



Florida School Boards Association SUPERINTENDENT SEARCH

COMMUNITY FORUMS and FOCUS GROUPS

Date: February 5, 2025

Location: Fullerwood Auditorium

Facilitators: FSBA Superintendent Search Team: Messina, Rice, Gaudreau, Pace

Participants: 18 Teachers, Teacher of the Year Nominees

1. List the strengths and those areas of the school district that the next superintendent will need to understand and continue to support.
 - Strong curriculum maps created and adapted with teacher input
 - Paid or free certification endorsement courses for teachers
 - Strong reputation of the county
 - School safety
 - Internships with local colleges
 - Consistent procedures and expectations for teachers, specifically Professional learning communities (PLC's)
 - Character Counts/Social emotional learning curriculum
 - Retention and support for high quality and experienced teachers
 - Vested interest by higher ups and administrators in the needs of students
 - Value in elective courses and well-rounded education, specifically and performing arts
 - Student focused
 - Allow time for programs, initiatives, and policies implementation before making change
2. What are the most critical needs and challenges of the school district that the next superintendent will need to understand and address?
 - School equity between schools in the north and south regarding facilities and resources
 - Retention of experienced teachers
 - Teacher salaries
 - Curriculum pacing doesn't allow for depth of knowledge, especially in elementary schools
 - Innovative programs and new ideas needed for professional learning
 - Money wasted in curriculum; it needs to be high quality and aligned with state standards.
 - Improvement of technology resources for students and teachers in the classroom
 - Zoning adjustments to better balance district enrollment
 - Student behavior and consistent discipline procedures and policies
 - New school facility designs to meet high growth needs in the district
 - More real-world curriculum resources and applications
 - Teacher mentor program for new and new-to district teachers



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3. What personal qualities, professional experience, and other skills should the Board look for in the next superintendent?
- Education background, teacher, principal, worked with title one schools - 16
 - Pro teacher/teacher advocate - 14
 - Approachable, effective communicator, makes hard decisions - 9
 - No political agenda/non-partisan - 6
 - Long-term commitment - 5
 - Visible to all stakeholders - 5
 - Preferred from outside St. John's - 4
 - Fiscally responsible aligned with district priorities - 4
 - A unifier/can bring people together - 3
 - Builds complementing team - 3
 - Student focused - 2
 - Knowledge of St. John's demographics - 1
 - Honesty
 - Trailblazer-ish, meaningful change, not just for the sake of change

Additional notes received:

It is important to me that the next leader of our district is pro-teacher and has an education degree and background. Teacher retention is key to the success of the district.