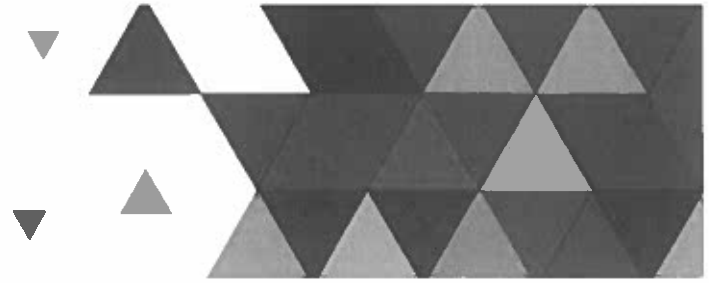




Executive Search Services



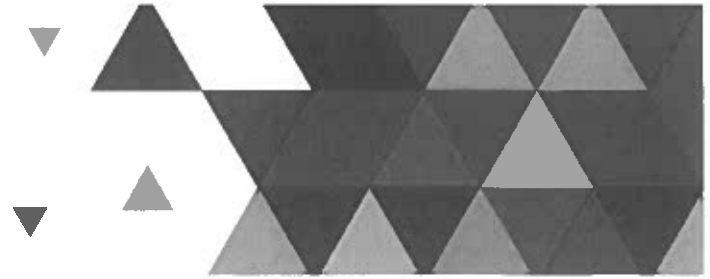
El Paso ISD ◀

Texas Association of School Boards, Inc.

EXECUTIVE SEARCH SERVICES

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Austin, TX 78767-0400

512.467.0222 or 800.580.8272 (TASB)
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**El Paso Independent School District
August 19, 2021**

INTRODUCTION

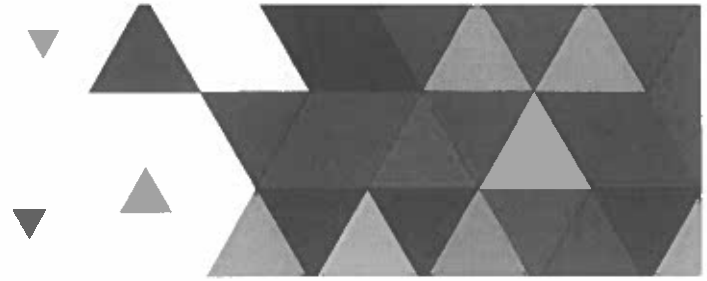
This document presents the findings of the *Community Profile Assessment* conducted by the Executive Search Services team from Texas Association of School Boards (TASB), for the board of trustees of the El Paso Independent School District (ISD). The consultants met with staff, faculty, and students to collect this data. Also, the *Community Profile Questionnaire* was made available through the district, on the internet for the community. 1021 responses were received from the internet and approximately 300 staff and faculty participated in the virtual Zoom group profile sessions.

The first objective of the Community Profile sessions was to make sure that everyone in the community had the online survey to respond to and faculty/staff had the opportunity to visit with consultants via Zoom. This objective was accomplished through announcements.

In developing this assessment, the consultants sought general comments on preferred candidate traits and qualifications, district strengths, issues, and concerns that could bear on future leadership requirements and influence the selection criteria for the next superintendent of schools.

Under each group, the comments heard are provided with some regularities listed randomly in no particular order. It should be emphasized that the data is not a scientific sampling, nor should it necessarily be viewed as representing the majority opinion of a group. Items are included if, in the consultant's judgment, they were repeated by enough respondents to warrant the board's attention.

We wish to express our appreciation to the board and district administration for organizing the arrangements for the above mentioned.



Elementary Teachers

Dates: May 17, 21, and 24

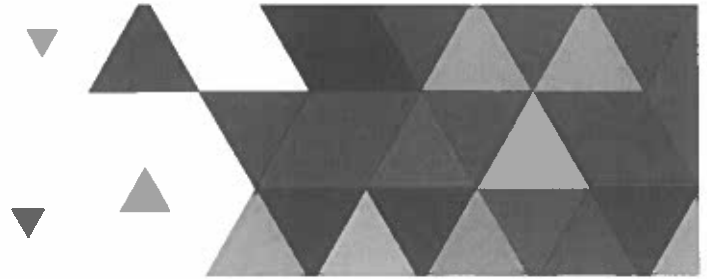
4 sessions each day

4:30PM-5:30PM MST

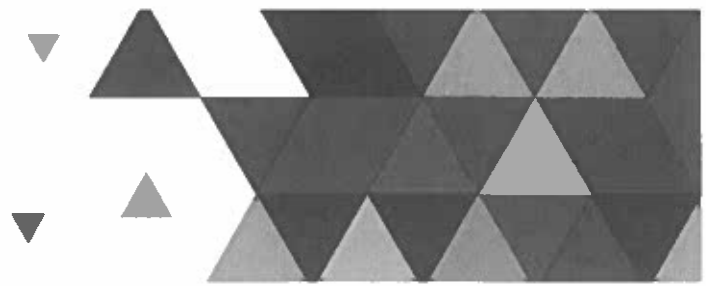
Consultants: Butch Felkner, Marian Strauss, Craig Stockstill, Joe Dan Lee, Rick Howard, Mike Rains, Rolando Pena, and Cristina McKee

Strengths:

- Plan for the pandemic well done, provided needed resources for the plan to work
- Teachers were trained and given the technology needed
- Given the tools I need to teach my kids
- New buildings
- Dual Language Program
- The opportunity to have a voice in the selection of the new superintendent
- Active and effective central office leadership
- Willing to be helpful
- Amazing students who want to learn
- Successful return of students to campus, united effort
- Caring teachers who are engaged and go above and beyond
- Great teachers/campuses
- Military students with diverse experiences
- Resources for academics and intervention
- High School magnet programs
- El Paso itself:
 - Beautiful city
 - Great place to live
 - Safe
 - Great kids
 - Very community-based and family oriented
- The school:
 - Teachers
 - are honest and try to do their best
 - are very dedicated
 - want to produce world-class schools
 - Strong teacher's union
 - Lots of extra-curricula opportunities for the kids
 - New tech program
 - New CTE program (College - Career Technology Education)



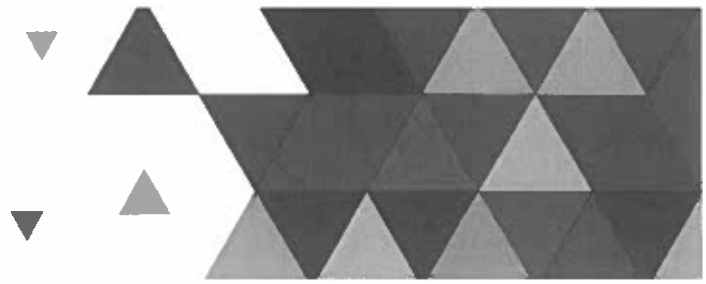
- Medical Magnet School
 - Pharmacy technician
 - License Vocational Nurse
 - Certified Medical Assistant
- Support of fiscal resources (money)
- Transparency in communication to employees, parents, and community
- Human capital (staff)
- Leadership at campuses: Amazing!!
- Collaboration between Principals
- Personnel: all areas from support services, teachers, admin, etc.
- Community Involvement
- Parents involved in students' education
- Diverse population
- Very dedicated to the dual language program and PD
- The respect for teachers and staff
- Teacher retainage is great
- Treats teachers well enough that they stay around
- Great PE program—daily classes, before school, after school, some weekend activities
- Fine Arts program at elementary level but could be expanded
- Strong counseling/advising department
- Good about training and PD
- Open enrollment—city wide
- Technology for students and staff
- Dual language district
- Goals for integration of technology, really strive to help their teachers to be aware of programs.
- Open enrollment
- Strong dedicated teachers
- Strong elementary staff with great teachers and administrators.
- Resources for teachers
- Technology dept strong and capable
- Demographics makes the district very diverse
- Lot of good teachers and work well together
- Strong community support. They will not allow a campus to fail
- Student diversity is very specific to El Paso ISD and must continue the diversity on student makeup
- The Dual Language approach to instruction must continue
- The Dual Credit enrollment with UT Austin must continue
- Faculty is very united at all grade levels



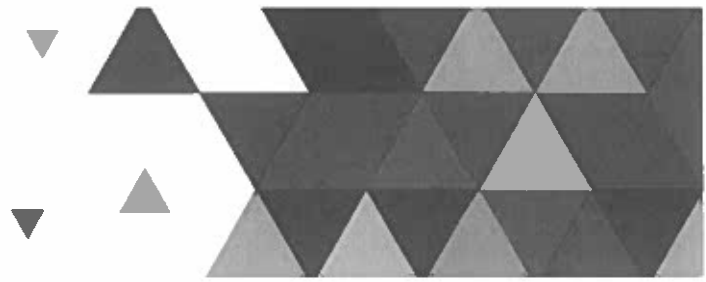
- Custodians to Superintendent all believe in doing the right thing
- The unique culture of support is only typical to El Paso Community
- Great leaders in the classroom, humble, willingness, and openness. This campus very blessed and remain open to continuous learning
- Amazing how the district came together (Everyone) and did what they had to do so that the students can continue learning.

Issues / Concerns:

- Need for resources, put where they are needed
- Not on the same page
- Changes with no input from teachers, E-to-L and Owl Camera
- Selecting programs without teacher input to replace successful ones
- Textbook adoption process should be better and transparent
- Top heavy administration
- Low teacher pay
- Cost of outsourcing programs rather than developing programs with district resources
- Dual Language Program inconsistent through grade levels
- Poor use of data to make major curriculum decisions
- District's negative reputation due to issues with former superintendents'
- Military students with diverse experiences
- To be competitive we must expend programs as well as facilities
- Administration:
 - We are top heavy in the central office
 - Smaller central office would free up funds for smaller class sizes in intensive programs like the dual language program
 - Teachers are seldom consulted on new programs
 - New programs are inserted into the curriculum with no attempt to get teacher opinions or buy-in
 - Past Superintendents have made bad choices
 - Dishonest
 - Chief Academic officer and Chief Financial officers are suspending pending the results of an audit. Have been accused of theft, fraud, conflict of interest
 - Above two officers brought in Engage at a cost of millions of \$\$
 - Never asked for teachers' opinion
 - Never tried to get teacher buy-in
 - Provided no teacher training
 - Program turned out to be a total waste of money
- There is no coordination of effort
- There are too many program changes, and they occur too often



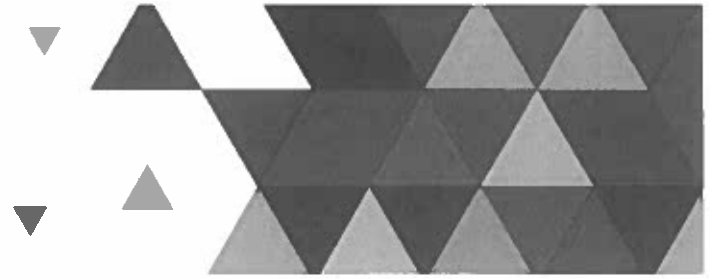
- When we add a new program, it needs to be research based with teacher buy in and training
- There is a lack of financial support for the Spanish portion of the dual language program. Funds for training materials are not as available as they are for the English portion
- Teachers are required to take the Ethics and Fraud test, but Administrators are not. This needs to change
- Our teaching staff has lots of potential, but we are weighted down with paperwork and additional assignments
- Lost lots of students to Charter schools who reopened in-person classroom instruction while EPISD did not
- Use of bond money needs to be more visible. Community is criticizing.
- Need more personnel; especially support staff
- Instructional support
- Pay and benefits: not competitive with surrounding ISDs
- Declining enrollment
- Differing needs on campuses: one size does not fit all.
- A cohesive calendar for all campuses
- Regular ed teacher training for special populations
- Emergency response plan
- Lot of programs available to staff with (one and done) training or the programs don't work online
- Wi-Fi infrastructure needs improvement
- Reorganization of the special ed program left autistic children of different levels in one classroom, one teacher
- Sped department is lacking and needs attention
- Distrust in the community and the staff from the last 2 superintendents
- Employee morale
- Concern about maintaining the hybrid instructional model with existing staff
- New textbook adoption process left teachers feeling their opinions weren't valued
- Enrollment declining in certain areas
- Older facilities and unfinished projects
- Playground equipment being used by neighborhoods has depreciated equipment and need some cooperation with city
- Teacher transfers not always involve principals in decisions
- Board proposal to increase student teacher ratio at K-4 to 28 to 1
- Lack of support from district leadership
- Follow through with some of the programs. Very ambitious, but they need to provide the resources



- Population can be transient at time because they have big enrollment.
- Fall behind in employee teacher pay competitive
- Lack of support. Never get the buy in
- Poverty can be challenging. Neighborhood situations.
- Community – low income where parents have two to three jobs. They get left out at times. How do we give them a voice?
- Lack of resources for special education
- Lack of resources for PE
- Stronger accountability for attendance post-COVID
- Nepotism runs rapid at superintendent level
- Purchasing problems and processes need to be reviewed at the district level
- The Covid pandemic hit certain schools more than others and no equitable attention given
- Integrity problems at the highest levels in El Paso ISD
- Need a marketing scheme to improve campus problems and image
- Upper grades have better technology than lower grades. Need to keep up with technology. Obstacle with only iPad in lower grades, lots of apps don't work or load
- There isn't alignment on campuses and organization of the district. Gets completely lost. Not structure
- Having too many people being the boss/too many chefs
- Parent perceptions – families are big, and communicating that things are done one way at one school and a different way at a different school. Things need to be aligned the same for all campuses. For example, language, some get Spanish and English communications and some just get English. They want both for all campuses. When things are rolled out differently it confuses and frustrates a lot of people.
- Gap in teaching structures
- Teks resource system, resources that are supposed to be there are not there. They click a link, and nothing is there. Social Studies, science, etc. and repetitiveness. Not coordinating the curriculum so that teachers are not overlapping topics in different subject areas.
- Campus favoritism
- We must inspect what we expect
- There is no consistency and no follow through
- Dual program is not done with fidelity. Good intentions, yes, but not done the way it's supposed to be done
- Support is lacking
- Need follow through.

Professional / Personal:

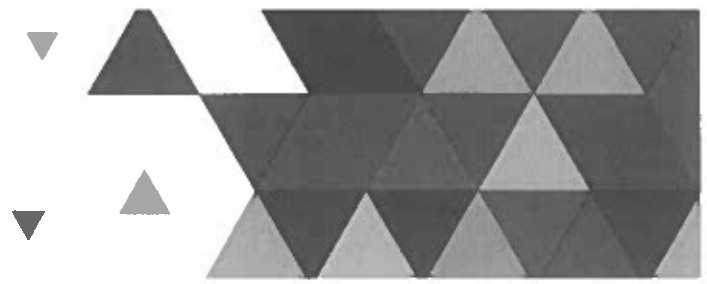
- Experienced with similar populations



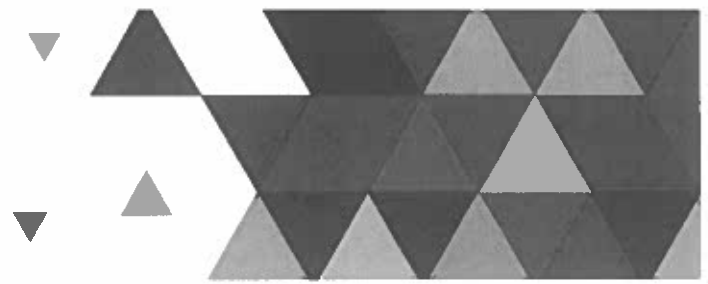
- Understanding the effects of poverty on learning
- Good communication skills with district campuses and the community
- Active participation in the community
- Engaged in every aspect - pre-k through 12
- Open minded
- Truthful
- Willing to listen
- Local (not from out of state)
- Understands the different cultures of the district
- Knowledge of military students' needs
- Highly visible
- Inclusive
- Superintendent certification
- Experienced educator that understands the complexities of teaching
- Trustworthy
- Values Pre-K programs as well as upper grades
- He/she has educational background
- Absolutely must have prior classroom experience. Previous Supts didn't have a clue what today's classroom teacher experiences
 - Hopefully 10+ years
 - Someone who has been in the trenches
 - Educational background, last one was a lawyer
- Open door policy
- Able to work with the Union
- Able to guide and lead with integrity
- Able to re-establish community trust and support
- Honest, honest, honest
- Someone who understands an El Paso type community or someone from El Paso
- Ethical and holds everyone accountable
- Willing to meet with the teachers, preferably on a quarterly basis
- Transparent – no deals behind closed doors
- Able to promote and market the benefits of El Paso ISD versus the Charter School
 - Needs to be aggressive
 - Lost lots of students due to unwillingness to re-start in-person schooling
- Bi-lingual would be a huge benefit but not absolutely critical
- Strong support of our dual-language program
- Someone who is willing to put in the time. We have huge problems that cannot be solved overnight. Someone is going to have to put in long hours to solve them.



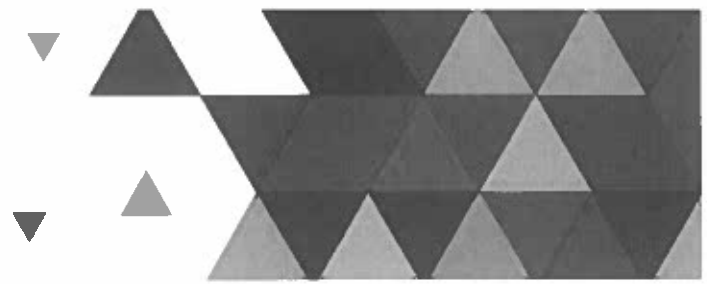
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- Visible – show up at the schools, contests, etc.
- Someone proud to be the Superintendent of EPISD. We are currently looked down upon from the surrounding school districts.
- Generous, not self-serving.
- Someone that will back staff
- Fair
- Integrity: has ethics
- Visible and visits campuses
- Educator experience
- Texas experience
- Understands diversity and equity
- Strong human relations skills
- Visible/accessible
- Strong ethics
- Homegrown
- Family person
- Classroom teacher experience
- Responds to challenges
- Ability to communicate to El Paso community
- Transparency, especially on the finance part
- Extensive background in education
- Accessible and on campus
- Trustworthy and trusting of the professional staff
- Invested in the community--bi-national students, military kids
- As large as the district is, need to be CEO-like in managing the business of the district
- Best interest in the students
- Open lines of communication from all levels, both up and down
- Able to assess existing central administrators and determine best assignment/arrangement
- Visible at the campus, bus lines, cafeterias
- Never met the superintendent in her tenure
- Badge everyone has: "I am EPISD" the supe must be the face of that attitude
- Background in education
- Someone who has been in our shoes. Been there done what they have done
- Experienced the elementary level
- Visibility, be there in the district. They want to meet them, see them
- Invested involved in El Paso, TX.
- They want to make a name for EPISD



- Someone who is vested and familiar with dual language
- Proper representation of behavior when travelling out of town
- Good personal integrity
- Good moral character
- Embraces diversity
- Honesty
- Understanding of what teachers need
- More personable to teachers
- Education background with teaching experience
- Bilingual and knows the community
- Can go out to the community and be available to them
- Someone from El Paso area
- Loyalty to our community and our kids
- Seeks input from, organizations and community
- Include students in collaboration, listen to them
- Transparency
- Accountable for what they say and do
- Actions match their words
- Ambitious
- Vision for the district
- Need someone who is currently in our educational system
- Border community requires a different approach to education and the new superintendent needs to understand our culture
- A huge influence by the military and therefore requiring a unique approach and understanding to their needs
- New superintendent requires strong financial business sense
- Must be open minded and transparent
- Must have strong communication skills and must always communicate with faculty
- Information coming from the top down must be clear and concise
- No political baggage
- Person with integrity and consistency.
- Someone who knows El Paso. Very unique community
- EPISD is like a family. Knit tied together. Whoever does come on board needs to understand the family
- Change is hard for El Paso ISD so someone who knows the community would definitely be a great asset to have. They need to understand the struggles.
- Not afraid to put their foot down, "this is the way it's going to go."
- Let your yes be yes, let your no be no. No wishy-washy decisions
- We want to start stuff and follow through. No cancelling mid-way



- Positive approach to leadership. This needs to trickle down to the principals, then to the teachers. They are competing against other school districts and want their children back.
- Positive leadership can make or break an organization
- Knowledgeable of all the demographics
- We can be demanding without be demeaning
- Wish we could hire someone locally
- Clear vision and mission
- Nothing to hide. Transparency
- Bring back the pride into district, along with positivity
- Someone who is not afraid to put themselves in the parents' shoes.

Student Advisory Council

Dates: May 26

10:00AM-11:00AM MST

1 session

Consultants: Rick Howard and Cristina McKee

Strengths:

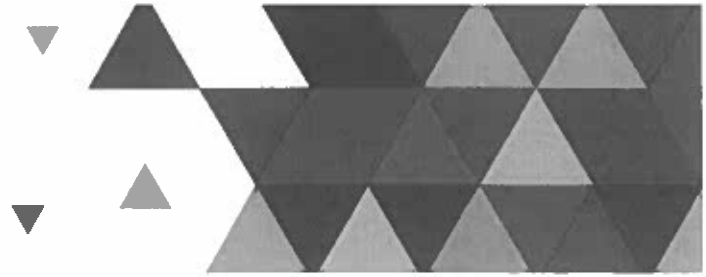
- Engagement with students and allowing students to be part of the superintendent search process
- EPISD is organized and students feel like they are part of something – engaged
- High School systems - Different personalized programs for when a student's wants to go in the direction of a specific career choice. Allows students to explore different careers before leaving high school. Great opportunity
- Open enrollment process to be able to choose where they go to high school
- Not limited
- Opportunities – dual credit, summer school, and making students aware of those opportunities.

Issues / Concerns / Challenges:

- Enrollment
- Communication – need better communication of new programs, highlight EPISD for what it is. They are not being vocal enough
- Attendance issues. Remote learning has been an issue
- Unstable to be in a district where you don't know what's happening in a district most of the time
- Getting lost under the bridge. COMMUNICATION



Executive Search Services



- EPISD needs to bridge the disconnect
- Social Media interaction with students.

Professional / Personal:

- Superintendent who knows and has worked with the district in the past
- Transparency
- Someone who is visible and meets with students and staff on a regular basis
- Ambitious and charismatic
- Someone who takes students and teachers needs into account
- Patience and willing to do their best improve the district
- Make a new legacy, leave things in the past. Motives are in the right place
- Someone who makes an effort to include the students and teacher and has the right motives to improve the district
Learn and grow from what has happened in the past
- Proven to make an impact with the right motives.

Principals

Dates: May 27

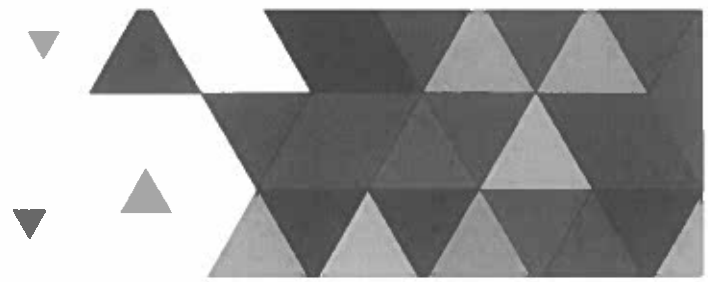
9:00AM-10:00AM MST

3 sessions; two for elementary and one for secondary

Consultants: Butch Felkner, Joe Dan Lee, Craig Stockstill, and Cristina McKee

Strengths:

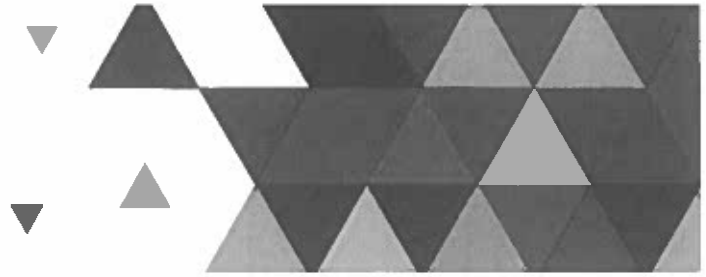
- Support of fiscal resources (money)
- Transparency in communication to employees, parents, and community
- Human capital (staff)
- Leadership at campuses: Amazing!!
- Dual Language program
- Collaboration between Principals
- People in the organization
- Campus leadership is shining stars
- Long standing history of EPISD – families who have been here for many years



- Resilience – very strong people
- Strong academics – students are progressing
- Instructional focus is alive on all campuses
- Great percentage of teachers that are really good, which make our schools strong
- We put the kids first
- Lots of traditions
- Strong programs, especially at the high school levels – innovative
- Social and emotional aspect – went into the community to find kids – caring for family needs
- Educating the whole child – fine arts, etc.
- We take care of our staff – it started from the beginning
- Have a lot of autonomy, the district allows them to do things when they have ideas.
- Instructional framework that is focused on active learning
- Put out the news well, when something good happens it gets publicized and when something is bad, they keep communication open
- Social emotional learning is great.

Issues / Concerns / Challenges:

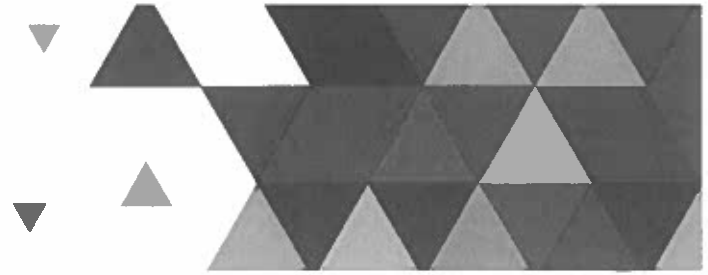
- Need more personnel; especially support staff
- Instructional support
- Pay and benefits: not competitive with surrounding ISDs
- Declining enrollment
- Differing needs on campuses: one size does not fit all.
- Consistency – District lacks consistency from the top
- Trust – top leadership let us down
- Constant change – learn one program and then we change to another – we are exhausting our teachers
- Some programs chosen district-wide are not done with a lot of research
- Principals are not taken into account when programs are instituted
- Lack of accountability for all leaders
- Lack of due diligence
- Departments are communicating more effectively
- Micromanaged to much
- It appears the principals are supporting the departments rather than the other way around
- Outdated hiring system
- Lack of planning – principals are brought into meetings without proper planning
- No masterplan
- Communication
- Relationship with the union – we assume too much on what the union is wanting



- Lack of visibility by superintendent – consider the elementary campuses
- Not valued – felt left out through the pandemic
- Attendance has been a real big issue even with covid even worse
- Live in a strong streamlined instructional format, going one way and then told to go a different way. Communications between departments. Need a more streamlined process
- As they lose staff it's hard for them to implement some of the initiatives such as dual language.
- Challenge to staff programs due to declining enrollment.
- Losing teachers because of cuts and not being able to place them somewhere. Need to stop the cuts.

Professional / Personal:

- Someone that will back staff
- Fair
- Integrity: has ethics
- Visible and visits campuses
- Educator experience
- Texas experience
- Understands diversity and equity
- Strong human relations skills
- Be treated in such a way that all campuses are important
- Leader who is vested in EPISD
- Visibility is very important to us
- Experience at the elementary level
- Integrity
- Empathy of EPISD
- Risk taker – able to change things that need changing
- Evaluate what's working and what's not working
- Able to restructure areas
- Proven record of rolling out successful programs
- Someone who understands what it takes to lead a campus
- Someone who stands for what is right for kids
- Able to build a vision for EPISD
- Accountable and holds staff accountable
- Listener
- Show up at our meetings
- Knowledgeable at the educational setting
- Ethical – definitely need this at the top level
- Follow through



- Humble
- Fair
- Just be professional
- Moral integrity
- Someone who can give us the opportunity to grow more as principals
- Someone approachable, who will listen to principals.
- Visibility, accessibility, and instructional knowledge
- Hands on and not just a person who is working on operations, but also is involved on the level with campus leadership. Understanding instructional programs.
- Educational background
- Instructional leader for all levels
- Honesty and integrity
- See them at graduation
- Open lines of communication, directions, goals
- Understands the diverse community
- Involved with students during events., faculty and staff initiatives
- Supports the programs that are on the campuses and emotional support
- Advocate for students
- Clear mission and vision and allow all principals can align with their overall purpose
- Wealth of knowledge in community, understand difficulties and struggles in community
- Need to be able to compete with the other districts
- Someone who will be part of the family community
- Look at what is here and promote from within. Worried about hiring someone from the outside
- Someone who understands and takes part in legislative sessions. Divided as a learning community. A lot of egos that want to come in with a title and not work with everyone
- Someone knows how to navigate the waters and advocate the region
- Give a commitment before they get the job to sit down with principals and speak with them and listen.

Extra:

- Want to keep the programs they already have
- One point had 55 initiatives set across through three different levels. When things change these all change and all work goes down the drain. Don't add more pans to the fire
- Cannot just offer remedial programs. Sup needs to value advanced academics.

Stockholders and Central Administration

Dates: June 1

4:30PM-5:30PM MST

2 sessions



Consultants: Butch Felkner, Jack Damron, Craig Stockstill, and Cristina McKee

Strengths:

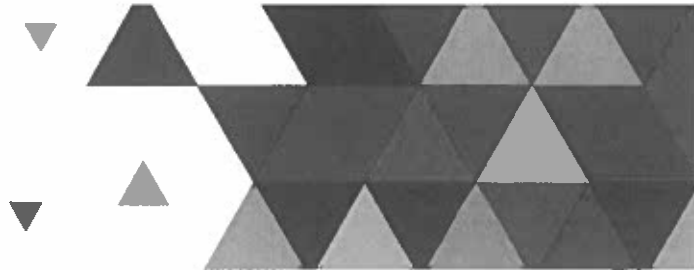
- District wide equity program on dual language instruction
- Progressive district
- Pushing technology, a lot of platforms used for children
- A lot more cognoscente that we have a large bilingual population – focus
- Very important that the school district take care of their employees - happening
- Culture/partnership welcoming. Strong pathways for preparation and for educators into careers into district
- Strong partnership with Ft. Bliss, awareness of legislation, directly related to military students.

Issues / Concerns / Challenges:

- Look at the dropout rate. Historically marginalized
- Appearance possible impropriety, mismanagement of funds. Published reports and media that say this, but no proof. Facts need to come out. Things are bringing bad clouds to district and makes it challenging for the community
- Families hear things that have happened in the past, reset reputation. Better communication
- Special needs program – not enough support, the restationing of families and the special needs program
- Transition of military station changes. Trying to acclimate students and family's mid-year and students leaving same. It's not going well.

Professional / Personal:

- Bilingual, bicultural – work with all demographics
- Experienced in the above
- Understands curriculum
- Someone that has served in positions within El Paso – high level position any type of district
- Familiar with El Paso ISD not just region
- Listening
- Tackle different issues and continue to do a good job
- Someone who is inspiring, can communicate with the community, transparent, honest
- Understand the military community, the complications that can come with military families transitioning
- Someone that can look ahead and forecast technology, forethought to get ahead of the game



- Understands and appreciates the diverse cultures in El Paso, especially military
- Focused on getting students to be college/career/military ready
- Someone who is going to be here for the long term
- Implementing dual language with fidelity
- Including community input for big changes with the district
- Recognizes that they can't just have one size fits all
- Collaboration will be very important
- Works with the business community, city, and others
- El Paso is a team sport
- Bring the administration together, board, etc.
- Stewardship. Knowledgeable of resources.

Middle School Teachers

Dates: June 3

4:30PM-5:30PM MST

4 sessions

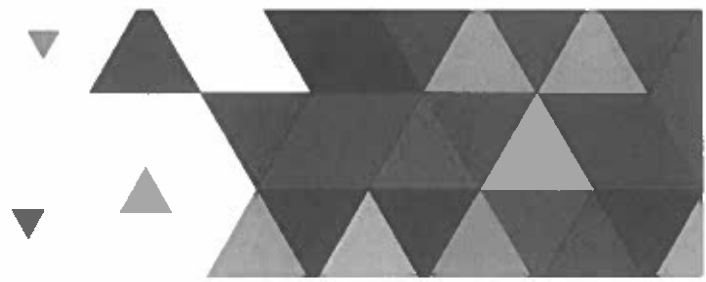
Consultants: Butch Felkner, Jack Damron, Craig Stockstill, Joe Dan Lee, Mike Rains, and Cristina McKee

Strengths:

- Excellent teachers
- Dual language program that is almost fully implemented across schools within the district
- Magnet schools and campuses with New Tech programming
- Middle and high school students have a laptop device; and elementary school students are also 1-to-1 having laptop/iPad devices
- Teachers have a vast array of work experience
- Very diverse population helps for clearer/better understanding of each another
- Dual Credit/Early College program is very positive
- Social workers and counselors provide excellent resources on campus without having to refer students outside of campus; this is more convenient for families
- All-Women's Academy (grade 6-12) focuses on girls allowing them to excel in the STEAM fields
- A TCTE campus focuses on different vocations.

Issues / Concerns / Challenges:

- Competition from charter schools is a threat
- Fair hiring practices for available jobs, especially at higher levels of administration



- Switching of programs/practices with much frequency without maximizing those programs before moving on to other ones is costly and valuable resources are lost; loss of training and resources is problematic
- District spends money on resources without asking teachers what they really need, especially with dual language and RTI resources
- In some cases, money is spent on technology that goes unused, when it could go towards assisting with equitable staffing
- Kinder classrooms do not have paraprofessionals in them, and that is a specific need in those classrooms
- Lack of coordination/communication between/among departments causes difficulties and delays in planning, making teachers less effective
- At-risk counselors are needed at the Middle School level
- Lengthy bond project completion is an issue; these projects seem to get pushed back further and further causing delays in access to needed facilities
- Art or music is only found at the elementary school level; and secondary levels need more support in the form of fine arts personnel (that area is quite understaffed)
- More visibility at the schools on the part of leaders, including board members is needed
- Gaining the trust from other stakeholders regarding budget and expenditures is a need.

Professional / Personal:

- Someone that understands El Paso ISD's demographics and socio-economic make-up
- Someone who understands Curriculum & Instruction and how it impacts what is done every day in the classroom to educate children
- Someone who is student-focused in all decision-making processes
- Someone who has experience, knows how to lead, and doesn't have to surround him/herself with a large central office staff
- Someone who really wants the job and not just the accolades that go along with it
- They need to be visible at all schools
- One who is knowledgeable about the various campuses and the needs within each school
- Someone who is "fine arts friendly"
- Someone who is not only knowledgeable but lives in the district and knows the district well.

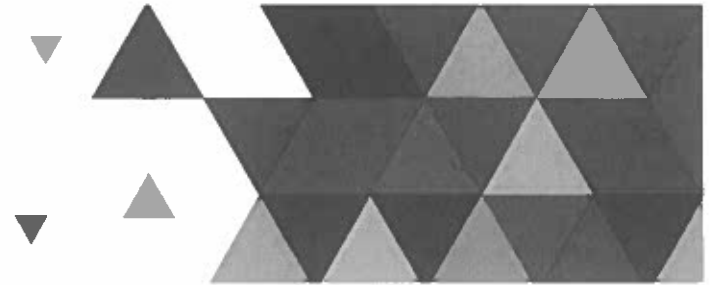
Teacher Union

Dates: June 4

4:00PM-5:00PM MST

1 session

Consultants: Ernesto Martinez and Cristina McKee

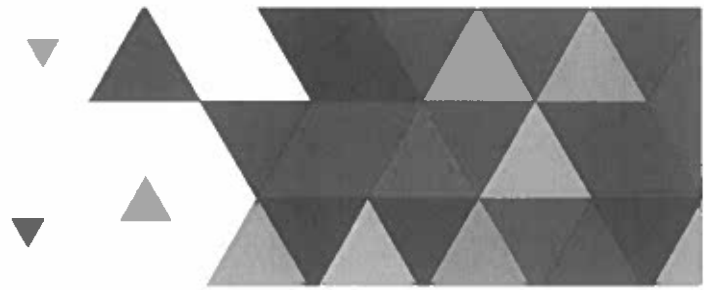


Strengths:

- Dispensing information
- Transparency
- Community Services
- Programs like Title One
- Unique population/culture
- Innovation
- Inclusive, all sorts of populations. Low/higher/middle incomes. Demographically very well distributed. Committed. True to completing the task at hand. Loyalty in staff and faculty. The community is loyal
- Faculty, staff, and employees...All three granddaughters attended and graduated. Community very supportive
- Rank and file workers. Dedication to schools, students, and the district is unparalleled. Too many people have taken advantage of that
- Loyalty to kids in the community
- Internal audit has done a good job. Can be trusted
- All employees, they go above and beyond what they are asked to do and go above and beyond on their own accord
- Diversity, all range. Socioeconomic, race, to creed
- Military.

Issues / Concerns / Challenges:

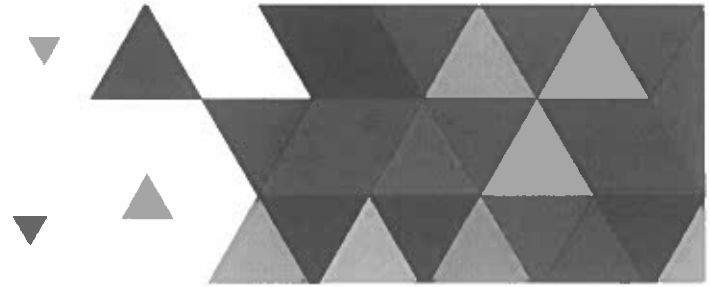
- Trust
- Lack of consistency
- Not everyone is on the same bus
- No long-term commitment
- Public image. Been that way for many years. Negative relationship with the community. Constantly in the news. Think you're over it, but not. People are messing up
- Corruption within and it's at the top
- Misuse of money, etc.
- Cleaning up the mess Cabrera made with the district, operations, personnel, and financial responsibility
- Build real leadership, leadership is not cutting it. Past 6-7 years, eli broads management system, the art of being unreasonable. Even under Garcia. Not leadership, assault. Need to be able to trust
- Behavior on and off duty bad example of last superintendent. Lack of ethics in superintendent- collapse below as well
- Transparency, things happen behind closed doors and under the table.
- Messages are very clouded and skewed. Difficult for those in the community to understand and participate



- No trust of the administration, of the district as a whole
- A lot of teachers do not want to sit on committees. They feel they waste their time because voices are not being heard and being made important.
- Compartmentalization
- Administration does not have any ethics or morals.

Professional / Personal:

- Experience with minority districts
- Approachable
- Visible at school events
- In the community
- Transparent
- “Tell us why you are here”
- Ties to the community
- Someone needs to lead by example
- Humble
- Honest
- Strong in leadership
- Smart, honorable to admit mistakes
- Visible out in the community
- Transparency
- Long range visions and goals. Committed and invested in the EPISD
- Care about the growth of EPISD
- Lifelong educator, a doctorate is not mandatory
- No eli broad person
- Has a long-term investment in El Paso. Not less than 15 years
- Humility
- Realizing his or her job is to make everyone else look good, not worrying about him or herself
- Honor
- Trusts his people to do their jobs
- Doesn’t micromanage
- Knows his people and knows they can do the job
- Provide support and assistance to those who need help
- Worked their way through the ranks as a classroom teacher
- Earned the position and dedicated to education
- Ethical, takes being an educator and administrator seriously
- Ethics and morals that they need to be that person



- Role their sleeves up and get into the mix. Talk to the little ones, goes to events, schools. Makes him or herself involved in what's happening in the classroom
- Interacting with teachers and students in the classroom
- Being there because he or she wants to be part of the education going on
- Down to earth. Willing to admit that they make mistakes. Accept the accolades when they come his or her way
- Has to be someone who does not forget what it was like to be in the classroom
- Willing to accept the good with the bad. Criticism.

High School Teachers

Dates: June 7

4:30PM-5:30PM MST

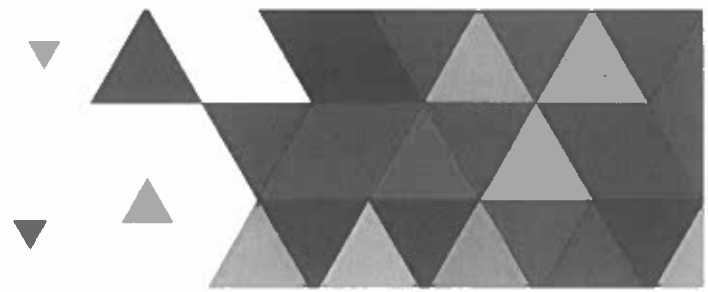
4 sessions

Consultants: Marian Strauss, Butch Felkner, Mike Rains, Rick Howard, Craig Stockstill, and Cristina McKee

Strengths:

- The community is involved with the school
- There is a lot of buy-in/confidence in the district by the community
- We offer lots of programs and services to our students
- Our teachers really, really care about the students
- We are constantly trying new initiatives to improve student learning
- Very strong dual-language program
- District is innovative and flexible
- Very open to new ideas
- Our goal is to have our students leave here prepared for the unknown
- Roll out for online learning was very good, teachers felt supported
- Great teachers and students
- Admin is very supportive of teachers and students
- Campus admin Center for Career Tech Ed is very involved in the classroom but not so much directive.
- Good communication from central office to the campus
- Support for programs and innovation
- Provides resources necessary for teachers to be effective and competitive for enrollment
- Very strong CTE program
- Great campus leadership.

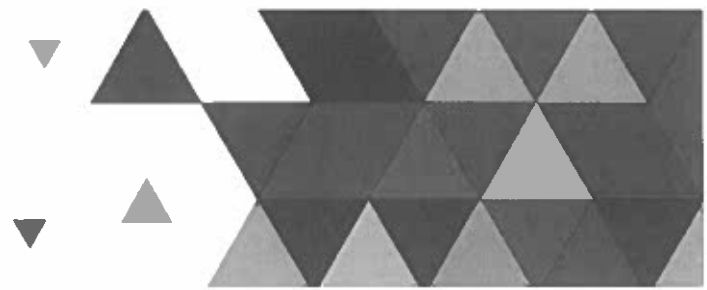
Issues / Concerns / Challenges:



- Growth
- We are landlocked
- Attendance – we have too many kids leaving to go back to Mexico or transferring to other districts
- There are financial concerns
- There has been a lack of clear communications to staff and parents concerning happenings within the district
- Lack of parent involvement
- Programs are slow to keep up with changing environment
- Lack of commitment to the new programs we implement. Don't stay with them long enough to accurately evaluate their impact on the students
- We are seen as the old mindset
- Not enough pride and community output
- Less is more-too many new initiatives
- Our size is both a strength and a weakness
- Many teachers are anti EPISD
- All campuses run differently-site based decision making does cases no continuity
- A superintendent that will be involved in the schools and community
- Change the face of EPISD from history of distrust from teachers and community
- So many programs, some not implemented, some here today and gone tomorrow
- Teacher input is needed in selecting programs and resources
- Seems to be a lot of \$\$\$ waste
- Learning loss
- Professional development that actually works
- Individualized PD for teachers to address need—not one size fits all
- Advocating for students—counselors overwhelmed with administrative tasks and students slipping through without pre-requisites
- Understanding demographics and EP culture.

Professional / Personal:

- Visible – attends district events, visits campuses are seen in the Community
- A true leader
- A minimum of 3 years in the classroom
- Someone who will seek teacher input
- Knows our community and is aware of community issues
- Previous Experience – someone who has been in the fire
- Professional in conduct



- Someone who will stay in the district until the problems are solved – at least a five-year commitment
- A goal setter
- Someone who understands Texas politics, so EPISD doesn't get left out
- Someone with an educational background who can recognize when programs are overlapping and is willing to get teacher input before terminating a program
- Seeks teacher buy-in before implementing a new program or eliminating an old one.
- Someone with a strong education background, we do not need a business/legal oriented person
- Someone who can restore the belief that kids need a public-school education
- Willing to engage with staff at all levels
- Someone who will lead a strategic plan to identify our goals and then keep the plan current with timely updates
- Willing to do the work and sacrifice necessary to do this job
- More than a business manager
- An educator
- A local/invested in community
- Not a reformed businessperson
- Actually values teachers and gives them a voice
- Knows our kids-not one dimensional
- Will serve the community
- Product of EPISD
- Aware of demographics of the community and ISD
- Sense of community, willing to be here a long time and a stakeholder of the community
- Visible in schools and accessible
- Long tenured teaching experience
- Someone who really cares about teachers, students and able to demonstrate that
- Supportive of the recruitment efforts by the CTE programs
- Ethical backbone
- Not interested in the salary but truly wants to do the work
- Understands the needs of the schools and community
- Eager to see others succeed, not just to make him (the superintendent) look good.

ONLINE SURVEY REPORT

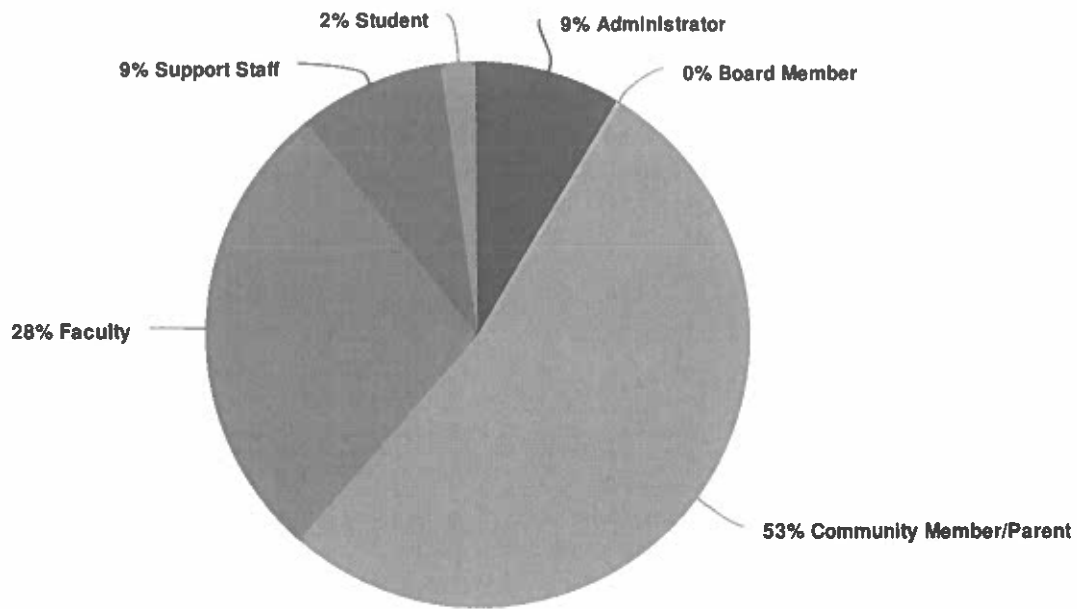
EL PASO ISD - AUGUST 2021

Response Counts



Totals: 1,022

1. Please select the group that best represents you.



Value	Percent	Responses
Administrator	8.6%	88
Board Member	0.3%	3
Community Member/Parent	52.6%	537
Faculty	27.7%	283
Support Staff	8.7%	89
Student	2.1%	21

Totals: 1,021

2. What do you consider to be the two or three most significant strengths of the district?



ResponseID	Response
14654	Knowledge of EPISD Knowledge of El Paso Support for educators
14659	Diversity Creativity Staff
14663	Modernization of facilities Teachers that believe in the mission of the district
14664	Diversity and community
14666	No idea
14669	Vince Sheffield should be the next Superintendent, your search is complete already!
14670	Values, learning and care for their students
14671	1. Student and parent engagement 2. Communication 3. District involvement with teachers, students, and parents.
14673	Empathy, transparency and integrity
14674	1. Communication 2. Transparency 3. Teachers
14675	Safety and communication
14676	Learning gaps. School culture. Employee moral

ResponseID Response

14677	Largest district Large number of employees
14678	Dual language program Magnet programs like Silva Early college
14679	To listen to parents
14680	Doing whats best for students and teachers. Not following the el paso tea and taking the lead in decisions.
14681	Great teachers. Facilities are improving.
14682	Overall very good education
14683	Honesty Leadership Passion for Education
14684	Teachers and administrators
14685	Some of the teachers are very caring to the students
14686	Having different programs for students for their improve Cero tolerance for bullying
14687	I feel the district is pretty weak. Staff developments are meaningless. Teachers aren't appreciated.
14688	Diverse learning opportunities
14689	Communication between parent and school.
14690	Transparency Accountability
14691	Emphasis on Stem Emphasis on teaching problem solving skills
14692	El tamaño, el numero de escuelas y maestros y presupuesto
14693	At this point none. The district is very top heavy and spends money unwisely on to many programs and initiatives.
14694	Leadership, quality, honesty
14695	History and Commitment
14696	Diversity of students and faculty Ability for families to choose school/program that is best fit for child(ren)

ResponseID Response

14697	A person who will listen to teachers over administrators like Vince Sheffield. A person who will discipline administrators that harass faculties. A person that is more interested in the children than his paycheck.
14698	Specialized programs, rich history, emphasis on community
14699	Episd offers awesome programs for every student. Active learning is integral for student's learning.
14700	The district is more responsive to change now than ever. I believe that the district needs a new administrative plan.
14701	Fine Arts Athletics Dual Language
14702	Que haiga los mismos programas en todas las escuelas como el programa después de escuela en todas las primarias
14703	Right now we really don't see a lot in the strength department from our district.
14704	As an ex-teacher, I believ
14705	Helping students
14706	Safety, education and special needs.
14707	Dedication to students Communication
14708	Los estudiantes Maestros Padres
14709	Program offerings Extra-curricular activities
14711	1. Teachers 2. Students and 3. Educational department
14713	The programs and employees
14714	Excellent teaching profiles of teachers. Quality of education facilities and supplies.
14715	An emphasis on tradition. Keeping an eye on other ways of learning (on-ground, online, at home learning pods)
14716	Special needs services Electronic technology
14717	1. To be honest 2. Work for students 3. Community involvement
14719	Connecting Worlds Good Assistant Principals and Teachers

ResponseID Response

14720	Innovative approach to education Culture of care for students
14721	College or career ready Variety of academic and fine arts programs Resources available like IT
14722	Ser bilingües. Amabilidad.
14723	Size, Putting Student Needs First
14724	Students who are willing to learn, parents who encourage their children, and teachers and other employees who who want to help them.
14725	Technology, dual language, program
14726	Extra curricular activities for high school Many academic programs for students
14727	Right now we have none. We need a strong district who is about growing and building up our schools so we can compete with charter schools. We do this by not wasting money - and using it to make our district more appealing
14728	Community involvement Financial responsibility Transparency
14729	Principals Teachers
14730	Los maestros y la comunidad de padres
14733	Diversity and innovative
14734	Teachers and school programs
14735	Open check book No accountability Little transparency
14736	Honesty Hispanic Experience
14737	el cuidado de las escuelas y el mejor apoyo asia los estudiantes
14738	Open district
14739	The teachers and how hard they work and how much effort they put in their job especially during the COVID pandemic
14740	Diversity, immigrants, locals and military families Secondary programs summer, vocational and early college.
14741	Easy for parents to choose a campus that fits their needs. Erika Ramos! By far the hardest working facilitator out there. Never lose her!

ResponseID Response

14742	Independent Local Involvement with Community
14743	Organización,enseñanza y trabajo
14744	Great teachers and great students
14747	- using funds appropriately - concern for students safety - HONESTY
14749	Technology and Steam oriented learning, great teachers
14750	The school district is trying to get back to normal, I appreciate school district for providing laptops for my kids. So strengths are being helpful and assertive communication.
14751	dedicated professionals
14752	Variety of programs offered Most teachers' work ethic and passion
14753	Unfortunately, the EPISD does not have any strengths.
14754	Access to various resources. Diversity and follows guidelines for overall development & health of the children.
14755	Responsibility Compromise Loyal
14756	leadership Educator Motivator
14757	I could not say what their strengths are
14758	*current new construction projects *good/great teachers
14759	Community, understanding
14760	Concern for students and staff. Listen to their needs. Spending needs to be monitored more closely.
14762	A belief that all children can be successful. New and innovative ways to make educate children.
14763	Good communication skills with the community. Taking into account what the community wants and accommodating parents.
14764	- programs offered - magnet schools
14765	Purchase of lpads for students, getting a new location for district offices and employment for individuals.

ResponseID Response

14767 1. A large community with a somewhat diverse culture. 2. The AP and Magnet programs are a driving force and attract top notch students. 3. A big community of teachers and administrators who care about the students and are willing to go above and beyond, but are held back because of the leadership at the helm that we have had.

14768 Innovation, Programming

14769 The uniqueness of our community and how this is reflected in the district through the Dual Language Program. How the teachers have been able to successfully teach, adapt and care for our students during this pandemic.

14771 Social media usage, it no longer has corrupt superintendent(s), improved involvement in the discovery of and solutions to problems.

14772 Direction and Team work

14773 Excellent academic programs - new tech, magnet programs, career and tech
Strong support of high quality fine arts education Motivated teachers

14774 Our ability to provide consistency in the lives of our students and to accommodate for all learners.

14775 Communication & cleanliness

14776 1.Dedication to excellence. District is passionate to help students succeed in becoming educated and kind adults. 2.Adaptability. District did a great job moving to online school and providing support to families struggling to adjust to the"new normal". 3. Communication. District uses all resources to ensure parents know what's going on.

14777 Education level of parents Income (tax bracket) Belief in the value of education

14778 Experience with EPISD Someone who has been servicing students in El Paso, TX. Someone who has been living here in El Paso, TX.

14780 Diversity and local talent

14781 Personal calificado

14784 Diversity, innovative, large district

14785 Resilient leadership, inclusive programs and practices, legacy as the oldest isd in el paso

14787 1. The District is able to accommodate personnel during things such as pandemic. 2. Retention

ResponseID Response

14789	1. Educational opportunities for all students to acquire high school credits and college credit. TMECHS is a wonderful example of endless possibilities for all students who are seeking a higher education program.
14790	Teacher pay, parent engagement liaisons
14791	-committed students -qualified teachers -caring parents
14792	Please hire based on qualifications, experience, and proven track record of success. Do not hire based on race (White, Black, Hispanic, or other). This Woke movement is out of line, and I do not my property tax dollars going to support a racist movement. Find someone who's agenda is to make sure our children receive the best education possible.
14793	1. Not implementing critical race theory in the curriculum. 2. Sticking to the material and not teaching towards standardized tests.
14794	The professionalism, compassion and caring of the TEACHERS, STAFF at the campus level (DESPITE THE MEDDLING OF CENTRAL PERSONNEL).
14795	Diverse programs (dual language) Mostly great teachers Communication (email, text, calls)
14796	Magnet programs
14797	Visionary (e.g. see beyond local thought) Integrity (e.g. transparency) Expertise (e.g. doctorate degree, experience etc.)
14798	Communication Diversity
14799	Our parents care about their children's success The children want to be successful
14800	Focused on KIDS and what is best for them! Wants to get all kids back in school, no more zoom, masks optional! Is fair with teachers but hires teachers that care about the KIDS.
14801	Stduents enrollment. Vision of the future
14802	Incorruptibility Realism Civic-Minded
14803	Focus on AP/ Dual credit courses Focus on college Willingness to start up face to face instruction during Pandemic
14804	A commitment to modernization and innovation on campuses, as well as niche academic and co-curricular options available in schools across the district.

ResponseID Response

14805	Be fair to employees , transparency, prioritize students
14807	Strong parental support Good teachers
14809	Innovative Equality for all. Dedicated Staff
14810	Attention to complaints and offering new programs
14811	Children's education School atmosphere Safety
14812	Diversity- offering various programs throughout the district. Teachers in episd are products of EPISD.
14813	To get a good person that knows what their doing and is supportive of us as teachers
14814	Communication, transportation
14815	Born and raise in El Paso. Knows the community and understand the diversity of our district. Someone who speaks, writes, and interacts with everyone.
14816	Student support in learning
14817	Trustworthy Honesty Involvement
14818	Technology, STEM programs
14819	The Connecting Worlds program
14820	Traditions in the community Community leaders who are the product of EPISD education
14821	Commitment to public education Support of faculty and staff
14823	1.Knowledge of EPISD and how all positions form a solid team. 2. Ability to follow all policies and procedures.
14825	Dedicated teachers, communication to parents
14826	Value for academics, integrity, and lack of insecurity
14827	Diversity of the student body Bilingual programs
14828	Student-centered education and innovative
14830	Great teachers.

ResponseID Response

14831	From the bottom up, teachers are always the strength in reinforcing strong education in our children. Next, I'd say the administration at the schools. I have seen the principal at my son's school working hard to maintain the school's staff and children engaged.
14832	Strange question, I haven't identified any.
14834	Willingness to help students through devices and educational tools. Trying to better some of our older campuses with renovations or new buildings.
14835	Their ability to throw money at a problem without thinking about it first. Their lower pay compared to other districts. Their failure to keep up with what most districts already have.
14836	Know what you believe in. We need someone with a moral compass
14837	Technology Communication
14838	Solid platform to teach online classes
14840	Leader Trustworthy Involved
14841	The flow of information through telephone calls as well as emails. Following up on information pertaining to the students
14842	Bilingual Community Values SEL
14843	Strong Teachers Hard working administrators Great secondary assistant superintendents!! Last year I witnessed Dr. Gonzalez out on the field picking up trash and helping put away chairs at a graduation. That is a person leading by example!!
14844	Amazing teachers and staff. Wonderful students and family engagement.
14845	Tener siempre todo en orden
14846	The dedication and contribution of the teachers and the resolve and perseverance of the students.
14847	Balanced educational programs, and district of innovation.
14848	1. Maestros 2. Personal 3. Seguridad
14849	Public School Experience Honesty Empathy
14850	Flexibility (ie virtual vs in person) and opportunities for the kids
14851	The staff, ability to innovate and adaptability

ResponseID Response

14852	Budget size Magnet programs Proximity to neighborhood schools
14853	Great instructional best practices. Good leaders.
14854	School Facilities and improvement is one strength. Support staff at campus and admin level.
14856	Education in a bilingual environment, and like the GT program
14857	Care about each student. Not just the paycheck. Care about quality teachers to teach our students.
14858	The availability of technology for all students and the diversity of students.
14859	Communication and transparency
14860	Teachers/paraprofessional SEL instruction
14861	The way the parents are kept informed with the newsletters and all the surveys pushed out to us . The discipline of the schools
14862	1) The historical legacy to include some schools within the region and city/county of El Paso. 2) The fact that most of Ft. Bliss exists within the district's boundaries.
14863	Communication, diversity
14864	Teachers that Care, No Critical Race Theory, Honor our Veterans
14865	With the current state of affairs, I cannot list any strengths of the district. Wasteful spending, such as purchasing buildings and renovating them.
14868	1. EPISD has the potential to compete statewide on all levels. 2. El Paso's bilingual community 3. Their strong working relationship with UTEP.
14869	Experienced Area Superintendents New and renovated campuses
14870	Parents, Teachers, students.
14872	Coming from an A-rated district to El Paso, I was fearful as I had heard horrible things about EPISD as far as South Texas. That changed when I saw how well my children's teachers taught with virtually nothing. The commitment to educating children with minimal support is unmatched. Furthermore, MacBook distribution to middle and high school students is perfect as many districts claim to be 1:1 but are in fact using a counted number of devices stored in carts for check-out.

ResponseID Response

14873	Teachers well qualified and with a lot of experience Strong parent involvement
14875	One strength the district has is getting the word out to all the parents regarding the weather changes or changes in policy. There is also a phenomenal group of teachers and staff that the district employs.
14876	Why are you asking this question. Survey states this is in regards to a Superintendent search not to get our input on the district. The district's strength are misappropriated funds and lack of leadership.
14877	Teachers Connecting Worlds GT
14878	Teachers and students
14879	1. Number of students enrolled. 2. Technology
14880	The district, much the same as the majority of the city, is passionate, resilient and honest.
14882	The teachers! diversity High school programs
14883	Awareness of needs and generally good implementation of plans
14884	Nutrition Program and improved communication with parents and community members.
14886	1. Dual Language program 2. District is at the fore front and always trying to implement programs to prepare students in all areas. 3. Providing students with technology
14887	The 2 years I have been here I have been very disappointed with the District leadership and decisions that have been made. I can't say I see any strengths the district currently holds.
14888	Diversity of population, yet the ability to understand it's still an American school.
14890	None at the moment!
14891	no strengths at all
14892	Following UIL guidelines and allowing sports through Covid; offering the On Ramps classes for high school students.
14893	The Districts strength comes from its employees who work hard without qualified leadership at all levels beginning with Human Resources.

ResponseID	Response
14894	Dual language education, courteous staff
14895	Common Sense Leadership Freedom for the Students
14896	Diversity, and dedication
14898	Teacher's capabilities in providing students with quality, focused education despite large class sizes, unnecessary tedious side work, and lack of classroom resources. The work some administrators focus on that actually leads to student success. The new interim superintendent's focus away from unnecessary tech contracts.
14899	Quality teachers and technology.
14900	Communication Technology Integration
14901	Teachers, school
14902	-Leadership -the goals and direction set -vision
14905	Accountability Integrity Selfless service welfare of others first and foremost.
14906	Is the board of trustees going to select the new Superintendent like they did the Chief of police with no qualifications. This includes not putting the position out to the public to find the best candidate and making an appointment knowing the new Superintendent does not meet the minimal job qualifications. Hopefully the new Board of Trustees selects the new Superintendent with ethical behavior.
14907	The teachers and support personnel.
14908	Historical significance, commitment to technology, ample tax base
14909	All students have a computer or iPad available to them. Athletics program.
14910	Dual Language Education Teaching 21st Century Skills SEL
14911	Diversity, and community ties
14912	Technology, New Tech/STEAM/Project based learning
14913	Employees who are here to serve the public, and each other.
14914	Comunicación con los padres de familia en ambos idiomas español e inglés Sus maestros
14915	Not sure they have any

ResponseID Response

14916	To make sure the district and the school talk and listen to the parents. My son was bullied by his soccer coach, tried to speak with him and and ask the reason, he ended up hunting up to us contacted the athletics program at the school and the district and none of them listen to our concerns, we escalated to the principal and to be honest not sure or we have never been notified of any action taken or contacted us to have a meeting with the coach....
14917	1). Silva High School - successful and respected magnet school (28 years) despite all of EPISDs blunders.
14918	1.Students 2.Parents 3.Teachers
14919	Communication
14920	They hired Eric Garcia
14921	Longevity. Adaptability resiliency
14922	Faculty and Staff who are committed to student success. Strong support in training and professional development.
14923	* new buildings * High school programs
14924	Leadership Organization
14925	Open Campus Largest District
14929	It's role as the biggest district in El Paso and the reach EPISD has.
14930	1. They ultimately cares about the students. 2. For the most part they are successful at getting the best from each and every student. 3. They usher in a safe, friendly and wholesome learning environment.
14931	1.Teachers 2.Students 3.The New Board
14932	The number of schools Teachers that care
14933	Teachers and rigor.
14934	1. Number of students enrolled. 2. Technology
14935	Transparency honestly
14936	The people that work at the schools directly with the students.

ResponseID Response

14937	Committed teachers Investments in technology Strong community of parents
14938	1. College Readiness 2. 21st Century Learning such as innovative classrooms and accessible technology. Expanding opportunities for students. 3. Social Emotional Learning and Community Engagement.
14940	Current leadership and location
14942	Support educators.
14943	A parent and educator or former educator who has a vested interest in the students and parents of EPISD. Loyalty, commitment to serve honestly and openly, no business man necessary!!!
14944	School of choice accessibility Diversity of programs
14946	District of Innovation All students have devices
14948	N/A
14949	1. Honesty (no fudging numbers of any kind whether students passing or accounting). Let the numbers state the truth. It's the only way to fix the root of the problems. 2. Commitment to teachers and students. 3. Someone local. Stop hiring outside.
14950	Besides the dedicated though exhausted teachers... Our dual language program The coaching model Our I.T.S. department
14951	Don't know
14953	Clear Communicator, streamlined thinker, open to all employee input, rather than just the top
14954	Desempeño Unidad
14955	Schools are community based Large selection of activities for students
14956	Liderazgo Experiencia y confianza Compromiso con la comunidad y sus estudiantes
14957	1. Largest district in El Paso. 2. Good academic programs for students.
14958	You had connections but now you don't... access for students for free.
14959	Clear Communicator, streamlined thinker, open to all employee input, rather than just the top

ResponseID Response

14961	Dual language programs Variety of tech programs in high schools
14962	1. All the different magnet programs. 2. The dual language program
14963	N/a
14964	Our diverse population and K-12 academic programs.
14966	A family centered district
14967	Reaction to COVID and our teachers
14968	Teachers and staff go the extra mile for the kids
14969	Teachers are hard-working Many parents support teachers
14970	Inclusion and Diversity
14971	Technology, most teachers
14973	1.Not worried about people outside of district to "smoosh" with. 2.when speak about "human factor"and episd employees actually mean it 3. Move irma pirtle. Horrible director for HR
14974	Use funding to full extent to help students achieve their goals. Encourage students to want to be in school. Provide services to assist high risk students with opportunities to achieve their goals.
14977	Teachers and GT students
14978	Professional, well-informed instructors and supportive district administration.
14979	I consider to be the most significant strengths of the district are the future for the kids and having teachers and board members that care for the students that need the support.
14980	1. Diversity 2. Multi-cultural / multi-ethnic student body, faculty, staff, employees
14982	People History Partnerships
14984	A bilingual Community The presence of county, state, federal and international agencies / businesses / NGO
14985	The teachers, heritage

ResponseID Response

14986	-Well established -Largest district in the region -Stipends paid for trainings
14987	They don't do nothing even
14988	Students are our strength. Their families are a close second.
14989	Integrity, transparency, and dependable
14990	1.
14991	Board members greatly represent our district. 2.Our current Interm superintendent is our best asset to run our district for his background with our district.
14992	Governmental malpractice and local corruption God help us!
14993	Technology Resources Faculty
14995	teaching a broad and diverse student population, meeting student technological needs, accepting feedback
14996	Facilities and transport.
14997	Fast communication by text, call or email.
14998	An understanding of the local community and community needs. However you continue to search outside the city when there are viable candidates in our city that better represent our needs.
14999	Spirit of innovation Variety of programs
15000	Empower students to learn and prepared for their higher learning and careers. Establishing a safe learning environment.
15001	Great teachers Dual language programs
15002	Some good school principals Some good school educational standings HOW ABOUT THE WEAKNESSES? Don't be so skewed/biased with unfair questions!!!!
15003	1.transparency in communication 2. Strong background in education, especially at the high school level 3. Intense knowledge and history with EPISD 4. Likeable and approachable
15004	honesty truthfulness moral values
15005	The district provides awesome and trainings like the teacher talent pipeline and Lead4Ward.

ResponseID Response

15006	Community involvement and military friendly
15007	Neutral
15008	We are a big school district. We have a lot of potential that has not been exposed. Our children are great.
15009	The teachers and support personal
15010	Teachers Students
15012	None. EPISD was the last district to allow in person learning. District had no plan to reopen. Disappointed in lack of leadership and direction. Time to put students 1st.
15013	Sports, teaching the test
15015	1.) We have teachers and staff that grew up in El Paso, went to El Paso schools and have stayed to teach/work here. That creates a bond and a loyalty to El Paso and its families and schools. 2.) We El Pasoans are familiar with the demographics and needs of our district and the families that send their children to our schools.
15017	We are a huge district and have a big influence in El Paso and the state of Texas.
15018	Location and district current enrollment. Athletic Coordinator.
15020	The willingness to stay relevant and up to date.
15021	The district has excellent, dedicated teachers, and supportive parents.
15022	Innovation, one to one macbooks
15023	Sports and Magnet Programs
15024	1. Transparent and supportive of the students and employees. 2. Be visible in the community in a positive manner. 3. High level of personal ethics and morals.
15025	Learning for students Healthier food
15026	Open enrollment Great administration

ResponseID Response

15028	Trained staff and programs to help students who are struggling. Building relationships with parents
15029	Innovation - We were, basically, ready to prepare to begin teaching when Covid19 hit last year. We had computers for our middle school kids. A variety of learning programs that allows our students in the upper grades maximize their personal learning preferences.
15030	Prior experience Knowledge about El Paso/community Understanding of mix culture communities
15032	Teachers Students Learning
15034	Academics and Extra Curriculum Activities
15035	Strengths are the EPISD staff There 1 to 1 technology with students
15037	Different programs, sports, and extracurricular activities Inclusive to all students in EPISD/El Paso
15038	Community involvement. Ensuring student are equipped & prepared with school supplies & electronics. Making safety a priority, during this time of corona.
15039	Nothing. It is the most bureaucratic corrupt disappointing district in the region.
15040	Teachers Who Care About Kids Teachers Remember Their Own Student Lives EPISD Teaches the Whole Child
15041	Incorporation of technology (but should be limited), district size (more funds available), student/parents services (universal pre-K, child care (better if available to parents)).
15044	Integrity, leadership.
15045	Wide access to technology Established neighborhoods Established schools
15046	Los maestros y el método de estudio
15047	Working to build stronger administrators Building new campuses for our students
15048	Teachers, Available Program, and fundings.
15049	1
15050	None

ResponseID Response

15051	Los estudiantes y Los maestros
15052	Strong academics Strong ethics and values Strong athletics
15053	Full time In class learning. Student teacher interactiontion.
15054	Teacher quality. Being an open district.
15056	New schools being built Good high school options
15057	Teachers, recent bond, and the students
15058	Diversity and abundance of advanced-degree programs, including vocational schools and degree programs. More and more, unless one is seeking advanced degrees beyond college (Masters, PhD, law, medical, etc), more students should have options for vocational training to open opportunities for work without acquiring college debt.
15059	Largest district in the city; potential for constant excellence; dedicated teachers
15061	I am new to the district and have not have an opportunity to see strengths
15062	Honesty Loyal Responsible
15063	Serving varied demographic families
15066	Keeping parents informed, diversity
15067	Technology Communication with the community Excellent teachers
15068	Community support to education; Funding adequate to support teachers.
15071	the diversity of programs available between traditional paths, vocational degrees and early college degree programs.
15072	Sense of community Opportunity for advancement Sustainability
15073	We have communities throughout EPISD where families have raised children who have walked the same halls as their parents, and now their children are doing the same. How can we continue to build and sustain our great communities and keep more families to stay within our district next year, in five years, and ten years?
15074	Adaptability Caring
15075	1. The way the teachers care for the students 2. Working diligently keeping our kids safe during this pandemic

ResponseID Response

15076	Good investment in schools, good communication between parents and school
15078	Organization and academic vision
15079	Established
15080	Right now, almost nothing, with the nightmare that was their distance learning program the only strength they have in my mind is leaving my child behind.
15082	Communication with stakeholders, variety of programs (academic, extra curricular, athletic, etc)
15083	Communication, community outreach
15084	1.concern and respect for students 2.strong leadership among personal in all areas. 3.challenging academic and personal goals in each school.
15085	Technology investment Dedicated teachers Dual language programs
15086	Open enrollment Large district
15087	Innovative, focused on pedagogy, focused on the student
15088	Social media presence, size
15089	Strong Fine Arts programs and some schools have good Special Ed support.
15091	Campus teaching and administration personnel Campus staff Facilities
15092	Offers good programs for many kinds of students. Offers a wide range of extracurricular activities for high school students.
15093	Excelente programa educativo, recursos humanos bien preparándose las y recursos materiales suficientes
15094	Laptop and internet for every student. Provided lunches thru summers and pandemic....Teachers pay is horrible not commensurate with their official and unofficial responsibilities and virtues that everyone in America comes to demand from them. wasteful with buildings. Cant control overly confident bus drivers
15096	Dual language programs

ResponseID Response

15098	None right now
15099	Much resources Talented teachers Diversity
15101	Honest Hard worker Always has time to help
15103	Teachers, support staff like office admin and janitors
15104	Dual Language Department and the number of schools in the district
15105	None
15106	Sadly nothing - education is subpar at best and the union controls the district.
15107	A well established advance academic programs from middle school to high school. We need a better track of the result of these programs. We need less teachers mobility.
15108	Calidad educativa. Educación enfocada en el bienestar del alumno.
15110	Background in Education Ability to collaborate with others Knowledge of laws concerning finances
15111	1. It is centrally located. 2. It is established.
15112	1. Campus driven needs 2. Supporting teachers
15113	Wanting the best for the students and staff. Being loyally
15115	Dual language and open enrollment
15116	Dual Language Programs Magnet Programs Athletic Programs
15117	Quality of teachers, schools
15118	Student devices Dual language programming
15119	It's employees, the number of immigrant children and families (education means a way out of poverty for them)
15120	Magnet schools Good teachers
15122	Parents Children Teachers
15123	Teachers, tax payers, and quality of education.

ResponseID Response

15124	I live in the community and my grandkids attend EPISD schools but my youngest child does not. We are on a transfer in YISD due to lack of proper leadership causing the schools to be under funded, under staffed, and horrible campus leadership especially in the northeast
15125	1. Leadership. Lead by example. Get to know your schools, principals and students. Support your programs. 2. Identify and change the authoritarian culture 3. Remove obstacles imposed by central office and give campuses back decision making authority that best fits the needs. Follow through on promises and commitments.
15126	Covid response Support of faculty
15127	Consistency, structured, student centered
15128	Diversity, Innovation, and Initiative
15129	Size, magnet programs, some quality faculty
15130	History, Geography
15131	N/A I believe the district lags behind the other two major districts in advertising, facilities and compensation.
15132	The district offers diversified instruction in a wide range of instructional methods. The district is great at communicating with parents.
15135	Curriculum Student programs
15136	1. Dual Language Program 2. New Tech
15137	EARLY COLLEGE PROGRAM NEW AND IMPROVED SCHOOLS
15138	Faculty, communication and leadership.
15139	Committment to excellence Outstanding teachers
15140	Resilience Perseverance
15141	Great teachers Dual language program
15142	Great teachers Dual language program
15143	At the moment none
15144	Community involvement and leadership

ResponseID	Response
15145	Dedication, perseverance, and support
15146	Good workers Money
15148	I can't name any
15149	Safe place for kids and they have been improving the campuses rebuilding
15150	It's a large district
15152	Our children are our most significant strength. We are a diverse and friendly community.
15153	One significant strength is not a lot of faculty and staff died due to the pandemic like other states.
15154	None, all aspects need improvement.
15155	I have a great campus and principal. My children's teacher talk personally to me about good and bad things in their school, genuine concern and interest
15156	Teachers Technology
15157	Fine Arts programs
15158	Well funded, community support, good teachers.
15159	some schools are top level education, most of the staff is really helpful and capable.
15160	Funding for after school programs and special need programs (such as BIC).
15162	Must have years as An educator who will advocate for teachers too. Envision being a teacher in this difficult time. A leader must also not pander to community and politics as often as we have been seeing. I can't say we've had that in our prior leadership. What the district do well is makes sure old schools have been renovated.
15163	Welcoming new and returning students Available technology
15164	Dual language Technology Quality of teaching

ResponseID Response

15165	Quite frankly, no leadership. It is a disgrace they are using outside sources and taxpayer money to do their search. The lady two failed. We have teachers who are not inverted in student. Too afraid to show up and teach in person. Basically lazy. Those who were afraid to go back with the students have issues, ie. diabetes, overweight. A trait in our town which is preventable. Disgusted that I pay one in the highest taxes for our district, no kids in district and EPISD continues to waste money on these searches.
15166	Indication, care, security
15167	Employees Transparency at some levels True concern for students
15168	1. COMMITMENT TO EXCELLENCE 2. OUR TEACHERS AND STAFF 3. STUDENTS
15169	Size, community/sense of family, legacy
15171	1. Purging Engage 2 Learn (It was the worst thing I ever got myself into) 2. Allowing teachers to be teachers and not robots
15172	Dual language Dual credits. AP GT program
15173	Having upgrades done to most campuses Caring school staffs
15176	1. Student centered values 2. Fiscal responsibility
15177	Health Benefits Compensation
15178	Individual campuses and the faculty and staff at each. Some of the department's facilitators are very helpful.
15179	teachers curriculum District of Innovation
15181	Teachers, Office staff, students
15182	1. Dedicated faculty 2. Student centered learning 3. Supportive environment
15183	Social media presence is top notch.
15184	1. Commitment 2. Integrity 3. Dedication
15185	Clear goals Communication Professional development
15186	Innovative and forward thinking
15187	Family Engagement, Technology, Teachers

ResponseID Response

15188	Size (both in population and geographical extent), availability of a variety of programs.
15189	Can't name any
15190	I appreciate that the work is being done to move toward an anti-racist, anti biased program that is inclusive of all people including lgbtq . I just hope the work continues. I appreciate that the district is moving more and more toward a robust dual language education for students. I also appreciate the move toward a more student-centered, project based, authentic learning framework.
15191	1) Opportunities 2) Teachers
15192	Magnet Programs Geographical location Personnel
15193	Technology devices, strong teachers, and strong support staff
15194	Dedicated teachers technology deployment to students diversity
15195	1) The open transfer process because it allows you to attend the school where the administrators style/personality matches what you know is best for your child. 2) Fine arts and music programs.
15196	j
15198	I can't answer this with any certainty because of my negative feelings for episd
15199	1. Hard to put into words, but so many teachers are long time El Pasoans dedicated to EPISD for many years, 2. diversity of population 3. stuff...we have supplies, books, technology, equipment
15200	1. Great teachers 2. Finally getting our bond money to work for us
15201	compensation, benefits
15202	Size, and the dedicated employees
15204	Innovation size of our district
15205	Innovation, Hard working
15206	A visionary Good communicator
15207	I honestly can't think of any. The has a mess for years.
15208	Knowledge, Experience and Dedication

ResponseID Response

15209	Dual immersion Percent input and choice
15210	The quality of the teaching staff The programs offered at different schools (high school)
15211	Inclusion Diversidad Liderazgo
15212	Diversity, caring teachers, and the local community impact
15213	las dos fortalezas que a demostrado el distrito es desonestidad y corrupcion.
15214	Dedicated staff Recent construction / renovation boom
15216	Many teachers are truly dedicated
15217	The strengths would be that we have staff throughout the district that are hardworking individuals with the same type of goal in mind. (The student success) Second there is diversity in our district. Our leaders have not forgotten where they started and where they are at now.
15218	1. EPISD appears to try and provide equitable services to students regardless of campus location. 2. EPISD does a decent job of getting students through high school and graduation. EPISD is competitive enough to be able to recruit and maintain highly trained and effective faculty and staff.
15219	1. School staff 2. Students
15220	pride in our district employee loyalty
15222	1. Engaged Parents. ... 2. Student-Centered Values. . 3. Friendly and Capable Staff. Visit the schools and chat with the staff, both in the office and, if you can schedule an appointment, with the administration. ...
15223	Dedicated faculty and staff Good facilities
15224	Transparent about budgets and spending . Willing to adapt and seeking families input
15225	-Dedicated staff -Beautiful communities -Lots of diversity
15226	Public run growth
15227	dual language culture of care

ResponseID Response

15228	1. The way the district handled the pandemic. 2. Making sure all students had electronic devices and internet access to learn virtually. 3. Making sure faculty and staff had appropriate access to students and parents.
15229	Teachers, academic focus, and community engagement.
15230	La comunicación, el apoyo a los estudiantes, recursos que ofrecen a los estudiantes y padres de familia
15231	Technology Professional Development
15232	El nivel académico de los maestros. Maestros comprometidos con el trabajo. Empatía con los alumnos.
15233	The opportunities available for students in high school. Some of the magnet campuses for the students, especially the Young Women's Academy.
15234	The district is committed to student success through supporting teachers in the classroom with sound pedagogical practices. Whether that be through our Active Learning Framework (ALF) implementation or all campuses integrating Social Emotional Learning (SEL) practices into their classes. The district has also invested the time, effort, and funds into ensuring our Dual Language Department is equipped to support all teachers on the campus, but also to provide quality PD for the teachers, ALLs/CTCs, and campus administration. This has helped our growing dual language population by supporting, equipping and ensuring that students are being successful while enrolled in our dual language programs. The district has also made an effort to ensure all our New Tech campuses are thriving and successful in their endeavors and how the teachers are trained and equipped, but also how the students are able to seamlessly integrate themselves into the programs available and showcase their learning through campus and community efforts.
15235	1. Leadership Staff 2. Adaption of innovative approaches to education 3. Diversity of academic offerings across grade levels
15236	Talented individuals who care about kids. Fiscally responsible
15237	facilities and community outreach
15238	- It is a stress free environment for teachers. - The music programs are fantastic but don't have enough support. administrators do not care about their success or failure which is a mistake because having strong music programs in schools significantly raises gpa's and general success of students. - The dual language program is a strength
15239	Social emotional / SEL

ResponseID Response

15240	staff students community
15241	caring for the welfare of the students new buildings to replace rundown units
15242	Going forward with the starting the updating/reorganization of campuses with bond.
15243	Honesty Open Door Policy
15244	Dedicated teachers, dedicated staff
15246	Teacher unity
15248	ALLs/CTCs are knowledgeable in content, technology and active learning. Teachers want the best for their students, and students are wanting to come to school to learn.
15250	Our students and educators
15252	Educación Liderazgo Confianza
15253	Teachers as they do all they can to service the children and by extension the families in the communities they teach. ALLs and CTC as they are available to the teachers for whatever support they need.
15254	Access to resources Community connections
15255	Students access to learning programs Student recognition
15256	Technology integration Dual Language Fine Arts programs
15257	Communication Follow through Compassion
15258	Doctorate in Educational administration & experience as an asset. Super
15259	We never give up on our students and staff.
15260	Recent advances in technology to support student learning SEL focus Magnet schools/New Tech programs
15261	- Wide curriculum - Good communication
15262	The days off designated in the school calendar help us all take days off year round to rest and recharge. Working for the school district with this schedule is the best.

ResponseID Response

15263	Size Teachers who are committed to work with diverse groups of students.
15264	1. Great Teachers 2. Great Support Staff 3. Outstanding in-house legal staff.
15265	1. Great Teachers 2. Great Support Staff 3. Outstanding in-house legal staff.
15266	1.COMMUNICATION 2.REMOT E LEARNING SUPPORT (STAFF DEVELOPMENT AND ACCESS TO TECHNICAL STAFF FOR INDIVIDUAL ASSISTANCE
15267	Capable Staff Members Engaged Parents and Community New Facilities
15268	Administration support Variety of programs across the district, CTE, ECHS, DC, Magnet options
15269	Open availability. A desire to be available for public service.
15270	1. Technology 2. Heading in the right direction
15271	Size, Opportunities, Impact on the city
15272	1. Many students have a strong sense of family due to the high Hispanic population & its culture instilling the need to spend time with immediate & extended family members. 2. With a Hispanic student population of more than 80%, UTEP stands as an exemplar among the federal designation of Hispanic-Serving Institutions. Similarly, EPISD has a majority Hispanic student population with numerous current & past high-achieving Hispanic students.
15273	Magnet programs Technology campuses
15274	Dedicated teachers, school nurses, admin and staff. Rapid Response to COVID 19 pandemic and providing electronic devices and hot spots to all students.
15275	Experienced Educator Experienced Leadership in Education Certified in Education
15276	collaboration between parents, teachers, and students availability of teachers to contact them when is need it.
15277	TEACHERS WORK ETHIC
15279	Innovation and and excllent from central office in particularly Connecting Languages Dept. EPISD values diversity and has implemeted a strong Dual Language program that promotes diversity and biliteracy. English Learners can be sucessful as they aquire English proficiency and maintain their home language.

ResponseID Response

15280	Resources& larger population
15281	1) Health support w/telemedicine rollout 2) Virtual curriculum
15283	That the district is realizing that changes need to be made.
15284	Altos desempeno y estándares.
15285	1. Leadership. Quality leadership. 2.High Expectations. Is having high expectations of teachers. 3. Test scores
15287	*accountability *academics *technology
15288	Largest school district in city Supporting programs for students in every grade so students can get high level education
15289	Its history of resiliency. The diverse income demographic of students Access to UTEP
15290	Hard working staff Culturally and linguistically diverse
15291	Size Community involvement
15292	New facilities with PK-8 to right size classes and maximize student teacher ratios, refocus of academic leadership with individuals that have risen through the ranks and are long time committed EPISD employees
15293	Meeting students needs Employee moral
15294	- Caring and dedicated teachers - Willingness to learn
15296	The people Our new facilities Campus administration and faculty commitment
15297	The return to transparency and integrity. The current leadership and their vision. The modernization and right-sizing of the District.
15298	Someone that cares about teachers and students and not someone who is in it just for their own personal gain.
15299	Prior Experience, Public School advocate, against privatization, anti outside programs....let teachers teach and dont need nonsense engage 2 learn
15300	1. Student Population (intelligent, culturally diverse)
15301	striving for the best even through difficult times Its employees at the campus levels student population

ResponseID Response

15302	Professionalism & Community Involvement
15303	A number of employees who truly care about the education of students. A level of commitment to improve.
15304	teachers
15305	N/A
15306	Transparency, Communication, commitment
15307	It teachers and other employees.
15308	1. Technology 2. Parental involvement
15309	Fine Arts Academics Covid Response
15311	1. Quality of teachers that are presently employed 2. Quality of education provided by these teachers 3. Direction that the district has been going
15312	As the largest district it's strength is in the community, faculty & innovation to excel as a leader in education. EPISD can be THE leader of how education is positive, engaging and the example for the rest of El Paso & the state.
15313	1. One of the strengths lies in the students, parents and learning communities who yearn for an equitable and a quality education 2. A strength are the dedicated teachers and support staff who daily address the academic and emotional needs of the students 3. The programs that have been upgraded and made available to its students and teachers, and even though this can be a strength, programs need to be results oriented
15314	Equality Commitment
15315	Communication and assistance to the community
15316	I will say the handling of covid could have gone a lot worse - I thank the district for the attention and work they put in to helping the campuses pull things together.
15317	Size No other strengths
15318	I do believe the district has a lot of good people working for it.
15319	1. Resilience 2. Diversity 3. Optimism
15321	Job security
15322	Strong faculty Early College program

ResponseID Response

15323	None. There should be only one school district. We are sick and tired of outrageously high property taxes. It is scandalous the salaries school superintendents make. We have to pay 3 times that amount because of 3 school districts!!!!
15324	Public support of the district is our biggest strength.
15325	Knowledge of School policies & procedures and Texas Education laws and policies
15326	Dual Language New Tech Active Learning
15327	There is no strengths this district is stupid, i want to quit but I need the money.
15328	Improvements made over the last couple of years with the bond money. Being a one-to-one district and the technology support we provide.
15330	Dual Language support Educator experience
15331	Los maestros y la comunidad padres y estudiantes y la buena administración
15332	1) Variety of programs 2) Open enrollment
15333	Programs offered.
15334	NONE
15335	The support for teachers, curriculum, and student achievement.
15336	Teachers, who continue to perform at the best of their abilities with the little support they get receive.
15337	We have resources. We have a large leadership
15338	Transparency, Commitment
15339	Its history of existence in the community. It has employees who have been committed to the district for many years.
15340	Teachers Teachers Teachers
15341	Reliable responsible safe

ResponseID Response

15342	The commitment and skills of many of the teachers and staff members. The ability for parents to select the campus their student's attend.
15343	Low cost of living Family values
15344	Diversity Pro Learning
15345	The teachers and the students that have managed to keep going despite the pandemic, and despite the unrealistic expectations of the district are the backbone of EPISD. WE are the real heroes.
15346	compared to the other districts in area we have no strengths
15347	Quality of teachers Diversity of student population
15348	technology geography coverage of the city Diversity of the program offered
15349	The collective knowledge of long time faculty, and the dedication to serving all children equally are EPISD strengths.
15350	**These processes to be established. 1. Address the district's mission and focus on the plan of action. 2. Treat employees as professionals and request their ideas and input. 3. Keep community informed and involved to gain district support.
15351	it's size and the people
15354	Great technology department and PD scheduling.
15355	Diversity, variety of educational programs, bilingual education
15357	1-Established Infrastructure; 2-Web of online tools;
15358	Structured virtual class schedule
15359	Large in size, Wonderful staff to work with.
15360	1. The Connecting Worlds program has been instrumental in the growth and confidence of my child. It would be great to have that expanded to other schools within the district. 2.
15361	Good teacher Good teaching
15362	How every student has access to a laptop or an ipad.
15363	- Caring, dedicated teachers

ResponseID Response

15364	1 - Being a district of innovation, 2 - Cultural diversity 3 - Outstanding teachers
15365	Technology Spanish Language Our Teachers
15366	Well qualified teachers and administrators. Many are local employees who were students in the EPISD schools. I think the sports and music programs are excellent! There are many choices in classes at high school that give the students a choice.
15367	- Offer so many free program opportunities - Free Special needs programs, benefits, & help - Many free Electives, Visual, Music, Theater Arts opportunities.
15368	Longevity Access to information
15369	Serves a large number of students Spends millions of dollars in construction projects to satisfy the board's endorsers (Construction companies)
15372	hardworking individuals
15373	It's high achievement rates and it's competitiveness.
15374	Support from ALLs Support for families during Covid
15376	From El Paso has a vested interest in our city
15377	The Active Learning Framework Programs at all Levels that Provide Enrichment PTech, IB Diploma and MYP, etc.
15379	Apoyos financieros El acceso/accesibilidad a las diferentes escuelas Instalaciones dignas
15380	School improvement Academic Performance
15381	None
15382	Que todavia cuentan con maestros que en verdad son profesionales y les gusta su trabajo , que no trabajan solo por un sueldo ,sino por que en verdad quieren que sus estudiantes se preparen debidamente, a pesar de que en otros distritos los sueldos son mejores en el distrito de El Paso , siguen trabajando con estudiantes de este distrito por amor a su trabajo. Esa es su fortaleza mas grande .
15383	1) Dual language is growing and the community supports it. 2)
15384	Innovative and great with communication

ResponseID Response

15385	Excellent teachers High expectations
15386	Student centered values and faculty.
15387	Corruption Poor leadership Racism
15388	Integrity, student and teacher centered, hard work.
15389	Support for special needs students. A district composed of a diverse community of individuals. We are a community made of (POC) and this is reflected throughout all levels of the district. We need to maintain our diversity.
15390	Good education
15391	Educators, community
15392	Kkk
15393	Athletics Music Bureaucracy
15394	1. Commitment to the profession 2. Executing vision towards future educational advancements. 3. On-Demand Teacher Support (EPISD University)
15395	Diversity
15396	Largest district in metro. Experienced workforce.
15398	Parent involvement
15399	-Students -parents -teachers
15400	Considering a budget for adult education for dropouts. Keeping in good condition the schools campuses
15401	El distrito escolar cuenta con maestros preparados que han brindado a nuestros hijos de una enseñanza de calidad . El distrito se preocupa no solo de los estudiantes sino de su entorno y la comunidad en la que se desenvuelven como familia
15402	Teachers & support staff, & students
15403	I want a district that is honest, respectful, and kind enough to support our teachers as professionals, who support staff members as valuable teammates, and who see students not just as test scores.

ResponseID Response

15404	1. Respects the American flag, country, and the military. 2. Treats all students fairly without prejudice. 3. Does not tolerate bullying.
15405	Organization
15406	Student centered
15407	We have amazing teachers who have survived several failed superintendent's.
15408	Innovation, leadership, and transparency.
15409	Servant leader, trustworthy, morally focused
15411	Teachers who care
15412	Teachers who care
15413	Customer service, communication, and safety
15415	* Size * Financial Capabilities (if allocated/invested properly) * Students
15416	Teachers and staff and sports
15417	Sadly, overcoming the constant change in leadership has become a strength. Teachers hold down the fort and keep moving along without missing a beat.
15418	A strong desire to educate our children even during a pandemic. A sense of family and belonging to something bigger and greater than ourselves.
15419	This was a difficult question to answer. Prior to the previous leadership the district has many strengths that could be referenced, I think the district has lost headway with some of the other districts here in the region. However, the district can capitalize from its size and the varied demographics to pilot, adjust and implement programs. EPISD appears to have invested in two major curriculum projects, the New Tech and Dual Language [which I see as strengths] but the adjustment still needs to happen.
15420	Special aid assistance, benefits, administrative support for the teacher
15421	High fiscal accountability in Texas. You care about our students and parents Strength in financial reserves.
15423	Availability of schools. Programs offered within schools.
15424	Nothing
15425	Multi Cultural & Border District/City

ResponseID Response

15426	Great teachers, Great opportunities for use of technology, open enrollment for students
15427	Teachers STEM programs
15428	Variety of options for students Dual Language
15429	1.Community influence because of the size of the district. Other districts look to EPISD for leadership regarding educational issues. 2. Achievements by students in all grade levels within the district. 3. Economic impact to the city because of the size of the district and the amount of taxes that are collected on its behalf.
15430	-largest district in the city -encompasses a majority of business in the city, stands to benefit as the business industry grows and the tax burden is shifted from homeowners to business owners -is in a better position to work with industry to help promote education in certain sectors, as it has been, such as medicine.
15431	Experienced leaders who have served the role of teacher, teacher leader and administrators as they truly understand what it means to lead in ok-12 education. Commitments to technology, goals and plans to ensuring students are reading on grade Level by 3rd grade as this is a future indicator of academic success and Dual Language
15432	Hard working teachers that go above and beyond Hard working teachers that go above and beyond Hard working teachers that go above and beyond
15433	The strengths of this district in the past year has been the quick transition to virtual instruction. In general, the strength of this district is the commitment to provide quality rigorous instruction to students.
15434	1. Dual Language Programs 2. High School Magnet Programs
15435	Dual credit opportunities for students. Several resources accessible to students. Provides technology for students.
15436	Policy Job Opportunities
15437	size influence
15438	size influence
15439	Friendly hard working and fun
15440	Security, sense of unity

ResponseID Response

15441	Our Dual Credit program and the district's push to make technology and the internet more accessible to everyone.
15442	A significant strength would be to say no to woke culture. Under no circumstance should critical race theory be allowed to penetrate our children's education. Decisions regarding healthcare should be based on science.
15443	Adaptability, flexibility, & innovation to both non-biological & biological crisis.
15444	1.Escucha y comprende los problemas escolares ayudando a solucionarlos.
15445	Dual language program Technology 1-1 devices Our teachers
15446	Infrastructure, accountability, budget
15447	1. Its personel 2. The results of the bond
15449	Strong high school program choices Competent school staff
15452	The District only considers students that are athletically inclined as well as students that perform well academically. Which is not a positive.
15453	None at this time
15454	Communication, teachers
15455	Responsive personnel in schools GT programming
15456	1. The district is completing the new construction of schools. 2. The district has better technology for hybrid learning styles.
15457	Strong teachers One to one device availability
15459	Visibility Student centered - educationally based Vision
15460	Our police officers
15461	Our culture of respect and hard work, as well as our teachers.
15463	Location Employees Schools
15464	Communication Staff Development Student Programs
15465	Vince Sheffield has all the qualities of a great leader

ResponseID Response

15466	Strengths relative to educating my child: 1. Proven, dual-language programs. 2. Open-enrollment which allows for diversity on campuses and 3. Caring educators. Strengths relative to power / influence: 1. Largest school district in El Paso County. 2. Presence in the zip codes with the highest wealth concentration. 3. Historic schools.
15468	Transparency, Leadership, and financial health.
15469	Its size and the outrageous amount of money they received from the bond.
15470	The district is lacking true leadership, integrity and staff support. It's hard to mention any strengths, other than teacher's dedication to their students and their profession.
15471	Wide variety of academic programs. Social work services/SEL programs Fantastic Teachers, for the most part
15472	I don't see any
15473	Transparency, Bi-Cultural and long standing employees
15474	Academic Achievement Community schools and partnerships Student centered decision making
15475	SIZE PASSION-COMMITMENT TO PUBLIC EDUCATION FROM WITHIN
15477	Teachers, Technology available at the school, and team effort within the schools.
15478	Teachers, Technology available at the school, and team effort within the schools.
15479	strong, committed individuals
15480	Teachers Technology
15483	Adequate amount of teachers to include other general employees. Enough PPE for now.
15484	EPISD prioritizes students' needs, focuses on preparing them for the real world, and provides many opportunities for college readiness. Prioritizes compensation packages for employees. Considers the public's comments and input prior to making decisions.
15486	The faculty- teachers, support staff, support services...basically those of us on the "front line" every day.

ResponseID Response

15487 EPISD is great at letting the students, teachers and taxpayers down. So much so, that I cannot think of anything positive to say about EPISD. However, leadership among the district is poor. The former superintendent has proven this and so has his predecessor.

15488 1. We have GOOD people. NOT everyone in EPISD was involved in the cheating scandal or is attached to the other Superintendents scandals. Although I agree that some sort of overhaul is needed with a new Superintendent, please don't throw out the baby with the bath water. Many of us have been in this district for 25 years and never participated in ANY of that stuff. MOST EPISD employees are hard-working and do their jobs despite all the non-sense and politics that occur at higher levels. Let's highlight that. 2. SUPER SAC. Having the input and leadership of our students is a great idea.

15489 We have some great teachers in the district who really care about our students. Over the years, we have provided our teachers with some great professional development opportunities to implement new, research-based ideas with students.

15490 -Caliber of staff -Historically the largest district in El Paso, and considered the Leader

15493 Numbers. History.

15494 1) Teachers and Administrators 2) Modernized facilities 3) Technology

15495 Financial Leadership Fiscal Accountability

15496 Teachers, principals, custodians. Everyone above principals seemed corrupt.

15498 I'm really not sure yet. We're new to EPISD and my kids are kinder and first grade so I don't think I can say based off of this school year alone

15499 Teachers should NOT teach at the same schools as their kids. Period. I, unfortunately, allowed my ex to teach at the same school as our kids. Almost immediately she threatened to have my kids' teachers to tell lies about me in court if I didn't pay her money. That's outrageous behavior. What makes it more outrageous is that The Interim Superintendent of EPISD, Vincent Sheffield, has FAILED to investigate it. This is domestic violence and child abuse being condoned by current school "Leaders."

15500 Very good teachers and education

15501 Teachers Support Staff Adaptability

15502 Educators Staff

ResponseID Response

15503	There is no strengths within this district the kids are always being put down by the teachers that run these schools. These children need a voice.
15504	Hard to really say or tell since transparency is lacking.
15505	1.Large district
15506	Flexibility and Decisiveness
15507	Teamwork Caring and hard working staff
15508	student involvement community outreach
15509	Faculty & School funding
15510	Strengths of EPISD include the Active Learning Framework, the technology support for students and staff, and the dual-language program for elementary students.
15511	Commitment Engagement
15513	Size. Legacy. Innovation.
15514	1. Opportunities for Advancement of Faculty. 2. Allowing students the opportunity to access necessary materials. 3. RTI
15515	Building improvements
15516	Class sizes Teacher salary Calendar this year (modified year round is a wonderful change).
15517	Leadership, Staff.
15518	I DON'T SEE ANY.
15519	Improvement on decision making Putting students first
15521	Teachers, School location and Curriculum
15522	I don't know I just have 1 kid and he is in K
15523	Dedicated, hard-working teachers Employs many!
15524	Our staff from custodial staff to administrators Knowledge and enthusiasm of current administrators, teacher Great students

ResponseID Response

15526	I will leave this part blank since I believe EPISD has done very weak decisions for picking district leaders. Starting with Mr. Cabrera with no teaching experience and very weak leadership as we all know. Leadership starts there and should continue in academics where you should put people with futuristic vision and not people just put there and moved from other positions. They need to have proven strengths in their positions and be held accountable for results. Please work and make the right decisions for the future of our students.
15527	Friendly staff in the schools Good Teachers
15530	Strength and resilience of our principal and administrators. I really enjoy working at my campus.
15531	Diversity. EPISD is lacking in many ways since the cheating scandal. Time to clean it up, which is why new folks were elected.
15532	fff
15534	1. They have not been taken over by the State again. 2. Teachers willing to be retrained for Active Learning. 3/ Good Support personnel.
15536	That it is an open district so you have options regarding which school to choose for your child. I also think the dual language offerings are an asset. The GT programming has also been a benefit to my kids.
15537	1: getting phone calls from El Paso high to give updates on what's happening in the district as well as the school 2: being able to talk with someone at the school or Central Office and getting a response, whether it be email or phone call
15538	none
15539	Variety of program options Resilience of staff, students and parents
15540	None. Everything needs to be fixed.
15542	(1) Committed teachers, counselors, social workers, support staff, and campus leaders (2) Dual language program - existence of and training opportunities
15543	Diversity Advanced classes
15544	Diversity PBIS Academics
15545	Innovation Diversity of culture

ResponseID Response

15546	Student programs and extra curricular activities which both contribute to a good education.
15549	Teachers who are dedicated to teaching our children!
15550	I'm new to the District so I'm still trying to figure that out.
15551	Size
15552	1. Strong in promoting college at an early age very important. 2. Strong in providing reading specialist and tutors to get kids on grade level very important. 3 Strong in getting the Parent / community involved in children's education and helping with school activities. 4. Strong in budgeting actual needs of the children . 5. . Good teachers. Great principles.
15553	Diverse population Dual language programs Personel
15554	Communication Parent Customer Service Athletics
15555	Parent support safety Covid Protocols
15556	Sense of Community Dedication to the district - many stay for a long time Progression with Technology
15557	resources good scores on staar
15558	innovation safety protocols teacher salaries
15560	Helpfulness
15561	Communication between the district and parents is great. Notice of changes or updates on events ,breaks etc is also good.
15562	1. Community 2. Teachers
15564	1. Strong commitment to dual language instruction across all K-12 levels 2. New Tech programs and broader shift toward deeper learning through PBL
15565	Teachers Student Achievement Parent Involvement
15566	Dual Language and Power-UP
15567	EPISD has many high quality teachers that are very effective and engaging for our children. EPISD has been forward thinking in the area of technology by becoming an apple district.
15568	deep community roots bi-national ties El Paso's spirit of kindness and generosity

ResponseID Response

15569	I feel like the uniforms is a bigger expense to my small budget.
15570	I really do not see any. It could be the department that I work in. But I really do not enjoy working for the District and have desperately sought employment elsewhere.
15571	1. Soliciting input from the community and other stakeholders. 2. Being open to change.
15572	Early College Dual Credits Open campus enrollment
15573	Material resources for prek Clean buildings friendly staff Knowledgeable staff bilingual staff
15574	-Open enrollment -Dual language education -Improvements to the campus with bond funding
15575	1. Open to change 2. Willingness to do better
15576	There's just a lot of untapped potential in personnel. The current culture incentivizes people to just keep their heads down and do the bare minimum rather than to strive to improve themselves and push the boundaries of what can be doing by applying their skills and passion.
15577	Significant strengths that this district has is the community / parents that have not given up on the District. All of my children have attended EPISD schools and all of them are adults now with children of their own who are not attending and the unending questionable behavior never seems to end.
15578	Dual Language Education program Magnet Programs
15579	Maintaining positivity and student success through social media outlets. Supportive of educational staff
15581	Technology, teacher retention, dual language and SEL
15582	Education and discipline
15583	That it's the oldest district and has schools with family traditions that create unity amongst the parents and students and district.
15584	Trustworthy -no previous investigation ni relationship with current admin Not EpiSd background Education background (teacher, Campus admin experience)

ResponseID Response

15586	Flexibility Consideration during COVID
15588	Discrimination Critical Race Theory Tax & Spend
15589	Strong commitment to strengthening currently existing public schools, commitment to equitable distribution of technology to all students
15590	Ability to listen, being honest
15591	1. Innovative 2. Special Education services 3. Dual Language programs
15592	Passionate educators Involved parents
15593	Mr. Vince Sheffield - He has stepped up & is doing a fantastic job in an extremely difficult time. He IS EPISD.
15594	Parent involvement. Open communication with teachers. Great Dual Language program.
15595	The faculty and staff that truly care about the students.
15596	experience professionalism reliability
15597	College Readiness Active learning
15598	diversity programs
15599	The leadership is open to allowing for leaders to implement programs that benefit specific needs on campuses. There are numerous programs that are implemented each year that take care of the needs of the students like PTECH, magnet programs.
15600	Strengths include the diversity of the people and culture, being bilingual and very welcoming for people to bring their children to the schools.
15601	-pride in schools -schools do what is best for students -students work hard
15602	The teachers The vast amount of resources for students
15603	Good principals at the schools Hard working responsive teachers
15604	Loyal Consistent
15606	The teachers and support staff. The union reps the district has.
15607	Teachers Parents Students

ResponseID Response

15608 Teachers Parents Students

15609 Teachers Parents Students

15610 Teachers Parents Students

15611 Teachers Parents Students

15612 Teachers Parents Students

15613 The teachers. EPISD teachers have carried the district through the pandemic all while our Superintendent was caught lying and quit. EPISD has a bad reputation for hiring outsiders who do not have children's best interest at heart. The teachers always do.

15614 Outstanding flexible teaching staff Quality high school magnet programs

15615 Knowledge of the community, students needs, teacher support

15616 High school magnet programs High school sports programming

15618 1. Hard working, loyal employees 2. Diverse, intelligent students 3. Innovation

15619 Hard working school staff Effective math and science facilitators

15620 Covid response Safety

15621 Dedicated staff School and program choices

15622 Big District, Beautiful new buildings

15623 Campus based employees High school magnet programs

15624 Nothing

15625 1. Its progressive district-wide Dual Language Education for its English learners who were cheated in prior years! English speakers also BENEFIT from this, but it is a social justice issue for our ELs! 2. Its progressive Technology rich - needs more quality training. 3. It is the largest district in the region - we must fight to keep that!

15626 1. The teachers -most of them are dedicated and care about the students.
2. The resources the district can access

15627 1. Experienced and dedicated teachers. 2. Tenured staff. 3. Bilingual/dual language culture.

ResponseID Response

15628	1. The Teachers 2. The Students
15629	Local, strong supporter of the community, where we all grew up
15632	Diversity, high value of education within the community and dedicated faculty and staff in the schools.
15634	??
15635	Diversity of students Teachers' desire to do well
15636	Teachers
15637	Inclusion of students from various backgrounds. Caring for Mental Health of students. District Covid guidelines serious.
15638	Dual language Access to technology
15639	1.teachers, 2. open enrollment, 3. bilingual/dual-language programming
15640	The students. The parents. Supportive administration.
15641	Inclusive. Multi-cultural.
15642	the new calendar
15643	Individual campuses Teachers
15644	New facilities upgrades Strong high school magnet programs
15645	Staff Effort Students
15646	They are flexible They seem to keep up with changing times
15648	1. Good, hard-working teachers that truly care about students. 2. Bi-cultural community.
15649	Innovative Adaptive
15650	The teachers & the career and technology programs at CCTE
15651	Very good system for communicating notices for parents thru phone even in Spanish
15676	1.Not afraid to replace top administrators for any wrong doing, which kind of keeps everyone hopeful that we can trust some leaders and some people to take the appropriate action.

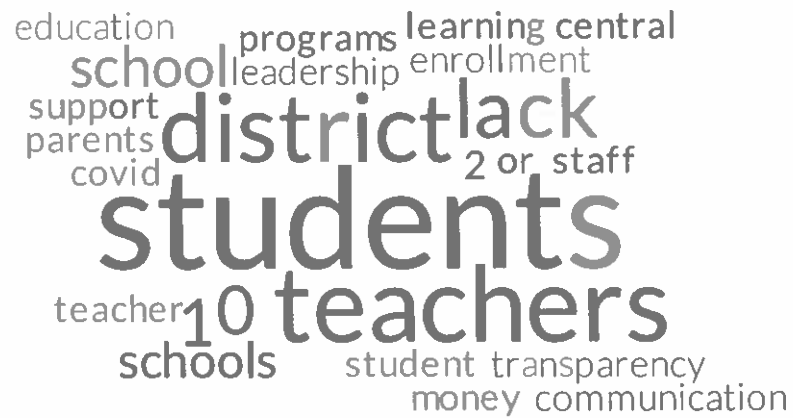
ResponseID Response

15679	Someone LOCAL Someone Driven Someone that focuses on paying competitive salaries to the Teachers and Staff
15685	Student, faculty, and staff protection from COVID-19. Virtual and F2F teaching
15694	The Teachers and Students
15695	N/A
15696	Campus leadership Great teachers and staff Great sports & fine arts
15697	1(Depending on area) - parental engagement and support. 2. challenging curriculum
15703	Community outreach and quality teachers
15704	Renaissance Learning, AR is a great tool. Reading is a great Educational tool, I currently have three Grandchildren in EPISD. All three are Gifted and Talented, we stress reading as a daily activity. When they read their favorite books and are rewarded with a Quiz score of 100, it allows them to look forward to reading their next book. They are all reading two grade levels above their grade.
15706	1. Dual Language Program 2. Focus on early childhood 3. Hard working teachers, staff and admin who focus on students
15708	One to one devices New facilities
15709	- Engagement with community - Strong online presence
15710	Dedicated teachers, bond funds to build or refresh campuses and opportunity to attract a new superintendent.
15712	a. Students we have the honor of serving b. Teachers' commitment to educating our students (especially during the pandemic) c. Innovative programs that have helped students be successful throughout their years (Dual Language, Gifted & Talented, Fine Arts, Magnet Campuses, etc.)
15713	Strong high school magnet programs Many great teachers and principals
15714	Clear understanding of District needs. He/she should be committed to lead the District in positive direction. Should be an individual that is Non Biased and Fair by ensuring staff, community and Board can work together to support student, staff and district needs.
15715	The district has no strengths; it has lost sight of its duty to educate children and prepare them for the adult world.

ResponseID Response

15716	Dedicated teachers Some new facilities Dedicated staff
15720	One to One technology Uses the state TEKS resource system curriculum
15721	
15725	1. Employees / teachers 2. Traditions / community support
15726	Willingness to listen to parent input and provide superior education to students.
15727	staff - 1:1 technology - strong leadership in key positions
15729	-Rich Historical public institutions that El Pasoans take pride in such as Bowie High and El Paso High School -Enrichment extra curricular programs that supplement student academics. - School community involvement such as PTAs, Booster Clubs, having a sense of ownership in our schools and seeing it being passed down generations
15730	Teachers/Staff Students Fine Arts and Athletic programs
15731	1.Teachers and counselors! They're the best! 2.The different selection of classes and activities. I like being part of the school band and just having a lot of options. 3. Technology
15732	Diversity of programs across the schools; student accessibility/resources
15734	I find none.
15736	Committed employees

3. What do you consider to be the two or three most important issues / concerns / challenges facing the district?



ResponseID	Response
14654	Budget Enrollment Over sized central office
14659	Funding Campus support for decisions
14662	Getting our students back from Charter schools. And paying Staff an appropriate wage.
14663	Loss of student enrollment Diverse hires
14664	Bad organization (for example handling covid, online and in person learning) Not the best academic level
14666	COVID, communication
14669	Vince Sheffield should be the next Superintendent, your search is complete already!
14670	Pandemic, individualized learning and screen time
14671	None
14673	Support for teachers, realistic expectations and resources available for students
14674	1. Covid 2. Attendance 3. High standards

ResponseID Response

14675	Transparency, nepotism, corruption
14676	Learning gaps. Budget. Student population
14677	Transperancy Teacher salaries Poor past leadership
14678	Integrity Use of funds Funding of schools and teacher salaries
14679	To be honest
14680	Masks... need to be away with, The fact that the el paso tea lead the decisions this past year.
14681	Compromised leadership (i.e. last few superintendents, some of the current district heads) Waste of resources and ill spent funds.
14682	- student/teacher ratio -how to make online classes work
14683	Attendance Funds Involvement
14684	Teacher pay Classroom sizes Mismanagement of funds
14685	Bullying, staff bullying, and lack of resources for students
14686	. Not having enough teachers . Counselor in carrers
14687	Teacher support is lacking Teacher input isn't asked for Quality resources are nonexistent
14688	Competitive Pay for Teachers/Athletic Trainers, Support staff, and paraprofessionals/subs Quality teacher retention Facilities are lacking compared to YISD and SISD
14689	Remove the mask policy STAT!
14690	Lack of integrity for some administrators
14691	Not enough emphasis on stem In school teaching is a must
14692	La Administración del Presupuesto, La manera mas efectiva de mejorar la enseñanza no perder a los alumnos en la burocracia es mas importante la educación que los números
14693	Money well spent with campus input. Honesty and integrity Figuring out how to give back autonomy to the campuses and not having so many central office directors, Assoc supers making decisions for campuses

ResponseID Response

14694	1. The school calendar 2. Test scores
14695	Virtual Instruction and Seriousness from Superintendent
14696	Preparation of diverse student body for college and/or workforce Engaging diverse families in school programs
14697	Corruption at the administration level Money and recouping children Charter schools
14698	Achievement gap for low socioeconomic neighborhoods, post virtual learning
14699	We need more transparency
14700	I believe resizing and transparency are the most challenging aspects the district has faced and will continue to face until change takes hold.
14701	Budget cuts that directly affect student participation in programs Internal and external customer service
14702	Necesitamos más honestidad y transparencia del parte de la mesa directiva y superintendente para los padres y la comunidad
14703	Teachers being forced to teach in rooms where construction is occurring, not providing enough support for teachers and demanding WAY to much from us when the school board has no idea what it is like in the classrooms.
14705	Communication with parents
14706	I don't have any concern at the moment.
14708	Por ahora lo del COVID Ke nose puede hacer muchas cosas Y luego Ke ahora en agosto ya estén vacunados todos los maestros y ayudantes de las escuelas para Ke regresen los niños a la escuela por Ke nosotros como padres no podemos estar todo el día con ellos en la clases virtuales por Ke trabajamos la mayoría
14709	Teacher engagement Budget shortfall Losing students
14710	Cuidado sobre el covid
14711	Teacher pay and retention. Teachers worked so hard during COVID and were very unappreciated. Arrogant administrators who belittle teachers, parents and students.
14713	Old buildings Students needing to catch up because of COVID

ResponseID Response

14714	Lack of resources and guidance to students and parents. Lack of testing for kid's skills.
14715	Disability support. Literacy. Economic/business numeracy.
14716	Attendance Passing state tests
14717	Honestly Support to students/teachers
14719	You must remove the mask mandate for students. Move forward to "ask optional" guidance at this point - just like almost 150 other school districts in Texas are doing.
14720	-The age and poor condition of facilities combined with too many facilities versus enrollments students. -The near constant negative media coverage of EPISD.
14721	-Lack of funds -Classes too big -Too many transfers from out of district in top schools
14722	Ahorita lo del Covid. La falta de alumnos. Los cambios constantes de maestros o principales.
14723	Fine Arts Support and Awareness, District Staffing, Communication
14724	The wasteful expenditure of money and time on silly fads, declining enrollment exacerbated by the pandemic, and the state government's detrimental emphasis on standardized tests.
14725	Poor leadership at Elementary Schools, Facility Inequalities, ex. Refrigerated air not for all, poor retention of good teachers,
14726	Quality of programs Ross Moore Superintendent without education experience
14727	Enrollment Electives Teachers
14728	Financial responsibility Student enrollment Student success
14729	Teacher support Transparency
14730	Escuelas con grupos pequeños para mejor educación y No a una administración corrupta llena de ambición al dinero
14733	Communication, leadership and responsibility.
14734	After school programs and free lunch for kids are some of the issues

ResponseID Response

14735	Teaching students Less spending Support teachers not overhead admin
14736	Transparency Safety Quality education
14737	no tener un buen super intendente para que tenga un buen control con sus maestros y tambien poder sacar adelante a todos sus alumnos
14738	Staff pay, allowing Dr. Brown to control the virtual learning system which was a failure. Not offering teachers the ability to either teach fully online or fully in classrooms. Forcing teacher to do both wasn't a good idea. Extending the school year out until middle of June.
14739	Calls and effort to privatize education and encouraging charter schools at the expense of our public schools The corruption among EPISD leaders and their use of money that should go directly to classrooms
14740	Communication with the community and re-engaging the families Re-establishing trust in EPISD Balancing the budget and eliminating unnecessary contractors
14741	1. Eliminate wasteful programs. Utilize the talent we have to take ownership of the programs we implement. Truly a "District of innovation". 2. Reduce the student : teacher ratio. It's a complete shame we lost teachers (displacement) because of arbitrary numbers.
14742	Testing Face to Face learning Keeping Staff
14743	Covid,la escuela virtual
14744	Bad leadership and unnecessary spending
14746	Online/Distance/Virtual learning and making students/parents responsible for their learning. Also, reform education to match the world we live in now.
14747	- teachers are unprofessional - bullying - dishonesty with funds
14748	Communication, spending on programs that take away from teaching
14749	Leadership, accountability to the community, money and spending
14750	There will be more challenges and concerns. Which will be everything to return back to normal since covid-19 started. Starting with the school staff such as admin, teachers ect and students. We have to get back to work and fight this together. We also need students parents/guardians to get involved as well.
14751	reestablishing a good reputation in the city. improving morale with teachers, staff and parents

ResponseID Response

14752	Moving of teachers/administrators who have not fulfilled their duties with empathy or other and they are simply moved to another campus, usually Bowie or Austin HS. More attention and funding to Music departments and campaign to encourage students to return/join these programs.
14753	Students & teachers returning to campuses without masks as soon as possible. Get past the COVID19 phobia. Pay committed outstanding teachers their worth. Racism of the Hispanic population towards the non-hispanic population.
14754	Too many tests, curriculum is test driven instead of engaging with the children.
14755	Safety Administration
14756	funding for more monies for schools that are located in the south like bowie and jefferson. to serve the poorest students struggling to succeed
14757	I can only speak to the issues at my daughter's school. I have seen too many extra curricular classes being offered at the expense of core curriculum classes. The classroom sizes are too large due too these extra course offerings. I find it worrisome that my daughter does not know what a verb is, but is being expected to take extra classes when she does not have a grasp on the basics. I also believe less is more. Cramming my daughter full of useless knowledge will only hurt her, and the current coursework expectations are affecting her mental health. She goes to Brown Middle.
14758	*need to continue to consolidate campuses *lack of involvement from campus administration with their students ie limited/no visibility in extracurricular activities.
14759	Student/parent involvement, extra curriculars
14760	Money Student enrollment
14761	Transparency, financial everything, principals who care about the students and posses some semblance of compassion
14762	A lack of resources and lack of motivated teachers.
14763	Safety regarding the current pandemic and properly funding and accommodations for special education programs.

ResponseID Response

14764	1) laziness/lack of activity on the teachers part and then claiming that it's "not their problem". Unprofessional and unmotivated attitudes. 2) Lack of teacher/counselor support for AP tests and classes. Prioritizing AP classes for students NOT taking the AP exam while leaving students who want to take the exam in the NON AP class. Administration is unorganized and unwilling to conform with student's educational needs. In addition, a lack of "spots in the AP class". Assigning quizzes/exams/homework during STAAR testing dates AND AP exams. 3) Long wait time to get a response back from staff/teachers via email.
14765	Poor salaries for hourly employees, poor and decrepit schools and poor top leadership.
14767	1. Retaining great teachers for the classroom. 2. The collaboration and trust from leadership to think ahead and move forward. 3. Diversity and fairness across all schools.
14768	Bilingual education resources, transparency in spending, a community voice in big decisions.
14769	How to close the learning gap some students have experienced during the pandemic. The disconnectedness and disorganization that there seems to be between the district's main office and the schools, teachers, and part.
14771	Teacher turnover/disgruntled employees, lack of true leadership, lack of staff/faculty members, engaging community early
14772	Leadership and communication
14773	Taxes are too high Construction project overruns Catching students up who were not successful in the thrown together virtual system
14774	Not enough teacher input in major decisions and not enough pushes to keep good teachers via incentives.
14775	MASKS!!
14776	1. Covid life. How will classes be kept small enough to allow social distancing? 2. Drugs. We need to watch out for our kids and make sure they stay strong to say no to drugs. 3. Support for teachers. Make sure teachers have what they need.
14777	1. Excessive focus on UTEP route. 2. Lack of sight for national competitiveness. 3. Poor distribution of resources across campuses
14778	Board hiring a superintendent from other cities, who come in and take advantage of El Paso, TX. Concerns over budget, all around.

ResponseID Response

14780	Too many programs, waste, lack of communication with faculty and staff, lack of input of services and new programs from faculty and staff, low wages
14781	Corrupción
14782	1) Be more open to parents and school staff. 2) Consider, study deeply the situation of each school and their neighborhood surrounding it.
14784	Ethics, lack of consistency, poor leadership
14785	Rightsizing in response to declining enrollment, Competing with charters, Competitive and innovative academic, athletic and fine arts programs
14787	1. Though retention and placing of personnel was successful, many should not be in the field. There is no oversight, therefore, many students have and will continue to be left behind because some do not have their educational interests in mind. 2. Administrators also for in to the role of my #1 answer. Why are they not aware of what teachers are doing and NOT doing? They favor those who have something to offer them. Where does this leave the children? 3. Those of us who are doing our very best, and beyond, are not able to do so professionally because students are not being disciplined to accept the inevitable and learn a life skill through it. If we had admin that cared and spotted deficiencies, we would have more dedicated teachers who educated strong students.
14789	Most important issue is to get our children back on track and begin with the challenge of educating students for the time lost due to the pandemic. Safety is another issue to consider for teachers, students, and staff. The final concern is the low number of enrollment within our district. We need more innovative programs to bring back students and more opportunities for our teachers to succeed.
14790	Forward thinking, supporting special schools/programs (the Young Women's Academy could be nationally recognized if it were properly promoted and supported), Spanish classes: no one actually learns Spanish here. Separate the Spanish speakers from the learners so both can be properly instructed!
14791	-Dishonest administration -collusion —Disconnection with parents
14793	1. Preventing critical race theory from being implemented. 2. Reduce spending/budget
14794	Dropping of enrollment, excellent veteran teachers retiring at the end of this year (in order to protect teaching positions on their campus).

ResponseID Response

14795	Maintaining teachers that care about their profession. Letting go of teachers that are consistently absent, or reported for conduct. Getting rid of all COVID restrictions.
14796	Low income area school closures; fraud
14797	Leadership focused on the wrong things, mismanaging talented leaders and teachers, and need to put students first.
14798	Transparency Common Sense COVID-19 Regulations
14799	The union closing schools, harming the children in the community Teachers not getting the resources they need to succeed Expanding classes to 28 students
14800	I think that we need a superintendent, principals, support staff, and teachers that care about our KIDS. Their focus is the kids succeeding, not their selfish motivations. No political crap! All kids back in school! Masks optional!
14801	Embrace the new digital era for the benefit of our kids. We face challenge student enrollment
14802	Keeping Critical Race Theory out of our school system. Bringing Civics back into the classroom.
14803	The need to be back in school full time without an option for virtual learning. Do not mandate masks. Do not require vaccines.
14804	Getting back to in person classes for kids, managing an unwieldy teachers union that doesn't allow for the removal of terrible teachers, scaling back the focus on testing and rewarding excellent teaching!
14805	Prioritize students, transparency, hire from El Paso
14807	Leadership Too directed and dependent on State funds Money hungry leaders
14808	Customer service Quality of teachers Technology
14809	Bilingual programs in high schools, rent abandoned buildings to house immigrants, and more pay for teachers. We are working double with face to face and at home students.
14810	Offering better programs for enrichment Bullying Complacent teachers
14811	Children education On all grade level

ResponseID Response

14812	Too many out of town individuals come through acting like Jesus trying to save a district out in west Texas who do not have any significant ties or real interest in the district other than a promotion. EPISD has amazing individuals within who have dedicated their careers serving our community. I want a superintendent who is from El Paso, has taught in El Paso, if they have children have believed in the district they are wanting to lead and placed their children in our district -bit in charter or private schools. Teacher retention and appreciation. This year has been tough. Teachers have had to completely reinvent and learn their talent and did so with little to no help. Teachers should be compensated for their time. During the October break the district wanted to offer \$15 an hour for teachers willing to provide intervention. How insulting is that? A field which requires a degree, teachers having to purchase their own materials to make distance learning work and then to have the district provide such an insult by offering entry level pay for something not many can do well is mind blowing. It's no wonder there wasn't a high interest.
14813	Just that we have. A good leader to rep our district.And has good moqrals
14814	Teachers poor communication with parents. ARD's goals for students has low expetations. Students challenges are very poor.
14815	Salary raises Division within district Dual language program- not effective
14816	Growth of the district and teacher to student ratios
14817	Distribution of funds Parent engagement/volunteers Mentors/teacher aids
14818	Virtual learning, testing
14819	Incompetence, corruption, lack of progressive vision
14820	Looking for easy-fix, high cost solutions to educational challenges Students reading and writing below grade level
14821	Honesty with the public The use of funds for educational purposes.
14822	Consistent Proper tools and training Customer service
14823	Ability to work with key directors for the financial success of the district.
14825	Parent involvement, large class sizes, student achievement, pandemic
14826	Decline of value for academic achievement, particulary in lower income schools
14827	Attachment to constant initiatives Teacher quality--too much focus on the text, boring teaching Leadership, esp at the district level

ResponseID Response

14828	Lack of transparency, lack of teacher support, continuous hiring of out-of-town higher-ups/ superintendents
14830	Lack of technology. Lack of transparency. Testing. Not the mandated state testing, the tests the district makes teachers give just to gather data. Lack of trust in teachers.
14831	One challenge is the building of charter schools competing with public schools. They are gaining reputation for better curriculums and gaining better teachers at competitive salaries. Another issue is Covid19 restrictions. Assuming those are mostly lifted by next year, there will still be an issue of lower number of students enrolling. The new superintendent should be able to think beyond the past choices of the superintendents before. Administrating a district should be more about solving problems and listening to student and parent concerns. A new superintendent should be looking and leading towards the future and not stuck in past outlines or troubled by the same problems. Teacher's pay is also a huge issue. Teachers need to be paid significantly more.
14832	1) The inability to effectively manage teachers unions: as a result, I cannot send my son back to school full time despite lifting of covid-19 restrictions 2) Lack of accountability and transparency at top levels of administration resulting in poor leadership decisions
14834	Getting a Superintendent that does nice require an outrageous salary and gets raises yearly while the rest of the district and campus staff tends to get overlooked. Holding people accountable and not allowing large purchases of tools or apps that are not needed. Getting rid of the fact that some departments get shown large favoritism with funding and promotions while others are under staffed, overworked, and ignored.
14835	See previous questions answers.
14836	We have weak leaders
14837	Continuity Leadership
14838	Students lagging behind because of online classes after the pandemi
14839	Trust, honesty, pay
14840	Honest Leaders Covid and returning students
14841	I really cannot answer this question due to covid-19, we have not really interacted with any of the faculty.

ResponseID Response

14842	1.Poor Literacy Skills (Reading & Writing) 2. Unfocused Vision: trying to do everything to make everyone happy instead of prioritizing 3. Declining enrollment
14843	Some people that are in leadership are out of touch with teachers. Consistency is not always there. Programs keep changing and teachers are required to do new things when they just got used to the previous program. That last training dealing with harassment complaints was bad. It would have been just better for us to read the power point than having someone read it to us.
14844	The impact of COVID on student learning and the increase of stress on teachers and staff to do more and more.
14845	Solamente más atención
14846	Lack of funding, beneficial teacher support, and parental support.
14847	Communication between various departments at district level, low enrollment, equity for students.
14848	1. Instalaciones 2. Material
14849	Threat of Charter Schools Another unethical Superintendent COVID
14850	Large class sizes, traffic around schools
14851	Clear communication across departments and ability to be creative to adapt to shrinking enrollment
14852	Culture Leadership Accountability
14853	Losing students Staying competitive by offering new programs
14854	Keeping up with technology. Streaming processes for efficiency. Improving education quality to improve enrollment.
14856	Political influence from climate change deniers, Christian Republican White Nationalist perspectives in education, assisting students from low income backgrounds to get the same quality/frequency/tech opportunity as high income areas
14857	Quality education and teachers that take an interest in making sure the student understands the lesson

ResponseID Response

14858	The pervasive inequities in our systems is my main concern. Certain schools receive more funding than others simply because some parents are more vocal than others. Many schools are in disrepair, even with the bond. To base college readiness funding on TSI scores and judge schools like Franklin and Coronado on the same scale as schools like Bowie and Austin perpetuates inequality across the district and hurts the schools that need the most help.
14859	Lack of leadership Nutritional program is horrible
14860	Infrastructure-internet, HVAC, buildings Rolling out of too many initiatives with very little training Lagging behind other districts in PD and new programs
14861	Being not only a parent of one student but two one with special needs , we need a lot of affirmation about what's going on . I'm a military mom but I want to be kept informed on what the school is doing if they need volunteers programs we can do . I do understand the mask mandate for the schools but these kids have got to get back to a normal having a special needs child is hard enough letting them attend the school but it's putting pressure on us some things need to be reconsidered.
14862	1) Teachers are undervalued and underpaid. 2) District is top heavy; too many administrators at central office. I believe some administrative level positions could be consolidated.
14863	Long hour of class
14864	Federal curriculum, Getting Schools opened without Restrictions such as masks and plexiglass, not normal and not healthy
14865	- Returning the students and educators to the classroom safely. - Paying educators and ancillary staff an adequate salary. - Overpaying for a Superintendent, and then providing them with generous other benefits. Meanwhile, their actions make the district look terrible.
14868	1. EPISD is one of the largest school districts in Texas and has potential to be great. Unfortunately, past leadership has not been able to capitalize on that potential. 2. EPISD has gotten several black eyes in the past from the activities of dishonest leaders, it is time that we have somebody who can heal that image problem. 3. EPISD needs to be more innovative/ flexible in addressing current events. With the COVID crisis, EPISD should have been more organized in order to provide technology to it's students and provide testing and immunization to faculty, staff and community (neighboring districts did not struggle as much because students already had technology in hand and mobilized quickly to test and immunize).
14869	High turnover and reassignment of principals/assistant principals Useless principals and Directors

ResponseID Response

14870	No material for students, No materials for teachers. No water at the facility.
14872	To start this district has a horrible reputation within and outside of El Paso. Upper management should be thoroughly vetted. Lack of personnel in the technology department to assist parents. Turn around time for assistance is inadequate. Common systemic functions appear vague and inconsistent.
14873	Declining student population Competition from Charter School
14875	One of the biggest challenges ahead is getting the children acclimated to life back on campus. It is going to take quite an adjustment for them especially where recess is concerned if we still are maintaining social distancing. It is also going to be an adjustment for the middle and high school staff getting used to spending an entire period with their classes instead of the few minutes most are spending with zoom.
14876	Funding, school and district leadership and innovation
14877	Allow us to go to school without masks Do not allow students to attend online with an i person class
14878	covid 19, students safety
14879	1. Falling enrollments. 2. Staff compensation 3. Abandoning 'District of Innovation'.
14880	Lack of community involvement/inclusion, the district seems apathetic towards the concerns of its families and the district lacks initiative
14882	1. Communication with TEACHERS and PARENTS/STUDENTS 2. Special Education supports 3.
14883	Reconnecting after a year of distance learning, Keeping students engaged, Involving parents
14884	Learning outcomes, learning benchmarks, State exam preparedness and college readiness.
14886	1. Implementing Dual Language all the way to high school. 2. Drop in enrollment 3. Hiring and keeping strong teachers.
14887	Getting children back in classroom. Getting rid of the teacher's union.

ResponseID Response

14888	Bending to the whim of social media, trends, and latest hot topics. When compared to other cities, El Paso was celebrated for the fact that it had very low turbulence, if any at all, during recent times of political, social, or civil disturbances. EPISD on the other hand seemed to make knee jerk reactions in the form of sweeping permanent changes whenever some issue popped up on television - things that lasted a week or two in the news are now permanent changes in EPISD.
14890	The teach teachers how to communicate with Parents and to insure the child education is in the best interest of the teacher where they go above and beyond
14891	stop controlling parents and students we don't need mask on children they don't help they damage our kids especially if they have health issues, do away with mask.
14892	Getting kids back to school, without masks!! Without temperature checks! Like NORMAL cities!
14893	The District continues to appoint unqualified professionals which continues to drive the District into the ground. The Board of Trustees allow corruption to continue and all positions and finances should be audited for compliance.
14894	Closing the gaps across students, science education
14895	Infringement on freedom Equal Opportunity COVID restrictions
14896	Test scores, discipline, and student motivation
14898	1) Privatization. 2) Unnecessary spending on tedious tech contracts. 3) Spending inequity between different campuses.
14899	Transparency, mishandling of funds, dishonest superintendents.
14900	Have strong connections that support the classes online.
14901	Quality,education
14902	-size of the classrooms -the technology -no child left behind
14905	Dedication Commitment Continue to be focused for the interest of students, employees.
14907	Lack of transparency, lack of input from teachers, poor decision making in spending money. Past superintendents have been paid way to high of a salary!
14908	Significant deficit in fine arts support compared to other major districts

ResponseID Response

14909	Curriculum Bringing students up to grade level who refused to log in to class or attend F2F. Teachers pay being more competitive .
14910	Charter Schools Declining student enrollment
14911	Curriculum and pedagogical modernization Schools that have a reputation of being good schools not being data driven and students not meeting growth measures or not growing at all
14912	Covid and safety, low income/poverty population
14913	We don't have a clear vision. As employees, we are doing our best to help each other, and our students. As a result, the District is strong. But we still need a uniting aim.
14914	Mantén un buen estándar en su nivel académico Crear un ambiente de seguridad para el regreso a clases
14915	Poor
14916	No direct communication to parents
14917	1. Lack of qualified leadership 2. Lack of working technology 3. Lack of fiscal responsibility in every aspect (construction, pay, bonuses, etc.) 4. Decreasing enrollment 5. #3 and #4 are concerning because EPISD solution to their decreasing enrollment and ill-managed budget failures is to have the tax payer pay. EPISD reports \$3 to \$5 million yearly deficit, most because of decreased enrollment, and their solution is to pass their downfalls to the tax payer; disgusting and shameful.
14918	1.Lack of Transparency from Administration 2.The Interim Superintendent 3.The Cabinet
14920	Money, Academics, Sports
14921	Corruption, lack of transparency, privatization of schools
14922	Large at-risk population of students. The need for better communication in a timely manner (especially with the challenges of on-line learning due to COVID-19).
14923	* \$\$\$ pay * Inconsistency with the academic department, too many academic ideas and materials * People not appreciating our special ed department
14924	Lack of communication Lack of information

ResponseID Response

14925	Administration not being held accountable for their actions. The district turning a blind eye to safety issues and covering it up and not reprimanding principals for not following the law. The district not reprimanding principals for the bad treatment of teachers especially when turn over at the school is high.
14927	The Pandemic, finding solution to return students ito the classroom face to face
14929	Mental health Diversity Innovation in teaching for the future
14930	1. Effectively keeping our students on campus in a real learning environment. 2. Teaching a real and true curriculum that demands high efficiency in Reading; Mathematics; Science; Social Studies& History of our America without all the political interference.
14931	1.The Interim Superintendent 2.The Cabinet 3.Lack of T ransparency by the Interim Superintendent
14932	Lack of good administrators. (trying to make a quick fix instead of thinking ahead) Too many people trying to justify their jobs having teachers do ridiculous amounts of added word. Lack of treating teachers as professionals
14933	1.Honesty. 2. So many programs that EPISD doesn't dedicate themselves to one or two -specialize.
14934	1. Falling enrollments. 2. Staff compensation 3. Abandoning 'District of Innovation'.
14935	Being on task, accountability
14936	Shrinking enrollment, preferential treatment by district level people for the west side schools and ignoring the south and central schools, we need more people working with kids and less that work in the offices
14937	Low morale Declining enrollment Too many initiatives
14938	1. Lack of expansion on Social Emotional Learning curriculum to high school students. 2. Lack of Student Leadership and voice in District Leadership. Sometimes student input is a requirement and should be mandatory in some or all District Leadership and or Executive Cabinet. 3. Lack of Attention for the Early College Programs. Schools such as the Transmountain Early College HS need more attention, such as more funding, more district attention, and more outlook. Yes, bigger campuses are hold important value to the District, but Early Colleges such as TMECHS hold better achievements and standards. More praise and attention should be given.

ResponseID	Response
14940	Curriculum implementation and structure in departments
14941	Remote learning
14942	Students and or parents seem to be dictating what happens in our schools.
14943	Lack of true leadership! Lack of money!!! Lack of experienced teachers and professionals in place.
14944	Proper apportioning of funds Focusing on true academics, i.e. reading, writing, math, science and social studies.
14946	Departments lack good customer service Educational Leadership Development and Growth opportunities are limited or nonexistent Accountability for All
14948	None
14949	1. Re-evaluate teaching methods and requirements placed on teachers and students. Are students really learning? Keeping shoving information down the throats does not mean it will stick to them lifetime. 2. Take care of the teachers and students. Better teaching methods, pay, etc.
14950	Teacher motivation- programs and initiatives keep being piled on to a full plate. Declining enrollment
14951	As a retired employee I feel the administration is too top heavy. In 2012 I failed to understand the positions of Math Coach, Literacy Coach and other supposed coaches trying to get everyone to teach the same way. Leaves not enough money to pay, for example, substitute teachers a salary comparable to YISD and Socorro ISD
14952	Continual cheating/illegal activities/unethical business practices/questionable policies. Over abundance spending of staff at the district level/too many district level employees without justification of position.
14953	Too many departments that do not communicate with each other. Too many middle men. Lack of top leadership knowledge concerning individual school instructional structure.
14954	Desigualdad Comunicación Vigilancia
14955	Resistance to change Distance learning Funding

ResponseID Response

14956	<p>*La seguridad de los estudiantes (en ocasiones protegerlos de los mismos estudiantes) *La tecnología avanza a pasos agigantados y es difícil mantenerse al día * Drogas (los estudiantes tienen acceso a ellas y muchas de las veces comienzan a probarlas en la misma escuela)</p>
14957	<p>1. Transparency and accountability in spending district funds (mismanaging money) 2. Declining student enrollment because parents prefer charter schools than public schools in EPISD 3. School board members who do not support public education</p>
14958	<p>Students need to be back to face to face. Working in the schools you see a major difference in those who have returned and those who have not. Since it has not been spreading through the schools , the students should all return. Need more coverage in schools. Expecting the staff you already had to cover classes and lunches and get the work they already had in previous years done is ridiculous. Not reasonable. Need to provide more activities for elementary aged students such as after school groups and not expect teachers to volunteer for them when they are already doing double duty. Need to have designated teachers for virtual and face to face. Expecting teachers to teach both pulls away from how much actual engagement each child receives. Allow teachers and staff to have input on how it is done at each school. District should not dictate how when each school climate is different.</p>
14959	<p>Too many departments that do not communicate with each other. Too many middle men. Lack of top leadership knowledge concerning individual school instructional structure.</p>
14961	<p>Engaging high school students in their education. Removing barriers to learning (masks/ far too much computer time.)</p>
14962	<p>1. Where has all the bond money going? 2. Rebuilding old schools not just patch up jobs.eg. Eastwood HS totally New! 3. Refrigerated air! 4. A female local, Latina Superintendent!</p>
14963	<p>Keep our kids attention</p>
14964	<p>Learning loss, access to technology and teacher retention/morale</p>
14965	<p>Rewarding mediocrity, by promoting incompetent employees, instead of dealing with the issues at hand.</p>
14966	<p>Student and parent involvement</p>
14967	<p>Enrollment next year and spending</p>

ResponseID Response

14968	Corruption, conflict of interest with central office administrators, lack of transparency, and misuse of funds particularly when it is used in edutech and consultants
14969	District officials out-of-touch with campus/teacher needs Insufficient funding to campuses Classroom overcrowding
14970	School Closures and Past Fraud Scandals
14971	Lack of vision, lack of focus (too many programs), lack of self promotion.
14973	1. Rid EPISD of Seniority 2. Actually take care of EPISD employees and the "human factor"
14974	Discrimination of students among students. Being emotional guides for students going through so much. Parent participation.
14975	Leadership needs to be honest, hardworking, and have the willingness to work with all coworkers and community. Local choice would be the best. Someone who is not caught up in drama/ gossip.
14977	Get rid of the masks Masks should be optional and not required for students Follow Governor orders and remove masks on students and faculty - it is absurd.
14978	Recovery to pre-Covid 19 pandemic operation of district campuses.
14979	I consider to be the important issues are the student having trouble on reading or things that need help on.
14980	1. Equity among all campuses. 2. Familiarity of all campuses; having the new superintendent and leadership visit the campuses - get to know our students and faculty. 3. Transparency with all stakeholders
14982	Budget Staffing
14983	Lack of strong leadership, and lack of strong educational leadership
14984	1. A consistent, district wide focus on the basics of education without concern about extras like technology. 2. Stop the reconstruction of buildings that look nice and build the reality of a consultant, rigorous curriculum.
14985	Parent portal. Please get rid of it. Advanced student facilities centered around technology
14986	-Upper level management issues. -Upper level management needs to have more consideration for faculty and staff concerns. -More experienced upper level management.

ResponseID Response

14987	Everything is wrong in this district
14988	Transparency is important. Treating people with respect is also important. Finally, the golden parachutes awarded in the past are a huge challenge to overcome.
14989	Students forward thinking education, technology based learning, learning outside the traditional box
14991	Returning students to our schools, Developing a plan to implement new programs for our schools such as focusing more reading tutoring.
14992	Declined attendance, lack of equity, and community support
14993	Retention rates Post COVID effects Budgets
14995	transparency, funding, forging ties in the community
14996	What is being taught, how it is taught and where it is taught.
14997	COVID guidelines with children, children interaction and support for children at school.
14998	Losing students to outside districts Losing teachers to outside school districts Incessant need to recruit from outside city
14999	Declining enrollment Ineffective top level executive leadership Lack of transparency Lack of commitment to equity
15000	Enrollment PTA
15001	Staying competitive with schools across the nation so our kids have opportunities. Teacher retention.
15002	Non-Accountability of School Board Members!!! Poor and Inferior Decisions by the Board Too much taxpayer money spent irresponsibly by the Board in personnel areas and legal expenses.
15003	1. Trust factors between superintendent and principals as well as major central office department 2. Ability for campus leaders at every level to be heard and supported by our top leader
15004	teacher burnout special education classroom size- age appropriateness, there should not be 1st and 5th graders in the same class.

ResponseID Response

15005	EPISD has weaker compensation packages than other districts. Teachers often get blamed for attendance and truancy issues. There needs to be more support from the ALPHA team so teachers can spend more time teaching the students who are present and less calling parents.
15006	Bullying, education, & safety
15007	Leadership/consistency/student discipline
15008	Way too much corruption in the school district. Money is being wasted and bad investments are being made. Our teachers and students are not being given what they need to become successful.
15009	Changing titles of staff members- we applied for the jobs we have because that's where our strengths are. Too many changes going on. Phasing out certain job titles is not a solution to anything.
15010	Student learning loss due to Covid High tax rate
15011	Downsizing the duplication of departments. Distance between central and campuses will continue. Many people know what they want us to do. They don't give us the time or tools and we are tired. But There always seems away to create a new position, title, and pay grade... Challenges are keeping good people.
15012	District lacks leadership, too much turnover at the top. We need qualified administrators that go above and beyond to ensure our students are challenged and encouraged to strive for excellence in learning.
15013	Technology, special education programs, efficient spending of taxpayer monies,
15015	1.) Lack of trust in our leadership and its lack of commitment to its staff. 2.) Constant spending on more and more "new" programs to make us "better" rather than letting us stay with one thing that works. Let us develop strengths and get back to the basics of teaching necessary skills. 3.) Hiring people that are just looking for a title to better themselves.
15017	1. Dropping student enrollment. 2. The long-term effects of COVID-19 on education. The huge rate of failing students that resulted from it. 3. Low teacher pay.
15018	Too many campuses, sub par facilities compared to neighboring districts, teacher admin pay not with par with neighboring districts.

ResponseID Response

15020	The schools on Ft. Bliss are challenging; the steady enrollment and withdraw of students, the constant fluctuation in numbers cannot be changed but the facilities themselves need help to accommodate this. Milam Elementary!
15021	I'm very concerned about central office leaders wanting to contract out services that they should be providing to campuses such as engage to learn which is very costly. I'm very worried that a few of the new trustees might not value teachers and want to provide support for them.
15022	Keeping our students in the district
15023	Students engagement, transparency
15024	1. Lack of transparency in dealing with district employees, students, and the community at large. 2. Having a superintendent who is solely committed to EPISD and the community instead of having outside personal commitments to other educational agencies that countermand district needs. 3 Having a superintendent who is honest and ethical.
15025	Food Sanitation. Restrooms
15026	Gaps in learning due to covid Not hiring teachers to fill the retiring positions, using subs
15028	Attendance and a disconnect with high risk students
15029	Teacher burn out. Administraton (with directives from the State, I am sure) from the top down, asks more and more of us that does not directly relate to teaching in the classroom. Accountability of students / student success. Students should not have to take remedial classes when they enter college.
15030	COVID 100% return of students Safe return to classes Standardized testing
15032	High paying jobs for top administrators Communication
15034	Leadership, Competitive, and Higher Exposure
15035	Concerns with declining enrollment Worries with bringing in another out of town Superintendent who brings in other out of town administrators not familiar with EPISD culture.
15037	Lack of competitive pay for quality teachers Facilities are not as good as others, especially CTE facilities Lack of support for Athletic Trainers and other Health professionals working in the district. The COVID-19 plans were trash
15038	Unorganized, integrity, money not being used right & efficiently.

ResponseID Response

15039	Transparency, accountability, and innovation.
15040	Fiscal Transparency Irresponsible Spending Priority Given to Westside Schools
15041	Resource Management, Aging Buildings and HVAC, Not Enough Hands-On Learning, Safety.
15044	Honesty, clarity.
15045	Old buildings and facilities Out dated ventilation, heating, and cooling Inequalities between campuses
15046	Más acercamiento o atención a las escuelas con el personal y alumnos
15047	Lack of trust and faith in upper leadership Qualified- experience in education, campus admin Accountability for those not performing well-lack of expectations or follow through if they don't meet them
15048	Activities that will make it fun for students to engage and help improve their learning facilitating success for our test scores. Fun avive place with actual pets. Engage parents in holiday or fun learning activities. Fundings for Programs for children to engage more in school such as fun clubs. More learning trips to make it an adventure for our kids example Holocaust, art, science museum.
15049	2
15050	Honesty Commitment Loyalty
15051	No fortalezen el softball y baseball. Y la construccion en varias escuelas
15052	Pandemic Values Academics
15053	Virtual teaching is not effective. Students need to be back in school full time. Students and parents should not be given a choice to attend school. My main concern is my child learning and attending school .
15054	Lack of transparency. Too much compensation for superintendents, high administrators' levels, and consultants. Lack of administration accountability.
15056	Poorly qualified central office administrators Lack of preparedness/effective response plans for events like the pandemic
15057	Poor administrative leadership that is seriously out of touch with classroom needs of teachers; COVID-19 and it's affect on learning; loss of teachers and students to other districts

ResponseID Response

15058	Opening the school full-time, every day, to all students, with no restrictions, no more masks. Children are not the drivers of COVID, and teachers have had opportunities to be vaccinated by now, if they so chose. Way too many children are failing school, and thus the school district is failing to serve these children.
15059	We seem to always get a superintendent that does something self serving and/or illegal and makes all of us look bad; admin refuses to put more accountability on the students
15060	Covid vaccines provided for all episd employees, lack of communication district wide
15061	Better communication with parents, better services for kids with special needs,
15062	Budget Education Faculty
15063	Shrinking enrollment Migrant/ESL population Superintendent corruption
15066	Their flexibility/adaptability during the pandemic ha not been ideal. I know many districts throughout Texas who handled the transition to online learning then back to school much more efficiently.
15067	Decrease in enrollment High failure rate of students during the current school year
15068	Low quality of education; Low quality of teachers; Retention of great teachers;
15071	Getting kids back to school full-time, every day, in person, without masks. Children are not the drivers of COVID, and teachers have had ample time to become vaccinated if they so desire. Too many children are failing, which means that the school district has failed these children.
15072	Stunted growth in number of students Many leaders have been in their role for many years Different departments investing in same interests

ResponseID Response

15073	I am proud to say that we have very bright teachers, staff, and administrators who genuinely value providing top instruction to our students day to day, and teachers at those campuses truly care about our students and parents who want the best for their children. What is the district doing to retain these highly qualified teachers who continue to help improve student achievement? How can EPISD be the elite district of choice where incoming military or newly transported families to El Paso have no problem sending their child to any school in the District due to an excellent faculty, Outstanding Instructional Practices, and The return To being The leader In student-athletes? Covid-19 drama, how will we improve student enrollment and still meet the needs of all learners, whether it is virtual or face to face and uphold the exact expectations set by TEA for students in grades 3rd-12th?
15074	Continuation of vast parent involvement- ie capitalize on all these parents who assisted virtually Adequate support staff specifically tutors and EAs
15075	1. Improve testing scores 2. Offer special classes for students with dyslexia and other learning disabilities
15078	Reintegration of all student body back into school physically, health protection to teachers and students and continues to maintain academic excellence among organization and student body
15079	Too much emphasis on scores Too much \$ waste ... technology forced on campus budgets were not worth it Too much emphasis on trying to be district of innovation.... just let us teach Give good teachers a fighting chance
15080	They need to focus on the students, science and reality. Not politics.
15082	Appropriate staffing for Special Education, teachers lacking compassion for students and families in need, negativity / disrespect / back stabbing from the Teachers Union
15083	Leadership integrity, inflexible policies that are not in the students best interests, and a dismissive attitude towards parent concerns
15084	Lock of motivation among teachers and parents for the eduction.
15085	Loss of students to charters Corruption with superintendents Lack of regular maintenance on older buildings while investing over the top on administrative offices
15086	Drop in enrollment T transparency Competitive with districts in the area
15087	Teacher salary, teacher turnover, weak leadership
15088	Trust, teacher pay, losing students

ResponseID Response

15089	Lack of parental engagement in most schools, lack of bullying prevention programs (not an app, we need programs) and lack of behavioral support from counselors because they are tasked with scheduling and other administrative tasks.
15091	Retention of students in district schools Upgrading older facilities
15092	Cloud hanging over the district from the unethical behavior on the part of the last superintendent (he was looking out for himself more than for the students). Mediocre academics; few truly outstanding academic programs. Apparent lack of respect toward teachers demonstrated by some central-office administrators.
15093	El regreso a clases de todos los estudiantes a las instalaciones escolares Atención a la salud mental por posibles secuelas del confinamiento
15094	Their poor decisions surrounding sending kids back full time. If my kid gets covid im going to say to the district i told u so and you wouldn't listen then im going to sue.
15096	We need a superintendent who is a person of integrity and strong moral character. Too many of our superintendents in the past decade have had ethical failures (e.g., mismanaging funds, conflict of commitment, etc.). We need a hiring process that is going to ensure securing someone who is honest and transparent with finances and relationships.
15097	Equity Resources not technology Embracing new ideas
15098	Truthfulness Student success Teacher burnout
15099	Focus Dedication Commitment
15101	Virtual classes Dedicated teachers to students Spend less times with no zoom meetings
15102	Teacher retention/Early colleges at the HS with a variety of programs
15103	Teaching is difficult and teachers must be given longer lunches and hour long planning period with no meetings
15104	Students leaving the district, attendance policies and teachers union involvement in decision making without considering what is best for students
15105	1. Money management 2. education curriculum development 3. STAAR relevance
15106	Poor education levels/advancement Failing kids over last year and how to make up for it Loss of students during pandemic

ResponseID Response

15107	Lack of leadership in schools Low academic performance Lack of support from the district.
15108	Exceso de tiempo en tramites, burocracia. Mejores sueldos a profesores y personal que apoya a la educación.
15109	Financial ethics, student's success rate consolidation of leadership
15110	Low morale Loss of students
15111	<p>1. Waste of tax payers money. Too much money is squandered on gimmicky initiatives and related trainings. Get rid of them along with useless positions such as the ALLs at high school. Also, wasted money on computer programs that nobody uses. There should be a giant audit to get rid of a bloated budget. Get rid of duplicate positions, especially in Central office. Consider innovative ways of using some buildings, or sports fields like renting them out for events when school is out. 2. District needs to be much more aggressive in fighting for its territory. Many businesses are moving into central El Paso and pushing out families with school aged children. The district should try to work on bringing back more families to the area. Ex Montana Street used to be heavily populated with families, now it's all businesses. What families are going to want to live next to an attorney's office?? It's time to move those businesses out and bring families back in. If you don't work on that aggressively, you won't have students and will have to close more schools. Work with the city to improve the quality of life in Central El Paso and focus on repopulating the area with families.</p>
15112	<p>1. Balanced budget to support student needs 2. Positive promotion of the district 3. Supporting district in alignment of all policies</p>
15113	Do the best for students and keeping them safe Being loyally
15115	Too much innovation, spending money on unnecessary vendors, not listening to teachers input
15116	Misinformation across community members that in my opinion stems from directing parents to links to interpret their own answer. Remote learning gap, how will the attempt to to bridge the gap affect higher performing students.
15117	Virtual learning must be phased out, most children are not learning this way. It would be great to hire a superintendent that is from El Paso.
15118	Lack of qualifications in central personnel Recovery from pandemic

ResponseID Response

15119 The board ends up hiring superintendents that just want to make money on the side and do not care what happens to students and employees. It's all about them. they look good on paper but don't work for the benefit of students. Salaries for employees, we are constantly behind other districts in the area when it comes to salaries.

15120 Poor leadership STAAR test focus

15122 Attendance Equipment Positive teachers

15123 Hiring an honest and passion for educational status and all involved with the district. My concern is hiring someone that is transparent, free of arrogance and elitist ideas, someone that cares for the district not their personal interest or pocket. The challenge is to hire someone that cares for the educational district and to get more involved in every aspect such as: know each and every school by being more involved maybe make visits to schools, have a more communication with teachers(staff & faculty)also input to find needs, good communication within tax payers to find out what is needed or hear us out as parents or guardians of students attending Episd.

15124 Lack of strong leadership by individuals invested in the education of students. The last 2 supers were out to make a buck on top of their large salaries and the latest never even had experience working in the school system

15125 1. Proportionate funding and access to programs. 2. District leadership

15126 Teacher salaries need to be increased. Update computer labs with new desktops and peripherals, and computer tables. Transparency

15127 Constant change no consistency in programs and curriculum. communication between district and schools, schools should know before parents as to effectively be able to answer questions that arise. Need more input from teachers on teaching materials used in classrooms.

15128 Language barriers, teacher pay

15129 Lack of cohesive leadership- there have been times when the principal has had to correct a call out that had been set up because the district changed something. Parents getting information before or at the same time as teachers- absolutely unacceptable, makes up look disorganized and unprofessional. Not holding students and parents to the same standard across the district- different schools doing different things and having radically different results. Unfair hiring practices- prejudice/favoritism/cronyism

15130 Salaries, Enrollment, Academic Performance

ResponseID Response

15131	Declining enrollment, lack of financial resources, long term vision, reactive vs proactive mindset.
15132	Inconsistencies: -with grading policies for the students. For example on late work: one of my son's teachers takes off 10 points for every day that an assignment is late; another one changed his policy from a maximum of 70% to a maximum of 60% on late assignments; the others all grade late work with a possibility of 100%. -with policies. -with basic guidelines for faculty vs students. Teaching platforms are also inconsistent. Students are expected to be more flexible and accommodating with different platforms/curriculum applications. A lack of understanding and personal concern for the students. All 4 of my children have felt uncared for/disliked at some point this year. Teachers have had a tough transition that is constantly changing this is trickling down to the students. Some of the passion for learning has been lost in the stress and struggle of adapting to the safety procedures. When people do not feel cared for it is more difficult for them to care about learning.
15135	Technology Not renovating schools, instead district just patches old buildings
15136	1. Enrollment 2. Bilingual Certification
15137	Covid Social distancing Returning to school in the fall: kids are going to be behind playing catch-up of a year missed.
15138	Academic skills. Last year's bribery scandal.
15139	Parental involvement within the school; even prior to current health crisis.
15140	-Fully and safely re-opening school -Student retention as EPISD faces competition from charter schools and groups -Teacher retention through competitive salary, stipends & bonus'
15141	Falling behind in teacher pay raises Charter threats to public schools Admin not backing up teachers
15142	Falling behind in teacher pay raises Charter threats to public schools Admin not backing up teachers
15143	Teacher training on implementing IEP and working with kids who have special needs. COVID restrictions are ridiculous, and the amount of time virtual students are required to be online is excessive. The extended school year to top it all of is absolutely ridiculous.
15144	Teacher appreciation

ResponseID Response

15145	Lack of understanding in unfamiliar areas, not willing to be a ground breaking district
15146	Corruption Unqualified personnel leading Do not take care of employees
15148	Lack of trust Lack of leadership Lack of consistency Leadership that hold positions look down at hourly employees Poor customer services in leadership including schools
15149	The way teaching is done now, kids dont get assistants from some teachers. Special needs kids are not getting everything they need, or being taught what they will need in life, and no one on one speech.
15150	Upgrading school facilities Hiring qualified teachers Flexibility in schooling during the pandemic
15152	Our teachers are underpaid and under appreciated. Our "leaders" are overpaid and unreliable. We need more resources to insure a safe return next semester for all of our children. Not all classes are created equally when it comes to Covid-19 measures being taken.
15153	1. The education levels for each grade level is so spread out, meaning there are students that are extremely behind and there are students who are way ahead. Making sure that each student is placed in the grade level that their knowledge & skill level reflect. 2. Gaining enrollment back to capacity. 3. Dealing with a whole community - faculty, staff, students, & guardians - that have dealt with this pandemic in various ways. Mental healing for everyone.
15154	All staff, even lowest level staff, need to have a voice and be heard. All staff and employees need to be given an opportunity to have legitimate issues/concerns heard and addressed.
15155	Continuity, How Pay is determined in all levels of employment especially Superintendent, As Slow to act in situations compared to other districts like YISD who seems to take upfront initiative
15156	Getting back to normal A vision for the future (next decade) Communication with community Accountability
15157	Resisting Common Core
15158	Fraud, waste, cronyism.
15159	low payrates, resources wasted or miss managed, developing a more real life experience education.

ResponseID Response

15160	Classroom sizes, teacher to student ratio, and poverty in some schools within the district who don't properly direct funding to good causes
15162	Hiring freezes. I've been trying to get on a the ostrich but there always seems to be either schools closing so they have to take displaced teachers first or no hiring at all. Lower enrollment seems to plague the district. Step up your recruiting strategies.
15163	Loss of enrollment/ funding leading to loss of positions on campuses Overloaded teacher class sizes for core course
15164	Lack of resources Covid Communication
15165	-School Board -Lackluster teaching staff Misuse of funds from government, especially those received from Pandemic monies.
15166	Kids more technical davy. Robotics and programming should be a major focus for the future. Also improving the basic for kids in math and reading would improve their chances to go to college. Keep bilingual programs is also important.
15167	Transparency Employee moral Student enrollment
15168	1. Returning to in person learning safely 2. Dwindling student enrollment 3. Keeping up with technology
15169	Regaining trust, treating teachers with respect and financial responsibility
15171	1. Not getting teacher input on programs for student success. 2. Not researching programs before purchasing them. It is a waste of EPISD money to get things that don't work for our students.
15172	Transportation to school of choice Women sport inequities such as EPHS women weight room vs men's. Inequalities in locker room for women sports High taxes for those and having to pay for those not having housing or contributing to taxes in district
15173	Pay COVID
15176	1. Decline in enrollment 2. Parental Involvement
15177	Leadership Trust Fraud Dishonesty Relying on the public to make decisions
15178	Lack of equity in funding for schools
15179	attendance falling enrollment top-heavy administration
15181	Covid, Teacher support

ResponseID Response

15182	1. Finding an HONEST superintendent 2. Overloaded classes 3. Lack of funding
15183	Communication. In every direction. Communication and training of newly hired staff is severely deficient. Leadership within departments is also severely lacking. No one knows what is going on, left hand doesn't know what the right hand is doing. Training/mentoring of new staff is non-existent. I've had to figure this job out on my own and only get training when something isn't done correctly that was never explained to begin with.
15184	The district needs to elect honest leaders to help strengthen it.
15185	Virtual Learning= student failures & not logging in Resolving issues with students not having computers/internet in a timely manner
15186	Budget constraints are always an issue.
15187	the board not being visible/out of touch, reputation of past scandals, attendance during/after the pandemic
15188	Coordination of programs and resources across such a large district, tailoring efforts towards unique challenges in each feeder pattern.
15189	Getting kids back to school is most important. We must demand more parent involvement and responsible for their children's academic success. And stop the Social Emotional learning as a requisite for daily instructions. The SEL could be done once a week, not every day.
15190	The anti-racist, anti-biased work needs to continue. Dr. Jose Medina is a start, but I would love to see many more teachers/faculty and staff attending his trainings. I would also like to see families being a part of this conversation. The district has a lot of work to do on its Dual language program. There are not nearly enough authentic resources for teachers to use in Spanish. A lot of the curriculum is just English translated into Spanish. Assessment for dual language needs to be coming from a Spanish lens opposed to just taking English assessments and translating them. Also, students in dual programs should not be expected to be on level in one language. They are learning 2 languages at once. Their expectations for progress in reading should be different than that of their monolingual counterparts. The acquisition of a second language is so much more complex than just adjusting an English based program to fit a dual language program. Also, there is so much focus on state testing that authentic learning is stifled and kids are pushed to test, test, test. Teachers are pushed to teach to the test and that effect the teaching they do.
15191	1) Lack of vision 2) Lack of coherent systems
15192	Declining enrollment

ResponseID Response

15193	Equity of access, consistency of education across schools
15194	Students connecting in virtual Student passing rate parent involvement
15195	1) Extremely poor leadership that is promoted and moved around because the district can't fire them. 2) Leadership that forms cliques and act less mature than than the students they lead. 3) Leaders that have never lived outside of El Paso to see what the rest of the world is like that are students are going to be entering!
15196	j
15197	Poor communication Disorganized, especially in the special education area
15198	The negative image of Episd, lack of quality leadership, and the dishonesty of leadership
15199	1. focus on bilingual and sped at the expense of all else 2. top heavy administration/coaches/ALL's 3. spending \$\$\$ on commercial programs decided on by people who don't use them and mandated for every classroom
15200	1.lower population of students 2.teacher pay we are too top heavy 3.too many programs thrown at teachers that cost millions then are discarded
15201	Leadership, honesty, someone that will visit with District employees
15202	money, leadership, organization
15203	Morale Morale Morale
15204	the lagging behind of the other 2 districts both academically and in athletics to include facilities. our district being top heavy.
15205	- Transparency issues - Accountability issues - Lack of teamwork between depts
15206	Special education department needs to be cleaned up and people who have strong Special Ed backgrounds need to be brought in. People who know what they are doing right now it's a toxic mess. Special education brings in he money and is always left behind.
15207	Administration for example poor leadership and huge retaliation issues when anyone speaks up, lack of bullying and cyber bullying programs and interventions, unmotivated teachers and poor maintenance of facilities.
15208	Face-to-Face Student Attendance, Pay Raise for all Employees, Health Insurance Premiums

ResponseID Response

15209	Reopening plan, please allow no masks and no social distancing option Not enough parent choice and flexibility
15210	Technology issues Communication
15211	La falta de compromiso con la educacion publica El poco reconocimiento y apoyo a los maestros La falta de personal preparado en las areas, demasiados compadrazgos y muy ineficientes
15212	Students generally tend to have poor knowledge of broader non-local issues, they generally have poor problem-solving skills, and low career or educational aspirations
15213	El robo es el problema mas grande que tiene el distrito pagarle los costos de vivienda y utilidades a altos funcionarios no es lo correcto si un obrero puede pagar y mantener a su familia con un sueldo minimo el que gana mas puede tambien pagar sus propios gastos. NO MAS CORRUPCCION
15214	Perception of integrity. Fiscal issues
15215	Employee salaries Retention of employees Lack of transparency
15216	Lack of transparency Central office-excessive spending on non-essentials-example: bicycle Varidesks Hiring of people not qualified for positions-it's who you know, not what you know Simple lack of courtesy/professionalism, especially at Human Resources, the face of EPISD
15217	There is lack of staff support in the technology department. The help desk only had a hand full of employees working manning the calls and the ticketing system. Too long to wait for support. The theft of time of salary employees. There is no accountability. Employees coming in a 9 am taking two hour lunches and leaving at 2 pm and no one is holding them accountable. Yet hourly employees must work the 40 hours or they don't get paid. Finally the lack of input in the decision at curriculum and instruction. Teachers and technology should be involved as to what software or new platform is needed to work with students. We purchase and purchase them technology says no or they don't know who is the data owner leaving us with technology that is not used to it's potential. Lack of training.
15218	1. District, or at least campuses, seem to be driven by athletics, test scores, and career readiness (in that order) - rather than standardizing expectations across ALL campuses to ensure students are all College AND Career ready when they graduate. 2. District has been plagued by lack of transparency and unethical/illegal issues with the last 2 superintendents as well as past and current upper level district administration (Associate Superintendents, Executive Directors, etc.).

ResponseID Response

15219	1. lack of support/leadership at district levels 2. board members serving their own interests (Daniel Call) 3. lack of quality pay raises for all school staff
15220	corruption top heavy in administration lack of leadership from top level
15221	Accountability Transparency Loyalty
15222	1. Student Attitudes and Behaviors 2. Parent Involvement 3. Bullying
15223	-Addressing pandemic-related education issues -Shrinking enrollment - Improving education outcomes for all students
15224	Previous superintendent left an image of dishonesty and taking advantage of budget . Not enough pay for teachers or classroom resources
15225	-Corruption -Misuse of funds -Bad leadership -Lack of accountability
15226	1. Transparency 2 Enrollment 3. keep us public
15227	leadership resources
15228	1. Getting students to return to classroom face to face. 2. Failure rate/students falling behind 3. Keeping students, faculty and staff safe
15229	Leadership changes, charter schools, and meeting the needs of students during COVID.
15230	La pandemia y el bajo rendimiento escolar debido a la pandemia a
15231	Enrollment Achievement gaps Graduation rates
15232	Nuevos retos ante esta pandemia. Falta de compromiso de los estudiantes. Falta de empatía y compromiso de padres.
15233	Our districts reputation is very concerning. It's hasn't been that long since we were the laughing stalk of the state under Garcia. Top heavy again!! Why do we have some many people on top when we need more people in the trenches. Finally programs that waste money aimed for certain top people's agendas. Hopefully the new superintendent is actually certified as a superintendent unlike the last one.

ResponseID Response

15234 The district will be facing the issue of how to have all students come back to campus after a pandemic, and how to move forward from a year that provided data, albeit inconsistent data. How to effectively plan instruction, PD, and other campus and district supports will be contingent upon what does the data say, even when the data may be an incomplete or inaccurate representation of the student populations on each campus. The district also has improved communication across central office departments, however, there are still some inconsistencies in maintaining transparent and timely communication between departments (especially departments not housed at Stanton Central Office building).

15235 1. District's inability to articulate and communicate effectively with the public (stake holders) 2. Divisive & misleading messaging and campaigning by teacher's association without appropriate responses by the district, or enough public knowledge to refute the misleading content provided by the association(s) 3. Lack of adherence to a shared purpose. EPISD confuses mission and vision with purpose,

15237 employee salary, employee insurance

15238 #1 All of the EPISD offices are a mess! Employees and community members should be able to access important applications such the one for becoming a vendor online. And the response for those applications should be no longer than a week. Everything needs to be digitalized! #2 Student scores are not as high as they need to be because there is very little accountability for the teachers and that is because the principals are also not having enough accountability from their superiors. There is zero pressure to perform well. No one can ever get a slap on the hand in this district and that is not ok. We all need to be held accountable for producing excellent work. No one should be aloud to continue doing what they want if it is not up to standards just because they have clout! #3 Money is not allocated appropriately and the district does not make a big enough effort to save money wherever they can, such as electricity. It should be a district wide initiative train teachers to always disconnect all of their devices before they leave for the day.

15239 My two biggest concerns are academics and being data driven. Coming from another El Paso area school district EPISD is behind academically. There are so many programs rolled out in EPISD but no follow through. The simplest best practices are missing because so much is rolled out instead of focusing and training on best practices until they are mastered. Alignment is also something that is missing in the district.

15240 salary pandemia

15241 Too much over-testing other districts received bonuses where we gave ours up to get rid of our old superintendent and his severance pay calendar should start NEXT year not make us work 10 more days to include next year's changes

ResponseID Response

15242	1. Gaining trust of parents and community. For over a decade of scandal and questionable ethics, we need a leader who is out there walking and talking with parents and community members -- not just at board meetings. 2. Not all campuses are treated equally. Especially elementary schools. Even with all of the bond projects, consolidations and new building, there are campuses that are in need of repair or replacement. Elementary schools have been the last to get new technology. COVID forced the district to address some of that, but more needs to be done.
15243	Honesty Clear Communication
15244	Dishonesty from the board and superintendent, non-transparency, underappreciated and underpaid teachers, wasteful spending, outrageous taxes.
15245	transparency with parents and community... state educational curricula and standards which are known nationally for not adequately preparing students for real life (sexual health education, etc), a future confronted by private, charter and virtual education as competition.
15246	1.lack of leadership 2.teacher pay, that is why I believe many teachers are heading over to other districts. 3.Teachers decisions on adoptions was ignored
15247	Communication throughout the departments Use funds equally among schools. Not just southside and west. Most of all HONESTY. Have to build trust. Too many are just interested in themselves and money for them. Cater to the needs of the students to give them a proper education. Make sure teachers have the resources they need to teach.
15248	District is too top heavy, especially salaries. District does not use its resources (ALLs/ CTCs, Academic Leaders) like they should. Instead of spending millions on outside companies, the District should utilize, train and send to conferences these people so that they can turn around to their own campuses. There is a lack of communication between departments.
15249	size of the district lack of communication between central office and campuses too many programs, and they change every year; no consistency
15250	Campus Heating and Cooling issues Campus Budgets Old campuses not being upgraded for todays times
15252	Escazes de recursos Falta de personal Dularables en el personal
15253	Lack of communication district wide prior to media outlets. Lack of unified efforts in educating the children of tomorrow. District seeking outside support on instruction and best practices rather than looking within the district.

ResponseID Response

15254	Too many programs that have their own agenda with no alignment as a whole. No clear district expectations for academics
15255	Transparency Listening to the community
15256	Lack of Transparency Extreme lack of Communication Lack of true leadership and responsibility To many miscellaneous projects that stress out teachers and staff such as e2L
15257	Covid Extra curricular activities Use of time
15258	Corruption Losing students to charter school
15259	Covid 19 Students healthy and there studies My position
15260	I believe that our district central office does not allow principals enough site-based decision-making authority. Principals should have a voice in "placing" teachers/faculty/staff on their campuses. There are constantly "new" initiatives that are forced upon campuses, and sometimes they are detrimental to students
15261	- Teachers performance survey - Enforce dressing code for students - Not open campus allowed
15262	Charter Schools. Doing the work of two people is not efficient. Hire more part-timers or compensate sufficiently. Teachers lack flexibility and the freedom to teach more freely. The strict & specific curriculum through official institutions limit teachers.
15263	Working with our military families and dual language learners (and not just Spanish because the military brings many languages to our city)
15264	1. Public Image 2. Inclusion of qualified military personnel in administration 3. Local executive search companies involvement in hiring process (w/a concentration on identifying local candidates).
15265	1. Public Image 2. Inclusion of qualified military personnel in administration 3. Local executive search companies involvement in hiring process (w/a concentration on identifying local candidates).
15266	1.Hybrid teaching if district chooses that model. 2. District of innovation has negative impact in the long run on students, parents, and faculty 3.Support for large populations of at risk students in certain schools through dollars, smaller class sizes

ResponseID Response

15267	-Transparency -People trying to hold positions especially on the board for their own personal gain instead of the good of the community. -Using the Superintendent position as a stepping stone and having ulterior motives therefore not dedicating themselves to the position. The new Superintendent should be an El Pasoan instead of an outsider that knows nothing about the make up of the city or the district.
15268	Graduation rates Grading policies/percentages Salaries and bonuses
15269	Consistency between campuses in communication, implementation of district programs, and in direction.
15270	1. Accountability 2. Student Enrollment 3. Feeder Patterns
15271	Budget, Not being political, Morals
15272	Daily, the teachers are at the front line in helping students achieve success. Therefore, get the teachers' salaries on par with YISD. "The compensation plan also increases starting teacher pay by about \$2,250, from \$48,300 to \$50,556. That increase, however, still puts the district's [EPISD] starting pay below that of YISD and SISD, whose boards increased the starting annual salaries to \$52,065 and \$51,449, respectively. (6/19/19, El Paso Times)
15273	We need a superintendent that is an actual teacher and that has been a principal. Our biggest challenge is that we have had terrible superintendents that don't care about the kids or the teachers. We need to hire and promote from within. A superintendent should be local, someone with more than a decade of experience as a teacher, and someone who has led schools as a principal. Someone respected by their peers.
15274	Updating older buildings with proper ventilation. Providing safe working environment at all campuses. Transparency
15275	Continuity. The district bounces around from one program to the next without letting teachers internalize it. Top Heavy. There are too many people trying to run the place. From central office to academic coaches and ALLs in schools, the district has too many people "helping" teachers. STOP. Teachers know what they are doing, they do NOT need to be micromanaged.
15276	lack of communication between parent and school at high school level
15277	TOO MANY INNOVATIONS NO DIRECTION

ResponseID Response

15279	Central Office is top heavy with an excess of executive directors, directors and assistant directors, such that campuses, particularly, teachers, are overwhelmed with the barrage of initiatives and programs from central office that at times contradict. Directors don't communicate such that capuses are getting contradicting guidance from Accelerating Schools, C&I, and Connecting Languages. Our Biligual Department (CL) is currently an outlier that is overshadowed by C&I. Connecting Languages is not included in C&I and AC decisions that affect English Learners. Such that reommendations for ELs are not approved by Connecting Languages. Another concern is the decision move LPAC Compliance Dept. c to C&I. This seperation has created several discrepancies in terms of TEA compliance reagarding services for ELs. The Biligual Department and the LPAC Compliance are intertwined; these two departments should not be seperated as Chapter 29
15280	Honest and trained staff
15281	1) Budget allocation 2) Employee burnout 3) Student accountability
15282	Equality
15283	1.Lack of transparency and communication from those above to staff. 2. District needs to update registration process and technology to make processes easier for parents. 3. The decline of student enrollment.
15284	Políticas de implementación de medidas de seguridad. Espacio y uso inteligente de su espacio. Estrategias viales mas eficientes en hora de entrada y salida de estudiantes.
15285	1. classroom size 2. Education quality 3. Administration not caring
15287	*leadership *accountability
15288	The district's budget management Teachers need to be more involved with students development
15289	Just based on my outside perception: 1.The organization is too vertical, must flatten out too much of a disparity between management salaries and those in the trenches. 2.Need to have salaries to attract top level professionals to the classroom.
15290	Autocratic leadership Lack of transparency Ineffective interdepartmental and intradepartmental collaboration
15291	Size Maximizing resources Planning and adjusting for growth and changing demographics

ResponseID Response

15292	Lack of consistency in both curriculum and its implementation, Negative image with the community (being out of touch with constituency), devaluing employees and their input
15293	Meeting students needs without politics involved. Employee moral, politics within District.
15294	- Lack of technology access/education (it shouldn't just be paper and pencil anymore) - Not enough QUALITY professional developments for teachers (many are very behind in technology and over all fresh ideas to reach all students)
15295	El examen star Las clases en línea
15296	College and CAREER Readiness Accountability Public perception of our district
15297	Maintaining momentum. Recruiting students. A strong connection of support from central administration to campuses.
15298	The district has always been scrutinized and embarrassed by the actions of the past Hispanic males that have been chosen to represent EPISD. It is disgraceful what they have done to this districts reputation. It is time EPISD hire someone who will not ruin this district by their unethical beliefs and morals.
15299	Money, Attendance, Employee Rentention
15300	1. Overall cost of admin per student, must be brought under control 2. Overcoming the stigma of the past, moving organizational culture beyond
15301	increasing enrollment numbers gaining community trust spending tax payer money wisely transparency focusing on "STUDENTS"
15302	Educators need to be online or in person, not both; only a few can be successful at both and it is unfair for them as well as students.
15303	Personal agendas of EPISD Board members. Too many chiefs. Inconsistencies among campuses.
15304	Offering higher educational programs Engaging students Fine Arts
15305	N/A
15306	Communication and commitment
15307	declining enrollment. Leadership not always listening to it employees

ResponseID Response

15308 1. Proper budgeting and spending 2. Putting kids and teachers first

15309 Finding a good leader who is not on the "take". Getting back to a normal school day.

15311 1. Keeping up with the trends of technology 2. Keeping the campus safe from all outside threats

15312 I have to say that a concern is transparency & the ability to grow leaders. Many teacher friends in the district are over looked to become campus leaders because the district looks outside of itself. EPISD needs to have a "newness" appeal. Many friends are afraid to apply with EPISD because of the stigma of old ideas, and reputation of not positively competing monetarily with teaching or substituting in Socorro ISD or other districts.

15313 1. Loss of academic learning due to COVID 19 2. The elected board needs to be well informed with the decisionmaking process on any item that affects the learning and teaching environment of any school; I have seen the board seeking community input, but in reality they are not good listeners, therefore, school district needs are not met 3. Teachers, who are the deliverers of learning, are not cared for with the importance they deserve

15314 Distribution of funds. Communication thorough out district. Honesty

15315 Accountability in regards to issues the district needs to work on. Integration of all staff is also needed as being equally worthy and important, for instance the culture is that it is Teacher's Appreciation Week, yet it is also Nurses Week, on the EPISD online website all appreciation is in regards to teachers with no mentions to nurses and their dedication and importance to the district, as well as in various campuses principals do not acknowledge this, no serious acknowledgment of nurses, counselors, speech therapist etc are regarded as important to the district and the culture needs to change to integrate everyone.

ResponseID Response

15316	Constant conflicts of interest with board members/central office admin with "education companies" that the teachers DON'T like and DON'T WANT to use, but keep getting pushed on us from central office. And once you figure out that the district has had to pay these companies to come and bother us with useless stuff the teachers don't want and never asked for, and each company has their specific point *person* (not a department!!!!) it's pretty obvious what's going on. Stop spending money on the lady who sends me useless "SEL Monday" text messages. I'm a music teacher, and I don't have enough instruments for my students because there isn't money in the budget to buy more. Band directors are tearing their hair out over stress because they're swamped with kids and not enough directors because there isn't money for the position (yet... there's money for ALLs, who don't teach any classes and have yet to give fine arts teachers useful PD???) Sure, a grand here and there tossed over for "consumables", but that doesn't address the issue that our fine arts is underfunded compared to other districts, and it's affecting my ability to teach. To us, the teachers? It looks an awful lot like central office has a lot of corruption and deal-making going on, and it's hurting the teachers.
15317	Student loss to other districts Scandal always plague the district Strong academic curriculum across grade levels Better magnet programs. Losing students to other programs in other districts
15318	We don't do things right with facilities and we spend a lot of money on things that are not maintained properly. Sometimes it cost more upfront and it saves in the long run and we always look for short term solutions. Sometimes you have to make hard decisions that are not popular, but are necessary financially. Like it would have made financial sense to sell Jefferson and combine them with other schools. Not popular, but it would have been more practical.
15319	1. Don't Rock the Boat Mentality (i.e., if parents aren't complaining and students are performing well on exams, do not change anything)--we can and should always strive to be better. 2. Insufficient funding and/or opportunities for special needs populations (e.g., GT) 3. Trusted Leadership
15321	Transparency Teacher and staff support
15322	Bond money still not being used for school improvements. What is taking so long? Getting students back to in person learning safely. Faculty cuts due to lack of students not returning to class or participating online.
15323	The expense of supporting 3 school districts; waste of money going overboard to build schools that look like university campuses; waste of tax payers' money

ResponseID Response

15324	Biggest concern is the how the district spends money. Teachers are never asked what they need, the district just buys without determining if it is a good value. (\$900 Owl cams are a good example- teachers do not like them, most don't use them, and they are only useful this year as next year we will most likely all be back in school with no need for them at that point)
15325	Student enrollment, Inconsistent methods of operations from school to school and, Teachers and staff morale
15326	Campus closures due to enrollment decline Top heavy Closed minded campus admin
15327	Everything about the school.
15328	Lack of continuity within the district. Communication between departments, especially on the academic side is not as good as it should be.
15329	transparency, corruption, miscommunication, lack exemplary guidance
15330	Lack of support for Dual Language
15331	Pesima administración corrupta llena de ambición aver quien se llena mas los bolsillos y lo alcahutes que sabían la corrupción y no desian nada como son los voseros melisa Martínez y Gustavo reveles, fenegan, jose lopez, etc hay que limpiar toda la mesa directiva y admitstrativa que no queden nadie de los achichincles de Cabrera y que sea un maestro local con experiencia en la comunidad
15332	1) Wasteful spending (Central Office Administration, ALL positions at high schools, technology we don't use) 2) lack of transparency/accountability 3) lack of planning in buying properties for new schools, maintaining current schools
15333	Retention.
15334	LACK OF LEADERSHIP LITTLE GUIDANCE LOW MORALE
15335	District growth and facility needs and COVID recovery.
15336	The exodus of students to charter schools, the lack of appretiation to teacher who are actually looking somewhere else.
15337	Unity, sticking to a plan, retaining students and staff.
15338	Trust from the community on how money is used.

ResponseID Response

15339	Obvious concerns that previous leadership was dishonest and irresponsible in the management of funds for the district. Lack of motivation, encouragement, and enthusiasm on part of faculty and staff who do not feel valued.
15340	Lack of transparency and accountability from district The superintendents we have had in the past Loosing quality teachers to higher paying districts Lack of respect towards educators
15342	Lack of consistency between programs on different campuses. A disconnect between those in leadership roles who create procedures and the reality for those who have to follow the procedures in place. Micromanagement in my department.
15343	Finances Student performance
15344	Enrollment Taxation
15345	Let's not hire another crook to be the face of the district. Let's hire someone that isn't in this for themselves. Let's pay them a decent wage and not the current overinflated salary and benefits that mock those of us that put in the work. We know we are not valued. Dr. Brown is an embarrassment and a flat out bully. She's also a self-serving crook.
15346	budget rebound from last year and 1/2. loss of student enrollment
15347	Central office leadership Top-heavy district- too many people at central office Low morale of teachers
15348	Human resources (how to manage employee's skills, time, career) Communication (even the website is not up to date) decision making process (always descendant. District does not take the time to get feedback from parents, teachers, students before taking any decisions)
15349	1. Curriculum is imposed from above in the form of programs and consultants. 2. Admin is top-heavy. 3. Out of towners are influencing the board.
15350	1. The board needs to realize and adhere to their Level II Board Training 2. Provide mandatory leadership training to principals and admin. 3. Manage the needs of the district from the bottom up, not top down; involve custodians, staff, teachers, and principals concerning needs and processes.
15351	it's size and the people are also challenges.
15354	Funding programs, bilingual resources

ResponseID Response

15355	An honest leader, community input, losing students to private and charter schools or other districts
15357	1--Letting OUTSIDERS become the leaders; 2--Lazy, un-engaging TEACHERS (some); 3--Few options for those who don't want higher education (bring back SHOP classes to learn plumbing, electricity, etc.)
15358	Return to school safely
15359	Needs strong leadership, dedicated people working,
15360	1. Teachers who are verbally/emotionally abusive to the students do not belong in the classroom. Due to matters not within their control, the schools temporarily remove these teachers from the classroom environment as a band-aid solution. After some time has passed, the teacher is placed back in the classroom environment. Disappointing that kids are sent to school to be bullied by their own teacher. The district lacks the resources or resolve to rid themselves of these teachers. 2. Decreased enrollment faced with continued increase in taxes is an issue. I am not a supporter of the charter school system, yet there are groups within the district that are strong supporters. You are either on board or you are not when it comes to public education.
15361	Covid concerns Drop out rate Passing rate
15362	I am concerned about the amount of chances given to students who do not attend their classes. Education is not being taken seriously. Boundaries need to be set. Attendance policy is a joke. One-hundred percent of the students need to come back to school in the Fall. No more hybrid; it is obvious it does not work.
15363	-No transparency -Making decisions without thinking it through on how it will affect the students, staff and community -Doing what is best for the students
15364	1 - Attendance, especially during the pandemic 2 - Student motivation, especially during the pandemic 3 - Getting back to normal
15365	Charter Schools Homework Strong emphasis on testing

ResponseID Response

15366 I think the open enrollment has hurt some of the schools in poorer areas. It works to increase enrollment, but if you live in a lower or poorer area with old buildings, neighborhoods and students have a chance to go to school in a better area they are allowed to do so. Just because the school is not in the elite part of the city doesn't mean their student(s) will not get a good education. I agree with students transferring to the magnet schools. but if you live in a particular area then you should go to that area school. I would also like to think that all teachers are treated the same regardless of a union member. I am concerned that we are focused so much on minorities, low income, parents uneducated, etc. that we lose the normal, average student. He or she is forgotten. If we concentrate on ALL the students, then ALL students will learn. Of course there are exceptions and special education is important. I am a product with an college education, of El Paso schools along with my children and now grandchildren. I also do not like the private schools being funded with tax dollars. If you chose to send your child to a private, charter school, then pay for it yourself rather than taking away the money from the school districts.

15367 - Money in the hands of the wrong people. - So much waste of money. Going to people instead of needed areas, student programs, teachers, etc.

15368 Employee Pay Procedures/Policies Transparency

15369 1. Always hires career criminals as superintendents. 2. HR has been a rat hole of corruption for way too many years. 3. Problems with student services are always ignored due to incompetent staff.

15372 drop in enrollment too much top administration at district office

15373 Brain drain, where a lot of students leave after high school due to the lack of jobs in the region. We also need more diversity awareness. Lastly, we need to be one of the best districts in the state!!

15374 DL program DL stipend

15376 Students leaving to the private sector

15377 Recovering from the Pandemic and virtual instruction. Closing gaps for disconnected students.

15379 La rotacion de el personal . Muchas fallas en el sistema digital/plataformas. Mucho desinteres de el personal en mejorar.

15380 Attendance Parental Involvement Teacher Retention

15381 Teamwork and Communication!!

ResponseID Response

15382	personal RATERO poco o nada de interes por los estudiantes y los maestros mala administracion de dinero para beneficio de las escuelas, estudiantes y servicio de transporte, algunos maestros que solamete dan clases por un sueldo y NO ,por que les interese preparar buenos ciudadanos capacitados para enfrentar la vida de adulto.
15383	1)Spending large amounts of money on programs that have not been fully researched. That money could be better spent on more teachers so we can have small class sizes. True numbers. 2)The way the class ratio to teacher is presented to community is flawed. It needs to be determine by content so PE and Art don't end up with 40 students and classes are better divided up. 3)We keep hiring leaders that have not been thoroughly vetted.
15384	The amount of charter schools recruiting EPISD students and schools with bad reputations not getting the credit they deserve
15385	Consistency Communication Quality teachers
15387	School safety Racial Equity Declined Attendance
15388	Student morale and property taxes.
15389	The encroachment of charter schools. Enrollment numbers dropping. The needs of our special needs students and our diverse populations.
15390	A good support
15391	School safety, transparency
15392	Kkk
15393	Addressing the needs of the disenfranchised Creating an environment of success for All students regardless of race, socio-economic level or gender preference. Developing a learning environment among all stake holders.
15394	1. Poor reputation 2. Transparency (many comments of "under the table" transactions) 3. Dependency on TRS system which lacks instructional supports. 4. Inadequate 2-page curriculum vision (many districts provide a day-to-day plan to guide ALL teachers). 5. Lack of support for new teachers which could lead to separation from the district.
15395	Lack of innovation, curriculum for gifted and special education, parental involvement at All schools
15396	Elected leadership (trustees) are self serving. Failure by past boards to learn from past and not planning its infrastructure (poor maintenance program).

ResponseID Response

15399 -Lack of Leadership from Interim Superintendent -Caninet -The Budget

15400 Leadersnhip Nepotism (hiring only friends)

15401 .

15402 Focus on the students not financial issues, which means students & classrooms should be the budget priority. Lack of transparency & communication, administration & board need to get information to teachers, parents, & community & include them in the decision making process. The superintendent needs to know the district/community by participating in school events, going into & know each school & its staff & students.

15403 Lack of equity when it comes to Title 1 schools, low enrollment, and school closures.

15404 1. Get back to normal after the pandemic. 2. I would like to see students be rid of computers on their person and open the school books. 3. All students return to school full time so teachers can focus 100% on in-the-classroom teaching!

15405 Getting back to school, hiring qualified and motivated teachers and counselors that want to help students succeed and learn

15407 Bad policy/"innovations" that take away teacher/student time Wasted money Too many positions which create redundancy for the people actually working with kids

15408 The migration of students to other districts. The low morale of existing educators. The aging and over abundance of schools

15409 Lack of structure, overflow of students (if schools are over capacity and another school just down the street in same district aren't even full we need to cap and send students to home school: example Hornedo and Brown), standards for teacher behavior as well as students.

15411 Letting Ross Moore run the district and bully anyone who disagrees with him. He doesn't care for the students or teachers who care. He only protects the lazy teachers who want more money for doing bare minimum. Makes the district look really bad they they have given him so much control.

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15413 Transparency, accountability, mobility.

ResponseID Response

15415	*Lack of strong systems and structure in academics *Lack of Academic Knowledge and best practices * Overpowering of Unions preventing from accountability to take place
15416	Poor leadership at all levels, lack of funding towards fine arts and libraries as opposed to pointless professional development/consultants and so many ALL's
15417	Declining enrollment is obviously of concern. We have to remember that some of the communities we are used to being heavily populated with young families are now populated with much older folks that do not have children. Accepting this fact is crucial. We point fingers at why it is declining yet, we do not see a focus on keeping the families that we are currently serving happy. Perhaps if our current customers, stakeholders were happy beyond belief with the service they and their children are receiving, they would convince their co-workers or friends to bring their children to our schools. Word of mouth is powerful. Academics is extremely important, how are we competing with other school districts? We have so many programs on the burner at once, we do not succeed at any. Meanwhile classic programs like IB are losing their luster. Magnets are no longer prestigious because every campus has one. Fine Arts, why do we constantly hear of cutting their budgets, cutting their positions. Take a look at east side school districts, their bands have 3-4 directors because their programs are booming at 200 band members. How sad is it to see a name like EPHS marching band and have 25 kids perform?
15418	To overcome the negative and embarrassing reputation that the district has this moment.
15419	As more people move to the outskirts and EPISD becomes landlocked, the tax base is closing and the numbers are going down. Tough decisions need to be made for buildings even when they are not popular for the community. However, there has to be more than just closing buildings, more has to be offered to the community for student and community growth. District of innovation was a good idea but implementation and capacity to build what was envisioned is lacking. Investing in people, we see other districts investing heavily in infrastructure [which is good and needed] but investing in people who bring value to our kids and investing in communities to meet their unique needs.
15420	Drop out students, racism,
15421	Virtual learning, is causing teacher burn out, Kids are failing in spite of school principals, teachers doing more than they can to help students succeed. But parents dont care that their child is failing, make up packets are not picked up. no matter how many times they are called.
15423	Getting buildings to be under construction. Ensuring that there is discrepancies across the district.

ResponseID Response

15424	Education programs that don't work Offices that are top heavy Faculty-staff wages
15425	<p>CREED- Independently powerful/wealthy community members that do not support Public Schools. Charter Schools- People are tired of the same problems with Public schools so they want to shuffle the problem around to Charter Schools. It's not a solution. Quality Vs Quantity- We don't always do the right thing in regards to implementation or selecting programs. For example Reading Recovery was cut NOT because they weren't making a huge impact on students but because they didn't service enough students. So we pick up other things that service more students but aren't as effective. The Reading Academies are the same way. We chose a way to implement Reading Academies that would be cost effective not more beneficial to our teachers. Lack of Professionalism- As a district we don't look professional or act professional. We look comfortable and at times lazy. Dyslexic students that are dominant Spanish speakers do not receive services in Spanish. This is a huge problem. Any struggling student that receives intervention should receive that intervention in his/her dominant language. This is EPISD not doing what's best for its students.</p>
15426	Handling discipline issues on campuses, compensation not being adequate compared to other neighboring districts, and not enough opportunities for proper training on new resources or programs
15427	Budget Enrollment Honesty
15428	Transparency of Board Communication with families
15429	<ol style="list-style-type: none"> 1. Improving course completion throughout the district to pre-pandemic numbers or better. 2. Improving funding towards services like tutoring throughout the district to improve student success. 3. Increasing enrollment and graduate numbers throughout the district.
15430	-public image -administrative efficiency -effective education
15431	<p>Important issue: The past two Superintedents lacked true, first hand education experience to include teaching for more than three years and even just being a principal. EPISD is not a business to be run by a CEO. The focus needs to be on understanding the needs of students, teacher and leaders on campus to provide the needs for a quality education.</p>
15432	Extremely high expectations by the district for the teachers (There is only so much we can do.) Lack of district central office support Improving EPISD's reputation
15433	<ol style="list-style-type: none"> 1. Aging buildings 2. Better pay and support of teachers 3. Choosing a leader with integrity and a good track record leading districts

ResponseID Response

15434	Lack of transparency
15435	Budget Enrollment Displacement of Educators
15436	Organization - lack of communication between departments, inconsistent deadlines, poor trainings, each school dynamic is different. Losing student population Unethical past superintendents
15437	no transparency moral distrust
15438	no transparency moral distrust
15439	School behavior and school students conduct
15440	Declining enrollment, declining funding
15441	Overcrowded classrooms, classrooms with terrible climate control and excessive paperwork required from teachers.
15442	Add Civics to the curriculum.
15443	Full student reimmersion to campus education while providing every learning opportunity possible. Retaining quality educators while assisting dissatisfied/ underutilized/ ineffective or unfulfilled employees out of the educational field.
15444	Comunicación entre maestros y padres
15445	Learning loss Dishonest people Misuse of funds
15446	Not giving away taxpayer money, better maintenance, landscaping of property
15447	1. Playing catch up for all the students who were not successful with distant learning. 2. Creating a better plan for when a pandemic hits again.
15449	Lack of leadership at the central office level Too much money spent in outside consultants due to poor quality central staff
15452	Not keeping up with the students academic success and allowing students to fail without addressing the individual student's circumstances.
15453	Face to face learning in fall 2021-2022 Children challenged through GT curriculum Leadership
15454	Need to go back full time for students instead of part time.
15455	Lack of central leadership/unqualified personnel Declining enrollment

ResponseID Response

15456	1. Implementing to new curriculum to match the new schools in EPISD 2. Assisting schools that are on an Academic Improvement Plan to gain a 50% improvement in Reading, Math, and Science 3. To promote a positive image of EPISD as a district of choice
15457	Need for qualified and visible central office leadership in all departments Need for an ethical and qualified superintendent after 15 years of problematic leaders
15459	internal staff status quo. episd does not stand against teachers unions - nonsensical issues that have no educational merit. EPISD should be a bigger part of the community it (should) be serving
15460	Low Moral Not listening to employees Not supervising principals better
15461	Corruption, administrators collect bonuses that could be used to buy new materials for students or even improve our classrooms. there is no reason a teacher should have a desk that is falling apart.
15462	1.) Employee benefits and pay 2.) Employees equal opportunities 3.) Good leadership
15463	Declining Enrollment Leaving buildings open
15464	Decrease in student enrollment affecting closures Teacher salaries need to be a priority Technology devices and support
15465	Vince Sheffield has all the qualities of a great leader
15466	Per my previous answer. 1. EPISD is a large entity whose power can be leveraged to benefit things outside of education. I am concerned that EPISD is used as a pawn or power piece to accomplish things for others. 2. EPISD's board or leadership structure have proven to be unable to keep scandal at bay. It is as though the district has not checks and balances. That or we have incompetent people up on top. 3. Lucrative charter schools and those who support and stand to benefit from them are influencing (seemingly) how things are decided at EPISD.
15468	Declining enrollment, COVID-19 recovery, and community outreach/ communication and building trust with the community rumors and "scandals" over the last few years have tarnished EPISD Administration in the eyes of the public.
15469	Its mediocre academic performance and the "questionable" handling of moneys

ResponseID Response

15470	Honesty, integrity and transparency from administration.
15471	Horrible choices in district management...aka Juan Cabrera District corruption over the past several superintendents
15472	Teacher salaries, special education,
15473	In-Person learning since the Pandemic, Catching up the students that have lost those resources during those pandemics, addressing teachers needs
15474	Influence of the unions and power in decision making Enrollment
15475	VISION-SEEING WHERE THE DISTRICT HAS BEEN AND NEEDS TO GO COMMUNITY BUILDING- COMMUNICATION, TRUST, & BEAUFICATION
15477	Overworked teachers, leadership who can work to motivate. Sticking to the use of one central curriculum and not expected to be all over the place to create lessons.
15478	Overworked teachers, leadership who can work to motivate. Sticking to the use of one central curriculum and not expected to be all over the place to create lessons.
15479	1) low student enrollment 2) dual language is not strong through secondary
15480	Money Ethics Leadership
15483	Lossing more students School budget decreasing instead of increasing
15484	Declining enrollment; cost of education increase with inflation but state funding is not growing at the same pace.
15486	1) The lack of equity across the board. Manning the learning pods for example. It was flat out not fair that some of us were made to expose ourselves with little care from those who got to stay safe at home. 2) The lack of any kind of "transparency" (such an overused word in this district) and all the trouble "leadership" gets us into. 3) The amount of money that is spent on salaries at the "leadership" level. Those of us on the front line would love to see bigger bonuses and salary increases.
15487	1. Finding a worthy candidate and drafting a PROPER contract for the superintendent. 2. Covid 19 protocols/standards and how EPISD will reintroduce students and staff back to the classrooms safely and efficiently.

ResponseID Response

15488

1. Too much focus on STAAR. I have no problems with STAAR in and of itself but I do have an issue with how EPISD focuses on it. We put too many resources into preparing for it and HOW to take it. Mock testing, benchmarks that assess STAAR readiness rather than academic learning, etc. We take STAAR in April and May for the most part but we start talking about it on day 1 in August. Why? teach the TEKS and the standards and provide quality instruction and the test will take care of it self. That is the intent of the test is it not? To test BASIC academic knowledge? If we have to teach "short cuts" and "strategies" in order for students to "pass" the test then we missed the boat. 2. We need more attention on the WHOLE child. Not every kid is an athlete, not every kid is a musical phenom, and not every kid is super smart. What about the rest? Not every kid "likes" school. Too many resources are steered towards math, reading, science and social studies when in reality MANY kids come to school for band, other fine arts, extracurricular activities and career and technology opportunities. Kids need to be allowed to move and be active during school, not just sitting for hours on end. Active schools are better schools (And NO I'm NOT referring to the "Active Learning Framework". I'm referring to ACTUAL Physical activity built into the school day to include additional recess and movement opportunities). 3. When a former Board member pushed for open enrollment WITHIN the district, many High Schools lost their tradition and "local" pride. Parts of town used to be "a school community". This is Rocket Territory, This is Cougar Territory, etc. That doesn't exist anymore. I find it strange and disappointing that 2 of my neighbors children who went to elementary and middle school with my child now goes to a "rival" high school. They don't talk much anymore because they have nothing in common. When I was in HS all my neighbors went to the same high school and we hung out at school and at home and we walked home together and we went to FB games together. That sense of community and school pride no longer exists in EPISD. 4. Eliminate the intersession. It serves no purpose. After the 2 years that we have had, students and employees need more time in the summers to recharge. The students who need that time the most, the students in band and athletics and other activities will NOT get that time off to rest. They will still be on campus practicing, etc during those intersessions. The students who these intersessions are supposed to help, those at-risk and low performing students, will get little out of it. The research doesn't support it. I don't know why so many educators think that kids that don't like or don't do well in school need MORE school. That's not what they need. They need quality first teach opportunities in a structure that THEY need not a structure that the teacher "prefers". More of the same is not the answer.

ResponseID Response

15489	I think the biggest issue that affects us in all areas is communication. Each department works on what it believes is important and does not always communicate with other departments about when or how what it is working on will be rolled out district-wide. This way of working can have negative effects on everyone, and it has. We also tend to work in silos instead of in synchrony: each department believes its work is of the highest importance, but this manner of working trickles down to teachers and students. Teachers feel that there are too many programs to implement, too many papers to fill out, and too many tests to give because each department sends their priorities straight to teachers and classrooms. Even more than the pandemic, I would say this is probably the highest cause of teacher attrition over the past couple of years.
15490	-Teachers: hiring and retaining the best - Succession Planning -increasing enrollement
15493	Racism. Equity. Funding.
15494	1) Making wise use of the budget 2) Attracting and keeping students
15495	Decrease in enrollment Less funding Stress on both teacher and students with On-line learning Difficult board member Closing and merging of schools (needed) Aging of facilities
15496	All the corruptions that goes on higher up. How will they be able to overcome it?
15498	Return of recess Removal of mask mandate All face to face or teachers who solely teach one or the other Clear communication in multimedia outlets with plans voiced early especially as it relates to preparing for next year
15499	Parental alienation. No teachers should be using their school to win custody disputes with their exes. That's not why taxpayers are paying them.
15500	Too many over paid administrators with no drive and no care for students
15501	Distrust Lack of transparency Lack of professional trust/confidence in teachers from Central Office
15502	Dedicated Administrative employees Positive community outreach Transparency
15503	The issue I see is the staff, meaning the teachers they never get the right punishment that High authorities should be giving. The staff has zero respect to their students and to parents

ResponseID Response

15504	Hiring of crooked superintendents, the last one was a weasel at best and laughed all the way to the bank at the school board stupidity. Run away spending of tax payer dollars. No oversight on anything.
15505	1. Integrity and honesty 2. Spending on expensive projects without consideration of the financial situations of the community as a whole. 3. Hiring process for the last 2 Superintendents
15506	Community perspective and low morale
15507	Decreased enrollment. Have you considered that some parents are going to want to continue with their children virtually all the time? How will EPISD be able to accommodate these parents post COVID?? IT needs help and specific guidelines set up for the student's computers. Elementary schools need at least a part- time bookroom clerk to handle the computer issue.
15508	Covid (obvi) doing better bg checks on teachers
15509	Accountability & Fixing issues from concerned parents
15510	1.Department leaders need to be held accountable to support their team to ensure everyone is keeping students FIRST. 2. Campus principals need to work at retaining their students in their schools. There is a decrease in enrollment and Principals can be pivotal in making the change in that. Time and efforts go a long way in keeping kids in EPISD.
15511	Students' pandemic learning loss Teachers' mental health/exhaust
15513	Not invested in the kids of EPISD. Leadership over the past decade has not shown genuine interest in returning EPISD to it's flagship status of school districts in El Paso. Another issue is our Board not acting in the best interests of the district. We need to ensure that board members are fully aware and aligned to the campus improvement plans of the regions they represent in order to begin advocating and planning for the future of EPISD. I like the consolidation projects that are happening, but we also need to begin doing review and restructure of technology devices, technology infrastructure, and professional development for our EPISD teachers to be the best they can be.
15514	1. Not getting fully back to school. Online learning is hurting our students. 2. Teachers bringing up their political views and imposing them on their students. As a teacher myself, I have heard and seen this done. It is indoctrination and it isn't our business to mold our students politically. 3. Failure rates due to students NOT being in the classroom. The virtual model has especially hurt students that are in the special populations such as SPED and ESL

ResponseID Response

15515	Districts claims to be there for the community but it is not true. Parents always complain that no one answers phone calls or replies to emails.
15516	There is no transparency to parents or staff, and EPISD is extremely secretive with new programs and changes. EpisD doesn't have much thought for their staff. They will move employees with no input from the employees about what works best for their families, and just expect them to up and move to whatever location they choose. Employees should be given input and choice on where to move if they are cut from campus, especially this year where employees were expected to follow so many rules and were burned out. It is just a slap in the face to all the hard work put in this year to feel there is no regard for the employees wants and needs. EPISD is a very do as I do and not as I say district, and upper level has different rules than everyone else.
15517	Enrollment, Transparency
15518	LEADERSHIP, INVOLVEMENT, CREDIBILITY.
15519	Dishonesty / Fraud/ Illegal activity Poor reputation
15521	Corrupt Superintendents, Uncaring top Admins, and dwindling populations
15522	Right now the pandemic situation and how is going to be next year.
15523	Continued lack of transparency, distrust due to corrupt upper level administrators, getting students back into the classroom full time
15524	Leadership Finances
15526	reorganize central office leadership employees. have people accountable for their job duties. honest and someone cares about the future of our students.
15527	1.The corruption 2.making sure to listen to the employees concerns. 3.Increase pay for Teachers and staff. 4.Not to create any new administration positions at Central Office where the corruption is created in the district.
15528	Impeccable leadership Students best interest High Curriculum for ALL school, E, MS, HS

ResponseID Response

15530	It seems that people who are hired to represent the district go through an investigation. It does not help EPISD when we compare us with other districts. The lack of quality leadership puts us in a disposition. The support given to teachers (stipend, retention bonus, etc.) is also a concern. I have come from another district, and we would receive them every year, without fail. It would be nice to have that same appreciation here in EPISD, we work just as hard as other teachers.
15531	Inequality in our schools Bias between schools, not friendly rivalry, plain bias
15532	ffffffffffff
15534	District of Innovation will limit what any new Superintendent will be able to change or improve/ The reading level of students very poor. The pandemic taught us that virtual education is not good for students and EPISD is heavy on blended learning programs. They are behing before they have started.
15536	Enrollment numbers. Providing developmentally appropriate education for kids in a larger system that requires STARR testing and classroom time to "teach to the test."
15537	Funding for the programs that will help all students struggling to stay on track for graduation; as well as the Special Education department to have the same opportunity as regular Ed students to show how well they can succeed
15538	corrupted administrators, overpaid front office, waste of money on bullshit project ex. westside schools.
15539	Declining enrollment Ineffective Cabinet leadership Lack of systemic leadership Lack of service-orientation
15540	Financial integrity and smarts Higher expectations for student achievement Union flexibility focused on rewarding outstanding teachers and educational achievement

ResponseID Response

15542	<p>I have four, apologies. (1) District promotes trauma informed teaching but lacks sufficient counseling and social services staff to adequately support our students and their families. Our counselors and social workers are stretched very thin. (2) District spends money on training, coaching, technology, and classroom resources without asking teachers what they actually need in order to increase student learning and performance and without affording teachers adequate planning and, especially, instructional time for effective implementation. (3) Long-term, backwards planning is made very difficult, and progress report/report card completion much more complicated and time-consuming than it needs to be, at least for EC/K/1st, by things like last-minute delivery of planning documents and testing information; incomplete or confusing communications regarding planning and testing; and lack of clear alignment between curriculum, district benchmark tests, progress reports, parent documents, and skillbook. (4) Dual language instruction is incompletely implemented. Three longstanding areas of concern are (a) a lack of age-appropriate Spanish language resources; (b) an overemphasis on English language reading scores in the early grades when research would support allowing more time for mastery to ELs (they might not be advanced or advanced high by the end of third, but they typically will be the end of fourth - I believe some students are being pushed out prematurely due to this overemphasis on English reading scores early on); and (c) most special instruction still being delivered only in English.</p>
15543	<p>Making good fiscal decisions. Good communication with parents and tax payers.</p>
15544	<p>Equal funding for schools, Teacher stress/morale, Low teacher pay,</p>
15545	<p>Lack of funding for special needs Parental involvement</p>
15546	<p>Transparency/mismanagement Stagnant employees who have been there too long. Loss of public trust</p>
15549	<p>The district is so busy "working the numbers" and getting the latest new technology, they are forgetting to teach the basics. Did you know elementary students do not memorize the multiplication tables? All they teach is the calculator! Students need basics not electronics.</p>
15550	<p>What I have observed is there is not a lot of trust from the community towards the District. There always seems to be some kind of controversy issue going on in the District. That does not promote a vote of confidence.</p>
15551	<p>Honesty Transparency Trust</p>
15552	<p>1. Covid online school vs face to face keeping children engaged . 2. Getting kids back in school safely.</p>

ResponseID Response

15553	A lot of money allocated to technology Poor attention to student human development To much focus on the standardized test instead of base need instruction
15554	Outdated Facilities and equipment Untrustworthy District leaders transparency
15555	Giving passing students the option to be hybrid Giving failing students a mandatory must be face to face notice and looking at the hiring ranking of prior administration at the district level and auditing the hierarchy that does not support good practices and has skeptical decision-making authority
15556	Lack of transparency Seems as though "higher up" are not a team...instead, looking out for "me" seems to be the motto Do not listen to teachers/data - example: In the elementary schools, reading, math and writing always take priority...yet science is the "step child." "Make sure the students pass that 5th grade science STAAR...but let's do away with science lab teachers and a science resource center."
15557	technology teachers are not being respected
15558	People in high ranks with district leadership that should not be in those positions and are unqualified or just in that position because they were set up for it. Angela Henderson being one of those individuals. Cabrera placed untrustworthy unqualified people to lead the district that do things under the table and are untrustworthy. High taxes and nothing to show for it. Our facilities and schools are out shined by other districts. Curriculum and instruction funds going to the wrong places when technology is still needed and other things for students.
15559	Reopening schools and covid restrictions.
15560	Not answering calls when calling the school
15561	Currently just COVID guidelines is what concerns me. Even though they are easing up a bit I'm not concerned for anything else at the moment.
15562	1.Transparency 2. Unfinished school building projects 3. Strong leadership 4. Knowledgeable Administrators
15564	Inequity across lower-income and higher-income area schools (e.g., innovative programs and opportunities are less available in lower-income area schools)
15565	Trust Transparency Employee Relations
15566	1. Lack of Transparency 2. Unethical and tyrant behavior from Operations Manager/Board of Trustees Manager 3. Too many leaders NOT LEADING

ResponseID Response

15567	EPISD's Fine Arts programs lack adequate support to make them competitive in El Paso and the across the state. Middle school class sizes are often very large, exceeding 32 students in a class.
15568	investing in students as the future of the city striving for equity among schools attracting students to stay in district
15569	I would like. to have a honest person in charge of my students education. I would like my students to have a force in the policy of electives and community program. My taxes are high and the teachers are under paid. Students should be able to have a bit more time for lunch and recess.
15570	Waste of money. I see a lot of money wasted or the money could have been better spent. We are supposed to be here for the children, I do not see that. The new superintendent and restructure. You have people in power that make no sense to control so much.
15571	1. Listening to and actually implementing the input from all stakeholders, especially parents. 2. Providing students with the type of learning that best serves them which is in-person school with the option to wear a mask or not, especially in elementary school. 3. Do not have an air or attitude that makes parents intimidated or feel inadequate. Leadership tends to be very self-righteous and condescending. For the most part, parents are the students' best advocate. Give them the benefit of the doubt. The children do not belong to the community, they belong to their parents.
15572	technology pro development for students and teachers student/parent accountability top heavy central office
15573	Diversity of Spanish resources Specific grade level trainings Student support in materials
15574	-low enrollment -poor public trust in leadership -close closures because of our low enrollment

ResponseID Response

15575	<p>1. The single most important issue facing the district is whether or not the leadership has the courage and the moral fortitude to listen to the science regarding COVID-19 instead of the politics, and the science is actually quite straight forward. According to the American Academy of Pediatrics (2021), since the pandemic started there have been 3.54 million COVID-19 cases in children as of April 8th. Of those cases, 0.1%-1.9% of them were hospitalized and 0.00%-0.03% died. Full stop. Open the schools up, in-person, with no masks. Get these students to break their addiction to technology, and get them socializing in school and on the playground once more. The second and third order effects of not doing that will be, and already arguably are, more severe than the stats given above. If teachers are afraid or have a comorbidity, they can still wear a mask if they choose - no one should stop them if that is their choice, but if students and parents don't want to - that should be their choice. Parents are often smarter than teachers and administrators give them credit for. They are perfectly capable of making their own decisions regarding their safety and the safety of their children. American Academy of Pediatrics. (April 12, 2021). Children and covid-19: State-level data report. https://services.aap.org/en/pages/2019-novel-coronavirus-covid-19-infections/children-and-covid-19-state-level-data-report/</p>
15576	<p>A need for a clear and consistent vision of where we are going and the planning to describe how to get there.</p>
15577	<p>I believe the most concerning issue for me is how top heavy this District is. You have so many individuals who are getting paid such high salaries that have numerous associates, executive directors, coordinators etc. There should be no reason to have so many top heavy individuals.</p>
15578	<p>Lack of ethics, especially at the central office level. Closing the achievement gaps after a year of covid</p>
15579	<p>The hiring of over paid administrators with ridiculous amounts of privileges and concessions that in the end become greedy accommodations. Transparency from top administration and board of trustees</p>
15581	<p>Attendance, accountability, testing over teaching</p>
15582	<p>Keep students interested in continuing to study</p>
15583	<p>The district needs to establish trust in the community by having that open communication with student's parents and community about decisions in the making and having teacher input as well.</p>
15584	<p>Poor management of funds Poor communication in central office departments Low pay for campus -high pay for central</p>
15586	<p>Employee Apathy Lack of Vision Trust in Administration</p>

ResponseID Response

15587	The district is known for it's poor reputation. It is time for a leader who will not embarrass the district.
15588	Rundowns building in the Northeast Football field with no grasses Corruption by administrators at all level
15589	The district's decision to allow Charter schools to open, a failure to address the increasing levels of poverty our poorest schools are facing.
15590	Keeping the faculty as we have a high turnover, and it's all due to poor pay.
15591	1. Intervention model for struggling students 2. Planning for post-school closure 3. Differentiated instruction
15592	Transparency at district level in ALL departments Trust of the public/parents/teachers in district decisions
15593	Dr. Tamekia Brown needs to be fired. She is TOXIC for our district. Please do not consider her for Supe.
15594	Horrible changes to the SLC units/ Sped. Completely inappropriate to have all grades in one shared classroom. Lack of listening to teachers when it came to the text book adoption. Allowing special interests groups to back school board members.
15595	Decreasing enrollment that leads to decreasing funding. Dealing with boarder and military issues (population that tends to be more transient and has special needs/ challenges).
15596	providing quality education to all students
15597	Ethical Honsety
15598	diversity lack of funding Central Office doesn't always listen to campuses - support programs that are in place
15599	School improvement. Building the capacity of Principals in terms of school improvement and instructional knowledge. We have a need for stronger instructional leaders. Attendance: put the 90% rule back in place. Please work with Ross Moore on his professional approach in meetings and in his dealings with people. He does not represent well when he addresses issues. Have C & I communicate (for the purpose of feedback) with Principals before they roll out initiatives.
15600	Redundant Test Administration process Use of school resources and funding Interaction between school administration and parents for a successful goal setting for students

ResponseID Response

15601	- Person who is cares for students -we need one person to manage a master electronic calendar for the district with 3 color codes: meetings, assessments, and district events -Trusting the leader will make the best decisions for student learning
15602	Poor upkeep/maintenance of older campuses Switching educational programs before seeing if they are really effective Waste of money at the central office level (unnecessary programs and extra assistants to the assistants) We spent millions on a program to consolidate student data, millions to train teachers to use said program, and then decided it didn't meet our needs and it was never rolled it out. Wasteful!
15603	Lack of strong leadership at the central office level Lack of visibility of central office leaders Continued lack of ethics/integrity of central office leaders
15604	Too many initiatives GT in Elementary being "mixed" - therefore MORE planning for teachers
15606	Pay, schedule, installations below standard or inadequate and lack of substitutes.
15607	Interim Superintendent Academics Low Morale
15608	Interim Superintendent Academics Low Morale
15609	Interim Superintendent Academics Low Morale
15610	Interim Superintendent Academics Low Morale
15611	Interim Superintendent Academics Low Morale
15612	Interim Superintendent Academics Low Morale
15613	Deceit Lies Outsiders running the district
15614	Ongoing problems of leadership in central office Lack of background of experience/education in many central office administrators Overwhelming number of District initiatives
15615	Budget, teacher pay, honesty

ResponseID Response

15616	<p>There is a lack of qualified central office personnel in most departments....most upper level management lack a strong background for the positions they hold and provide little service to parents/schools Continued negative actions by a stream of nonqualified central office administrators has resulted in continual violations of ethics resulting in the district being constantly in the news for the wrong reasons for over 15 years.</p>
15618	<p>1. Decreasing enrollment 2. Corrupt behavior at upper Admin levels 3. Aging facilities</p>
15619	<p>Lack of qualifications and visibility of central office leadership-we never see our area superintendents or interim superintendent at trainings or even visiting the schools Lack of support for schools from central office leadership Continual problems of ethics and integrity at the central office level</p>
15620	<p>Ethical integrity Consistency in instructional curriculum Working together-communication.</p>
15621	<p>Continual ethics violations among central office staff Central office staff promoted for reasons other than qualifications for the job Some central office staff promoted even though certificates had been flagged by SBEC and/or they had close relationships/participated in dubious actions with those who gave up certificates in previous scandals</p>
15622	<p>Ethics and leadership</p>
15623	<p>Lack of support for campuses from central office departments including HR and School Leadership Continued lack of ethics/integrity at upper levels of the organization Continued decline in enrollment</p>
15624	<p>SPED services for students Customer Service</p>
15625	<p>1. Declining enrollment 2. High drop out rates 3. High student mobility</p>
15626	<p>1. Honest administrators 2. Low pay -compared to the other districts in the area.</p>
15627	<p>1. Disparity in services and resources among the campuses. 2. Maintenance of buildings. 3. Administrators with conflicting outside interests.</p>
15628	<p>1. Too much money spent on buildings and infrastructure and not enough money on students and teachers. 2. Too much money going to Administrators and Consultants</p>
15629	<p>Low teacher pay Admin that don't listen to teachers People in charge have no experience in education</p>

ResponseID Response

15630	Support for teachers and students, Corruption from people in power, not paying teachers enough
15631	Student retention Teacher's salary Corruption
15632	Controversy, negative exposure in the media and a history of poor leadership by many short-term superintendents.
15634	We cant find a superintendent that is honest Catching kids up from a year off because of covid
15635	Too many people at district level Teachers resistant to change Too many overlapping circles, making everything political
15636	District needs to be the leader with regards to policies, decisions, salary for teachers/hourly employees. Too top heavy at Central Office and at schools - need more teachers in the classroom to better serve the students - teacher/student ratio. Two ALLS? Need a "true" Humanities program - bring back the GT curriculum and don't let the decision for curriculum be determined by central office.
15637	Leaving under performing students behind.
15638	Equality of implementation of programs across the district Access to after school activities/sports/dance/theatre across the district Funding for implementation of programs to boost students' enjoyment of their educational experience
15639	1. negative reputation of corruption, 2. environmental racism in decision-making for south/south-central students, 3. high health insurance costs for teachers leading good instructors to be employed elsewhere
15640	The gifted and talented population needs are not being addressed. The Humanities program was dropped and replaced with AP. Administrators making these decisions are unqualified (lack experience with students) to make these important decisions.
15641	Lack of real leadership. EPISD has been a district of followers. The district would always wait to see what the other districts in the county do before making a decision.
15642	lack of planning especially in regard to the pandemic, lack of appreciation and respect for teachers, low pay, top heavy in unnecessary administrative positions, poor communication with employees
15643	Lack of transparency Lack of communication Too much "busy work" being pushed down to the campuses

ResponseID Response

15644	Public perception Little support for building personnel from central office personnel Plethora of ever changing initiatives
15645	Lack of transparency People more concerned about their personal profit
15646	Returning to F2F schooling next year Budgets
15648	1. The district is too top-heavy. Too many staff positions created with exorbitant salaries. 2. Politics seem to be entrenched at the top and they affect decisions made that rarely benefit students. 3. The district seems incapable to escape scandal that engulfs top leaders. It's shameful.
15649	Aging neighborhoods Low enrollment
15650	1. Putting sports programs over academic over 2. Expanding programs without proper infrastrucuter to gain funding depleting resources of existing programs for example duplicating cte programs at schools without proper resources 3. Lack of administrative support to allow teachers uphold classroom rigger. Example allowing students to retake exams and turn in late work per district policy
15651	EPISD do not have enough spanish speaking personnel, I am a mother of 3 EPISD students and all this 12 years I can count with one hand the people who works for EPISD whom speak spanish. A lot of parents are left behind their students events/meetings because of language barriers. Special Education true help from Diagnosticians, I have had 3 diagnosticians working for my daughter (6th grader) and they are not very helpful with resources to help me understand SpEd.
15676	1. Too many programs, it gets confusing for staff, students and mostly parents to keep track of all of them and how to use them. 2. Organization and Consistency across departments and schools regarding enforcement of policy and programs and communicating them out. 3. Lack of moral among most of the staff in the district, it does not operate like a team, more like individual departments and campuses all competing and not being a unified front. So definite issues with teambuilding and trust among its staff.
15679	Overpaying leadership staff. There should be a pay in option that they can pay directly into the district so that our students don't lose out on the FUN part of education. Stop paying EXTERNAL people for what our staff can do.
15685	What does 2021-2022 school year look like? Finding a new Superintendent
15694	Morale, Charter School Infringement, Corruption
15695	Our diverse community and the needs that come with all that entails (various income levels, our size, our culture(s)). We are landlocked and can't grow. Our low morale (even pre-covid)

ResponseID Response

15696 Looking at innovative ways to support students and faculty as they return to Face to Face Instruction and fill in the educational gaps. Not summer school or after school tutoring.

15697 1.consistency in communication from district 2.teacher /employee turn-over 3.lack of support from administration (Sped)

15703 Technology supports, outsourcing and ineffective professional development, and support for at-risk students.

15704 All schools need to have equal access to funds, campus location should not make a difference to the amount of funds allocated to schools. Teacher shortage, teachers pay needs to be increased, educators are the most important members of All School Districts and should be paid accordingly. Educators are the ones who hold the future of Our Community, Our America, Our Children, our greatest legacy. If they are overworked and under paid, we will not continue to attract great educators who love teaching. All other district staff including Superintendent and other Board members are over paid, they shouldn't automatically receive a raise when teachers receive raises. With all the corruption that has come about, not only EPISD but other Districts no amount of money is satisfactory, there are still inappropriate dealings going on. Superintendent should not be allowed to make purchasing decisions, it should be a decision made by all board members, and all should present when Reps present Goods and Services, Open Records at All Times. Superintendent, should be an individual who will make sure every single child is being taught, and learning before having to move on. Books are distributed as Educational tools, with great examples but if they are not put to use no one benefits from Tax Payer Funds used to purchase materials. Superintendent, and other staff salaries are excessive, if All Students are Not learning No Salary increases and No Bonuses. Bonuses should not to exceed \$25K, for any District Staff. If Bonuses are earned, Educators should be inline to receive Bonuses, not office staff.

15706 1. Equity for all students, especially special populations 2. Social and emotional needs of students and teachers/staff/administrators due to pandemic 3. Loss of student enrollment

15708 Long history of problems in central office with current leadership having been promoted despite close ties with individuals who lost their SBEC certificates and/or were removed for dubious actions' Lack of visibility of central office leadership including area superintendents and interim superintendent Terrible morale amongst grass roots staff who serve students because of lack of leadership at the central office level

ResponseID Response

15709	- Valuing/supporting teachers (financially and especially in terms of individual campus administration. District, please look at campus admin, it's not great). - Communication with campuses/faculty (we rarely know what's going on). - Better use of funds (please evaluate and gauge what students and teachers truly need). - Transparency (there are a lot of less than stellar things being about the previous superintendent and Chief Academic Officer - it plainly erodes trust).
15710	Erosion of public support after numerous scandals, charter schools that "cherry-pick" students, heavy debt loads.
15712	a. A parade of dishonest Superintendents who have exploited our community with their personal agendas b. Regaining the community's trust in upper administration. c. Hiring another outsider who doesn't know EPISD culture, climate, infrastructure, etc.
15713	Lack of visibility on the part of the last superintendent and the current interim superintendent Lack of knowledge/education in school district management by the last superintendent and current interim superintendent Ill qualified central office staff including chief academic officer, chief quality officer, and area superintendents
15714	Three Challenges/Concerns facing the District: -A Board that wants to micromanage and bully administration by ensuring "transparency" thus leading to staff becoming frustrated and resigning. Only pushing great talent to seek employment at surrounding school districts. -Unions that should focus on Teachers/Staff support needs and be more proactive with less finger pointing only building continuous division. -Board and Superintendent should work together to REBUILD overall trust as top priority by working with all sides (parents, students, staff, and Community) in order to attract and increase student enrollment.
15715	The district needs to get rid of the politics and red tape and get back to the business of educating children.
15716	Lackluster curriculum Too much salary at non teaching positions Teachers not included in big decisions Gifted and talented curriculum subpar Money spent on unnecessary products - active learning platform - sel curriculum - Hiring of high ticket employees with questionable past who worked for said active learning company You want more?
15720	Non responsive central office personnel Lack of visibility of central office leaders Weak leadership throughout the organization from top to bottom
15721	
15725	1. Lack of consistent and local/home-grown leaders. 2. Loss of enrollment and lack of plan. 3. Inadequate systems to elicit community input.

ResponseID Response

15726	The pandemic and insuring that children are safe especially the children under 12 years of age who cannot currently get vaccinated. Providing a safe learning environment.
15727	Financial security, Return to face 2 face instruction, district right sizing
15729	-Budget cutting out Fine Art programs -Elected board members lack of Communication with the public - Charter schools inundating El Paso
15730	Privatization of schools (Charter Schools) Leadership (Educators mindset lead people vs Business mindset manage things) Lack of Vision (need conviction and boldness- revamp our Brand- losing to many kids)
15731	The construction is taking too long at my school. A lot of my friends have left to different schools, some out of the district and some little brothers and sisters are going to IDEA. Also, I hear that there's no money? We have to be the ones raising all the money by doing fund raisers. Sometimes I hear about budget cuts, that there used to be a lot of funding for the Fine Arts. It's so sad.
15732	Addressing safe return during a pandemic; providing enough support and resources for parents, staff, and especially students that have experienced an unusual school year.
15734	We need a new super. We have been waiting since last year. I cant believe why this is so hard.
15736	Budget Unethical decision making Lack of follow through and proper review of high price contracts

4. What professional / personal characteristics should the board look for in the next superintendent?



ResponseID	Response
14654	Honest Dependable Someone from EPISD
14659	Understand the community Hard working Not able to be influenced by outside sources
14662	We have plenty of qualified "local" talent. There's no need to go out of town to find someone.
14663	Approachable Local Minority
14664	Responsible, open minded, and open to change
14666	Good communication, good network and future oriented (technology oriented)
14669	Vince Sheffield should be the next Superintendent, your search is complete already!
14670	Knowledge, leadership and accountability
14671	Person trying to help parents and students not just look out for the districts best interest
14673	Preferably someone who has experience working with students, open door policy, actually is present for the community.
14674	1. Honesty 2. Integrity 3. Effective communication skills

ResponseID Response

14675	Educational background, preferably someone who has classroom experience. They should be honest, diplomatic, and transparent.
14676	Former educator with at least 15 years experience.
14677	Experience as an educator Local
14678	Integrity. Community member. Strong desire for Equity for all children. Putting kids and teachers first. No outside interests financially.
14679	Honesty no criminal charges
14680	Personable, honest and helpful
14681	Hire DR. MEZA CHAVEZ, there is your search committee, done.
14682	Honesty. Educational background. Caring and compassionate
14683	HONESTY! Before anything, honesty! Equality for ALL schools!
14684	Preferably someone local and definitely someone with an education background
14685	He should be part of the community and want to make our community better
14686	. Somebody who knows the system, like a teacher with experience . Somebody who get worry about their community . Somebody who is a leader, and great ideas for the district
14687	Honest and history in the classroom. They need to know our struggle and have empathy
14688	One who supports the teachers and puts teachers and students first, not administrators, central office personnel, and board members. One who knows the area and appreciates what El Paso has to offer and maintains a positive, open relationship and communication with teachers, parents, and students.
14689	Honesty and integrity. Good character and code of ethics.
14690	Leads from the front Open to improve schools and challenge students
14691	Integrity, experience in running schools that emphasis problem solving skills, stem and must not be politically motivated

ResponseID Response

14692	Que sea un Maestro que haya sido director de una escuela que tenga un maestría es Administrador y Recursos Humanos wue sea Honesto Dinámico y que sepa escuchar
14693	One that has new ideas of how to support campuses instead of letting central office departments dictate
14694	Leadership is really important!
14695	No more scandals and deep connections with administrators
14696	Knowledge of region and cultural perspectives Ability to work with state/fed education authorities Record of transformational leadership
14697	Integrity Fair and honest leadership A person who listens to the faculties of EPISD
14698	Approachable, open to new ideas, innovative, attuned to the different communities that make up EPISD
14699	Should be local, invested in the district and el paso
14700	EPISD needs to hire someone from El Paso who is ready to drive the changes needed not only in administration but at every level. Teachers need to retire and a new workforce needs to be in place with the necessary technology knowledge that is required.
14701	Life long professional background in instructional leadership Student centered
14702	Que sea una persona que tiene años trabajando adentro del distrito, que conozca las áreas vulnerables y pobres del distrito y sea accesible para con los padres
14703	They NEED to have worked in an actual school setting to be able to hand down reasonable and supportive assistance to the teachers and families.
14705	Prior teacher
14706	Professional and comprehensible.
14707	Commitment to the best education Respect for taxpayer money
14708	Ke se interese más en los maestros y luego los estudiantes
14709	Visionary, student advocate, business/budget acumen, willing to engage with students and the community.

ResponseID Response

14710 Responsible, respetuoso y limpio

14711 A superintendent who believes in public education, whose children attend or attended public school.

14713 Someone who is accessible, understands education and can engage the community

14714 Highly qualified and experienced person in Academia.

14715 Has kids or grandchildren. Has knowledge of the real world outside of education. A practical/pragmatic approach to problem solving.

14716 Someone with experience with raising test scores. Understanding the mentality of minorities and low income areas.

14717 A graduation certificate on a carrier that has to do with the job he/she is applying for.

14719 They should have people who respect personal freedom and obey the Governor of Texas who stated that mask mandate is over. The next superintendent should not allow in person and online at the same time in the same class. If students want to go online they should sign up for a specifically online school.

14720 -Above all, we need a leader of high character. Reputation should come second to character and integrity. -This district needs an El Pasoan who is familiar with EPISD and its unique history. We must choose a proven leader who will immediately have the respect of students, staff and the community.

14721 -Great leadership skills -Not in kahoots with the teacher unions

14722 Bilingüe. Que conozca la problemática de las familias hispanas. Humilde y Amable

14723 Fine Arts Background, Experience with Large School Districts

14724 Someone whose career has mainly been in El Paso, and who has spent more years as a classroom teacher than in any other job. Someone who cares about the opinions of employees. Someone who will resist expensive and foolish ideas.

14725 Strong and Honest Leadership skills Cares about students primarily Equitable

14726 Understands instruction Ethical Has experience in many levels of education

ResponseID Response

14727	A leader who will build up our district without wasting money on useless programs that won't be used for long. A leader who wants to know the teachers and students who will come out and visit schools and talk about the concerns of the teachers
14728	Integrity Strong work ethics Commitment to community
14729	Background in education
14730	Persona que aiga sido maestro y estentienda las problemáticas de la comunidad y sea de el paso no queremos corruptos como Cabrera y García y fenegan
14733	A person who is open to diverse programs and implementation of such programs such as Dual, IB, Magnet Programs, and bringing back GT programs. Someone who will be seen constantly in the schools and understands the community and their faculty and staff. Someone who is overall an honest, transparent and strong leader. A strong supporter of the arts and extracurricular in the schools in addition to the athletics already in place.
14734	Someone who has extensive experience in the field and engages with the community
14735	Honesty Teachers and kids first Able to be financially responsible and acute
14736	Energetic Hispanic Leadership
14737	que sea un buen superintendente que se preocupe por todos y cada uno de sus escuelas y estudiantes asi como tambien estar al pendiente tanto de sus directores como sus alumnos
14738	Someone who puts students and staff first. Someone who isn't lining their own pockets with kickbacks. Someone who actually taught in a classroom for longer than 3 years.
14739	Compassionate. Someone who has actually BEEN in the classroom. Someone who actually cares about public education and the lives and well-being of teachers and students in the district. Someone who won't bring in their friends and pay them exorbitant amounts of money but who will find ways to get money back into the classrooms for the students who need it.
14740	Integrity, understanding of the unique challenges of EPISD.
14741	Transparency. Willing to step into the classroom and see first hand what teachers go through.
14742	Logical Respectful Reasonable

ResponseID Response

14743	Súper dinámico, bueno en tecnologías y con ideas nuevas y buenas
14744	Someone who has great leadership skills and trustworthy
14746	Someone that is not overly political and actually cares about making real change within its schools and their constituents. Someone that is for the people, not his/her own agenda to pass on for employees under them to do.
14747	- honesty - empathetic - humble - willingness to get audited
14748	HONESTY, TRANSPARENCY, COMMUNICATION
14749	Honesty, good communication, progressive thinking
14750	Honestly, Integrity and reliable
14751	keep the current temporary superintendent. open communication with all staff and parents, responsibility, integrity, SOMEONE WHO UNDERSTANDS EL PASO AND ITS UNIQUENESS
14752	Honest with no prior form of any type of corruption, in other words, do a thorough background, in depth search. Knowledge of our city, communities and implement the best possible educational programs. Hire from within our city.
14753	Honesty, integrity, in the profession for the teachers and students. Not Hispanic due to the last several Hispanic superintendents has not been beneficial to EPISD. An individual from outside of El Paso that can bring life and professional experiences from other areas, innovative thinking and ideas, and result oriented/proven leader for positive change.
14754	Humble, listens well, and is willing to grow & learn.
14755	Friendly Respect Responsible
14756	honest person, willing to lead the staff and the students, monies distributed to the ones really needing the help, opportunities to succeed, more magnet schools, and other opportunities that students could gain to succeeding.
14757	Someone that is knowledgeable in education practices and is experienced in the field of education. Someone that will put the student needs first, and bring teachers together to achieve a common goal. A person that is good at creating unity.
14758	*be a former educator *local, not looking for EPISD to be a stepping stone towards their next promotion *experience as a campus administrator ie elementary and/or secondary *build a healthy culture and a positive brand for EPISD within our various learning communities

ResponseID Response

14759	Responsibility, honesty, dedication, commitment
14760	Certifications and experience Ability to be accessible to the public and staff Good spending track record
14761	Preferably from El Paso and knows the dynamics of our City as a whole, not just the district. Experience serving on a school board and integrity
14762	Experience leading staff and working with children. Be open and surround self with diverse opinions.
14763	Moral strength and willingness to put the communities wants and needs before politics.
14764	1) proactive 2) productive 3) willing to put in effort to improve district. 4) possible experience working in other districts And/or cities and states to bring fresh new ideas.
14765	Represent professionalism, honesty, humility in order to be able to revamp corruption, and mismanagement. Give new ideas to put into action and compete with other city districts.
14767	1. Previous educator coming from the ranks who knows exactly what it's like to be in the classroom, and who knows how schools are run. 2. A person who understands this culture and contributes to its success me. Preferably someone local. 3. Most importantly, a highly educated person ready to lead the way and who has a vision for this district - a PhD!
14768	Former educator, bilingual preferred, someone kind, approachable, determined, ambitious, student centered.
14769	A previous EDUCATOR, that understands this community's needs and is willing to put education first, before personal gain. We don't want a business person running the district as a business. We want someone that has curriculum knowledge and a deep understanding of the importance of valuing each child.
14771	Transparency, qualifications, experience, superior communication skills, equality, aware of the needs of every faculty, staff, and student, supportive towards faculty and staff members, system improvement, attentive, committed, responsive to issues, respectful, innovative & a visionary.
14772	A person that is open minded and communicates with all staff and personal. A person that has been in EPISD for a while and knows the EPISD from head to toes.

ResponseID Response

14773	Someone who will oversee projects without a conflict of interest, encourages a transparent district where parents concerns are taken seriously, tackles bullying including at the Union level (see social media posts from current union president), recruiting and retaining motivated teachers. Finding out why parents left the district and working to bring those families back. Must have school back in person, full time, for all levels.
14774	No connection to businesses that sell pointless programs to the district that teachers then have to implement. Prior experience IN the classroom (as a teacher).
14775	Someone who can relate to the parents and feel the concerns as it were their own child
14776	I think Mr. Sheffield is doing a very good job, if he wants to stay please let him. He has been present for live online question and answer sessions and is dedicated, knowledgeable and caring.
14777	1. Understands the needs for students of the next decade. That is, the candidate has experience upgrading curriculum on technology, programming, etc. 2. Focuses on national competitiveness, not local. 3. Honest. Believes in education and inspires staff, faculty and students to compete with anyone anywhere. 4. Beliefs in high quality education. Sees Hispanics as any other race. Doesn't see Hispanics as disadvantaged, incapable of doing technology, programming, etc. We need someone to push and inspire not someone that "helps" Hispanics graduate. 5. Someone who believes in education even if it means having students repeat a grade. Free passing hurts everyone.
14778	Experience servicing our community. One who has been in leadership roles already in our schools.
14780	Honesty and transparency
14781	Honestidad Experiencia
14782	1)To be a local person who knows the EPISD district. 2)That person should have knowledge of either a teacher or principal back ground. 3) That person should not be prejudice see the district equally.
14784	We need an experienced, certified superintendent with a strong educational background. Someone who is transparent, ethical, and is an advocate of children.
14785	Local, proven experience as a school leader, excellent communication skills
14786	Have experience in the classroom and education degree

ResponseID Response

14787	1. A person who thinks with their mind while listening to their heart. Many issues are felt and acted upon appropriately in the process. 2. A person whose actions mirror his words even if the majority is not in accordance. 3. A person who meets with educators, not just admin, to report about campus activity. It would be amazing if the next superintendent would know me and speak to me and not just communicate through email.
14788	Must have been a public school educator in a large urban school. Must also have had experience in the arts. Must have had successful experience in education type administration with a proven record of great overall achievements. Must be approachable, honest and trustworthy.
14789	The district needs someone who will put our students and teachers needs first. A leader who is not afraid to make changes for the better good of the EPISD overall.
14790	Not corrupt.
14791	Transparency/Honesty/Drive for Improvement/care for advancement of students and staff
14792	The board should look for someone who is a great communicator approachable, & can formulate a complete sentence. Not part of a BLM, WOKE, ANTIFA, QANON, or Gender movement. Let's focus on school and not fad movements & political extremism.
14793	1. Have actual business experience to better know the actual costs of money wasting projects. 2. Be conservative and anti "woke"
14794	Integrity, Honesty, REAL commitment to and support for teachers (NOT LIP SERVICE); as well as decrease the additional work put on teachers and staff by central office personnel (many feel that the majority of things teachers are asked to do is to justify that individual's job--rather than provide support and assistance, they add to the work load).
14795	Someone who puts students first not money. I would like to see someone from El Paso get this position.
14796	Background in public education, no connection to charter schools,
14797	Diversity (how many female superintendents has this district had? how many who have not been the same race or ethnicity as the majority of the population?), family oriented, community-driven, good at leading a group or team, valuing different points of view, hardworking, and dedicated. Must be able to survive personal and professional attacks.
14798	Honesty Integrity Classroom Knowledge

ResponseID Response

14799	Understanding of how students learn Focus on small class size A personal connection to the community
14800	The superintendent should care about being FAIR. Put the kids first and hire teachers who care about our kids! Someone who wants everyone to succeed, not just stay home zooming and playing video games. These kids do zoom school so that they can stay in their pajamas, but then do after school sports!! It's hypocrisy!!! It's laziness!!! We have to get these kids in school, masks optional, and get them working for their success in the future!!!
14801	Must be a humble determine visionary to use reources very wisely.
14802	Someone who hasn't been accused of corruption. Someone who is transparent with their budget. Someone who doesn't just "go with the flow" with what's trendy or popular.
14803	One who in not political and remains neutral. One who is a centrist and does not want to promote Critical Race theory in our El Paso Schools. One who truly has the best interest of the entire school body.
14804	A person of Integrity, who is a strong communicator and a good listener.
14805	Hire from El Paso knows community,be transparent,honest
14807	We need someone who started at the bottom and worked their way up, who understand what it actually takes and what the district actually needs.
14808	Honesty Integrity Compassion Creativity
14809	Honest Technology savvy Family man with values
14810	Honest Fair Strong character Open minded Knows the community
14811	Love for teaching. Someone willing to work not just \$ oriented. Some one not all about politics.
14812	An individual from El Paso area, not someone who rolls in with big ideas on how to fix us. El Paso is an amazing city and we need someone who will embrace our culture while believing in our students abilities for success-All students! We have tried out of town individuals hopeful in what they could do. We soon found out the best interest of our students, teachers, schools and community were not what their goal was. Find the talent already in our district/community. Someone who can encourage our communities to believe in our district and not feel they need to turn to charter or private schools. Someone who understands the students needs and can push them to succeed. This starts by ensuring your teachers are treated well and respected and knowing they truly can be amazing assets if/when used appropriately.

ResponseID Response

14813	Respect and honor for his or her facility members and staff and someone we all can respect to be a better dist
14814	Professional: To seek and practice an equality strategies with high educational level for every single students (normal and special). Personal: To request to the teachers of special classes a 100% educational and dedicated curriculum, where they believe in there students offering challenges and motivation to raise their educational level based on the learning possibilities of each student.
14815	Knowledgeable of the community Understand our bilingual community Someone who can relate to our community
14816	Have experience in the classroom and education degree. They should think of what is in the best interest of the students and the district staff.
14817	Honesty Trustworthy Loyal Goal driven
14818	Education experience, demonstrate community involvement in the past. Has humility and leads by example. Is available to parents. Social media savvy. Transparent and Provide monthly reviews on the ongoing projects at EPISD using social media.
14819	Trustworthiness, visionary
14820	Educational experience that includes teaching Commitment to students and teachers
14821	Commitment to public school education Honesty The ability to listen to the public and faculty concerns.
14822	Honesty empathy compassion
14823	Promotion from within the district and a work your way up. Varied assignments within the district.
14825	Articulate, knowledgeable, educator, compassionate, leadership, honest, fair, hardworking, visible
14826	Intelligence
14827	This person needs to be an educator, not a lawyer or corporate person. The person needs to focus on teacher quality instead of adding on more programs/special tracks. He or she needs to understand the community but doesn't need to be from it.
14828	El Paso Native, has the best interest of our people, and is not corrupt!

ResponseID Response

14830	Someone local who has taught in El Paso and been in a leadership position in El Paso. We're not Dallas, San Antonio, Austin. We are a unique community and only someone who has been here would understand the strength and challenges of the community.
14831	Please look for someone who cares about furthering children's education and can find creative solutions to budgetary constraints. Someone local, with their interests in the community would be great.
14832	Integrity and transparency Accountable to parents and taxpayers Strong leadership: able to influence teachers unions on behalf of parents
14834	Someone that not only cares in the type of education of our students but also can see the value and need in all district wide departments and thier staff.
14835	Someone from El Paso. Someone who is willing to take a significant pay cut compared to what the former superintendent was making. Someone willing to be a public servant, willing to reject the perks superintendents normally make. Work for the people and not special interests.
14836	Courage and a set moral compass
14837	Honesty Raises for teachers and not for themselves! Previous Educator themselves
14838	Committed to overcome the challenges that each family has through education
14839	Respect, customer service, understanding and be appreciative of the little people making the district be successful. Understanding!
14840	Honest Hardworking Students First
14841	The person should be an in-depth thinker. They should be able to understand the problems and concerns the school board faces and focus on a happy median to resolve issues in a timely fashion. The person should also strive for the best solutions and programs that offer the most support to all the children in the district.
14842	1. Well rounded business and education background 2. Proven track record leading a school district 3. Personable
14843	Leading by example. Visibility. Someone that is approachable. Experience in the field of education.

ResponseID Response

14844	The next superintendent should be someone from El Paso who knows EPISD and the surrounding community. Someone who values public school, has a background as a teacher or school administrator and understands the challenges facing our district.
14845	Osea que sean más cuidadosos
14846	Educational experience which includes classroom teaching, knowledge of the district and community, and a person who has high ethical standards.
14847	Someone with an educational background who has been a teacher, assistant principal, principal, instructional leader, and who can motivate, inspire and most of all be fair.
14848	1. Valores 2. Liderazgo
14849	Public School Experience Honesty Empathy
14850	Maintaining transparency with parents, good communication skills, a leader that continues to search out excellent opportunities for the district to excel
14851	Diverse Experienced educator from class through administration. Ability to communicate clear vision but understand the uniqueness of Eñ Paso and EPISD. Had demonstrated ability to created collaborative and engaging culture in school system. Not a Business professional who doesn't understand the intricacies of and education system and district
14852	Culture builder Community engagement Leading teams
14853	Home grown. Instructional leader
14854	Concise and clear in decision making. Proactive rather than reactive in actions. Personable and communicative with all levels of district employees.
14856	Committed to public education, understands data and the scientific method of uncovering evidence data informed leadership), has an accurate understanding of history as it relates to minority populations, has vision for education but able to listen (leads with humility), demonstrates practical examples of caring about teachers and staff who in turn care for students, aware of religious/political influences on education and is committed to supporting quality science-informed education
14857	Strong- someone that will stand up for the district and get down in the trenches to see what things are really like in each of the schools Dependable Sincere Willing to put in the effort and go the extra mile for our district.

ResponseID Response

14858 A school district is not a business. It needs to be run by an educator with years of experience. It needs to be someone familiar with our population and the unique challenges we face as a community. The next superintendent needs to understand the needs of our huge and varied district.

14859 Family oriented, looks for the best interest of the students, born and raised in El Paso.

14860 Career educator who is ALREADY a certified superintendent Understand the special needs of our student populations

14861 Honest Has Integrity Outgoing Positive A role model for our children to model after

14862 Look at Socorro ISDs leadership. The next individual to lead EPISD should have excellent PR skills. A strong background with experience not only as an administrator but also as a classroom teacher. Excellent leadership skills-one who will inspire and motivate employees to take pride in their district.

14863 Knowledgeable

14864 Someone who thinks of the students and faculty first, someone who understands to serve is to lead.

14865 - Someone local, that understands the current needs of the district, especially the students and employees. - Not overpaying. A superintendent should not be making close to half of a million dollars with all the benefits. They can pay for their own personal items such as home, car, telephones, etc. If they violate the trust of the district and community, fire them, do not give them a "parachute" bonus, and certainly not a letter of recommendation. That is asinine.

14868 1. HONEST!!!!!! 2. Someone who has a background in education so that they don't treat our schools like factories that produce widgets. 3. Someone who understands the unique population that El Paso has. Although we are a border community, El Paso is not like other border cities. 4. Someone who will put the needs of EPISD children over their own pocketbook. I think they also need to be bilingual.

14869 Ph. D Experienced administrators with proven track records Exceptional personal skills Ability to speak to all level employees

14870 For a person that can be a human example with values unlike the vice principal without courtesy etc. Just to give an example someone like mss. Rodriguez from 2nd grade that really cares about students and cares much more about the students unlike other persons-teachers specially office staff that do not care about anything or anyone and treats everyone like trash.

ResponseID Response

14872	<p>A superintendent should be personable, visible, a good listener, someone who strives for excellence but works hard to ensure that what is needed to attain goals is provided to ALL staff he/she oversees. Someone who is strong enough to lead the board rather than just agrees. Someone who will embrace change and the hard work required to make that change. Someone who has the foresight to visualize potential change created by the state and adapt to that change while providing guidance. Someone who has spent quality time as a teacher and administrator at a variety of levels of education. Someone that will set expectations and work alongside ALL employees to ensure expectations are met. Someone who has previous successes running a district with data to reinforce qualification of the position. Finally, and most importantly, someone who daily works in the BEST interest of ALL children serviced by EPISD.</p>
14873	<p>Someone who cares about El Paso, who doesn't have an elitist personality. I hate Superintendents feel like they are rock stars who deserve a lot of money for their work.</p>
14875	<p>Being excited in the role of Superintendent would be a great start. Putting the students ahead of their own needs or career desires would be another and be honest. Honest with employees, faculty, students and their families. Openness, compassion and lead by example.</p>
14876	<p>Exceptional communication, PROVEN innovation with current or past districts, work in low income, minority schools districts, minimum 6-8 years teaching</p>
14877	<p>Follow Fovernor directions - no masks Give us our recess Make masks optional</p>
14878	<p>Leader help professionalism</p>
14879	<p>1. Unlike Juan Cabrera, he should be able to maintain sobriety. 2. Should maintain consistent working hours during the work week. 3. Come from a school district at least the size of the El Paso Independent School District. 4. Has maintained stable, personal relationship with wife and others. 5. Should have visibility not only with staff but with students. 6. Be keenly aware of issues not only with staff but also with students and work intensely to resolve those issues as well as possible.</p>
14880	<p>Someone who is focused on the well being and education of the students, has critical listening skills and is able to truly understand the concerns of parents and students, someone who openly invites and encourages the community/parents to be involved in the education of their children and is an all around professional.</p>
14882	<p>Honesty and Vision. Someone who knows the issues and can build the district. Someone who is not power hungry or selfish. A teacher, who supports teachers and their families.</p>

ResponseID Response

14883	I think someone who is from El Paso and has been in administration at episd or another local district would be the best choice. That person will know our community and bring that knowledge to the job with them. People from the outside are less likely to remain and less likely to know and care about the students, faculty, other administrators and this community.
14884	Clear vision for the district. Effective communicator and listener. Have strong instructional leadership. Experience with a large school district.
14886	1. Someone who has a deep understanding and love of education. A true educator. 2. Someone who is bilingual and supports Dual Language. 3. Someone who is involved and viable in all schools. Hands on!
14887	Look in house for the Superintendent. One who respected among his peers and colleagues. Needs to be opened minded and for the love of god some common sense.
14888	Patience, level headed, critical thinking, awareness and understanding of social impacts and technology.
14890	Someone one who is going to address a parents or students concerns
14891	Someone who is corrupt, think about our kids and not there own interest. They should not make salary an issue, our kids come first not how much they get paid.
14892	Conservative; advocate for the children and their health. Wearing masks and social distancing, etc. makes absolutely no sense at all.
14893	The new Superintendent needs to have a Doctorate Degree with at least 10 years of Teaching experience and business sense. The Board of Trustees violate ethics and Standards by violating there own rules and regulations. The last Superintendent left the District in a hole and was unqualified. Hopefully this new Superintendent has the Integrity to do what is right.
14894	Someone that really cares about the students from economical disadvantaged families and someone that gives the importance needed to STEM education in all levels
14895	Non political affiliation Is a parent with children in the school district they represent. Communicates with school's on FT Bliss
14896	Go getter who inspired others to achieve the impossible
14898	Student focused, transparent, campus oriented individual who will serve with integrity and actually look for the things schools need and not in what will help connected friends and relationships.

ResponseID Response

14899	Someone that knows El Pasoans and our needs. A person who really cares about students, faculty, and staff, and the future of our city.
14900	Good communicator Strong Leadership Good administrator
14901	Humanity, kindness, inteligente
14902	-leadership introduced -student communication very critical -community involvement
14905	Integrity Caring, Professional Lead by example Strong ethics, morals, and values
14907	The superintendent of the district should be a local citizen that has had 10 years or more experience working in the district in the classroom and in administrative duties. He should be respected by the community as well.
14908	MUST HAVE SIGNIFICANT CLASSROOM EXPERIENCE. SUPERINTENDENT SHOULD BE A FORMER SUCCESSFUL TEACHER
14909	Has a clear background. Has the experience necessary. Shows interest in improving the district. Has a sense of being able to work as a team. Has experience with managing and overseeing the budget for a district comparable to ours. Listens and has forum with the teachers to gain insight what they need at their campuses to help our students succeed.
14910	Someone who is bilingual, has ties to the community, has integrity and an educational background with leadership experience.
14911	One that has been an educator and understands the needs of bilingual population and the culture it comes with.
14912	Honesty, Transparency, EXPERIENCE AS A TEACHER AND ADMIN
14913	A student of leadership. Someone who follows principles championed by people like Simon Synek and Cesar Millán (infinite game theory, trusting teams, honesty, love, etc.).
14914	Que sea bilingüe Que tenga una buena estabilidad familiar Que este al pendiente de sus trabajadores pero sobretodo que se preocupe por la educación de nuestros hijos
14915	A Dr. In some type of education
14916	People skills, on any level to be able to take smart actions with out judgement either with their district personal, students and parents.

ResponseID Response

14917	1. Be a life long educator with a proven track record 2. Proponent of public education 3. A prodigy of public education 4. Children attend public school system or are prodigies of public education 5. Ability to promote EPISD successfully
14918	1.Bilingual 2.Successful experience working with bilingual and immigrant students 3.Successful experience as campus principal
14919	Empathetic, knowledgeable, firm, be for the students
14920	Eric Garcia
14921	Local candidates, loves el paso community, professional educator. Must have been a teacher.
14922	Experienced educator in the upper and lower grades. Experienced administrator & demonstrating leadership skills.
14923	*Integrity, good character, dedicated *Understanding our area *Understanding the needs of all students, parents, teachers and etc.
14924	Wisdom
14925	Moral Ethical
14927	Mr. Sheffield is an excellent candidate, Doing an awesome job!!
14929	Woman BIPOC Has been an public school educator ACTUALLY HAS PUBLIC SCHOOL EXPERIENCE
14930	. Lots of Teaching, Coaching, Management and Indepth Leadership Traits a must!
14931	1.Motivational Leader 2.Bilingual 2.Experience in working with immigrant students and bilingual students
14932	A past teacher and administrator.
14933	Have teaching experience!!! How do you know what schools need if you've never worked in one?
14934	1. Unlike Juan Cabrera, he should be able to maintain sobriety. 2. Should maintain consistent working hours during the work week. 3. Come from a school district at least the size of the El Paso Independent School District. 4. Has maintained stable, personal relationship with wife and others. 5. Should have visibility not only with staff but with students. 6. Be keenly aware of issues not only with staff but also with students and work intensely to resolve those issues as well as possible.

ResponseID Response

14935	Willing to work with all groups, parents, employees, outside groups and the community
14936	Honesty, loyalty, empathetic to the needs of people at at levels and schools, be humble
14937	Someone who will be involved in day to day operations, who has been a teacher, and someone who is invested in public education.
14938	1. Experience in the field, someone that has connected with our teachers, been a teacher, has been an administrator, and has seen all of the aspects of a district. A person that would be successful would be someone that knows how the District operates. 2. Possible Doctorate Degree, if they have a doctorste degree the better. Someone experienced within the field. 3. Has an outstanding record in community outreach, sometimes the public, the students specifically want to see what the superintendent is doing for them. It is highly important for the superintendent to be able to connect with different community specifically the northeast, lower valley, central and east side. Many times over, the majority of community engagement and advertisement occurs in the west side, when the MAJORITY if the time the rest of District is doing outstanding things that should be on the superintendent's agenda to check out and support. Additionally, I would like to add as a nomination: I would like to nominate Dr. Carla Gonzalez, and or Barbara Brinkley Lopez for this position. They both embody professionalism that is needed from a superintendent, and especially as the District transitions from this pandemic, I firmly believe either one of them is capable and will successfully lead our District into new stages.
14940	Knowledge of education, curriculum, approachable and visionary
14941	Integrity
14942	Leadership not dictated by politics.
14943	Honesty, loyalty, family oriented, lives in town all year around, previous educator who knows the ins and outs of the district.
14944	A former educator, i.e. real classroom experience. An understanding that instilling actual academic understanding for our children is much more important than "social issues".
14946	Student-centered Innovative Mindset Educational Leadership experience Approachable Hands on Visionary Good communicator Supportive Global thinker Knowledgeable
14948	N/A

ResponseID Response

14949	1. Must have been a teacher for, at least, 5 years. Some experience every level of school grades. 2. Someone local. 3. Stop offering "BONUS". This only entices to bring possible fudging or questionable acts. 4. Straight salary be evaluated yearly with goals set by the board. Evaluated just like anyone else...MEET or BELOW EXPECTATIONS... 5. Someone humble not afraid to visit teachers. 6. Someone who's goal to really turn around the education program for better NOT for profit or personal gain.
14950	Classroom teacher experience (5 years) School administration experience Technology savvy Willing to speak with parents, teachers, school administrators "Knows" El Paso- someone from EP or has ties to EP
14951	Someone who can see that there are too many administrators
14952	Ethical/budget minded/innovated methods for supporting teachers/visionary for building, teacher, and student advancement/honest/transparent
14954	Inteligencia Honestidad Preparación
14955	Motivated Integrity Ethical Result oriented
14956	Que tenga el compromiso de buscar el bienestar, seguridad y éxito de sus estudiantes y/o profesores
14957	1. Teaching experience. Someone that is actually an educator. 2. Someone that supports public education and will fight against charter schools. 3. Someone that makes decisions based on what's best for students and NOT based on money. 4. Someone who values and cares about all employees.
14958	Actually listens. Hears what parents ask for and what the teachers/staff need. Follows through when they say something. Does not waste money on needless test and stupid "new" ideas. Utilize what we have and adapt. Doesn't take raises when the staff are under paid. 11-12 an hour for hourly is ridiculous. Give the staff raises and teachers raises instead of living on a huge salary. Actually care about the people under you not just money. Has the ability to not be swayed by the teachers unions and speaks up when said unions are out of turn. As a parent and employee the unions do not represent me and I want the new superintendent to hear us!
14959	A leader who leads and does not fully depend on or allow Assist Superintendents to run the show. A person who will take the time to visit schools and speak to teachers, staff and students, rather than just admin. A personable person with school and business management intelligence.
14961	Humility Mindfulness Compassion
14962	1. Local born and raised in El Paso 2. Female Latina 3.A real Educator!

ResponseID Response

14963	Kids interest
14964	An educator with experience helping our students achieve their maximum potential. Someone who will prioritize investing in our greatest resource: our students, faculty and staff.
14965	Integrity Work ethic Educational knowledge
14966	Some who has roots in education. A person from this part of Texas or New Mexico. It doesn't matter if they are great in other areas, they must know education and the borderland
14967	Someone LOCAL everyone from out of town uses us as a stepping stone and then is not ethical
14968	Honest, well spoken, empathetic, compassionate.
14969	*Educator at heart *Classroom experience with understanding of teacher/campus needs *Transparency in actions not just words *Someone who will stay in the mix and be a leader not a boss
14970	Honesty Exceptionally Clean Record Humility
14971	Education background, local, leader
14973	1. Not a smoocher 2. Able to understand when a school makes a decision to be backed by their superiors
14974	Accessibility, make connections with students, parents and staff, and to be relatable. Comes from a background that helps them understand the demographics in El Paso
14975	Strong character, caring, honest, helpful, and open to new ideas.
14977	Someone who will remove the mask mandate
14978	Individual genuinely concerned for all aspects of district's operation with focus on continued priority for students' development.
14979	The board should look for in the next superintendent the care and the importance of each student and their safety.
14980	Experience working in a diverse and multi-cultural/ethnic environment/community. Someone capable of taking the district to a more progressive educational level for our students to be ready for their future, especially in technology and life skills.
14982	Professional Visible Experienced

ResponseID Response

14983	Strong educational leadership, visible to community and district employees.
14984	1. Someone with experience outside of El Paso. 2. Someone with proven experience in developing a rigorous academic program. 3. Someone who is willing to have EPISD compete with the most successful and rigorous charter and private schools. 4. Someone who is willing to learn from the most rigorous and successful charter schools.
14985	Connected to the community, representing the diversity of student and faculty. Ethical, proven track record.
14986	-Willing to get to know the community -Willing to get to know faculty and staff of the district. -Making work environment more enjoyable. -Making better use of budgets for students, faculty & staff. -
14987	Women
14988	The next superintendent should be honest. He/she should be respectful of students.
14989	Integrity, honesty, transparency, a willingness to listen and work with the community.
14991	A dedicated person who cares and has worked with our district for example our current interim superintendent
14992	Reliability Honesty Accountability Honestly, someone who looks like us. Mr. Vince Sheffield checks all the boxes. We should give him a chance to serve our community.
14993	Integrity Humility Non biased Local person Doctorate in curriculum
14995	honesty, humility, frugality
14996	First and foremost is honesty. Integrity and experience are needed. We need to hire someone local and not someone here just to move on to something bigger and better. Someone with ties to the community.
14997	Teacher support, financial support for school needs including all personnel, and clear structure for children and parents
14998	Local Educated Time with the district to understand the needs Dr. Gonzalez!!!
14999	Competent Qualified Local Bilingual Service-oriented Visionary Articulate Empathetic Driven Integrity Resourceful Selfless Engaged Approachable Accountable

ResponseID Response

15000	Integrity and trust Evaluated regularly by school board, and district staff, teachers and support staff based pm the goals that they have set.
15001	Progressive, evidence based decisions and practices. Belief in and public support of science. Support for teachers and higher teacher pay.
15002	Get someone local and loyal who has advanced within the educational ranks. You all are total FOOLS in having hired that corrupt, unethical CABRERA; BUT YOU'RE BIGGER FOOLS FOR HAVING PAID HIM TO LEAVE. VERY LAME AND IRRESPONSIBLE OF YOU! ZERO ACCOUNT ABILITY AND RESPONSIBILITY ON YOUR PARTS!
15003	1. Great communicator 2. Strong history and knowledge of EPISD...a vested representative 3. A person who has a strong reputation of skill, knowledge, communication and know-how 4. A problem- solver
15004	hard worker past experience as an educator
15005	Somebody who was a teacher before and has a heart for the students, teachers, admin, and all faculty and staff. A selfless person who is willing to give it their all and not do it for the money.
15006	Someone who places the safety and education of the students above all else. A parent who knows the challenges and rewards or raising a well-rounded child. A trustworthy person who cares deeply about the community. Someone all of us can depend on and trust with the safety and well-being of our children.
15007	20 years as an educator Local person not an outsider Listens and act to teacher's and staff needs and issues
15008	Background check Have someone who has education/teaching experience.
15009	Someone who has actually worked as a teacher, assistant principal, and principal in EPISD schools. This person needs to know the kind of students that we have in all our schools from experience working with them.
15010	Instructional leader Engages with the community Fiscally responsible
15011	Honestly. Seriously why is this so hard???
15012	Honest, not political, qualified, experienced, goes above and beyond.
15013	Honesty, good ethics, good business man, interest in all aspects of education from blue collar to college, and extra curricular activities for students. Demands assistant for special education.

ResponseID Response

15015	1.) A person that has actually been a teacher in the past 8 - 10 years that can relate to and understand the needs of the current classroom. 2.) A person that has been successful in multi-management positions. 3.) Someone who cares about the staff more than the prestige.
15017	The superintendent should be a people person who can deal with all types of personalities. Someone who is not afraid of long hours and hard work. Someone who is law abiding and won't end up in jail or have a dishonorable resignation.
15018	Experience, experience experience and should understand our community
15020	Someone who can look at the needs of individual campuses and see the strengths and weaknesses, and commitment to help in those areas, or work to find solutions based on the needs of the campus. Real needs.....not bandaids. Milam Elementary campus needs to be reevaluated due to the buildings location on the Ft. Bliss intersections of Luke St. and Hann Rd.
15021	Someone who cares and wants what is best for the students. Someone who is transparent and a former educator themselves. Mr. Sheffield seems to have those qualities.
15022	Keeping leadership within the city - prefer that a new superintendent be from the city.
15023	Leader with great communication skills
15024	Honest, ethical, and transparent and who is vested in the EPISD community.
15025	Someone who cares about kids's education
15026	Very personable Approachable Open door policy
15028	It should be someone from El Paso who understands our population. Someone who was an educator at one time and knows the struggles of our students and parents
15029	Character - challenging questions about this must be asked #1 goal is student success Be a be a good communicator with all staff and with the community. Vision for the future of the District No bond issues for a long time - too much, too often Why can we not hire from our community someone who knows and understands our demographics and community issues?
15030	Outgoing Willing to put EPISD first
15032	Someone with appreciation for education Someone not looking to gain personal favors

ResponseID Response

15034	Very involved- hands on making it the top district on all areas. Not driven by money but by the students achieving higher standards.
15035	Must be honest and transparent
15037	One who truly takes the health and safety of staff and students seriously not just in a pandemic but at all times One who is committed to fighting for EPIED teachers, students, and schools to remain competitive with other schools academically One who is more concerned about bettering the district and taking care of the educators, not the central office staff, administrators, or board members
15038	Someone who has lots of experience, is passionate & loves their job & is a giving person who isn't doing the job just for the money.
15039	A talented trustworthy local candidate who truly has the interest of the community.
15040	From El Paso Graduate of EPIED Former Educator
15041	A person born and raised in El Paso, Tx. with a good record in resource management, and orientated by numbers and data.
15044	Interested in students progress first and foremost.
15045	No ties to charter schools Significant experience as a teacher Experience with rebuilding
15046	Líder, sencillo, alguien que conozca las necesidades del distrito y que esté consiente de lo que conlleva el cargo de superintendente.
15047	Experience in education-in buildings Norms set and willing to follow
15048	This person should be engaged, attentive, attentive, a leader, affirm, have passion in what they do and make it happen.
15049	Think more about students than teachers
15050	A doctor in education Who knows El Paso education needs Who knows our students from across the border
15051	Que quiera ayudar a todos del distrito y a las escuelas
15052	Strong morals and values
15053	Strong moral character. Leadership. Student should be their priority.

ResponseID Response

15054	Honesty, dedication to support of the teachers, and sense of empathy. A lack of criminal behavior.
15056	Earned doctorate in educational leadership or other education related domain Previous successful experience as a superintendent of schools in a Texas district with a B or better rating
15057	Someone local who understands the region; collaborative spirit; humble; background in education
15058	Non-partisan, supportive of family and free speech.
15059	Someone who is not going to be looking for personal glory; who will not bullshit the teachers and just have our backs; make the students responsible as well for their failures not always the teacher
15060	Communication, reliability, honesty, structure
15061	Experienced, integrity, with the priority in educating children not mere state testing
15062	They need a responsible trustworthy knowledgeable person who keeps it 100% work ethic
15063	Someone who is either from El Paso, or have served the El Paso community for a long time.
15066	They should be innovative. They need to be able to create and support implementation of change in this environment that demands agility and flexibility more than ever before.
15067	Honesty Transparent Consensus builder Someone from the El Paso area who knows the educational needs first-hand of our students. Not an outsider, as ten years ago, the then EPISD Superintendent went to federal prison and the most recent superintendent left town in a hurry after being sued in CA while allegedly running a for-profit educational company with a former EPISD School Board member while masquerading as a champion of students in a large urban school district. Complete hypocrisy. This is a terrible look for our community and the EPISD Board of Trustees did not even publicly address the issue of Cabrera leaving basically in the middle of the night. That was a very poor look for our district.
15068	Inspirational and passionate on community and education for future generation; Treat well and recruit well great teachers
15071	non-partisan, supportive of family and free speech and faith, one that does NOT support critical race theory and does NOT ascribe to the 1619 project

ResponseID Response

15072	Communication skills with internal and external community Ethnical New and unseasoned
15073	Diverse, visible, supports school principals, differentiated PDs for the campus, teachers, and staff needs, academics driven, & supports our athletic/fine arts programs
15074	Trustworthy Diverse experience Open to new ideas Willing to invest in people and technology
15075	1. Trustworthy 2. Transparent 3. Dedicated
15076	Local leadership, visionary leader
15078	Me, excellent administration skills organizational skills communication skills and of course honest and all around respectful and sensitive to all cities needs
15079	Leave your ego at the door Listen to the community LISTEN TO THE TEACHERS
15080	Honesty, moral courage, problem solving, basically anything opposite of the bureaucracy an garbage it currently seems to have found to put in a leadership position.
15082	Compassionate, Experienced Educator, diverse background that represents our community - military, minority, role-model
15083	Integrity, strong work ethic, honesty, transparency, good communication skills and a love for educating children.
15084	Some one that knows the education from the inside and that have that courage to stand up for our future generations and believe in them selfs. A person that know our community .
15085	Integrity People oriented Teaching and administrative experience
15086	Open to new ideas True innovative ideas Someone who hears what the needs of the different communities need
15087	Home grown, successful educational leadership experience in schools of El Paso, successful teaching experience in El Paso schools
15088	Someone who is open to talking to the faculty of schools

ResponseID Response

15089	Someone who is willing to tap into the community resources, such as social services and behavioral health supports. Has a focus on school climate before academic achievement. Someone who welcomes financial oversight. Willing to meet regularly with parents to discuss concerns and answer questions directly. Willing to have an open door policy. Someone who is open to engaging the business and not for profit sector. HONESTY AND INTEGRITY! Please conduct a thorough background check before hiring!!!
15091	Honesty Listener Genuine
15092	The superintendent should be ethical, respectful, and prudent; should demonstrate excellent listening skills; and should demonstrate the capacity for self-reflection and professional growth. The superintendent should have no professional goal other than serving the students, teachers, and staff of EPISD; no side gigs!! The superintendent should be accessible and should communicate clearly and frequently to parents, teachers, staff, and community members.
15093	Que tenga la capacidad de atender tanto las necesidades de los maestros así como las de los estudiantes
15094	Family man. With kids in grade school and HS. Must be honest and have integrity, be selfless with the students. Not a TEA puppet. Listens to reason for good and not for his her own needs or not for ambition.
15096	INTEGRITY!
15097	An educator not a business person
15098	Needs to be an educator not a businessman Strong focused attainable goals Have an understanding of what teachers, students, and parents are going through during this pandemic
15099	20 plus years of leadership experience Stability Past achievements
15101	Honest Hard working Motivates students
15102	Leadership, detailed/ supporting of educators/ past proven record of success
15103	A man or woman of the people. Someone who is assertive but holds back when needed.
15104	This person needs to represent the community, the person needs to be caring and not give up to teacher union demands
15105	Diversity genuineness innovative empathetic

ResponseID Response

15106	Leadership Put students first while not teaching to lowest common denominator Stand up to union Understand El Paso Intelligence and honesty
15107	The superintendent should have knowledge of education and have experience as a teacher, administrator in a school setting
15108	Honestidad. Interés en apoyar a maestros, personal de apoyo. Sincero aprecio por servir a su Distrito, no solamente buscar puesto político.
15109	Strong EI Strong leadership skills Professional integrity Experience with successful virtual school years Creates accountability relationships Self improvement mindset
15110	Honesty Integrity Excellent communication skills Ability to solve problems
15111	1. Care for the teachers. Happy teachers will make for happy students. Treat teachers as professionals. Create a school calendar that has a good balance of work and rest. Ex. Next school year's calendar "steals" 3 intercession days from teachers. That was some sneaky move!!!!Why the games??? Give teachers time to create assignments. Our current high school principal micromanage to the point that we literally have 4 meetings a week????!!!We're left to use our own time. Where is the care for teachers???
15112	1. Knowledge of New Tech PBL practices 2. Investigate other avenues that support students i.e. AVID. 3. Experience in supporting the district to grow their own - teacher mentorships, aligning with UTEP for administrator training.
15113	Be loyally Respectfully Committed
15115	We need someone with a clear vision, committed, good listener and empathetic.
15116	Our community is very unique, definitely someone that can relate and understand the dynamic. A well rounded and "been there done that" type leader (teacher, parent, administrator, coach). Someone with pride and a competitive edge.
15117	They must know our community.
15118	Earned doctorate in education Experience as a superintendent Knowledgeable about urban public school
15119	Local person that has an interest in what happens to students. A person who has been an educator and understands the challenges. A local person who is vested in what happens in El Paso
15120	Strong people skills Transparency Fiscal responsibility

ResponseID Response

15122	Education A parent Good characteristics
15123	Have more people skills, honesty, non -corruptive, passion for educational system, and of course education and experience.
15124	Someone who is experienced as a teacher and administrator and someone who is fully vested in the education of our youth and that is willing to fund and staff appropriately so all schools have an equal Fighting Chance
15125	Well rounded leader that unites the district. Raise the moral. Energetic and not be an absent leader.
15126	Someone who comes from within the EPISD organization. I think Mr Sheffield should lead the district.
15127	Dedication to improve district quality of education over all, create a positive environment that supports staff, honesty.
15128	Has classroom teaching experience, extensive curriculum and pedagogy knowledge, district first attitude
15129	Honest, fair, forward thinking, consistent
15130	Innovative, Inspiring, Academic Expertise, Instructional leadership, willing to break the complacency of comfort that is rampant in EPISD
15131	Someone that understands what drives enrollment, will push to allocate financial resources where needed , make tough decisions.
15132	A passion for learning with a vision for the future. Someone to bring consistency across grade levels (especially in middle school).
15135	Someone who has a vision to advance on: Technology Re-building old schools Support the Dual Language program
15136	1. Leadership 2. Dual Language support 3. Instructional Leader
15137	Someone open minded to new ideas. Good reputation.
15138	Transparent and with good education.
15139	High moral character. Dedicated to our students and not their own pocket book!

ResponseID Response

15140	One who is local or has local roots in the community and understands the area he will be serving. Not just catering to one side of the town but to every student and staff member under his authority. One who is of good and honest character with years if not decades long experience in the education field with the appropriate degrees in they field lead a district. They should be open to listening to all parent and teacher concerns and keep an open door policy with total transparency. A Superintendent who cares more about the teachers on the front like instead of getting the next big contract to make themselves look good. Once that will understand what it is to budget and divert funds as need to where they are needed most. They must be the public face of the district, taking time to visit with all campuses and teachers and as many students as possible, if allowed.
15141	Local Former teacher Public school priorities Against charter schools
15142	Local Former teacher Public school priorities Against charter schools
15143	Transparent, Honest, AND genuine interest in students needs, faculty and community NOT HIS PERSONAL GAIN
15144	Community involvement
15145	Integrity, dedication, and a wise decision making while being humble to consider all options! Raul Villagrana is an example of someone who in my opinion would be great!!
15146	Have the ACTUAL QUALIFICATIONS the job asks for. Knows how to treat employees. Follows policies and rules and doesnt cover up for unqualified people just because of there title.
15148	Someone who believes in equality for teachers, staff, secretaries especially in the school level . Someone who provides better opportunities for all. Someone who pushes success in all schools. Someone who doesn't go to work just for a paycheck or the incentives or who moonlights like the other superintendent. We need someone who will listen to concerns and be friendly and well known with all employees, parents and the community.
15149	Good communicator, check their background thorough to see if they have had any other problems in their other places of work. Dont hire someone with a shady background or has been fired from another superintendent job. Dont hire someone that just wants big money to come here and work here.
15150	Honest in professional dealings Willingness to learn the uniqueness of EP
15152	HONEST. TRANSPARENT. Hard working and invested in the city of El Paso.

ResponseID Response

15153	A superintendent that has a PhD in any subject and preferably earned their PhD quite quickly - someone fresh out of college no experience necessary. Personal characteristics has very little to no social media accounts.
15154	The next superintendent needs to have a level of flexibility and understanding. The next superintendent needs to hear suggestions and criticism from all employees to make better decisions for the district as a whole. The next superintendent needs to absolutely support law enforcement/ police without question. I also feel the next superintendent needs to be a constitutionalist and supports Donald Trump as president.
15155	Personal and Business life don't collide with their role(school main priority not another venture). Personable, empathetic, initiative/action/wisdom
15156	- Leadership qualifications - just because someone is qualified to be a superintendent doesn't mean they should be. The next superintendent should have leadership experience from outside sources (leadership schools/workshops/business/OGA). - strong ethics - transparency
15157	Clear understanding of early and ongoing childhood development along with developmentally appropriate practices.
15158	No scandals attached, history of open communication/dialogue, fairness for educators and parents. No ego.
15159	Integrity, humble, experience on day to day operation on campuses. Genuine care for this school district.
15160	Transparent and great vision.
15162	Must not let the political aspect of the job supersede the authenticity of its employees and students. Don't get caught up in the money. Be a true advocate of the district.
15163	Someone local who actually knows El Paso Someone with specific, in the classrooms, in the schools educational experience Someone who can support teachers and students at the same time, not at the expense of
15164	Experienced educator Good communicator Excellent follow through Mediator Able to mediate with all stakeholders
15165	Honest Someone from community
15166	Technological savvy. New ideas and new approaches of teaching. Experience in the field as a teacher, then principal. Someone that cares and has some management experience.

ResponseID Response

15167	Honesty Loyalty to the District not to him/herself Ethical in all manners Excellent model of district policy/procedures Community leader - involvement in community Must be seen interacting with employees/students/parents
15168	1. Must have credentials 2. Strong positive leader 3. Strong moral and ethical principles 4. Educational career or experience teaching
15169	Local person, has spent time in a classroom, good track record, has not been associated with the past few superintendents actions, fresh start, new ideas
15171	1. A listener 2. A person that will work with everyone in EPISD 3. A person who will trim the fat at central office and get rid of the people who don't have students and teachers in their best interest. 4. A person who researches programs and initiatives before purchasing those programs 5. A person who has good rapport with everyone not just their followers
15172	Smart Good communication skills No favoritism
15173	Tell it like it is type person Willing to listen to parents and/or staff
15175	Please hire someone with w/integrity, experience w/school policies. Stop hiring people who have tainted backgrounds. Even if they have experience.
15176	1. Experience in education (teacher, principal, central office personnel) 2. Open to new ideas 3. Understands the community and all its diversity 4. Treats all schools equally, regardless of what side of town (northeast, central, and south are all just as important as west)
15177	Honesty Leadership Trustworthiness Work Ethic
15178	Integrity, honesty, knowledge of education, someone who has had experience in the classroom for more than 5 minutes.
15179	Honesty an educator background Willing to allow teacher input into all areas of education
15181	Local, has been a teacher and no record of stealing.
15182	1. Integrity 2. Humility 3. Supportive
15183	Transparency. Communication skills, not just for the parents/public, but for their own employees throughout the district. High code of ethics, and wanting to improve the district from top to bottom, care more about the whole district and less about just "downtown admin".
15184	A professional who is honest and helps out the district, not for his/her personal agenda.

ResponseID Response

15185	Initiative Transparency Visibility Knowledgable about all aspects of education
15186	Better transparency
15187	To have classroom experience, to interact more with parents and teachers, and to focus on the hidden, quiet areas of the district. Departments that are behind the scenes, teachers who don't get recognition, and paraprofessionals who are doing an incredible job.
15188	Someone with experience within the local community who has first hand knowledge of the opportunities and challenges facing students and teachers in El Paso. Someone with many years of experience as both a teacher and campus administrator.
15189	Integrity, discipline, and love for children not love for money and prestige. Previous superintendents have been corrupted by not being content with their pay and are never satisfied. We need someone who cares for the education of our children.
15190	Someone who has been a teacher for at least 10 years or more in their career. Someone who is from the community who cares about building a strong relationship between families, staff and students. Someone who will continue to support anti-biased, anti-racist work in the district along with a strong dual language program. I also want someone who values authentic learning and values the work teachers do that doesn't have to do with state testing.
15191	1) Visionary 2) Team builder
15192	Instructional Leadership Visionary Local
15193	Must have an education degree and must have been a teacher in the classroom for a number of years.
15194	Strong Instructional Leader Committed to El Paso area Culture/team builder
15195	1) Someone with extensive experience outside of El Paso! 2) Mandatory/Voluntary psych testing! 3) Someone who is not a follower and will clean up the existing problems and initiate new ideas (no status quo).
15196	j
15197	Attentive Exelent customer service skills (parent/student)
15198	Honesty, the ability to create a sense of pride in the district, transparency in running the district, solid decisions based on student needs

ResponseID Response

15199	CLASSROOM EXPERIENCE at multi levels, multiple years
15200	Someone who is truly interested in the education and welfare of our students and teachers and not someone who is looking to line their pockets on our dime.
15201	Hire someone that knows the people and in the District.
15202	Leadership, educational knowledge, supports employees, will stand up to parents unrealistic ideas, mental and social emotional support
15204	former educator who has been in the classroom and knows the needs of all involved when it comes to the school system. Someone who is from El Paso and knows what we are about.
15205	- Honesty and Integrity - Make every dept. feel a part of the district - Approachable and seen out at the campuses more often
15206	Be transparent. Be a local resident A good listener to everyone not just a select few
15207	Honesty and integrity, personable with parents children and the public, someone who cares and responds, doesn't hide, and someone who listens to all. Someone who will hold teachers, administrators accountable for misconduct and prevent retaliation of all kind within the district. Transparency.
15208	I believe a person from within the District would fit best because they have seen all issues first hand and have shown the commitment to El Paso ISD.
15209	Honest/trustworthy Seeks parent input Good communicator
15210	Intelligence Respect Concern for students and employees
15211	Su compromiso con la educacion publica y que entienda el tipo de comunidad que es El Paso. Que venga a trabajar y no a robar.
15212	Reasonable, intelligent, a former teacher (of at least a decade in the classroom, preferably from a STEM discipline)
15213	Que no sea fuera del Paso TX. Que sea alguien que conose el rango y a trabajado desde abajo para poder ser justo e equitativo.
15214	I would literally recommend reading part of Dr. Efren Yturralde's (retired, Gadsden ISD) bio for characteristics. Or frankly, even interviewing him.
15215	Willing to work with employees

ResponseID Response

15216	Professionalism Transparency Willingness to listen to the "workers"
15217	They should look for someone that has been in the district not only as a leader but a teacher for at least 10 years, with them also being an assistant principal, principal and have knowledge of hiring and the needs of the students. Someone that put student needs first as we are here for the students. They must open to technology change and support that department as we have seen where this pandemic has taken up. Finally they should be an open door policy to speak to them and or have availability to speak to his team regarding district concerns. They must be seen in the building and see them daily not once every year.
15218	1. Have an open mind to the opportunities career programs will give students (understanding career programs are not necessary to keep an open mind, but it does help). 2. Individual should have a "student first" attitude/outlook and always ask whether decisions being made are for the benefit of students or for the convenience/benefit of adults.
15219	Honesty, integrity, visibility, supportive, listener, moral, experience at different educational levels, accessible; advocate for teachers, counselors, and other staff; hands on work ethic, not simply a delegator; no questionable background; advocate for public education, not charter.
15220	honesty loyalty hard working
15221	Select from within the community
15222	1. Instructional leader. ... 2. Effective communicator.. 3. Clear vision for the district..
15223	-Ethical -Observant/Listener -Community-centered -Articulate -Vision for achieving educational outcomes that serve the students and community
15224	Someone that cares about the schools and resources it requires to provide adequate education . Someone with experience in managing and/or overseeing a district . Someone that doesn't have a record of dishonesty. Someone who is willing to report if someone is taking advantage of their position and district budget.
15225	-MUST have worked in the public school system. -MUST have all levels of education in EDUCATION. -MUST be experienced in leading public school districts -MUST have a clean criminal record
15226	Honesty, integrity, ability to communicate without talking down to people. Teacher, Student, Community, Parent focus

ResponseID Response

15227	Classroom experience is important. Someone who has very high moral integrity is important. Someone who can put the district above their own self-interests is vital.
15228	A leader with educational experience in the classroom.
15229	Superintendent experience, progressive and visible leader, integrity and ethical, and someone who will keep community informed and engaged.
15230	Esté preparado para tratar con niños y padres de familia
15231	Honesty Responsible Dedicated Educational Administration Experience Innovator
15232	Nivel académico. Conocimiento de los retos a los que se encuentra. Experiencia en puestos anteriores, y/o preparación en liderazgo.
15233	Some characteristics are that they are student centered. Their decisions need to be based on what is best for kids. NOT what is easier for the adults. Sometimes what's best for kids isn't easy for adults but that should be their main focus. The new position should require someone IN EDUCATION. Someone who has actually taught at ALL levels and actually know the policies and is up to-date with the latest trends. Our district is a "district of innovation" yet we barely went 1:1 with devices due to a pandemic. Also, being on time is a key quality to have. Our past superintendent was rarely on time when he had to be. A superintendent whom supports their teachers. District morale is at an all time low yet the higher up just keep piling more onto teachers.
15234	The board should look for candidates that have worked in and have extensive knowledge of dual language programs. The candidate should also be someone who has had many years in the classroom and has worked with the different populations that make up a class and school (At-Risk, SPED, ELL, etc.). The candidate should also embrace and embody the instructional leader mentality and be visible not only at central office, but also out on campuses, and in the community. This mentality also carries into the knowledge that the candidate should have of our community, our programs, how each department at central office works in tandem with one another, and also how information is disseminated to ALLs/CTCs and campus administration, and ultimately the teachers.
15235	Strong organizational leadership skills, Innovative problem solver, experience in education (at any level), proven experience in revenue generation, ability to bolster community partnerships, willingness to embrace innovative learning models and strategies, familiarity with the region and community, familiarity with TEA and regional education agencies and organizations. Experience working with boards of trustees and other executive/management committees

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15236	Strong communication skills Ethical leader Students, Teachers, and Staff come before the interest of outside entities.
15237	Someone with a track record for being an advocate for the faculty and staff of the district. I find the teachers and staff are not happy with their roles due to the lack of financial support and demanding curriculum requirements. The staff isn't happy and it affects our children.
15238	Someone who is honest and driven to create the necessary change in the district. We need someone who is not afraid to cut the fat and face back lash from sub par employees. Someone who cares enough to visit with each school to talk about the areas that need improvement. Someone who is intelligent enough to know what steps to take to make our district better!
15239	I would like a superintendent that is knowledgeable in academics. A visionary that will be data driven to take EPISD to an A rated district.
15240	leader to face the challenges for the new normal caused by covid 19. have a future vision of how district personnel has the necessary tools to face the pandemic. be a generator of ideas so that the student community at this border point has the cognitive tools for a professional future
15241	background checks ask former parents/teachers/admin their opinion of their 'fellow' employee/supervisor/etc. - get a better opinion when you ask people who ACTUALLY worked with this person rules that they have to follow need to be addressed and contracted BEFORE hiring
15242	We have local talent. I think we need to seriously consider someone who comes from the El Paso/southwest Texas area. We are a unique population and we need a leader who has been "in the trenches" and not afraid to be hands-on.
15243	Someone who has a clear background, be honest and open with everyone (Employees and Public) and have clear communication with the Public/Faculty/Students.
15244	Somebody that isn't a crook. Someone local. Hire internal.
15245	Caring and sensitive to the needs of families, strong understanding for the important role of the teacher in the life of families and communities (an advocate for education), well organized and prepared to be at the head of such a large and complex organization.
15246	1.Someone with an educational background. 2.Someone local who knows and understands our community of El Paso. 3.No one currently in our administration offices.

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15247	Local if possible Knows the different demographics of our district and understands their needs. Communicates to ALL levels Acknowledges the needs of deaf and hard of hearing employees (uses captions and ASL interpreters in meetings. Is willing to listen to all the EPISD employees with an open mind.
15248	Someone with an education background and has years of experience as a successful educator. Someone who will utilize staff, the knowledge their people have, and not seek outside companies to create something that district people can create in-house, knowing what district needs. Someone local.
15249	smart, professional, ethical, has worked in education
15250	Local, honest financially stable and back ground check
15252	Responsible Activo Actitud
15253	A person that has had a successful educational career. An exemplar teacher that knows what is needed in the classroom.
15254	Clear vision for EPISD Plan to look at current programs and their data to analyze effectiveness
15255	Ethical Involved with staff and community
15256	Participates in district activity Makes presence known in schools, public functions and leadership meetings Can speak both English and Spanish fluently to reach the entire district
15257	Decisiveness Outreach Leadership skill in abundance
15258	Try and hire someone from the community. Spanish speaker would be good.
15259	I don't know yet
15260	An educational leader with experience as a teacher, administrator Integrity, cares about what is best for all stakeholders (students, employees, community)
15261	- Honest
15262	Must be from :El Paso, Texas. This gives this person the characteristics we need in a leader. Must have taught in the district. No out of town candidates will ever know what it is like to live and grow in a border town.

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15263	Someone from El Paso , Someone who spent at least 15 years working in a classroom. Someone who can relate to the people of El Paso through shared experiences. They should already posses the necessary degrees and requirements. They should also be knowledgeable of programs we are already doing in our schools.
15264	1. Appropriate education 2. Mediator and/or conflict resolution experience 3. Experience in drug/alcohol rehabilitation or recovery.
15265	1. Appropriate education 2. Mediator and/or conflict resolution experience 3. Experience in drug/alcohol rehabilitation or recovery.
15266	1. Before making sweeping changes, study what is in place and understand why it was put in place. 2. Do not assume that EPISD is like any other district in the city or state. 3. Do not assume that every school with in EPISD are the same. Our student population is diverse and have diverse educational needs which need to be addressed for individual success.
15267	Honesty Dedication Transparency
15268	Someone who is from the region, someone you actually has a degree in either education, teaching, counseling/child psychology
15269	Someone who is not trying to lead the district as a business, but brings it back to genuine whole child education. It is not about being flashy and then having to retract poorly prepared ideas and programs but about building a strong foundation. Someone who looks to bring consistency to the district, and that takes the time to be present and involved with campuses throughout the district, not just of one selective and convenient area. Someone who values student voice, and teacher voice and seeks those voices out rather than having them diluted through other sources. Someone who is straightforward and honest, with strong integrity, both personally and professionally. Someone who is humble. Someone who has a GENUINE background in education, and has spent an extensive amount of time in classrooms both as a teacher and an administrator. Someone who is well spoken, and able to communicate with the community in an eloquent manner.
15270	1. Professional 2. Accountable 3. Former Educator
15271	Honest, Transparent, Knowledgeable, Friendly, Leader, Vision
15272	Due to the very high Hispanic student/parent population, it would be truly beneficial to have someone who knows what it's like to live in their shoes by being a minority & thus comprehends their needs in providing supports for success as a student & citizen of society.

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15273	MUST BE AN EDUCATOR. No more lawyers, no more business majors. Nobody who doesn't already have the qualifications needed for the job. Someone LOCAL who was born and raised here.
15274	Local candidate that prioritizes public schools and best interest of employees and students. Doesn't allow personal interests to take priority. Doesn't agree with privatization of public schools.
15275	Honesty, integrity, and proven success in the classroom/schools
15276	Bilingual trustworthy more accessible with parents, pay more attention to schools and bring more programs that beneficiate students.
15277	CARING DRIVEN PROFESSIONAL EDUCATOR
15279	We need a Superintendent that understands the needs of our diverse students: English Learners, Gifted students. A superintendent that invests in central center that is not top heavy does not implements programs without collaboration with all pertinent deparments. There must be an improvement in growing our teachers not just buy expensive programs that come and go. Teachers need more time to create dynamic , hands-on lessons. Putting student on a computer for 45 minutes is the best way to bore students.
15280	She should be an honest and prepared woman, men have shown the opposite.
15281	Recognize ALL areas of a team. Acknowledge and include health services in planning and funding.
15283	*Someone who puts the needs of the children/staff first and doesn't involve politics in their decision making. *Ethical *Fair
15284	Liderazgo administrativo, inteligencia emocional, autocontrol, empatía, alto sentido de participación y crecimiento comunitario, y obviamente las características académicas o de formación necesarias para el puesto.
15285	Experience in education Person being local, from El Paso Communicative with all employees, parents and students
15287	*leadership *personality *professionalism
15288	Should look for an educator with experience with students , faculty , parents and administrative school issues
15289	1. Integrity 2. Humility 3.willingness to listen to all, good listening skills 4. Commitment to the children not just his or her career 5. If at all possible, a woman candidate as most of staff appears to be female

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15290	Leads by example Honest Charismatic Genuine interest in the lives of students and employees Visible and active participant in all aspects of district operations (not only in top-level decision making)
15291	Community involvement Strong financial knowledge background Bilingual Bicultural Strong community ties
15292	Integrity and a good understanding of curriculum and instruction to include implementation of district wide standards
15293	A mix of business and educational experience would be beneficial. "Customer" service oriented to employee's and the public.
15294	- Strong education background - Demonstrate how he/she has positively improved schools under their leadership - Experience engaging staff (we want our opinion as educators to count and to feel part of the district)
15295	Respeto Responsabilidad Integridad para los estudiantes
15296	-Honesty and committed to the district and community. -Commitment to the district and not to their future aspirations, state leaders and personal businesses. -Support your leadership teams in curriculum and schools rather than relationships they have with companies and vendors. -Support a long-range plan for new initiatives that has an on-going evaluation process prior, during and after implementation rather than starting a new "flavor of the month" whenever the superintendent comes back from a conference, meeting with a colleague and/or a vendor.
15297	An experienced educator with integrity
15298	I personally think you should hire Dr. Tameka Brown. She is more than qualified. The past superintendents have been a complete disgrace to this district. It is time for a woman to come in and take over.
15299	Prior Education experience and pro extracurriculars
15300	1. Understanding Business processes and procedures, including Cost-Cutting that starts at the top 2. Be from the local area, thus accountable to it
15301	It should be someone from our community!!! Not someone from outside, who doesn't care about our community and our students. Outsiders do not care about our community, they'll come for the tons of money you will pay them. nevermind the other cities of same size blah blah blah!!
15302	Empowering, Honest, Transparent, Accountable

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15303	Personal knowledge and experience in EPISD. Current Superintendent certification PRIOR to hiring. Willingness to forego ridiculous stipends that offset what all employees are expected to pay.
15304	Someone who knows El Paso (i.e. a native or at least long term El Pasoan) a life long educator
15305	The professional characteristics the board should look for is a person from our community who understands our needs and not a person from out of town who knows nothing about our community.
15306	Personally and professionally I have been impressed with the interim superintendent that we presently have. He seems like he is down to earth and willing to communicate.
15307	A person that has a certification for superintendent.
15308	Ideally, someone who has teaching experience, who has been in a classroom with K-12 students. A person with this experience would be better equipped to know how the public education system can thrive and what decisions need to be made to make this happen. The person should be honest and trustworthy; there should be no more questions about whether our money has been spent properly and ethically.
15309	NOT A LAWYER!!! The candidates all should have teaching, real teaching credentials and experience. Phd. in Education Scholarly writings
15311	- Employee oriented; will collaborate with teachers on campus issues - Open vision for the district - Has the best interest of the community and is familiar with the community - Offers present employees opportunities for advancement; promote from within
15312	The next superintendent should have first hand knowledge of our beautiful El Paso area & history. As a graduate of an EPISD high school there is so much rich tradition but also the need to go above and beyond the standard. Our El Paso students deserve it.
15313	1. Every candidate will tell you what you want to hear and I find it necessary to do a background on the accountability standards he/she was held to and were they accomplish 2. What can the Supt candidate tell and share of the needs of the district and its diverse learning communities 3. A Supt that does not hide behind his/her desk and outreaches listening to the to its learning communities
15314	Honesty Responsibility
15315	Able to listen and find solutions that fit uniquely to our community. Down to earth, humble and board-minded are needed to fit our community needs.

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15316 Must have actually taught in a classroom for at least 10 years. Was teaching on the same campus for at least 3-6 years (long enough to see a cohort of students through the campus). None of this "taught for a year then became an admin" junk. Has ALWAYS worked in a school, once they started an educators career - didn't dip out, then decide to come back as an admin. Please, dear lord, put an ACTUAL teacher in charge of the district. Keep putting businessmen and politicians in that job, and watch the scandals keep unfolding. It's not rocket science.

15317 No affairs No theft A background in education Not a reject from other districts.

15318 Why not give the interim superintendent a chance. Why spend money to bring someone in who does not know El Paso and just gives you a song and dance to get hired. He has been with the district a long time and deserves the opportunity.

15319 1. Diverse and substantial educational experience 2. Integrity 3. Committed

15321 Someone who has taught in the classroom for several years before moving up to Principal and so on.

15322 Should be degreed in Education with experience in the classroom and administration.. Should NOT see the district as a Business! Should NOT be someone who has been released from another district here or in the US. Should be bilingual. Should be aware of the needs of our district and be willing to take on the challenge. Don't want someone who will use this position as a stepping stone to another more lucrative position.

15323 Well Educated on financial management; Culturally knowledgeable and sensitive; commitment to community involvement

15324 LOCAL! Stop hiring out of town applicants that do not know our demographics and stop giving these golden parachutes for leaving us early as so many do. A teacher does not get money for leaving the district, so why should a superintendent?

15325 Educational background, Financially sound, Administrative traits or experience, Financially knowledgeable, Communication Skills People Skills, Able to multi-task

15326 Leads with integrity 24/7 One with a strong legacy/purpose Reputable history Open minded Someone who is NOT selective to certain individuals/vendors... Relational and respectful (by words and actions) One who will attend ALL high school graduations One who is visible at key functions such as leadership meetings/trainings, student functions, parent sessions....

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15327	Something better than now
15328	Experience in Education and as a leader with a proven path of success. Someone that understands the unique characteristics of El Paso.
15329	Honesty, a professional with extensive educational and administrative experience
15330	Dual Language advocate Educator experience Hands-on
15331	Mestros locales sob suficientes años de experiencia en nuetra comunidad y que tengan un doctorado en administración de Empresas
15332	Prior leadership position, integrity, willingness to engage at each campus PTA, fear of flying to expensive out of town conferences
15333	Be from El Paso, lives and resides. Also must have been a classroom teacher with 7 years in the classroom. We need to hire from within. We have enough qualified individuals at EPISD. Thank you.
15334	ETHICAL LEADER LISTENER
15335	An experienced superintendent who is relational and connected to the schools and community.
15336	He/she should be a person that has worked for the district already NOT an outsider who is completely ignorant of the needs of EPISD students because he/she comes from out of town. He/she should be somebody that has climbed the ranks within the district, has been a teacher in the community, an adminstrator, and has lived in the community for years. in other words, he/she knows the community. We have awesome people that can be leaders in our district.
15337	Transparent, accessible, and goal driven
15338	S/he needs to be goal focused, honest
15339	Future superintendent should have extensive experience in the educational field, as educator/administrator. I think it would also benefit to select someone who is from our area/city, who understands the diverse needs of our community. Our district needs someone who is open, honest, consistent, reliable, approachable, and ready to take on the challenges that this district has been struggling with for many years.
15340	Honesty Transparency Local Someone Who has been an educator Not a corporate person who doesn't understand education
15341	Take all personnal in consideration.

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15342	Caring/compassion Connection to the community A focus on students, families and staff above scores and numbers.
15343	A leader that enjoys a challenge and likes to build something. Someone who understands how to elevate a district/community.
15344	Age (Younger) Experience Background (Educator)
15345	See above! Let's find an honest, hard-working individual that wants the district to succeed as a whole. We've had enough of the self-serving individuals that the district hires. No more crooks!!
15346	Visionary strong willed competitive
15347	Honesty Integrity Hard working A former educator
15348	HONESTY!!!!!! Project management skills (being able to set a calendar and follow-up) Good communicator (not only with the board but with every one) Someone inspiring and with a vision...a shared vision. What is the district goal/objectives?
15349	The professional/ personal traits of the interim supe.
15350	Hire an individual who is concerned about our students, isn't afraid to speak to the concerns and issues, cares about our community, and seeks appropriate training for campus principals to improve campus and student outcomes.
15351	stop hiring superintendents from outside. Keep Mr. S
15354	The future superintendent should be a former educator, have experience with community engagement,
15355	-Integrity - a solid and impactful history at another district - care and compassion for children An understanding of El Paso's unique community - an appreciation for a multi cultural city - desire for success in our students as well as teachers - willingness and desire to be involved and representative of our community
15357	1--LOCAL person, no OUTSIDER 2--Someone who rose through the ranks as a TEACHER first, then ADMIN; 3--BILINGUAL; 4--TRANSPARENT in ACTIONS/HISTORY;
15358	Honest Transparent Ability to lead and motivate
15359	Hiring someone from within the district cause that person knows what the district needs and very knowledgeable of the community.

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15360	<p>I will tell you what personal characteristics I DO NOT want in a superintendent. 1. I DO NOT want one who is in it for the money. The hires being made look at El Paso as the stepping stone to their next job. They want a higher pay and stipends for cellphone, internet, home office. No more, provide the next superintendent with a maximum amount for each of these tasks. We all know the amount that should be paid, but the district provides these individuals with carte-blanche spending that should not exist. 2. I DO NOT want a superintendent that is allowed a carry over of sick days and personal leave. Use it or lose it should be the policy. As with the previous superintendent, these days had to be paid out as part of the contract. Times have evolved and El Paso trustees continue to stick with the mentality, the higher the pay the larger the return on investment. We do not need to look further than Juan Cabrera or Lorenzo Garcia, both in it for the money and themselves. 3. I DO NOT want a superintendent who does consulting work during his work hours. This is a conflict of interest. The superintendent is hired to lead the school, if he/she wants to consult then pursue this interest elsewhere.</p>
15361	<p>Relatable to teachers Strong academics standards Listen to teachers when admin led teaching strategies do not make sense</p>
15362	<p>Personable, approachable, hard-working; these are the characteristics I would like to have in our next superintendent.</p>
15363	<p>-Honesty -transparency -open minded and willing to listen to community and employees</p>
15364	<p>We need someone who recognizes that teachers are on the frontline, not superintendents or administrators. Teachers are given way too much paperwork which robs them of the time they need to create relevant and effective lessons. The CCRP could be simplified to save hours of prep time. We also need an upgrade from all of the "click and wait" technology. Furthermore, we are losing an entire generation of students by not holding them accountable. Instead of instilling a sense of responsibility in our children, our leadership points all blame on an already overwhelmed teaching staff. The expectations and non-negotiables regarding student performance are thoroughly impossible for a teacher to meet. The #1 problem with student performance is student motivation and that usually has absolutely nothing to do with the quality of a lesson.</p>
15365	<p>I would like them to be from within EPISD</p>
15366	<p>One that does not have a personal agenda and one that is for ALL students. I think a background in education is paramount; however running a district is somewhat like a business, so perhaps those skills might be necessary. Of course, honesty, integrity is a must; along with the ability to listen to students, teachers, admin and parents with an open mind.</p>

ResponseID Response

15367	- Honest - No personal interest - Transparent - Focused on the improving student and teacher, and school experiences.
15368	HONESTY!
15369	1. Be an honest, responsible educator - not hire others to do his job. 2. Has real interest in teachers, staff and student improvement. 3. Does not engage in on-the side criminal activity, sexual relationships with board members, scamming the district.
15372	longtime educator Caring able to deal with the public
15373	The next superintendent has to be competitive and think about the future of El Paso. It also has to pay teachers well and equip us with necessary resources that enable us to teach better. We don't want to be overworked!
15374	Diversity Experience in a classroom
15376	They should have classroom experience
15377	Former campus teacher and principal. Ethical behavior.
15379	Responsabilidad Gente con conocimiento en Infraestructura digital GENTE "NO RACISTA"
15380	More than 25 year experience in Education. Held positions in public education, Teacher, specialist, Vice principal , principal. Texas resident Skillful planner Knows how to Relates to all groups Strong Visionaire.
15381	Work ethics Work experience (plus)
15382	Una persona honesta, que sea nativo de El Paso, que su vida escolar la haya cursado en el distrito el El Paso ,que realmente quiera hacer algo bueno para limpiar toda la basura que han dejado las administraciones anteriores,que se preocupe mas por la educacion que por un sueldo jugoso, que sea una persona con etica profesional , por favor !
15383	They need to look for the types of relationships this person has had in the past. The company people keep tells a lot about a person. Make sure he/she has a significant amount of experience in education but in the frontlines. A person who has had many titles in a short amount of time is a big red flag. A leader who truly understand our unique community and is not trying to make our schools a business. Good schools are families and culture.
15384	Someone that is local (grew up and attended EPISD schools A person who was an educator for at least 5 years Someone who will always support teachers and students

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15385	Certified Teacher experience Honest Transparent Student, parent AND teacher advocate
15386	The board should consider a superintendent who's knowledgeable about school curriculum and meets the qualification of having a strong background in education. A superintendent who truly cares for the education of students and strongly supports the faculty that are entrusted with teaching students. A superintendent that listens to the needs of all who work together in the interest of all students and faculty as well as have a great rapport with parents.
15387	Vince Sheffield has what it takes to lead our school district. Cultural sensitivity Someone who looks like us
15388	1. Experience as an educator 2. A taxpayer 3. Honesty
15389	We need a professional that has risen up the education ranks and understands the needs of faculty, staff, students and the community. We need a professional that has lived and worked within our borderland and understands the special requirements and makeup of El Paso and it's sister cities.
15390	Some who its not take the tax paying money
15391	Servant leadership, focused on kids'/school safety, transparency with community, local if possible
15392	Kkk
15393	An earned doctorate in education; Communication skills in creating relationships with all levels of stakeholders. Experience in managing budgets and being a distributive leader.
15394	1. Children are at the forefront of all decisions 2. Transparency 3. Innovative 4. Visible 5. Personable 6. Open door policy 7. Positive interaction with the community 8. Knowledgeable of educational trends 9. Proactive 10. Introspective
15395	Innovative, personable, forward thinking
15396	Servant leader not connected to El Paso. Hispanic male with Phd.
15398	Listen to parents, employees.
15399	-Principal Experience -Bilingual -Teaching Experience

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15400	Experience handling the politics of a district Experience running a school district either same size or bigger Someone with an open mind to invite diversity to help him/her join and fix the challenges the district has been facing for almost a decade.
15401	Que sea una persona en la que se pueda confiar , que escuche y atienda a quien lo requiera. Que se interese por dar a las escuelas lo necesario para mejorar la educacion de los estudiantes
15402	Degree in education & essential certifications Teaching experience, listens to & respects teachers Knows & cares about our community, is in touch with school/community issues. A genuine open door policy with no fears of repercussions People oriented not business oriented, decisions made always for the benefit of the students
15403	School superintendent should be an experienced educator who is honest, fair, and is aware of what goes on in the classroom. I want a superintendent that treats community schools and the school district as a public service and NOT AS A PRIVATIZED BUSINESS.
15404	A very intelligent, well put together individual, with great organization skills. They should have several years of teaching and/or principal experience under their belt. Also, one who is approachable, kind, and respectful.
15405	Integrity, Experience, strong community leader
15407	A background d in education!!!!!! Someone who was an actual teacher sometime in the past 10 years (max time away from the actual classroom!)...how can you lead something you've never even done?!?!?!?
15408	The superintendent needs to exhibit Integrity!
15409	Selfless, levelheaded, well rounded.
15411	Needs to be someone who has spent quite a few years in the classroom, so they don't forget what the district is about - the students.
15412	Needs to be someone who has spent quite a few years in the classroom, so they don't forget what the district is about - the students.
15413	Diplomatic, honest, transparent, responsible, fair, values all team members.
15415	*Knowledge *Experience in Education (must have served as an educator for a minimum of 7-10 years) *Fairness *Consistency *Desire *Successes in previous positions

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15416	Someone who has been in the classroom for a length of time (10 years) and not just admin, that way they understand and respect the work teachers do. Someone who values literacy since many students are struggling readers.
15417	The next superintendent needs to have an educational background. Hiring businessmen/women and lawyers is no longer working for our schools. Other positions exist for those individuals to work alongside the superintendent. Our next superintendent needs to be focused on the growth of our campuses and customer service beginning from the moment parents and students walk through those doors. They need to be well versed in education, and willing to instill and encourage fidelity of programs. Being fickle and jumping onto the next new thing is no longer working.
15418	You should definitely hire a female. The past few superintendents have been untrustworthy and an embarrassment to the district. I believe Tamekia Brown would make a great superintendent.
15419	We have seen our previous two superintendents succumb to their self-interest. It is vital that the board has growth and evaluation measures that dont lead to another 1/2 million dollar payout for someone who bought in private entities and did not have a substantial background in education. EPISD is at a crossroad and they need to reflect if they want to be like the other districts [whcih I believe they are moving int he right direction] or they want to set their own sail. The next leader needs to define this without bringing private entities into the mix and run on a platform of a strong curriculum and building and rewarding strong teachers. Serve the areas of most need not through oversight but getting in there and working alongside with them to develop the most vulnerable entities within the district. When we see the same school failing year in and year out, it is not the campus it is leadership at central office and taking a risk with unconventional methods that may lead to high reward or be ready to shift when that high risk does not lead to that high reward. In summary, strong curriculum background, clear vision of where the district needs to go, willing to take risks, focus on internal commodities of the district as the district has amazing people.
15420	Get to know the staff, look for the welfare of the employees not just for the business. What is really necessary for the students
15421	Honest, Integrity, open to ideas from faculty and staff. to be there to help teachers succeed, in return our students will succeed.
15423	The superintendent needs to have an EXTENSIVE background in education. These people who don't know what it is like on a campus are not beneficial to our campuses or district.
15424	Local talent who knows our community. Someone who will listen to educators. Not be greedy

ResponseID Response

15425	Not influenced by power and money Someone who encourages change Someone who has first hand knowledge on how to work with struggling students
15426	Supportive of not just students, but all district employees. Someone who hears our concerns and takes action. We need someone fair and considerate. I want a superintendent that goes out to ALL campuses within the district and treats all equally to provide support and feedback to help our needs.
15427	Strong leadership Honestly Local centric Passionate about students
15428	Proven Leadership ability Bilingual (Spanish) Transparent Understands curriculum - and doesn't just want to buy programs
15429	Someone who is from El Paso who is qualified to run the district who understands the uniqueness of teaching in a border city. I would like a leader who will listen to parents and teachers with their concerns and will not have any outside employment so he/she may focus on the issues within the district. I would also like someone who is honest who takes responsibility for his or her actions as well as those of the district. I would also like someone who is approachable who will genuinely care for the students, teachers, staff, and parents who belong to EPISD.
15430	- local. I believe there is much to say about our community if its not possible to find someone in El Paso talented enough to take the position. Unfortunately that might not be a possibility, but local is much preferred. - Innovation in Learning. Don't know how much a Superintended is involved in developing the curriculum, but I would like someone with innovative methods in how to develop the problem solving, decision making, independent thinking, and critical thinking skills that is so desperately needed in our society. There needs to be a curriculum that better helps teachers teach these skills to students at an early age. I believe kids are easier to teach STEM subjects, and are simply better members of society, if they learn those personal skills first. -Bridge Builder. The person needs to be able to bring together people of different departments, develop an open source of communication. Internal administrative issues always occur, even more so with the image issue the district has, I imagine employee morale isn't optimal. However, with tools and policy in place, these can be minimal and allow the employees to collaborate and thrive. the Superintendent needs to understand the concept of 80/20 and implement it effectively.
15431	EXPERIENCE in the PK-12 classroom EXPERIENCE as BOTH an Assistant Principal and Principal with a track record of Integrity and honesty. EXPERIENCE IN EPISD Someone highly visible and approachable who will support the leaders and educators in order To provide the best education possible. Promoting someone from within such as Vince Sheffield who is well respected, has a long tenure and commitment to EPISD. He knows where we came from and where we are going. EPISD desperately needs consistency. Goals are hard to achieve if they constantly change direction.

ResponseID Response

15432	Why change things that are not broken? Be visible. Think of us who are in the trenches.
15433	The next superintendent should be leaving his/her previous job with good recommendations and record, should have been an actual teacher at one time in their life. It would be nice to have someone who is honest. They must also have a record of being fiscally responsible as the budget for EPISD is massive and easily manipulated for personal gain.
15434	Integrity Diverse educational experience Experience with Dual Language Programs
15435	Years of experience as an educator. Leadership Integrity
15436	Professional: History in education (preferably teaching experience) Discretion - knows where to spend money and how to handle school closures Ethical work history Availability to dynamic situations Personal: Sensible lifestyle Good communicator Family-man Local El Pasoan Non-vocal about personal political stance
15437	transparency integrity compassion (knowing what it's like to start from the bottom)
15438	transparency integrity compassion (knowing what it's like to start from the bottom)
15439	Professional
15440	Someone that puts the district first not vendors. While promoting a business friendly environment is important, the past has shown us that top administration officials put their vendor relationships up front
15441	Someone who is connected and invested to the community and is pro-teacher.
15442	Said individual should already have a record showing their ability to recognize possible improvements (based on past experiences). Individual should be a fluent communicator.
15443	Humble (He/She will be elevated regardless- needs to be able to remember the early days), Service Oriented (we are all called to serve in this profession), Loyal to El Paso and EPISD ("not consulting" or fighting other SI's after bar drinking outings on the constituents tab).
15444	Que su prioridad sea motivar alumnos y maestros a dar lo mejor de ellos, con nuevas ideas para que los estudiantes se motiven a seguir en la escuela.

ResponseID Response

15445	#1 Honesty #2 commitment to El Paso and EPISD #3 Experienced teacher, administrator, and knowledge of district financing and operations so that funds are not misused #4 A person that is student centric and not about the business aspect of the district. Students should come first.
15446	Not money hungry,local talent, no other work after hire.
15447	1. An EDUCATOR who has worked in all levels of education and with a wide range of socio-economic students . 2. Someone who won't bend to current trends. Constantly changing the curriculum and how it is taught is not productive. This person shouldn't cave to pressure to teach curriculum for political purposes. 3. Someone who will look to and develop the talent we have in our District.
15449	Proven ability to lead a Texas district with a rating of B or better Earned doctorate in educational leadership Track record of personal achievement at the classroom, building, and ed center levels
15451	Honest
15452	A Superintendent that makes his number one priority to have all students succeed.
15454	Someone professional, but caring at the same time.
15455	Proven history of achievement in public education Experience leading a Texas school district High visibility/interaction with staff and public
15456	1. Passing state and federal background clearances. 2. Three good personal references from the last job. 3. Ability to motivate administrative staff into action to monitor student progress
15457	Proven history of educational achievements from the classroom level to the central office level Earned doctorate in educational leadership Previous experience as a successful superintendent in a Texas district
15459	Good sound moral history Educational background and centered witha proven track record. Someone that cares about people
15460	Local People person Been an educator IN the classroom
15461	The next superintendent should come from El Paso. They should have taught for at least 10 years. They studied in El Paso. The next superintendent should be willing to forgo bonus payments instead of asking to raise property taxes. additionally, I feel that a superintendent is not necessary for the effective administration of our district.

ResponseID Response

15462	1.) A person that is interested in leading with professionalism, that is willing to guide us with pride and honesty. 2.) A person that is willing and available to talk to employees, not only board members. 3.) A person that takes the time to get to know the people that are working for him
15463	Honest and integrity
15464	Understanding the culture, community, and needs of El Paso, Tx Understanding the needs of students and teachers Update facilities and provide secured environments Support feeder school committees that can identify the immediate needs of schools and provide solutions both short term and long term
15465	Vince Sheffield has all the qualities of a great leader
15466	Proven track record at a school district with similar make-up like EPISD. Size, socio-economic background of students and staff, affinity for cultural diversity. Bi-lingual (Spanish / English) - bicultural, preferred. The best candidate for me would be someone from El Paso, Texas. Who has a family and roots here and who will work hard for the good of the district, but also to uphold his/her honor and that of their family.
15468	Strong communication skills, Knowledge of Finance, strong communication skills, knowledge of the El Paso Community and EPISD schools.
15469	Someone that has worked inside the classroom as a teacher Someone who's primary interest is helping the students, teachers and administrators and not someone whos interest is to profit as much from side business, helps friends get contracts, favors their close circle of people, and sees education as a profitable business instead of a framework of social change.
15470	Honesty, approachable and invested in EPISD's student population and staff's needs. Cabrera was always working from home and never available.
15471	Someone from within El Paso Someone from within EPISD Someone with a history/experience in Education...not business Mr. Sheffield seems to do a great job...keep him
15472	Honest, reliable, not a crook with common sense, and values
15473	Transparency, This person must know the El Paso culture, no degree or title can promise empathy; the new superintendent should have it on all levels form community to teachers to administrators to staff.
15474	Experience in Education with academic credentials Track of successful leadership

ResponseID Response

15475	TRANSPARENCY-BUDGET/FINANCES VISIABILITY-COMMUNITY RELATIONS CLEAR VISION FOR THE DISTRICT -COMPETENT, NUTURING, TRUSTWORTHY, CREDIBLE, & ACCOUNTABLE
15477	Someone who has teaching experience. Someone who has integrity and can motivate people and students.
15478	Someone who has teaching experience. Someone who has integrity and can motivate people and students.
15479	1) one who knows the needs of the district 2) loyal to the district 3) understands the culture 4) understands personnel issues
15480	An ethical person who doesn't mind saying no to friends. A person that looks out for kids.
15483	Ethical, hardworking and more attention to what is happening in the schools
15484	Integrity, experience in the classroom and campus leadership, visionary, multi-skilled, attentive, articulate, ambitious for overall district and community growth, committed, student achievement in mind, supports the team and promotes succession plan.
15486	Someone who has experience in EDUCATION. Someone who will not lie and cheat. Someone who will not use outside consultants to run a district that already has mastered teachers and support staff. No more programs and spending money on junk. All of this seems like a no brainer but so far it has not been accomplished. Maybe this time we can do what is right for the students, families, and ALL employees of EPISD.
15487	The next superintendent most definitely should NOT be a businessman, politician or lawyer. But instead we should nominate someone who was/is a former or current educator and someone who has been working with and is familiar with EPISD and the people of El Paso. Although superintendent is a position of great responsibility, I do not agree with the near half a million dollar salary that has been given to this position. A large portion of El Paso lives under the poverty line. It is a slap in the face when students and their families can't afford school supplies etc and teachers try to make ends meet (personally and for their students) while the superintendent is usurping all the resources in the form of a paycheck! This is a public school system funded by taxpayers! Why is the superintendent accepting corporate-like compensation? Its a bad look on EPISD. Yuck!
15488	Integrity. Trustworthiness. Instructional knowledge. Visible and accessible. Someone who be can compassionate when necessary but also has the skill to be "tough" when it's needed. We don't need a Superintendent who isn't a top of things and who allows top district leadership to work in the "shadows".

ResponseID Response

15489	The next superintendent needs to be a leader who can help our district work together as if it were a district of 10 schools. We need someone skilled at big-city communication but who can bring us back to a small district mentality of working together towards common goals for the benefit of our students. It should be a non-negotiable that the superintendent has experience as a classroom teacher and school-level administrator.
15490	-integrity -invested in the community -open to ideas and feedback - Educational background, someone who has been in the "trenches"
15493	Latinx, ideally someone who grew up in El Paso or similar, with a great deal of both teaching experience and degrees/experience with administration of school districts of this size and demographics. They should be bilingual in Spanish and English, and that should be a deal breaker if they're not. Demonstrated leadership in similar settings.
15494	1) Home Grown 2) Integrity
15495	Understanding the unique EPISD community How to improve the schools to attract more students Improving the level of education Integrity Accountable Innovated both with instructional and financial
15496	A past teacher, a person that knows about finances, and not friends with anyone in the district that will somehow care more about personal gain than our kids.
15498	Honesty, accountability, empathetic, transparency, apolitical in the office and hold staff to that as well, doing this job because they TRULY care about kids education and the future adults we are raising
15499	A willingness to investigate child abuse claims.
15500	Locally raised, educator, cares for all peoples of the district
15501	-Relationship Builder -Classroom Educator of over 10 plus years (not someone who has been out of the classroom in over 20 years and/or had another career) -Someone who cares about the District, its employees, and the students. Doesn't delegate duties to others.
15502	Outreach to community Visible Accessible to employees
15503	They need someone that will actually take action into these kids lives. Giving them the best educators there is and not working so hard and cruel on them

ResponseID Response

15504	Ethics, moral character, references from parents, not teachers or students. Degrees are fine, but common sense is just as important. If the first thing out of the individuals mouth is about money that is a red flag, money is more important to that individual then over site and care of faculty and students. EPISD hired a weasel as I stated before, the school district is better off without a superintendent then to have one like the last two. A complete background check on whomever is hired next no matter where they are from.
15505	Someone who has been a part of the city of El Paso for many years and knows the people and district. It would be nice to hire from within the district.
15506	Meet all education/certification requirements and have education background. Be humble, with integrity, committed, ethical, responsible & dependable.
15507	HONESTY Altruistic
15508	being able to handle disputes Being trustworthy
15509	Leadership, Communication & general improvement yr to yr.
15510	1. Superintendent needs to demonstrate that he/she has committed of their time and resources to attain a Doctorate Degree. They are, after all, leading a School District and should model being a life long learner achieving the terminal degree. 2. Superintendent should be BILINGUAL. With so many English Language Learners, the leader of this great district SHOULD be able to communicate with the bilingual stakeholders and bilingual students. 3. The next Superintendent should be approachable and visible in the District.
15511	Cultivate/ coach local educators who can step into this role- stop bringing folks from the outside who use our community as a stepping stone to the next best job
15513	A person who embodies honesty, integrity, and a pedagogue. Someone who reflects daily, and holds their leadership team accountable of ensuring the very best opportunities for our students. We don't need flashy slogans or revamped goals, we need action and we need someone who is willing to roll up their sleeves every single day. Our community deserves that.
15514	1. It would be nice if that person has actually had some experience in the classroom. Why do we keep hiring money hungry lawyer types? 2. Someone that has the students best interest at heart. 3. Someone that opposes critical race theory practices. Someone that will respect the ideologies of all students and their families.
15515	Someone who really cares for the community and the children.

ResponseID Response

15516	Somebody who has been a long time educator and has moved up the ranks in THIS or surrounding districts. Somebody who is local, nobody outside the area. Somebody has integrity and doesn't expect a payout if they are in a scandal.
15517	A strong communicator, passionate, caring, and transparent.
15518	A local person who knows the community and cares for students, we hardly see any superintendent involved on campus physically speaking.
15519	Honesty, ethics, must have been a teacher and moved up to administration level.
15521	A long time educator from our district
15522	To look for the students benefits such as good teachers, coaches, good material.
15523	1 Someone with a background in education that is invested in seeing EPISD succeed- not someone brought in that knows nothing about El Paso **NOT Tamekia Brown***
15524	Interest in the district A current connection to the district. Continue with the current Interim Superintendent
15526	local professional educator and administrator with proven leadership skills both socially and academically. young and energetic not more than 50 years old. female preferred.
15527	Someone that's from El Paso, that knows the problems and cares about doing what's right for the students, teachers, staff and the community, and it's not just here to take our tax payers money looking for his/her own interest. We have highly qualified people in our city. Please don't bring another corrupted uncertified individual.
15528	Students best interest in all aspects
15530	Professionalism, Character, Honesty, Quality Leadership. These are some traits that would help solidify support as they lead the district. We need someone who supports our students, staff and teachers. A leader who has a vision, and is able to deliver their word with actions. Someone who has invested in the district knows some problems we have faced and is able to correct those problems.
15531	Someone local, who truly knows El Paso, not some glorified individual looking for a step up.
15532	ffffffffffff

ResponseID Response

15534	Must have all certification necessary from the State of Texas. Must be ethical Must put children first in all actions.
15536	Integrity, trustworthiness, experience and advanced degrees in the field of education, An understanding of the demographics in El Paso and a personal commitment to provide high quality and equitable education to all.
15537	Someone who is open to different Educational programs such as Reading Plus; and someone that is willing to further educate themselves about the different learning tools for students to succeed; and not just settle for what is FREE for the district.
15538	honest and open to subjection from the parents.
15539	Competent Servant-leader Engaged Bilingual Equity-focused Strategic thinker Approachable Empathetic Diplomatic Well-spoken Practical (Common sense) Driven to excel High expectations Supportive Accountable Humble Sincere
15540	Integrity Creativity Commitment to Excellence Thick Skin Under a ding of how kids learn as opposed to how teachers like to teach. Unrelenting commitment to excellence
15542	(1) Opposed to both public and private charters and instead committed to fixing the problems within the district in order to provide an excellent, free, public education to all children through existing schools. (2) Committed to developing the whole child and finding funds to more adequately support students and their families. (3) Committed to actively seeking input from teachers on what is working, what is not working, and what they need and acting quickly on that input. (4) Committed to improving coordination among district level departments in order to improve communication with and timely delivery of planning documents and testing information to campus leaders and teachers to facilitate long-term planning. (5) Committed to the full and equitable implementation of dual language instruction.
15543	Honesty. Integrity. Open discussions with staff and board members. A dedication to our students and our community.
15544	Integrity, Positive attitude, leads by example, accessible, motivator
15545	Ties to the community Diversity of knowledge in education business
15546	An Objective individual who is not easily misguided and who does not have a personal agenda. They need to put the students first and lead by example. The last super was so inaccessible and had a clique among his administrators, well we know how that went. You need someone who will invest in the district and minimize political issues and maintain a high level of professionalism. The interim would be a good model for a candidate.

ResponseID Response

15549	Superintendent MUST be bilingual if he expects to meet parents! Students are consumers and we work for them and for their success. Superintendent does not need an entourage! Superintendent does not need a \$1500.00 cell phone allowance each month. Let's see board members visit their schools and cafeterias without the press to see how the money is being spent. You don't need an army of consultants or a warehouse of new and unused books!
15550	Someone who is honest and sincerely has the best interest of the District. Someone who when they leave the position of Superintendent has kept their good name and the District would be proud to name a school after them. Not like the previous ones that can't even show their face in the city. Someone who will not bring any scandals to the District. Someone who will keep the lines of communication open to all staff members and community members.
15551	Background in education Local
15552	1. Puts the interests of kids first. . 2.Good communication . 3. Moderate not extreme one way or other . 4. Commitment 5. Good at multitasking
15553	Compassionate leader Not a business like model mind The superintendent needs to know about critical pedagogy, public education, and most important NEEDS TO KNOW THE COMMUNITY
15554	Someone willing to unite with other districts to benefit students. Someone not afraid to cut positions that are useless and people that have been in that same position for too long tax dollars can be going to students instead of salary. Someone who has been in the classroom and a school leader and knows what it takes to run a campus.
15555	trustworthy visible prior classroom teaching experience.
15556	Leadership skills Communication skills Integrity with a drive for the students and the teachers vs self
15557	education background, supportive to teachers, students, and parents, someone who is not corrupt
15558	Background of education Trustworthy and there for the right reasons want to make a change and impact with school culture and kids.
15560	Nice caring helpful and considerate
15562	1. El Paso Native 2. Knows the El Paso and surrounding area community well 3. Will always place students interest first 4. Bilingual/multilingual 5. Supports inclusivity 6. Well educated 7. Wiling to work with the community 8. Support teachers and staff

ResponseID Response

15564	Knowledge of and experience with district-wide dual language instruction, knowledge of and experience with broadly implemented project-based learning, successful experience leading a majority-Hispanic district, ideally a superintendent who identifies as Latinx and bilingual
15565	Community Driven & Invested (look local) Proven educational goal attainment Professional Ethics & Transparency
15566	A Superintendent is A LEADER IN THE FIELD OF EDUCATION, he/she MUST HAVE A DOCTORATE DEGREE. OUR NEW SUPERINTENDENT SHOULD BE BILINGUAL, AND BICULTURAL TO FIT THE NEEDS OF THIS COMMUNITY.
15567	The next superintendent should be ethical, a visionary, a supporter of the arts, a listener, an innovative thinker and most of all student and teacher focused.
15568	Spanish speaker. uses evidence-based problem solving. actively listens and has open communication. looks for common ground and shared goals when navigating conflict. Not self-serving!
15569	Honesty and teacher experience for ten plus years within the last two decades.
15570	Someone the exact opposite that we have had in the past or current. I really believe that everything needs a new structure. I am a nobody here and I am 100 percent that my opinion does not matter. I am new to the District and I have new eyes, but I do not understand how things happen the way they do and how people are not held accountable. Like I said it could only be in my department but it is really sad. Makes for a terrible working environment.
15571	HUMBLE / NOT PROUD WILLING TO CHANGE WILLING TO LISTEN TO PARENTS
15572	Doctorate or Masters Degree in educational administration.
15573	Loyal Dependable Willingness to listen to students and staff Open to new ideas for new programs and services Transparency in monetary issues.
15574	-someone from the education profession who can relate to the educators working for the district -people's person -bilingual
15575	Courage
15576	Someone inspirational who fosters collaboration and growth.

ResponseID Response

15577	We need a Superintendent who is not afraid to implement change and by change I mean getting rid of so many unnecessary high level paying positions. Getting more for the tax payer money by cutting these positions. Morale in this district is so low that we need someone who appreciates the employees and their hard work. A Superintendent who is going to not be afraid to make those hard choices.
15578	A true educator with proven experience. Ethical Bilingual
15579	High morals and ethics Vested in student success and not in business ventures Truthful and honest Teachers' interests first. Having the courage to fire bad employees to include teachers and administrators.
15581	Sound Background Education, Public Servant that frequents campuses/events, Humble
15582	Responsible, kind and empathetic
15583	Education background and being from El Paso or from an area with similar demographics as ours
15584	Ability to communicate and be visible and I get active with community and staff
15586	A balance of Emotional and Intellectual strengths.
15587	You should choose Tamekia Brown. I believe she is more than qualified for the position!!
15588	Vince Sheffield will do just fine! Vince Sheffield will do just fine! Vince Sheffield will do just fine! Stop wasting people's time. We want Mr. Vince Sheffield and we want him now.
15589	Should be a local hire, with integrity, who has already demonstrated a commitment to El Paso students. Should be a former teacher.
15590	Hopefully, a candidate that is a "local" not some out of Towner that's coming in to fleece us.
15591	1. Student centered 2. Listens to teachers 3. Strong back bone
15592	The next superintendent NEEDS to be a NATIVE of El Paso with MORE than 5 years of classroom experience. This person should not have ANY ties to the two previous administrations.
15593	Trustworthy, transparent, open-minded, EPISD has become the laughing stock among the districts because our bad picks for Superintendent can't keep their noses clean.

ResponseID Response

15594	Someone who has been an educator and administrator for at least 15 years. Someone who is from the borderland area. Someone who will be on campuses frequently and accessible to ALL!
15595	HONESTY! Common sense! Ability to take complex issues and boil them down to what is really important. Putting students above their own political agenda. Commitment to EPISD (not just using us as a stepping stone).
15596	we need someone that has a passion for educating all students
15597	Ethical Honest
15598	honesty visibility approachability
15599	Integrity, student-centered. Supportive of Principals and their initiatives, visibility, accessibility, and most importantly a strong instructional background geared towards school improvement.
15600	More actual work experience starting from beginning of career instead of how much education individual has Familiarity with the cultural and community's background More focus on the community's input on what they feel is important in their children's' education, with more interaction with the parents and community Better understanding of budgets and funding Improve services to the public and eliminate certain upper management positions that instead can be consolidated. The board should include in the superintendent's contract a clause and the individual must agree to, that in case the individual leaves before the end of the contract term ends under questionable circumstances, that there is no payoff. Instead, only pay what the person has accumulated through his pension, vacation, etc. and nothing more.
15601	- having a leader who has education experience, specifically in elementary OR who will be visible in the elementary ready to establish professional relationships with the school community and LEARN the challenges for - a leader who is present in principal meetings and has answers because they know what is happening instead of delegating to others what a leader should be familiar with -a leader who Does NOT change everything the first year and takes time to visit campuses to see how programs and instruction is being done and takes time to listen what is working and what is not. Campuses are not the same
15602	Someone who is in it for the children, not for personal gain to get another notch in their political belt. Someone with experience in the classroom!!! Why are we getting leaders who have little to no experience in the classroom to make decisions on how to run the classrooms!?
15603	Track record of successful leadership in public schools Strong background of ethical decision making/integrity Experience in Texas public schools

ResponseID Response

15604	Experience in SCHOOLS. No hidden agendas. Get an EFFECTIVE intervention program for K-12 and KEEP IT, don't change it every other year
15606	One that aligns with the teachers union.
15607	Bilingual Experience with Bilingual/Immigrant Students Successful Teaching/Principal/Central Office Experience
15608	Bilingual Experience with Bilingual/Immigrant Students Successful Teaching/Principal/Central Office Experience
15609	Bilingual Experience with Bilingual/Immigrant Students Successful Teaching/Principal/Central Office Experience
15610	Bilingual Experience with Bilingual/Immigrant Students Successful Teaching/Principal/Central Office Experience
15611	Bilingual Experience with Bilingual/Immigrant Students Successful Teaching/Principal/Central Office Experience
15612	Bilingual Experience with Bilingual/Immigrant Students Successful Teaching/Principal/Central Office Experience
15613	Someone from El Paso Honest Caring about the teachers, staff, employees and students of the district not just themselves.
15614	Extensive background in public education Earned doctorate demonstrating commitment to lifelong learning (set the example) Demonstrated integrity in the face of challenges Solid human relations skills Commitment to visibility and interaction with all District stakeholders
15615	From El Paso, knowledge of needs for the district, Open door policy
15616	Long track record of ethical action in public education Highly visible in the workplace Committed to rebuilding EPISD starting at the top Strong people skills Earned doctorate
15618	1. Honesty, willing to work WITH people, understanding of the community, willing to work on a shorter contract so the district does not have to pay out hundreds of thousands of tax payer money if things don't work out on either end.
15619	Strong ethics 20 years or more experience in Texas public schools Demonstrated lead learner possessing a PhD or EdD
15620	Educational leader Strong ethics Student centered Caring for the well-being of all constituents.

ResponseID Response

15621	Strong ethics and integrity Willingness to "clean house" in central office Strong background in education and strong example of quality leadership
15622	Knowledgeable, Local, Caring and humble
15623	Lengthy background of achievements in public education Background of ethical decision making Leads by example - visible at campuses and at district meetings and events Strong team building skills/insists on quality performance from subordinates
15624	Honest, smart, knows about schools, listens to parents and community, cares about kids, visible, willing to do what is right for kids, hires good people, understands the community
15625	1. Hispanic and fluent in both Spanish/English languages (not just the name or semi lingual in Spanish); bilingual/bicultural 2. Experienced administrator in a variety of positions such as campus administration, central office, and familiar with El Paso culture. 3. A clean track record - NOT someone who has jumped around through several districts and left (or been asked to leave). We must do our reference checks thoroughly and find out the real reason they left their positions.
15626	The next superintendent should be someone who is honest, responsible, and wants to educate ALL students. Also, someone who puts aside personal gain in preference for doing what would help improve the district, especially when there is more competition from other districts and charter schools.
15627	1. Individual should be a transformational leader that is also an experienced educator. 2. Individual should be innovative and know how to capitalize on the district's assets and not just use deficit thinking. 3. Individual should demonstrate appreciation for and understanding of the border region and culture (preferably a local resident).
15628	1. A person who is not corrupt 2. Someone who has actually taught in the classroom.
15629	Education experience From El Paso Not Tamekia Brown or someone associated with Juan Cabrera
15630	Honest. A leader. Not someone who gets kickback from companies. Someone that will be an advocate for teachers and students
15631	Education background Should be someone local No more businessmen
15632	A history of trustworthiness, not a total self-absorbed douche and bilingual.
15634	Trustworthy Looks out for the kids, not themselves

ResponseID Response

15635	Experience in student learning, teacher development in student engagement and closing learning gaps
15636	HONESTY Work for EPISD and its advancement in the community/city/state NO self interests - especially in charter schools or online schools that are not part of EPISD. Integrity No payout if they leave early or resign
15637	Someone who has the ability to put the interest of schools and teachers as a priority. We need someone isn't corrupt and will not abuse the system.
15638	Humility Honesty Integrity El Paso native
15639	community-minded person, Spanish speaker, willing to accept a no-outside consulting contract and a salary cap (\$250k).
15640	Classroom experience. The superintendent needs to be aware of student needs to propose and implement successful strategies in the classroom.
15641	Local hire with a background in the field of education. Do our concerns/input actually matter? A firm will be hired to search for the "perfect" match to our district, and it never works. Waste of money.
15642	Honesty, integrity, commitment
15643	Honesty Integrity Education background that contains more than 5 minutes in the classroom
15644	Strong background in public education Strong background of ethical action - what is done not what is said Ability to identify effective personnel and staff central positions with a team of knowledgeable responsive individuals to support the work of the building personnel Highly visible and insistent that all central staff be highly visible as well
15645	Local 5 Years in Education K-8 or 6-12 Open with interests
15646	Someone who is not corrupt!! Someone who knows how a school is run not just a business
15648	Someone who taught for more than five years in El Paso. We need someone who is home-grown, not an outsider that sees this assignment as a stepping stone to something better where they can fill their pockets with cash.
15649	Ability to find and nurture talent Be able to find common grounds Be equitable Communicate and work well with others Know the area and its strengths and weaknesses

ResponseID Response

15650	1. Someone who is above reproach. 2. Someone that puts the students first and not keeping the board happy 3. Someone who will do research on the affect both socially and economically before making any decision
15651	Bilingual is a MUST. English-Spanish, we are in a border so being realistic, a lot of families come from our neighbors from Mexico and not merely undocumented, they are legal citizens that are being behing because of a language barrier.
15676	Definitely educator experience, not law or business oriented. However, somebody who can inspire employees and improve processes in the district, so process improvement is huge. There is a lack of any type of organization and productivity because it is tons of rework and stepping on toes of one department and another, too much bureaucracy and the chain of command to get anything out to the public or provide assistance is ridiculous.
15679	They should understand that they affect the community with the decisions they make. The should have worked their way up the chain to the level of Superintendent. They should already belong to the EPISD family.
15685	Vince Sheffield has the personal characteristics to make a great Superintendent.
15694	They need to have been a teacher and Principal. They ought to come from El Paso. They ought to take a lower salary. They ought to accept accountability and not have non-disclosure clauses written in to their and board member contracts.
15695	El Pasoan. Honest. Leads with integrity.
15696	A dedicated, professional, and caring individual that supports Students, Teachers, and Staff to provide the best education possible. It's time to look local - someone who really cares about EPISD and El Paso.
15697	1.fair and unbiased leadership 2. invested in our teachers needs and needs of community. 3. financial budgeting in needs of ALL schools and teachers. 4. make decisions based off what is safe and fair for EPISD as a whole and not just pleasing only parents or only students. 5. managing corruptness and bias in school board
15703	LOCAL Someone who is willing to build up the community and not use the position as a stepping stone.
15704	Honest, professional and educator that has made a difference, someone who will visit schools and who is truly interested in our Childrens' Education.

ResponseID Response

15706	1. Lead with integrity 2. Bilingual 3. Belief and support of equity for all students 4. Support of Dual Language program 5. Support of early childhood education 6. Must have successful campus level experience as a teacher, campus principal as well as experience as a district administrator who has positively impacts and supports campuses 7. Communication skills
15708	Highly ethical leader who can build a team of leaders responsive to students, parents, and grass roots staff Earned doctorate reflecting a commitment to lifelong learning and serving as an example to students and district personnel Someone who is an example of servant leadership which the district has been lacking for the last fifteen years or more.
15709	- Understanding and implementation of equity- based and restorative practices. - Understanding and experience in the El Paso community. - Someone willing to visit campuses, be visible, and engage with teachers, students, and especially families. - Investment in all communities and campuses. - Solid background in education - please do not hire someone with a background in business or someone who was a teacher for a few years, a principal for two, and then suddenly skyrockets into this position.
15710	Success in other districts, an ability to articulate a coherent education philosophy and the humility to lean on and learn from current faculty and staff.
15712	a. A lifelong educator committed to our students & community (preferably with EPISD experience) b. Bilingual (English/Spanish) - to foster direct communication with parents in all areas of EPISD c. An educator who is proven to be ethical, dedicated, & academically savvy (preferably female - EPISD is one of the few Texas districts who has not given a female the opportunity to lead) d. An educator with both Campus & Central Office experience e. Awareness of current trends in education
15713	Servant leader - visible and accessible to parents, students, and staff Earned doctorate demonstrating a commitment to lifelong learning Humility Integrity Courage to disrupt the status quo and build a team of qualified leaders in central office
15714	- A superintendent that focuses on the Goals of the District to increase enrollment who understands the El Paso County dynamics. A superintendent with strong leadership skills and working collaboratively with parents, students, staff, and Board to meet such goals.
15715	The superintendent should be an American. We've seen what happens when we trust wetbacks to run the district; that lesson should've been learned long ago. It should be a person of ethics and integrity who is focused on supporting teachers and students.

ResponseID Response

15716 Someone who was a teacher Someone who regards teachers with respect Someone visible. Visits campus Someone who looks at the bottom line and asks teachers if this is what we need Someone who listens to parents real concerns- not only the west siders

15720 Highly visible Hardworking and responsive to the organization and its constituents Earned doctorate Prefer experience in Texas public schools

15721

15725 - Well rounded (classroom teacher, curriculum coach, campus administrator, cabinet level administrator with direct experience / supervision of athletics, fine arts, safety/police services, transportation, health services, campuses, etc.

15726 A superintendent who has previous teaching experience and therefore understands best what children need.

15727 familiar with EPISD Local to El Paso Instructional focus

15729 -has to have taught 5 or more years -student centered -transparent established leader of a Public institution -well respected by parents, students, teachers and staff -easygoing, approachable, polite, easy to communicate with -Bilingual

15730 Well rounded (personality traits) Approachable (Non arrogant) Serving (Model community service and not just at big events) don't ask others to do what they are NOT will to do... someone who is willing to change the culture at central office. Visionary (without a personal agenda) EDUCATOR Embraces community input and follows through

15731 I think a superintendent needs to be a teacher first cause they work hard and do so much for us, so I think that will help. Being present and listening to students and our needs and wants. Be easy to talk to A person that gets involved and has pride in our schools. Also, I think us kids should be able to be part of the Interview. I think we need to know who's going to be in charge and look out for OUR best interest.

15732 Professional-experience with virtual learning programs, addressing mental health for k12, reducing high stakes testing, school reform that structures changes around emerging technology, and increasing efficiency for teachers. Personal-an advocate for students' health, resources, and personal growth opportunities

15734 Some one who care about kids and not treat the school as only a business. I understand that it is a business but we do have students and teachers involved in your business.

ResponseID Response

15736 Transparency Experience in Education Approach in communicating with communities Empathetic towards the needs of students Plans for student success