comes to challenging them to the next level.
- Equalling the field in the classroom so all teachers have a chance with obtaining a decent VAM score.
- Establishing a climate and culture that would improve relations among students, faculty, administration, and parents; which would improve society tensions outside of the school environment.

*Cost of security
*Staff Pay & Benefits
*Increased population & staff to student ratios

*Disciplinary plagued students shuffled from one school to another.
*Traffic. Car rider lines, lack of proper buses, poor drop off and pick up procedures.
*Class sizes!!
*Safety.
*Transparency. Things are covered up much too frequently.

*The Middle Schools and High Schools in Flagler County seem to be facing some challenges in getting some-not many-but some of their students to continue on the right path which will lead them into a life filled with great education and the foundation for success.
*There seem to be some issues with providing the proper and necessary help some students need to stay on the right path and not fall into situations which cause them to fail as scholars and thus lose prospective on what they want for their futures. Flagler needs to find a way to identify the students who are most at risk of veering off in the wrong direction (and TRY to find them early) and finding ways to guide them back onto the right path so they may continue to succeed in school and beyond the walls of their schools.

1) Nepotism in the schools and district as a whole.
2) Staff that do not follow the policy - bullying investigations, dress code - causing injury to students (mental and physical).
3) Complete lack of buy-in by parents who look at schools as babysitters and don't want to take part in their kids lives at school - or otherwise.

A majority of the board (the females) welcome and fuel distraction from things that impact education and a healthy student body and incite division.

Stratification in student performance and outcome based on race, ethnicity and socioeconomic factors.

Lack of accountability when a problem teacher, employee or student is well connected to someone with authority in the district. (Abusive teacher and employee at BTMS - nothing was done, male student sexually harassing students and teacher is fired for reporting to FCSO when school administrators did nothing to stop the abuse).

Aging bus fleet

Facility maintenance
All the school events are incredibly disorganized and do not use funds well, in addition, they use a DJ for the events that plays adult club music, completely inappropriate
The school staff make it EXTREMELY difficult for parents to solve any problems between students, to the point where it feels like they are deliberately trying to avoid parents
The technology of ipads is unnecessary. It has been shown that those actually hurt growing brains. Plus, many teachers just use it as a babysitter.
The school's equipment for sound and P.E. are pathetically in need of updating
Better pay for support staff.
Budget, graduation rate, and indicating to parents about issues in our schools so we educate our children
Bullying
Communication and treating the schools like a business instead of a school.
County-wide assessments are often disconnected from the curriculum, or, in certain cases, the curriculum focuses too much on preparing for the test and not the actual lessons that are worth learning. Technology — not sure about the HUGE access to private information that's accessible from student and teacher computers. The entire district seems over-reliant on high-tech devices to aid curricula, with effects of deteriorating empathy and interpersonal skills. iPads and computers are not always used appropriately, and the whole blocking system with "securly" needs to receive and respond to feedbacks more readily.
Discipline of students, not enough variety at the schools, not equal flagship opportunities for students.
Division. Us vs them. I feel that there are dividing lines within the district. Old Kings is the privileged elementary school whereas Bunnell is the poor kids' school. Union vs non-union. I'd like to see this disappear. We are all working toward our goals together.
Dress code, dress code, and dress code. We shouldn't have a "uniformed" dress code in our schools.
ESE Education, Training for teachers regarding students with disabilities.
ESE inclusion isn't working for all students. There needs to be more support for teachers and students. Violent behavior is hindering the learning in many classrooms and not much is being done.
Failing students are being passed year after year with F's on report cards in the elementary schools. It has become common for students in 6th grade to be reading on a K-2 grade level with math skills at the same level. Some are NONE readers!

<p>FC does not service the ESE students well.</p> <p>The district needs to rezone.</p> <p>Attendance policies need to be enforced.</p>
<p>Flagler County Schools is struggling with their ESE population. The general education teachers are not trained in how to follow IEP's, their supports and accommodations. Many of the ESE issues can be solved if the Gen. Ed. teachers would follow the IEP.</p>
<p>Flagler is very deficient in terms of diversity, and what I mean is,there are many people who live here including Arabs, Muslims, Islanders, Russians, Jews, etc...but the makeup of the school administration does not reflect that at all.</p> <p>Also, there are some administrators in different schools who should never be in the education business, and much less deal with or be in charge of ESE students.</p>
<p>Flagler needs to move away from always doing what we have always done.We do not work as a cohesive organization.We work as 4 separate pillars each moving in their own directions and not willing to collaborate.Too many people wanting to be "in charge" sending mixed messages to staff.</p>
<p>Flagler Schools expects for middle schoolers that take a car to get to school to be on time yet they have a very complexed drop off that causes more comotion and by the time you get out of your car it will be pass 7:25 and if the children get out from the car and go to the side walk they have a problem with that happening, yes I know its a risk of safety but still at least give them extended time or change the school hours. Another thing Flagler struggles with is there is a lot of bullying, students with depression, etc. School is just where some students mental health is at its lowest, but all of this is going on and they are quick to dress code the students over small breakage of dress code.</p>
<p>Follow through,low pay, communication</p>
<p>From a student perspective we need to have better communication with the schools and the kids in it. As one example dress code should be a discussion not shoved off under the rug. Another challenge would be discipline inside the schools. In FPCHS we have a dean denying a victim and basically telling the sexual harassment victim to just ignore it. She still currently works there, the big question is why does she still work there and how has it been handled.</p>
<p>homelessness/hungry kids dresscodes collegebound kids</p>
<p>I feel like maybe there should be a lot more hands on, and maybe more field trips so we can interact with what we are learning</p>
<p>I think going through this process after having done it 3 years ago is financially irresponsible.We had a great candidate in Vernon Orndorff which we let get away.</p> <p>Vernon is qualified and the best person for this job.I have never meet anyone with such effective listening skills.Let's bring him back and have him serve us for more than 3 years!</p> <p>Hiring people from Volusia county instead of our own is wrong also.Low moral.</p>

Increasing rates of teens in crisis, lack of opportunity (boredom, nothing for teens to do creates a loss of motivation in many kids)
Insufficient programs to meet needs of young people facing challenges.
Transportation still an issue for many children.
Issues at BTMS, growth of student population, more inclusiveness of different diversity groups while not sacrificing opportunities for others.
Its a crap show... they block everything and are way too strict in some cases
Keeping our schools safe Low salaries for support staff Budget
Keeping school specific information available and accessible easily. How will flagler schools operate with the encroachment into education in general?
Lack of after school activities. Inexperienced teachers and big turnover with teachers/staff. Racism.
Lack of communication between administration and parents, a bullying epidemic and administrators at multiple levels who turn a blind eye and/or require confrontation before they'll act,
Lack of resources for children with special needs. Lack of options for special needs children to calm down, each lunch in quiet. Lack of options and qualified teachers to deal with learning disabilities.
Lacking in resources for teachers. ESE practices need to be more innovative.
Low teacher/employee morale due to nepotism in executive positions. Too many last minute communication changes to schools. No response (by emails or phone calls) from student and community engagement department regarding attendance, registration, FIT program Technology Department is also very slow to the needs of teachers and staff for repairs, upgrades, and training. School based/Administrative decisions are terminated. Every school has different/unique ideas and plans for students and parents based on socio-economic status
Meeting state requirements on Bullying and Safety. Financial mandates
Meeting the needs of ALL students Developing talent from within
Micromanaging of teachers from higher ups and uneven expectations of teachers and students at various schools
More community involvement Parents not trusting the system

Nepotism and ineptness. No need to go on. Those suck.
Overuse of technology, internet security, afterschool centers for middle school age children
Poor communication by district administration with ESE community leaders and stakeholders about material changes in policy, programs or staffing that ends up causing conflict and mistrust.
District administration not being fully aware of (or actively protecting/ignoring) major operational and leadership problems at the school level, where sexual harassment, misappropriation of funds, abuse of students with disabilities, hostile workplace, employee retaliation and defamation and more are able to thrive.
The improvement of ESE is moving in a good direction, but admin leaders and staff are often doing the job of 2 or 3 people, slowing results.
Poverty Large class sizes Students mental health
Rally parents of students not interested in the college track (especially SWD and at-risk learners) to insist the state consider a non college- prep diploma option with an emphasis on OJT for HVAC, welding, etc. Algebra and geometry shouldn't be required for graduation unless a student is headed to college. Our schools need to show they value these skills, especially since business owners within our own community are struggling to find skilled workers.
Paperwork overload on the part of teachers should be addressed. Streamlining paperwork requirements should be a priority. Use tech to work smarter not harder.
Consider monetary incentives or simply an increased planning time(extra planning period) for teachers working with the most challenging students. Their paperwork requirements and documentation responsibilities more than double, and the emotional toll is also greater.
Stop with the "old boys" way of thinking. Hire based on talent and ability rather than, its who you know. Bullying needs to be handled properly More staff needed in the district office. Everyone wears too many hats.
Student in news issues: drugs and violence in school. Bus issues. New parents to districts not given early orientation to school.
Students living in poverty Over testing Lack of discipline
Teachers who are not trained in anti bias/anti racist education, teachers who are not trained to be inclusive of lgbtq students, lack of real discussions on equity

<p>The high schools fail to target advanced learners in charter schools. There is no communication as to the programs and/or paths available including IB, AICE, Dual enrollment, or AP. High school websites do not include information such as open houses, benefits and highlights of these programs. If it is there it is a link to an outside website or outdated information. The high schools need to include more programs and courses for advanced learners such as Science Olympiad, diverse World Languages (i.e. Latin), AP Computer Science, internships outside of Flagler county.</p> <p>How do parents access this information?</p>
<p>There is low quality food, they don't pay teachers as much, and some teachers don't teach they sit down and don't help children especially in elementary schools.</p>
<p>Too top heavy. There are too many administrators and staff at the district level. There also is a lot of favoritism with the district executive team in selecting principals, directors, and other key district staff. New superintendent needs to address this issue.</p>
<p>Trust and respect of employees Too top heavy, need less cooks in the kitchen Discipline, too much thrown under the rug. We need real transparency.</p>
<p>Very bare curriculum maps, toxic testing culture, not celebrating the wins of title I schools that are improving (finger pointing)</p>
<p>We need more funding/support for ESE students. We need more paras! Students with emotional issues need intense interventions before they can be successful in the classroom.</p>