



# Educate, Engage & Empower The Time is NOW!

2018 TABSE Joint Conference  
Feedback Report



Yolanda D. Willis, BSW, MBA

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# Introduction

This report summarizes feedback from 168 of ??? participants who attended the 2018 TABSE State Joint Conference held for educators and/or school advocates on February 22<sup>nd</sup> thru February 26<sup>th</sup>, 2018.

The results of the participants are not a full representation of the views of all educational entities associated in TABSE. However, their feedback gives an interesting and informative picture that will help cultivate future enhancements and changes to support state wide educational professionals in relations to educating students in Texas of African American decent.

## Brief Summary of Findings

Most participants learned about the conference through a TABSE/Local Affiliate member. Many were first -time attendees to a TABSE state conference based upon the awareness of the principles and values of TABSE prior to the event.

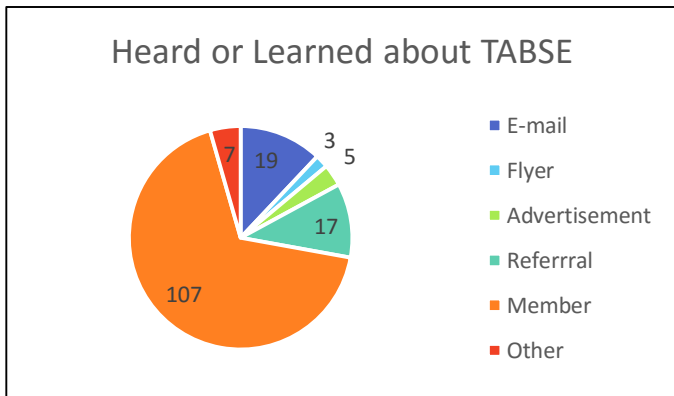
Participants were strongly supportive in attending the TABSE conference as opportunity of personal growth and development. In contrast, some had significant concerns about the event planning, timeframes, and the target audience of the conference attendees.

Majority of the participants expressed that the overall experience of the conference was excellent and deemed it to be extremely relevant to their profession and career advancement goals.

# Participant Feedback

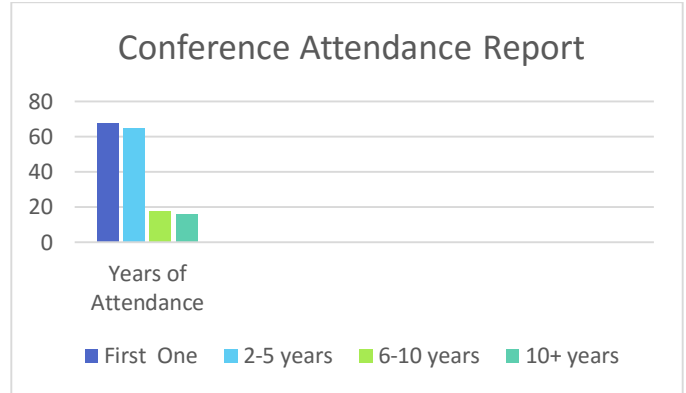
Upon the conclusion of the conference, attendees were asked to complete a survey with a series of questions with ratings and their overall experience including speakers and conference activities.

## Q1. How did you hear or learn about this conference?



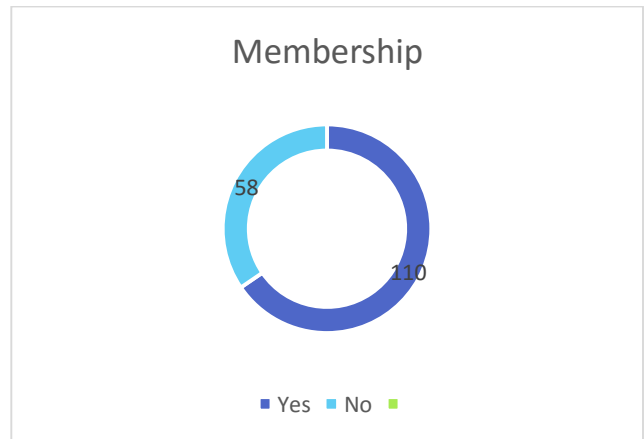
Responses show a that TABSE/Local Affiliate members have been spreading the word about TABSE. It also reveals that word of mouth has been the best marketing method for participants registering and attending the conference.

## Q2. How many TABSE Joint Conferences have you attended in the past?



40% of attendees were first-timers a TABSE state conference and 39% have attended 2/more times within the last 5 years.

## Q3. Are you currently a member of TABSE?



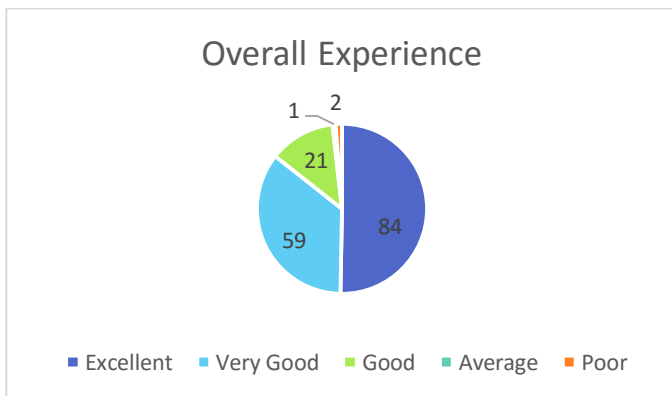
65% of attendees are current member of the TABSE organization. Findings show that membership has increased the level of engagement and understanding the intended mission of TABSE.

## Q4. Please specify your reason(s) for attending this conference.



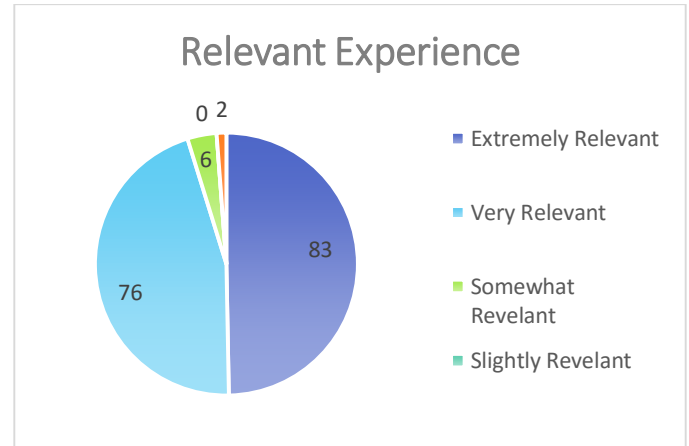
Participants were strongly supportive in attending the TABSE conference as opportunity of personal growth and development. It can be concluded that attendees have levels of engagement in educating students and seeking enhancement in their profession as well building their capacity for networking with other professionals.

## Q5. Overall, how would you rate the TABSE Joint Conference?



The overall experience for participants at TABSE was rated excellent and very good.

## Q6. Overall, how relevant was the presented information?



## Q7. What do we need to do more of?

The next two questions elicited a wide range of responses in how TABSE planning committee could consider for the upcoming and future conferences.

- Registration didn't go over very well for me. I did on-sight registration and the iPads wouldn't work for me. Also, the volunteers that were helping had no clue about the classes and what we could register for. Example if you wanted to go to a single day or multiple days.
- I also didn't understand why there were so many extras. I wanted to attend the Aspiring Assistant Principal Leadership Academy. If I paid for registration and then I have to pay additional to attend those sessions, I think that is a bit much. It should be included. There was nothing special or different that we didn't get in a regular session. So the add-ons should be apart of registration not collecting more money.

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- The lunch at the hotel was awful. A food tasting should take place at each hotel of different food selections that can be chosen so that participants can expect a decent meal. I get hotel food is not the best but that food had no seasoning and it tasted awful.
- Please make sure that there are many breakout sessions offered that are going to be beneficial to administrators that are trying to move up. This year was much better than some of the past, please keep moving in that direction. The other problem is there are some Superintendents that seem to have forgotten that they passed us on the way up, I have been attending these conferences for over 10 years and I got my feet walked on by one and acted as though I wasn't present. We are all in this together. I have the same certification as they do just not seeking to become one. God Bless them and I constantly do pray that do well and represent us all.
- Continue great presentations, especially helping at-risk.
- More workshop topics on formative assessing students and T-TESS feedback and coaching.
- More relevant breakout session.
- Real life situations facing African American students, teachers and administrators.
- Continue growing and reaching
- Others about educating children of color. It's not just a black thing its a call for help to make sure that we are all on a level playing field and no one is left behind.
- More opportunities to network with others.
- More workshops on the practical applications of activities as principals and superintendents.
- Keep it the Same
- I can't think of anything more. The conference was great.
- Having the sessions not be so long so as the guest can attend a variety of educational sessions.
- Encourage vendor and member interaction.
- No
- Volunteers
- Forum for Presenters-Because we are presenters, we miss valuable information from our colleagues on the day we present.
- FREE TIME IN THE EVENINGS FOR NETWORKING
- If there a presenters, make sure that the location has good traffic flow in the hotel. Some rooms were clustered together. Other rooms were far off in the distance and participants did not know that a session was going on.
- More engaging Health and Wellness sessions and activities.
- I have nothing to compare to at this time.
- Need copies of handouts provided of presentation.
- A little more time to explore the city.
- Make more people aware of this great opportunity!
- Organization of speakers. Mics for speakers. Not so many speakers in the late afternoon. Registration for sessions.. motivational speaker for opening session. Breaks. No sessions after 3:00pm Maybe a suggested strand of sessions to attend. Better vendors. Better checks and balances i.e.. people attending luncheons that haven't paid.
- It would like to see more info about doctoral programs made available to participants. It would be nice to offer some institutions of higher education some tables to possibly recruit and inform those interested about their respected programs. I fielded several questions from participants and believe that this would be a huge hit in promoting the attainment of terminal degrees.
- activities that allow additional socializing and networking opportunities
- Offer the concurrent workshops more than once.
- I was a presenter but there was no traffic flow to conference room 10 so people didn't really stop on that side of the floor. I would say just make sure all the presenters have good visible options and that people know what's going on. I'm not a part of TASBE so I didn't a Facebook post reminder or email or any other

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communication when presenting like some of the other presenters told me they had.

- Continue doing what you guys are doing! You are offering great information for those who need it.
- Thank you
- More leadership symposiums on communication
- Well Done...DR/NABSE needs to reengage the necessity of connecting at Galveston. I am alarm that the Dallas ISD was not actively involved in Houston...
- Social/Emotional Content for students
- Providing more special area training such as special education coordinator or counseling strand.
- Create an opportunity where the youths can experience all the Texas Educators attending the conference. (I remember the comment from Yates Band members that they have never seen so many black educators before).
- Principal Kafele should be a Keynote speaker...He was wonderful.
- Conference Schedule Information with more details closer to the conference. There are so many additions that are available once we get to the conference, that this would have been helpful beforehand to have had access.
- Conference Hotel Accommodations selection that can handle the number anticipated for conference. This includes lodging and room logistics for sessions & events. Having to go back and forth to a different hotel lodging was very difficult and inconvenient.
- Designated time to allow to visit vendors. To spend any time with vendors meant deciding not to go to a session or being late to the session.
- Difficult to say, since it's my first one.
- Have more open sessions with Q and A.
- Provide stats and visual information in those sessions.
- Have more representation of classroom teachers concerns in open sessions.
- Provide more information on how to serve and provide supplies, technology, and other resources to teachers
- 5. Take some of the focus off of networking for a Superintendent positions.
- Great Conference.
- Exposure.
- We need more vendors, I like shopping at TABSE conferences
- We need bigger break out rooms-- the rooms were too small and I was kept out of a lot of great sessions
- More opportunities for other members (outside of Houston and DFW areas) to be involved
- Conference was fine
- I would like to see more sessions specific to ALL education professionals (ie. Librarians, Diagnosticians, Speech Pathologists, LSSPs, Counselors, Tech Specialists, etc.). Additionally, for the cost; there should be more meals that are covered.
- More intentional mixers for the purposes of networking.
- Question and Answer sessions
- Better directions to the various events and classes.
- We need more of a variety of individuals who present.
- Make "Session Full" signs for volunteers to post. Depending where the presenter is located have them or the volunteer ask participants to fill in the front seats first (if door to enter is at the back); live the front seat open if the door is at the front. Anything to cut down on the disruption of late arrivals.
- Awesome job - having laptops and speakers already available for speakers
- I really enjoyed the dinner and sessions meeting with a few of the TABSE elite members dining with Divas, I would have liked to meet more of them, we were limited to 3 members. They were awesome!
- Special Education
- I would love to have the speaker's notes/speaker's address prompted on the

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projector. I felt like the TABSE committee team did an awesome job!

- Though the conference was a great experience and an awesome opportunity for professional growth the area of improvement would be the welcoming at registration and making individuals feel invited. Though my name tag was on file the payment had not been confirmed from the District, I was asked to speak to a TABSE Rep regarding payment not received. I felt that I was placed on blast or had inconvenient the Rep in some kind of way.
- It was a great experience and great material for minority students; possibly a social media component and how this relates to problems with education and minorities.
- More discussion time
- Since I am a Chief HR Officer for my district, I would like to see an HR strand develop within the conference so HR types can get together and talk.
- More sessions on recruiting teachers and working with new and novice teachers.
- Nothing
- Recruit members strategy planning
- More variety of sessions for administrators
- More student involvement
- Ensure that things are set up on time and that everything is in order.
- The scavenger hunt was a great idea but it did not implement well. Very few participants in it.
- Nothing, the conference was great
- Workshops were very good. Perhaps some sessions regarding personnel management, employee relations, recruiting for diversity in school districts.
- The conference was excellent. Having more dynamic speakers in the areas of best practices, ways to share experiences and information, modeling of systems within a school setting would indeed enrich our experiences more. I really enjoyed the conference and met people who can share my everyday experiences with as an administrator.
- Sessions for aspiring assistant principals
- It would have been better to have a more efficient way of giving participants credit for attending the sessions other than stamps. I have been to other professional conferences in the past that had where each session had an attendant that scanned a barcode as each participant entered the session and at the end of the conference we had to complete the session survey in order to receive credit. In addition, it would help for participants to pre-register for sessions as well. As a first-time presenter I would of loved to see more presenters as myself doing sessions on mental health. As an aspiring SPED Director I would of loved opportunities to network with others in this supervisor role. Start sessions a little earlier like 8. It is important for the conference committee members to double check that presenter information that is submitted is printed correctly in the programs to help lessen on confusion. in addition, not waiting to the last minute to alert presenters of needing their bios. It should be included earlier in the process when proposals are submitted it should a requirement then in the process.
- Prizes/Giveaways
- I would like to see more math sessions because our students struggle with it more.
- An affordable Superintendents strand.
- Instructional best practices for children of color
- Need more onsite hotel rooms.
- More educators from San Antonio!
- Nothing everything was great
- More individuals on the breakout sessions floors directing where the sessions are - it wasn't always clear where they were and what was the topic of the session
- Job mixer
- Non-traditional education. Homeschoolers. African Centered Schools.
- Provide free time, student entertainment, local tours/school visits
- Exceptional and seasoned speakers doing additional sessions



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- I would have liked if some of the sessions were presented twice so that we had more flexibility when one good session conflicted with another.
- The content of the convention is maxed out considering the length of the convention. Therefore, you need not do anything more.
- Explore quality of sessions.
- Better variety of topics for sessions
- I thought the conference was well organized. I went as a Vendor and didn't see a lot of opportunities to interact with potential clients, but overall I thought the sessions and presenters were very insightful. I loved the luncheon and the key note speakers on Friday. Truly inspirational.
- Quality speakers.
- Networking activities embedded within the day after luncheons.
- Time to attend other workshops
- More leadership geared sessions
- Culturally relevant teaching techniques
- Parent Engagement & Behavior Support
- I would have liked to have known the offerings prior to arriving. It was so many I wanted to attend during the same time.
- We need more time between the luncheons/breakfast to get to the sessions on time and joint conferences
- Literacy Sessions
- Leadership Sessions
- Counseling Sessions
- Provide break time during the conference. Having the conference run from 7:30 a.m. to past 9:00 p.m. is extremely exhausting. It makes it difficult to take care of work responsibilities that do not cease while at the conference. Having time in the evening or late afternoon would make it possible to take care of those responsibilities.
- Mixers
- Have more information on networking and career advancement for members.
- Everything was great.
- Sessions that everyone attends including superintendents and aspiring superintendents. I suggest that the aspiring supts. program mirror the TASA Mid-Winter where they come a day early and have half day on the last day. Superintendents are always in district presentations at TASA.
- More training and more mock interview opportunities
- Make sure that the presenters have confirmed and have a back-up presenter if someone does not show up.
- Teaching and Learning workshops
- Adequately place certain presenters in large enough rooms to host the proper number of attendees for their session.
- Nothing. It was amazing
- Organization during the pre-conference. Multiple emails addresses, mailing addresses...too many moving parts that make the process seem unorganized.
- Content specific sessions for classroom teachers; pedagogy for the classroom teacher. Seemed much was aimed to the administrators and central office individuals.
- More information on obtaining jobs
- Skillset development
- National presenters and authors.
- Nothing the conference was excellent
- Offer an academy for instructional leaders (e.g., instructional coaches, curriculum coordinators)
- More basic teacher recruiting. A lot was geared towards administration. Teachers would benefit . MORE VENDORS. Especially greek clothing. That was disappointing.
- More pipelines and more scenario based principal interviews. Explain how to approach admin jobs.
- Everything was great!
- More presentations that focus on special education as it pertains to the campus and district administrators. There also needs to be information/presentations on educators who have a desire to lead in capacities other than superintendent, principal, and athletic directors.
- Content for curriculum leaders
- Central Office specific content

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- Invite other affiliates to attend. They are missing out!
- Continue the Principal's Training and Superintendent Training
- Dining with DIVAS
- Get male Superintendents to interview some participants for central Office positions.
- Advertise Concurrent speakers too
- More black educators
- What I attended went very well. I'm good.
- Variety
- More than one day of Athletic Director presentations
- More sessions...
- Organize the Gala and make it more fun. People get dressed up and want to relax and look nice but also party.
- Please make sure the sessions start on time and that breaks are built in to the sessions.
- Please continue the type of presentations you are doing.
- More job fair days and make sure they stay there the whole advertised time.
- Also, a rural initiative needs to be launched so that school districts in those areas have better minority representation in the administrative fields.
- Networking Opportunities
- The planning and organizing was horrible
- Nothing
- Encourage people to attend the sessions
- Longer breakout sessions
- I would like more workshops to select from. Most of mine I attended were crowded, closed due to a crowd or canceled.
- Opportunities to talk with mentors
- You all need more sessions for teachers. There is also a need for more organized schedules.
- Better variety of topics for sessions
- More evening conference/meeting options for persons that may not be able to have the time off from work to attend all the daytime meetings, conferences, and activities.
- Possibly expand the time frame
- Space

- More fun evening social events.
- Everything was wonderful.
- More sessions that focus on Special Education

## **Q8. What do we need to do less of?**

- Shorten the length of the Gala
- Speakers that you know draw a crowd need to be in a larger room with space. Principal Kafele always draw a large crowd and he was in a tiny room.
- The stamps on the passports were a good idea but I went to two sessions where no one was present to give me a stamp so of course I did not get in the drawing. Instead of buying multiple \$10 gift cards that can't buy you anything, I suggest purchasing gift cards that have more value even if you have to purchase less and give away at least two or three conference registrations for the following year, not just one. If you can give away \$1000 you can afford to give multiple registrations to the conference the following year. Do not give away the same items for the door prizes we received at registration. That made no sense to receive the same clear bags with the same items inside, just give them away if you don't want them.
- Stop acting like some are better than others. TABSE would not be if we all were not a part of it.
- Registration on-site process needs to be streamlined.
- Bringing back speakers who did the same presentation last year.
- Sessions should end by 4:00
- Not sure.
- Less down time in sessions.
- Nothing
- Nothing

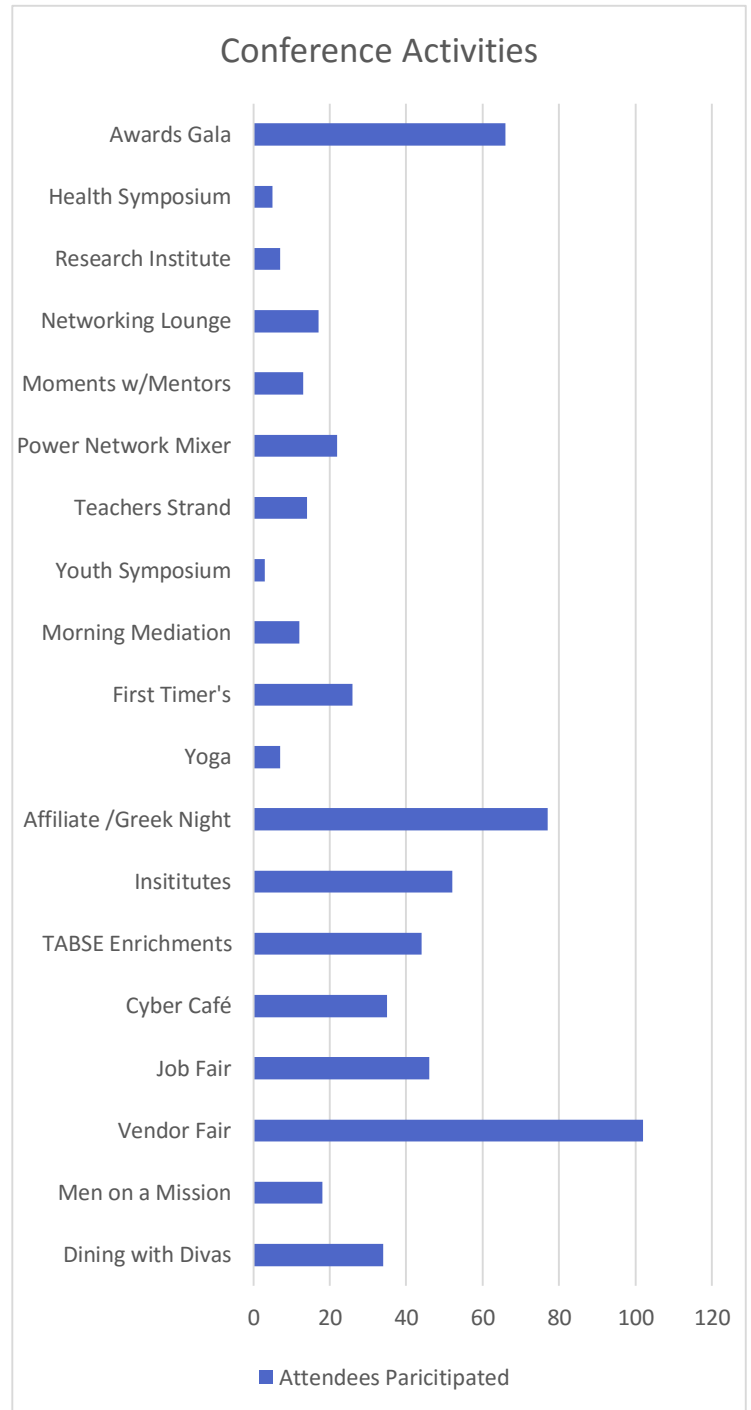
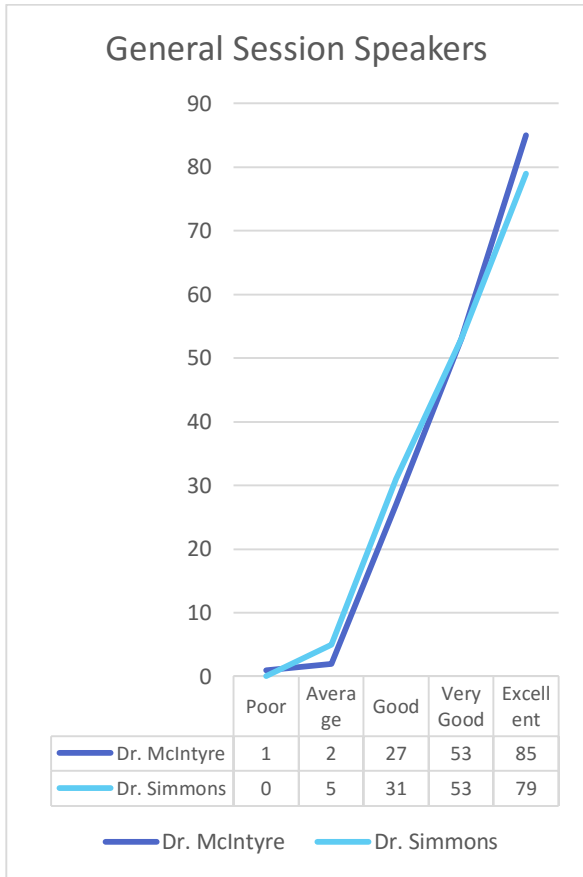
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- Nothing
- Shorten the awards gala.
- No
- Nothing
- EATING & MEALS
- I enjoyed all myself as a first-time visitor.
- I have no recommendations at this time.
- I have nothing to compare to at this time.
- None
- Luncheons...
- talking on the awards dinner.
- Everything was good.
- Decrease the speakers or time for speakers at the dinner. It went long and people lost interest and left.
- I really enjoyed everything. My first time with the experience was great.
- Nothing! Keep it coming!
- I enjoyed the Aspiring Principals. Include more leadership sessions.
- Save some time for the final opportunity to enable the gathering of the dance to enjoy and connect prior to leaving...
- meals such eliminate Friday evening meal and make that a free night. Perhaps have the president's address from 4-6pm and the rest of the evening off.
- Create the schedule with some breaks in time throughout the day or agree to end by 4:30 pm each day of sessions. There was little break and to get to all of the events in the evening was fast paced. This was evident in the evening session of the President's State of Union, that was not well attended by persons.
- The Thursday evening session was too long and too much included on the program so that by the end of the evening most of the audience had left and only a few people were in the event.
- Dinner and Gala Awards need to shorten time so that there is time to celebrate at the end of event. This year the Awards portion was very good, but many persons had left before the end of event.
- Not sure, I will have to attend more.
- The night events should be limited.
- Start later and kept it moving.
- Move to a larger room with more tech and audio capabilities.
- Great Conference
- Nothing.
- Exclusion
- No added comment
- The gala/awards banquet was too long. Find a way to streamline that.
- I believe the sessions weren't long enough. I think it would be better to make the sessions less time cramped and allow a few extra minutes for the presenters to present their material.
- Nothing
- Charging presenters to attend. If you present you should attend the conference for free. That is how other organizations operate.
- Variety of food. We had chicken breast twice in one day. lol
- It was a great experience for the first time.
- Nothing
- Truly there's nothing that I would render a suggestion at this time.
- N/A; perfect the way it is.
- Nothing in particular. I do wish the onsite registration were smoother. It took 20 minutes to get my badge and it shouldn't take that long.
- Less of an appearance of a closed group; extend the work to volunteers, as well.
- Everything was good
- Not Any
- I did not like that some sessions started before time.
- Fewer days would be great. 3 days of exhibitors is too much.
- Nothing!!
- There was absolutely nothing that you guys needed to do less of. The conference was very enriching experience in which I will never forget. It provided opportunities to meet and learn from those who had knowledge of working systems.
- everything was nice

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- Less specialized Superintendent and Administrator (Principal/AP) track specific trainings. Maybe look at removing the real late sessions from the agenda. Possibly making the last session at like 3 or 3:30, it seems that we lose participants the later in the day.
- Nothing
- Starting late with the various events!
- Nothing everything was great
- More organization surrounding keynote luncheon - rushing to find a seat and hovering outside a door was not a pleasant experience
- nothing
- Shorten presentation, programs TOO LONG
- As aforementioned, you have an adequate mix. Don't take away or add too the format.
- I only attended Friday so I can't comment too much...I thought it was super positive.
- Unqualified speakers. Poor topic choices.
- Spread out awards/recognitions throughout luncheons and dinners over the course of the conference.
- All the strands are good but can be draining but are excellence
- Nothing
- None
- Have long evening events.
- Nothing
- Nothing
- nothing
- The food....
- Restorative Discipline
- Nothing that I can think of now.
- Keep It the same
- Confusion. Streamline the process.
- Less demonstration site presentations
- I can't think of anything.
- Some of the whole group events started late.
- Nothing the conference was excellent
- Nothing
- Not have presenters council on sessions at the last minute.
- Nothing I can think of
- Awards presentations, long introductions of TABSE President and her professional accomplishments....the TAPHE President did not waste time with such an introduction.
- I think everything was great.
- I thought you did well.
- I was glad I could attend sessions too,
- Nothing
- I do not have anything at this time.
- The Male mentorship was lengthy. Too many nominees.
- More efficient entry into the luncheons and dinners. The wait time was too long.
- Can't think of anything right at the moment.
- Networking
- Nothing
- Charging speakers to attend the conference. For non sponsored speakers, it is a financial burden, particularly when you have a good, relevant session that is poorly attended because people are hung over or just out sightseeing instead of attending sessions.
- Time in between sessions
- Everything was amazing
- Everything is good balance
- There should be less registration prices for concurrent sessions.
- Nothing. The more, the better!
- Awards program too long
- Decreasing meeting room space
- Less of a production for the Gala Awards. It was entirely too long and drawn out. Simplify it, but keep it engaging and fun. Dinner and award presentations should take no more than 2 hours. The hosts did a great job, and put a lot of effort into making it entertaining, but it was a bit too much.
- Keep up the good job!

**Q9. On a scale of 1-5 (5 being the best rating), please rate the general session speakers.**

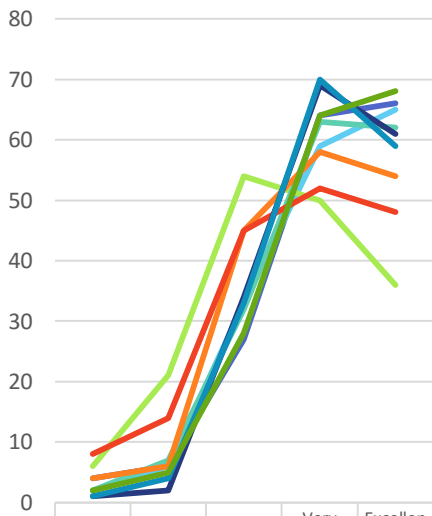


**Q10. Conference Activities that attendees were able to experience throughout the TABSE conference.**

# Q11. On a scale of 1-5 (5 being the best), please rate the following.

# Q12. What city would you like to see the conference held?

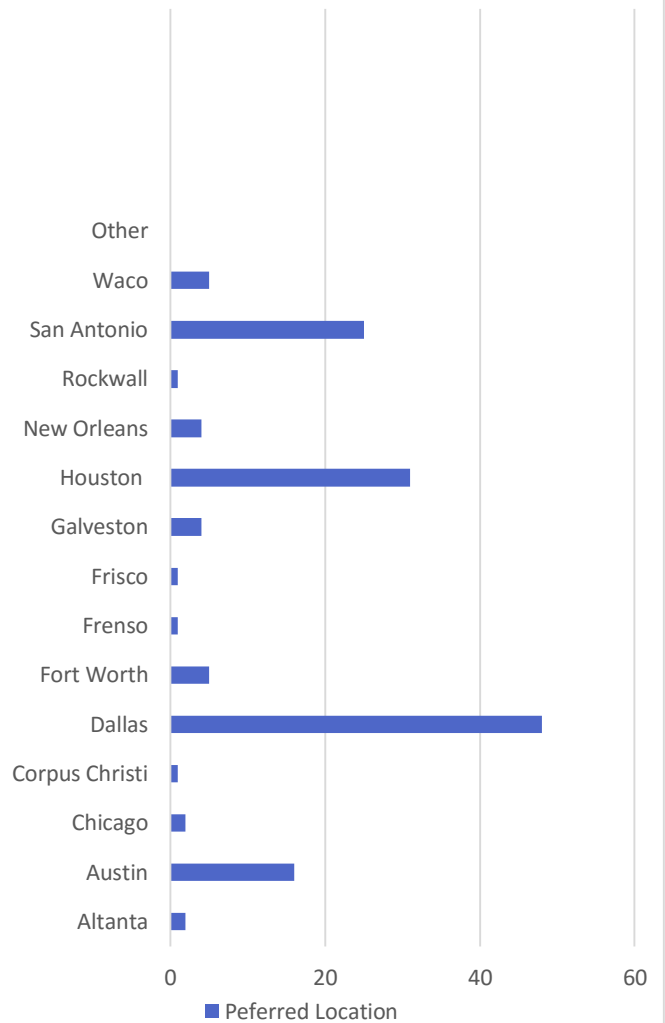
Conference Overall Experience



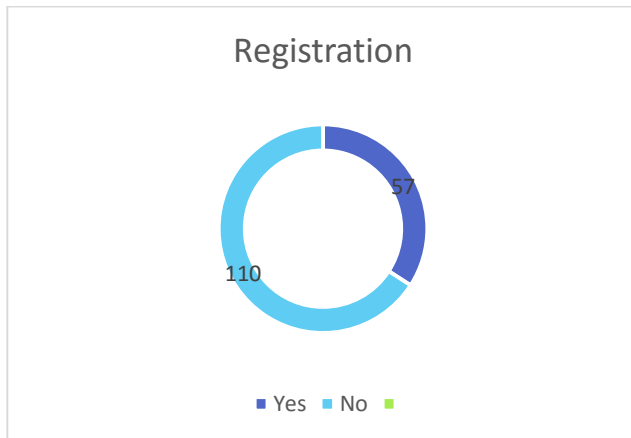
	Poor	Average	Good	Very Good	Excellent
Hotel Selection	4	6	27	64	66
Hotel Accommodations	2	6	33	59	65
Hotel Food	6	21	54	50	36
Conference Location	2	7	32	63	62
Pre-Registration	4	6	45	58	54
On-Site Registration	8	14	45	52	48
Overall Comfort	1	2	34	69	61
Overall Convenience	1	4	33	70	59
Overall Customer Service	2	5	28	64	68

- Hotel Selection
- Hotel Accommodations
- Hotel Food
- Conference Location
- Pre-Registration
- On-Site Registration
- Overall Comfort
- Overall Convenience
- Overall Customer Service

Conference Possible Locations



## Q13. Did you register during the early bird registration?



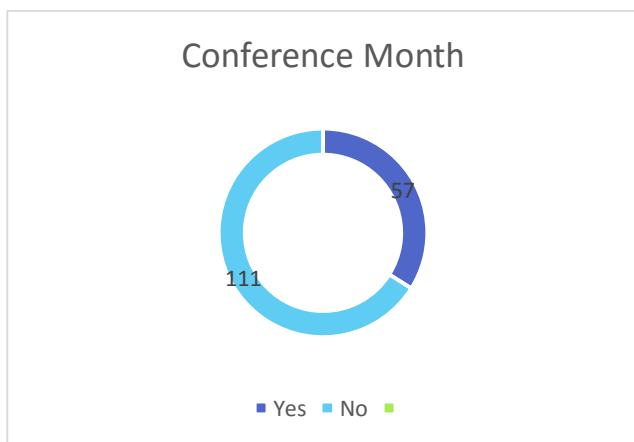
Participants were strongly encourage to register early, but several challenges prevented most participants from doing so. Review below

- I was trying to get a PO for my school to pay for the trip but it had to be in at a certain date and I didn't have all of the information that I needed.
- Secretary confusion
- Time constraints
- Scheduling conflict.
- Lost track of time.
- Forgot
- I didn't know the dates for the early bird registration.
- I didn't know there was an early bird registration period.
- Purchase Order
- Internal payment process
- I was not invited until January to speak as a presenter.
- I am going to go through my secretary and since I just registered this month, I am not sure of the process for next year's registration.
- Hadn't heard of it
- I didn't get invited until January. But I am just thankful for the invite. I would love to present next year.

- Waited on district funding
- School Funding
- School funds
- Budget approvals were not made at the time before it ended.
- Wasn't sure if I could get the time off from my job and personal issues.
- Just did not.
- We decided to attend after the early bird registration.
- I didn't turn in my short leave on time
- I forgot.
- I wasn't aware of that our school district was expected to attend until January.
- This was my first time and someone else registered me.
- School funds
- I was told to register after the early bird.
- Didn't know at the time what my schedule would be.
- Heard about it too late.
- My district registered for me.
- I didn't have the available funding prior to the deadline
- Found out late
- Secretary forgot
- Availability
- Deadline too close to NABSE conference attend both annually
- Late notice
- Presented to my principal after the fact.
- Didn't hear about the conference until TASA Midwinter (I am probably not your primary audience but trying to answer as honestly as possible)
- Reviewing school budget
- I wasn't sure if I would attend
- No reason
- forgot to register by the deadline
- Missed the date
- It was a technical issue with my school.
- Simply missed the deadline
- Didn't remember to
- Missed the deadline

- I forgot about the event until i was reminded by a friend.
- Personal decision
- I was unaware of it.
- I did not have funding yet.
- Timing of early bird registration is too soon after NABSE conference.
- Found out about the event at the last minute
- I didn't find out about it at that time.
- Scheduling
- Did not know
- District process
- Campus
- Time restraints
- Didn't have the money
- I didn't have funding, but my district was able to send me!
- Funds not available
- I didn't register for the early bird because I didn't have the necessary funds at the time.
- Financial reasons.
- Funding
- Wasn't sure if I was going to make it

## Q14. Would you like to see the Conference held another month outside of February?



66% of attendees would like to have the annual conference to remain in February

## Q15. What type of meals would you like to be served?

- Barbeque
- Good food with seasoning. I recommend going early to have a food tasting first before choosing the menu. Need to have vegetarian options as well.
- Please do not serve Chicken back to back. I realize it's an easy/less expensive protein but really...twice in one day? We can do better.
- More vegetarian options.
- Full course
- Fish, chicken... Better deserts
- More seafood.
- Meals were good. maybe provide a lunch option - another opportunity for networking during lunch and not having to go off site.
- Seafood
- Same
- Not Sure
- Not so much chicken
- Healthy, with a larger variety of entrees.
- Grilled or baked chicken or fish.
- I am flexible on the meals... the existing meals were fine.
- None
- Vegetarian
- MORE MEXICAN AND ITALIAN
- Italian, Mexican, All you can eat salad bar, steaks, pasta
- Fish, spinach, kale, kale....options other than chicken
- Chicken or seafood
- Meals were good. I was able to request a vegetarian meal at luncheons and dinners.
- No preference
- Fish/seafood
- The food was good.
- The food that was served was GREAT.
- Barbeque, Italian, Mexican
- Salmon Stir-Fry with Salted Vegetables, Vegetable Lasagna or Lasagna with Spinach with



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- Banana Nut Bread top with Strawberries, Crock Pot Stew, or Rice top with Broil Chicken
- Steaks, chicken, salad bars, baked potatoes, Mexican food, Italian food
- Same.
- Vegan meals
- Well done...
- more vegetarian options
- Variety
- Food was good
- "Luncheon menu suggestion is salad, soup, upgraded sandwiches.
- Dinner and continental breakfast with more variety."
- A variety to meet the taste of different people, (i.e. pasta, meat, vegetarians)
- "Pork chops, roast beef, Chopped steak and fried catfish
- Green beans, blackeyed peas, baked potatoes, dirty rice"
- Meals were great
- Finger foods.
- the food was fine, we needed a luncheon on Thursday too! Up the price to cover lunch for two days
- The meals were good.
- Food was fine
- More lunches
- Steak and fish. We were fed chicken the entire weekend.
- Providing lunch for those present would have been a great idea.
- Food was good
- Something other than chicken every time. Perhaps some pasta or seafood.
- Pasta.
- The meal was great.
- Healthy chicken, fish, greens, creme brulee'
- Salmon please
- The meal and services received was in excellence.
- Fish and/or Chicken
- Anything but chicken
- Meals were fine
- Lighter fare- boxed lunches aren't bad.
- The meals were fine.
- Does not matter
- Steak, anything but chicken
- The same.
- maybe a choice of chicken or beef
- The meals are balanced and nutritious.
- steak, pork chops, lasagna
- The meals were fine. I'm wondering the cost difference between a continental breakfast and a buffet breakfast?
- The meal choice was excellent. I would not change anything.
- salmon
- Better selection of continental breakfast perhaps with some meat or like split in half burritos. For the dinner or luncheon something other than chicken. Maybe a taco or baked potato bar
- No preference
- Seafood
- Plenty of veggies and anything chicken, shrimp, fish, crab, lobster, etc.....Lots of soup & salad
- Seafood
- Seafood
- steak, pasta
- Seafood
- "Texas fate
- Seafood
- Soul Food
- Mexican"
- Full course
- More variety -
- Vegan
- "Anything besides DRIED CHICKEN Breast
- Club sandwich, Pasta salad w meat, fresh fruit"
- Less chicken.
- Vegetarian
- Veggie plate
- The food was terrific
- African cuisine.
- Daily Luncheons with 2 food options.
- Seafood
- Cajun Food or Soul Food
- Seafood
- Steak and no more chicken

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- A fuller breakfast.
- Not chicken twice a day
- Seafood
- Less chicken. A variety of meats would be nice.
- Full breakfast buffet
- The meals are fine as they are.
- steak and poultry (cornish hen)
- Soul Food Buffet one night
- no preference, the meal selections were good
- something other than chicken
- Eggs, bacon, sausage biscuits. Lamb, steak, veggies for vegans and vegetarians.
- Breakfast, lunch and dinner
- A variety. At least change it up each event. Each meal was chicken & potatoes or pasta.
- Seafood
- Seafood
- Same
- Allergen free!
- Seafood, fajitas (beef and chicken), baked potato bar
- New Orleans -type cuisine
- The food was great at the event
- Fish options if during Lent season
- Steak
- Fish
- Meals were great! Maybe have two choices at each meal so guests can choose one or the other.
- Chicken should not be served more than one meal.
- Seafood, Vegetarian
- Buffet style
- Vegan
- Dr, Harvill was good according to the Facilitator and some of the participants.
- Chicken chicken
- Meals were good
- Plant-based
- Open
- Steak, lasagna, pork chops with baked potatoes and salad
- Fewer carbs, more vegetables. Different desserts - did not like any of the desserts.
- Some pork and beef.
- Vegan
- Cultural
- Lobster
- Maybe buffets at lunch so people don't leave to go find lunch and not come back for sessions
- Lunch
- The meals were good
- It's fine
- Baked chicken, green beans, seasoned mash potatoes or rice.
- Veggie plate
- Just more vegetable options.
- Less chicken
- Healthy
- Doesn't matter
- Just provide more than one option for meal entrees, if feasible.
- During Lent, baked fish...

## **Q15. Additional feedback that you would like to share?**

- Overall the conference was nice and I enjoyed learning from others in the educational field. Many people had to get back on the road and did not get an opportunity to participate in the drawing so having that at a different time might be worth people's time.
- I have none
- I left the conference feeling inspired. Great conference
- I enjoy attending the conference. I am always renewed and refreshed professionally.
- None, keep it the way it is
- The conference was full of great presenters and awesome keynotes. I am extremely glad that I attended.
- Not at this time
- I would like to see, more communication with the vendors and the guest, a vendor scanner incorporated.

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- I FELT THE CONFERENCE WAS WELL ATTENDED AND THE CONTENT WAS VERY RELEVANT
- I enjoyed my first visit. I look forward to having an invitation to speak next year in the Teacher of the Year strand.
- The energy was illuminating and the networking was great!
- I have nothing to compare to at this time.
- Another great conference!
- I was really looking forward to the party but the gala was too long. It should just be the dinner and party without all the extra.
- I would like to tip my hat to the leadership and volunteers who coordinated this year's conference. I enjoyed the conference and look forward to attending in Galveston.
- The hotel was nice, but the parking was a big additional expense
- Thank you for an outstanding conference.
- I would like to come back and be a part of this next year.
- The speakers were awesome!
- not at this time
- Well organized...
- well put together
- none
- "The food this year for lunch and dinner had little variety other than a different sauce.
- The workshops were excellent this year in content and presenters. Very high quality presentations and participants left with a good knowledge and ideas to implement.
- The strands were a good addition to the schedule.
- The Moments with Mentors was difficult to participate in that there was not a sign-up or additional info for participants to know how to access. This should definitely be included next year as this was a very helpful session."
- Please reach out to members who are interested in being involved.
- The information in the website was different once I got to Houston (some events were cancelled, times were changed for others, etc.). I didn't like the parking debacle. I was told parking was included; however, I owed \$76 to the hotel at check-out.
- Nothing further to add.
- No. I did not come in on Wednesday. My first day was Friday. Some of these questions did not fit my schedule.
- Block off more rooms for the conference to include Wed.
- I had a very enjoyable time attending the event.
- Great networking!
- The information shared at the Conference connected to my overall experience and need to be able to better support or collaborate to assist students of color. In addition, one of the greatest experiences was providing doctoral students an opportunity to defend their dissertation with guidance and feedback prior to their defense date.
- Just the registration process should be much smoother.
- The Superintendent's Symposium and job fair were very beneficial.
- Overall, great hotel. However, I did not like that I had to pay for parking.
- I liked the attention to detail that was demonstrated in the preparation of the conference as a whole.
- February is a perfect time of the year to hold this conference. This was my second year to attend and it was yet again another outstanding event. Thank you!
- I would like to make a suggestion. If you have speakers in large room, I would suggest having the speaker projected on the screen so that everyone in the back of the room can enjoy the speaker.
- Overall the conference for my 2nd time participating went well. Just a few tweaks in the execution of the fluidity of the event.
- It was a great experience.
- How do I get more information about what is happening throughout the year with TABSE? Are there other trainings held by TABSE during the year?
- Continue doing what you/we are doing to maintain the annual TABSE Conferences

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- Was a great opportunity for networking and was an overall wonderful first experience!
- Registering and communication before the conference are limited and very untimely.
- "The Dessert were less that desirable..
- Vendor w/ breakfast was plus ..."
- I truly enjoyed my first experience at a TABSE conference
- Great experience. I will be back each year.
- Excellent work by the convention committee.
- Conference was nice this year.
- Good job
- I really enjoyed discussions in the sessions. There are so many great stories out there and I left very inspired. Congrats on picking really strong presenters.
- I would like to see a pipeline for central office administrative staff (special education, federal programs, ELLs, Intervention/Rtl, Special Programs, Student Services, Curriculum & Instruction, etc.)
- This was a great experience. The Aspiring Athletic Directors sessions was very informative
- I must attend yearly.
- Shorten the time of the Awards Gala. Put the Awards Gala on Friday Night for more attendance.
- As a first time attendee, I am pleased beginning to end!!!
- Customer service was great overall, except with the hospitality crew that dealt with food either in the vendor area, or within the banquet area during luncheons or dinners. They made you feel as though you were inconveniencing them for requests made. Valet service was sometimes less than friendly too. Those two areas may want to work on their customer service. Otherwise, everyone else was more than accommodating.
- Choose a hotel/location that does not charge so much for parking. Consider that some schools do not pay for parking and it is a challenge for teachers to attend and then have to pay an exorbitant amount for parking over 4 days. Rooms size for certain presenters needs to be considered. (Principal Kafele needed a much larger room to present since he is renowned).
- You guys rock!!!
- None at this time
- I look forward to the next state conference.
- Thanks for all of your hard work in organizing and executing a successful conference!
- nothing
- Please make sure that all Guest Speakers have a Bio and volunteers are set-up and understand their roles.
- Overall, good conference.
- No. Y'all are awesome
- Bravo!!!
- Thanks for an awesome conference!
- No additional feedback. I really enjoyed myself from the beginning til the end.
- I learn at the conference every year.
- The TABSE leadership has lost its connection with the members of the organization. The president and others exhibit attitudes of superiority and snobbery. They need to understand that without the membership there would be no TABSE.
- Not at this time
- Have a retiree fee
- Continue to advertise this amazing event
- None- the conference was great. Thank you for your hard work.
- I do not have anything at this time.
- I loved it. Thank you for having this. I also want to join Nabse.
- Not at this time.
- Not at this time.
- Look at logistics more. Parking was horrible
- Awesome time!
- I'd like the conference to be held in the summer or January.
- Please ensure free parking for attendees at the conference.
- Good job
- Can't wait to experience it again and more fully!
- Loved the Conference Scavenger Hunt and the Vendor Activities. It really added more interest

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and encouraged participants to attend sessions and support the vendors.

# Recommended Actions

The recommended action points will be the subject of further discussion with TABSE conference planning team. This will inform future action in TABSE to increase capacity to implement a TABSE state conference.

**Expected Outcome:** Improve the educational achievement of African-American students by increasing the participation and expansion of Texas affiliates.

## Recommended Actions:

1. For those attendees that are not a part of a local affiliate, provide them with information in their local area or provide the local affiliate contact information of the individual.
2. Increase concurrent workshops geared towards classroom and instructional time and focal point of early childhood education and special education.
3. Incorporate with children and disabilities, i.e. autism and behavioral.
4. Consider re-organizing the flow of accepting and notifying presenters. Please consider the flow of scheduling, locations, room size/table set up for popular speakers, registration fees and cancellations of presenters.
5. Provide links to speakers/presenter presentation on website
6. Look for opportunities to shorten the Awards Gala and more time for the ball component.
7. Expand the Coaches Strand beyond one day.
8. Principal Kafele could be consider one of the future luncheon speakers.
9. Consider school funding when selecting dates for early bird registration and the overall registration process when volunteers are assisting.