



## Florida School Boards Association SUPERINTENDENT SEARCH

### COMMUNITY FORUMS and FOCUS GROUPS

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Date: February 12, 2025

Location: School Board Chambers

Facilitators: Messina, Rice

Participants: 6 Union participants

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

- Student focused programs
- Strong community support and involvement
- High-quality veteran employees
- High expectations for teachers from administrators
- Excellent benefits
- Community service opportunities, including students
- Teacher and parent communication
- Behavior plan in place
- Student achievement
- PTO's and PTA's support schools and teachers
- Wide spectrum of educational opportunities and choices for students
- High quality ESE programs
- Diversity of support staff
- Acceptance of cultural diversity

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

- Communication due to diversity of support staff, more support for translation is needed
- Communication between district office and staff members
- Communication between instructional staff members and support staff members
- Myopic perspective about problem solving
- More open mindedness in district decision-making, more voices needed at the table in decision-making process
- Respect for each employee's worth and value
- Ensuring full understanding of each position's role
- Recognition of the impact of decisions on employees and how decisions are communicated impacts employee morale
- Ensuring multiple languages in communications
- Adapting to changes needed due to high growth
- Division between support staff and teachers related to levels of respect
- Lack of enforcement of discipline and inconsistent application of discipline procedures
- Local cost of living
- Disparity of wealth among students
- Student access to technology



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- Small class size implementation
3. What personal qualities, professional experience, and other skills should the Board look for in the next superintendent?
- Values and seeks input from a variety of voices - 3
  - Experience in districts with high growth – 2
  - Builds consensus - 2
  - Strong backbone – 2
  - Takes action with ineffective administrators – 2
  - Open communication between Superintendent and labor organization – 2
  - Experience with collective bargaining - 2
  - Classroom experience – 1
  - Assurance that ESE students receive appropriate supports – 1
  - Knowledge and experience overseeing meal programs - 1
  - Experience in a district of comparable size
  - Approachable by all – 1
  - Well-rounded - 1
  - Experience with resource allocation for ESE needs/
  - Willing to make hard decisions/
  - Builds strong leaders and strengthens leadership team/
  - Doctorate preferred in education or related leadership field/
  - Holds people and themselves accountable/
  - Knowledge of ESE laws/
  - Consistent and equal application of administrative discipline/
  - Increasing levels of responsibility in education/