



## Florida School Boards Association SUPERINTENDENT SEARCH

### COMMUNITY FORUMS and FOCUS GROUPS

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Date: February 12, 2025

Location: Fullerwood Auditorium

Facilitators: Messina, Rice

Participants: 29 Participants from School Advisory Councils (SAC), PTO, SSO, and other key communicators

1. List the strengths and those areas of the school district that the next superintendent will need to understand and continue to support.

- Leadership team is responsive and inclusive
- High quality teachers in a difficult environment
- Community-based school district with intentional two-way communication/engagement
- External stakeholder engagement
- Positive state and national reputation
- Student recognition programs
- Communication with stakeholders
- Support for ESE students
- Veteran teacher retention
- Safety and technology, including strong relationship and partnership with the St. John's County Sheriff's department
- Curriculum, resources, technology are adequate
- High-level of parental involvement
- Nurses available in every school
- Proactive external communications
- Momentum and growth
- Community engagement

2. What are the most critical needs and challenges of the school district that the next superintendent will need to understand and address?

- Leadership "failing up"
- Retaining teachers in core academic subjects
- Disparity in teacher pay between advanced and standard classes
- Lack of follow-through on bullying and discipline
- Disparity in resources between north and south areas of the school district
- Dual enrollment procedures and communication challenges
- Transportation-bus driver shortage
- Student teacher ratios can be out of balance
- Voucher money diverted from the district
- Increase salaries and demonstrate value of veteran teachers
- Teacher retention, and recruitment
- ESE is long on compliance and short on services
- Not keeping up with technology trends



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- Equal access to technology between new and older schools
- Competitive wages with nearby counties
- Inconsistency across the district for communication, distribution of resources, and responses to policy
- Adherence to policy is inconsistent
- Legislative advocacy needs to be more proactive
- Shortage of guidance counselors, particularly to support dual enrollment
- Need increased communication and engagement with the legislature/leadership needs to engage the community in legislation
- Need to review teacher job descriptions and revise them due to increased responsibilities
- Communication is not always transparent, clear, or concise
- Competing priorities of the School Board and community regarding the voter referendum
- Frequent leadership moves, especially principal assignments
- Growth

### 3. What personal qualities, professional experience, and other skills should the Board look for in the next superintendent?

- Willing to push back on the state, the School Board, and the county- 18
- Stand up and champion for students - 11
- Classroom experience and leadership experience – 10
- Champion for faculty and staff – 10
- Politically neutral - 9
- Prior public education experience – 7
- Skilled in growth management – 7
- Inclusive of all students – 7
- Be from outside the school district but desire to be part of the community – 6
- Strong presence on school campuses – 5
- Openly pro public education – 4
- Empathetic, authentically human- 3
- Clear and honest communication – 3
- Prioritize teachers – 3
- Has a backbone - 2
- Ability and desire to advocate, and problem solved – 1
- Fair and consistent – 1
- Former teacher - 1
- Promotes healthy, work environment, and understands post Covid environment in classroom – 1
- Knowledge and open-minded regarding out of state perspectives – 1
- Exemplifies the six pillars of character - 1
- Current in and visionary with technology
- Avoid the good old boy system
- Budget management acuity
- Involved in and understands the needs of the community