

Superintendent Search Interviews (Tuesday, May 13, 2025)

Generated by Miriam Testasecca on Tuesday, May 13, 2025

Members present

Kelly Barrera, Bev Slough, Anthony Coleman, Jennifer Collins, Linda Thomson

Meeting called to order at 8:30 AM**A. Meeting Opening**

1. Call to Order by School Board Chair
2. Roll Call by Associate Superintendent

B. Opening Comments by the School Board and Associate Superintendent

Mrs. Slough and Ms. Collins stated that they have done their homework and are excited about the process.

Mrs. Barrera reminded everyone about the Meet and Greet at 6pm.

Dr. Thomson read a passage by Abraham Lincoln regarding Mother's Day.

Mr. Coleman offered a prayer.

Mr. King reviewed the schedule and stated that Andrea Messina from Florida School Boards Association (FSBA) will offer instructions along the way.

C. Superintendent Search Interview Schedule**1. Interview Schedule for Finalists:**

Mr. Scott Schneider - 8:30 - 10 am
Dr. Brennan Asplen - 10:30 am - noon
Dr. Marianne Simon - 1:15 -2:45 pm
Dr. Kyle Dresback - 3-4:30 pm

The following questions were asked by board members:**Ms. Jennifer Collins theme: Personal Leadership Qualities**

1. What are the biggest challenges you expect to face in the first year as the new superintendent?
2. What is your greatest professional disappointment, how did you handle, could it have been prevented, and what did you learn from it?
3. How do you respond to the concerns of: (this applicant is a man from our district, and we want a new perspective) or (this applicant is a man/woman from outside our district and won't understand how things are done in St. Johns County?)
4. Tell about a time that a subordinate gave you negative feedback and how you handled it?
5. Tell about a time you resolved a disagreement between two members of one of your teams or groups, what you learned from the conflict, what you did effectively,

and what you would do differently in the future.

6. What do you see as the role of the superintendent in a district like ours as it relates to employee groups, students, and the community at large?

Dr. Linda Thomson theme: Instructional Excellence and Leadership

1. How do you balance the needs of special populations such as ESE students, ELL students?
2. What have you done to address the diverse needs of student populations in your district, including students living in poverty?
3. What are your thoughts about how to close the achievement or opportunity gap?
4. Specifically, what role have you played in turning around under performing schools?
5. What have you done in the past and what will you do to make sure that challenged students receive rigorous instruction and are prepared for college and careers?
6. How have you addressed employee retention successfully?
7. Describe how the professional development programs/initiatives you support will impact the knowledge, skills, and practices of educators. Be specific.

Mrs. Kelly Barrera theme: Business, Finance and Operations

1. How have you, from a district level, supported local decision making at school?
2. What will any teachers' organization/union that you have worked with tell us about you? What about support staff organizations?
3. How do you use compensation and non-monetary incentives to attract and retain high-quality staff in a competitive labor market?
4. Describe a situation where you were clearly instrumental in facilitating a change in the way something was done in your district. How was the change meaningful and or successful? What measures were used to determine the success of the change initiative?
5. How have you been involved in budget development and ongoing fiscal management in the past?
6. Beyond traditional funding sources, what innovative approaches have you taken to generate additional revenue or resources for your district? What were the results?
7. What strategies have you employed to manage the district's risk exposure and insurance costs? How do you balance risk management with educational innovation?
8. What approaches have you taken to optimize transportation systems for both efficiency and service quality? How did you measure success?

Mr. Tony Coleman theme: Board, Staff and Community Relations

1. Describe your philosophy and approach to ensure that parent concerns are addressed appropriately at all levels of the organization.
How do you establish systems that resolve most issues at the building level while knowing when your direct involvement is necessary?
2. How will you ensure that teachers are involved in the decision-making processes of the district?
3. How have you collaborated with various levels of government (local, state, federal) to advance educational initiatives? What specific outcomes resulted from these partnerships?
4. How would you ensure the School Board is informed on important matters? How would you ensure that the public is informed on important matters? How would you ensure that the staff is informed on important matters?
5. How do you work with the board to establish a dynamic shared vision for education that reflects student needs and community priorities?
6. How do you (at the district level) notify, recruit, and involve all parents and interested community members in advisory roles?
Address:
Program Planning
Goals/standards setting and alignment
Implementing standards
Assessing priorities/needs including budget priorities

Mrs. Bev Slough theme: Performance Accountability

1. Based on what you know of our school system, what do you think is the greatest potential for improvement? Where are our greatest opportunities?
2. Teacher satisfaction is essential to a high performing district. What specific ways would you ensure that our teachers are supported, valued, and honored in St. Johns County Schools?
3. How do you establish accountability systems for student behavior that support positive school culture while maintaining high expectations? How do you measure the effectiveness of those systems?
4. Beyond individual student and school performance, how would you measure and improve system-level effectiveness in areas such as resource allocation, program coherence, and organizational culture?
5. How would you ensure accountability systems appropriately measure growth and achievement for students with disabilities, English learners, and gifted students? What specific metrics might be needed? How would you ensure that elements of Education Plans and Individual Education Plans are being followed?
6. How do you feel the superintendent should be held accountable by the school board? What metrics and processes would you propose for your own evaluation?

D. Public Comment - None

E. Closing Comments by the School Board and Associate Superintendent

Board members thanked everyone, including the FSBA team for a smooth process. Mr. King reminded everyone of the Meet and Greet tonight from 6-7:30 pm at First Coast Technical College (FCTC).

F. Adjournment -4:34 PM