



## Florida School Boards Association SUPERINTENDENT SEARCH

### COMMUNITY FORUMS and FOCUS GROUPS

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Date: February 12, 2025

Location: Valley Ridge Cafetorium

Facilitators: Messina, Rice

Participants: 8 participants

1. List the strengths and those areas of the school district that the next superintendent will need to understand and continue to support.
  - High standard of excellence
  - Leadership prioritizes school safety
  - Meeting the needs of all students, both high-achieving and students with special needs
  - Fiscally responsible, strong budget reserves
  - Availability of different academies across schools
  - Civility exhibited by the School Board and the Superintendent
  - Strong support for athletics and other extracurricular programs/activities
  
2. What are the most critical needs and challenges of the school district that the next superintendent will need to understand and address?
  - Overcrowding
  - Competitive compensation for staff members
  - Disconnect between teachers and district administrators
  - High number of out-of-field teachers
  - RTI & MTSS
  - inconsistency between schools with support staff (example, occupational therapy)
  - PBIS, more consequences for discipline incidents are needed
  - Teacher turnover due to school leadership
  - Holding teachers and administration accountable and providing coaching when needed
  - Stronger professional development for both new and veteran teachers
  - Need more funding to support fine and performing arts programs
  - Parents need a way to report concerns to school and/or district administrators before they escalate
  - Staffing
  - Recruiting/retaining support staff
  - Actively seeking teacher input and parent input
  - Adherence to IEP's, 504 plans, and providing other necessary accommodations consistently
  - Building a relationship with legislators
  - Inconsistency in implementation of the bullying plan
  - Unaddressed racial comments
  - Ineffective discipline procedures
  - More input needed to identify the priority needs to improve new school openings
  - Lack of transportation for extracurricular activities and concerns about transportation safety, overcrowding, and long routes



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- Quality and price of school lunches
3. What personal qualities, professional experience, and other skills should the Board look for in the next superintendent?
- Integrity – 5
  - Strong respect for teachers – 5
  - Transparency – 4
  - Values diversity - 4
  - Intolerant of bullying – 3
  - Prioritizes the safety of students and staff – 2
  - Background working with ESE/Special Needs students - 2
  - Focuses on education over district/school ranking - 1
  - Recognizes humility in self and others - 1
  - Builds relationships - 1
  - Good communicator - 1
  - Experienced handling growth – 1
  - Not a people pleaser – 1
  - Committed to education and strong academics -1
  - Good listener
  - Intentional
  - Innovator
  - Devoted to and involved with community
  - Recognizes growth/, improvement in achievement more than school/district ranking
  - Equitable resource distribution
  - Honest
  - Humble
  - Motivating
  - Organized
  - Experienced mediator/finds common ground
  - “Outside of the box” thinker
  - Establishes goals and remains focused on achieving them
  - Visible
  - Engaged in community
  - Stand up to special interest groups, legislature, county