



Florida School Boards Association SUPERINTENDENT SEARCH

COMMUNITY FORUMS and FOCUS GROUPS

Date: February 12, 2025

Location: St. Johns County Office, 40 Orange Street

Facilitators: Messina, Rice

Participants: 7 participants

1. List the strengths and those areas of the school district that the next superintendent will need to understand and continue to support.
 - Quality instructors
 - Management of growth
 - Safety and security
 - Data driven
 - Community builder
 - Extracurriculars and involvement opportunities
 - Character education
 - Career academies
 - Student focused
 - Compliance oriented
 - Fiscally responsible
 - Communicative
 - Internal and external relationships are strong
 - Community support
 - College and career readiness
2. What are the most critical needs and challenges of the school district that the next superintendent will need to understand and address?
 - Growth
 - Difficult labor force
 - Local cost of living
 - Maintaining a sense of community in spite of growth
 - Competitive salaries and benefits with surrounding districts
 - Visioning for new technology and adapting curriculum
 - Digital safety/physical safety
 - Planning for success succession due to growth
 - Rezoning
 - Support for second career educators



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- Securing qualities/qualified teachers
 - Continued support for all students
 - Alignment of professional development to the needs of teachers and students
 - Leadership development
 - Infusing student voice
3. What personal qualities, professional experience, and other skills should the Board look for in the next superintendent?
- Six pillars of character – 4
 - Trust – 3
 - Experience/evidence in high growth, organization – 3
 - Supports diversity and inclusion – 3
 - Ability to make student centered hard decisions – 2
 - Fairness, even if it is against the grain – 2
 - Visionary – 2
 - Compassionate – 2
 - Consistent – 2
 - Focus on safety and security – 1
 - Able to build and grow a leadership team – 1
 - Values professional learning – 1
 - Fiscally responsible – 1
 - Builds positive relationship relationships with the board – 1
 - Mindset of an educator
 - Visibility
 - Open minded to new technology
 - Strong leadership
 - Strong communication skills
 - Maintains composure
 - Relationship builder
 - Student and employee advocate
 - Strong advocate of parental involvement
 - Inspires others
 - Maintains focus on approved goals
 - Experience with Florida law
 - Approachable