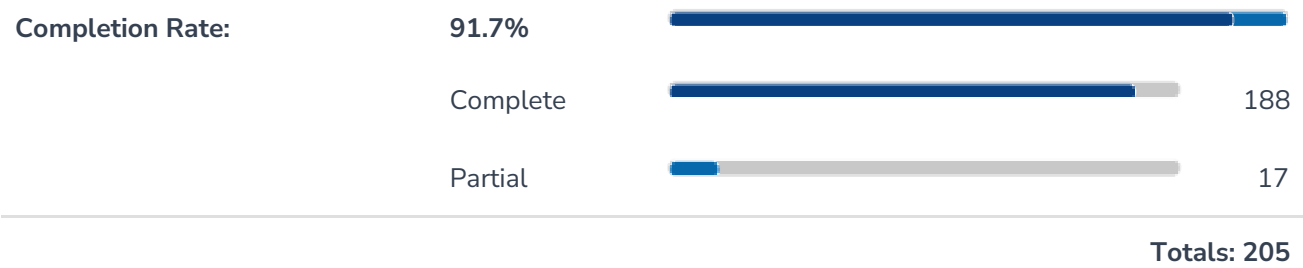
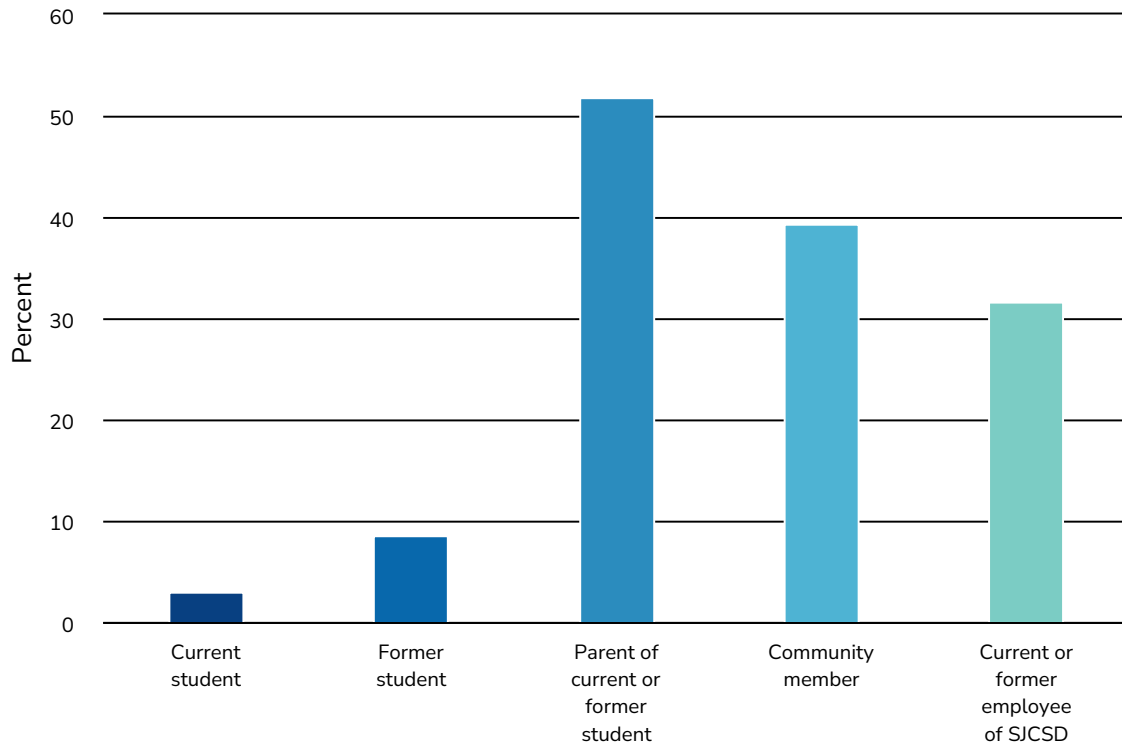


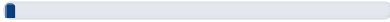
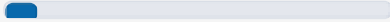

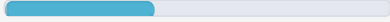
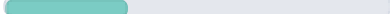
Report for St Johns County Superintendent Semi-finalist Feedback Survey

Response Counts

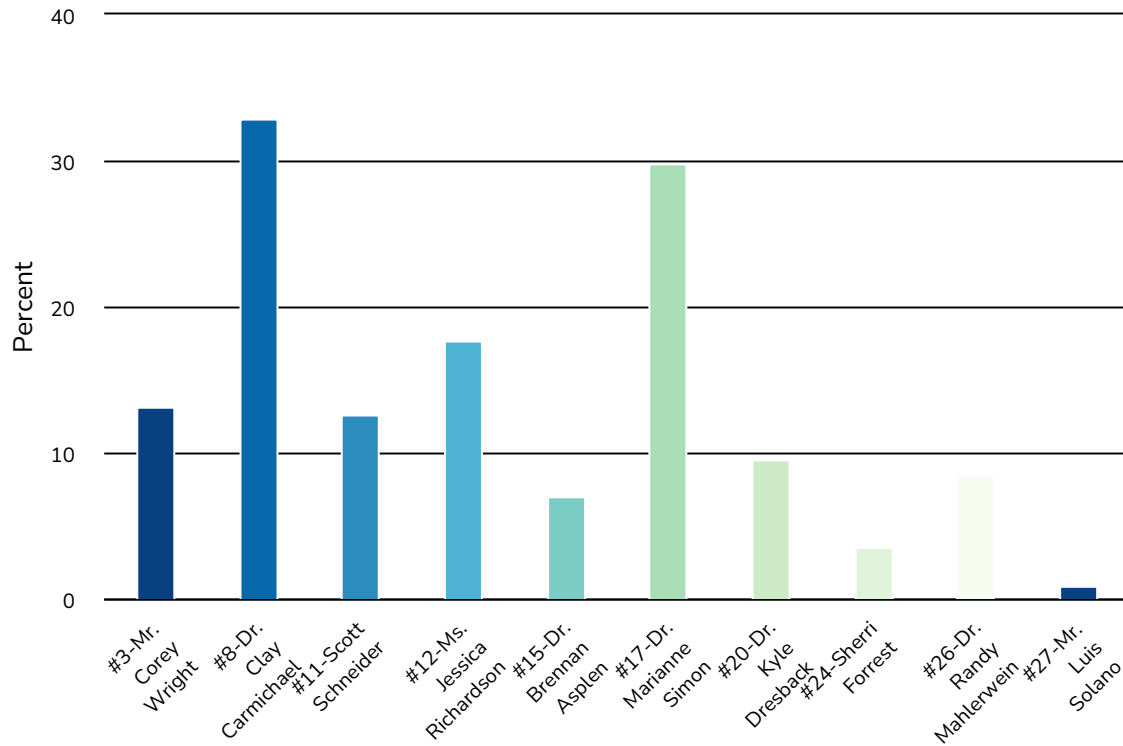


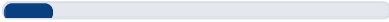
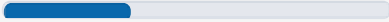
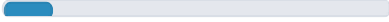
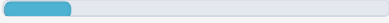
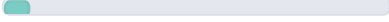
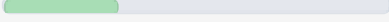
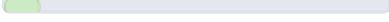
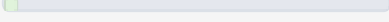
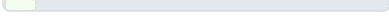
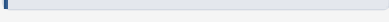
1. What is your relationship with St. Johns County Public Schools? Check all that apply:



Value	Percent	Responses
Current student	3.0% 	6
Former student	8.6% 	17
Parent of current or former student	52.0% 	103
Community member	39.4% 	78
Current or former employee of SJCS D	31.8% 	63

2. For which Superintendent semi-finalist(s) do you want to provide feedback? Click all that apply.



Value	Percent	Responses
#3-Mr. Corey Wright	13.2% 	26
#8-Dr. Clay Carmichael	33.0% 	65
#11-Scott Schneider	12.7% 	25
#12-Ms. Jessica Richardson	17.8% 	35
#15-Dr. Brennan Asplen	7.1% 	14
#17-Dr. Marianne Simon	29.9% 	59
#20-Dr. Kyle Dresback	9.6% 	19
#24-Sherri Forrest	3.6% 	7
#26-Dr. Randy Mahlerwein	8.6% 	17
#27-Mr. Luis Solano	1.0% 	2

3. What do you see as #3-Corey Wright's strengths? What questions do you have about #3-Corey Wright?

ResponseID	Response
2	He is experienced
10	Of all the candidates, Mr. Wright was my top choice. His extensive experience matched what
19	I enjoyed hearing about Mr. Wright's transparency related to communication. It seems systematic policies are a priority. Do you feel board members should be required to volunteer quarterly in Title I district schools? Is that something you would be open to instituting?
57	Like that he is from outside the county but from Duval so close enough to understand StJ issues. Seems like a no nonsense leader. Let's continue to have leaders who are no drama! Prefer no one from outside the state.
83	I like his answers on growth.
105	I liked his teacher-focused responses and I personally know teachers and principals in Duval that highly recommend Mr. Wright for this position. He follows through, communicates well and values veteran teachers. My concern/question is about finding the time to both lead our district and finish his doctorate.
108	Strong attention to academic indicators Question: our district isn't as racially diverse as Duval but is socially and economically diverse. How will he make sure we're meeting the varying needs of all our students? How will he address the politics that have bogged down our board recently and help them focus on addressing growth, academic success and other more critical issues?
128	Mr. Wright gave a very professional presentation. He spoke concisely and succinctly, and his responses were obviously well thought out. He has a wealth of experience from which to draw in many roles. He showed an excellent understanding of what teachers need when he talked about a safe, nurturing environment with opportunities to grow, connect, and be heard. I loved his example of the program that he implemented for teachers that was "an epic fail". I thought it showed humility and a willingness to learn from those whom he is leading. I also loved his commitment to clear, concise, two-way communication, and his thinking that "Good decisions are based on good listening". In his written response, he mentioned using real-time data and analytic dashboards to keep schools informed of progress toward goals. I think we need to better utilize technology and electronic communication in our district. This candidate is a top choice for me!
130	Lots of different experiences. Supportive of teachers

ResponseID Response

155	Corey has outstanding communication and team building qualities that I would love to see in our next superintendent. Corey has a clear vision on how to make our schools even better than they are now. He is also young and will be able to relate to our students and faculty, and will be able to provide many years of service before retirement. This will provide extra stability within the St. John's County school system.
157	Mr. Wright was an assistant superintendent when I taught in Duval County and found him difficult to work with. He would come into teacher classrooms (which is perfectly fine) but he would not speak or even acknowledge the teacher. He would just stand and watch for a few minutes and then leave. Instead of having conversations with teachers based on those minute observations, he would require principals to correct teacher instruction. He is the worst kind of administrator -- one who has little respect for the classroom teachers. He would be a terrible fit for St. Johns County.
158	Previous experience aligns with district needs.
159	While most of the semi-finalists appear highly qualified, Corey Wright stands out as the most qualified and the best equipped to lead our district forward to a strong future. He has experience working has a very high level admin in a large, complex, and changing district. I would like to know more about his vision for SJCS and how he will improve communication and advocate for our schools within local, state, and federal climates that are increasingly hostile to public education.
160	I see him as a dynamic individual with energy and forward thinking
164	Having known Corey Wright since we were sixteen and dedicated to safeguarding the swimmers of Jacksonville Beach with the American Red Cross Volunteer Life Saving Corps – I can attest to his exceptional character and capabilities. Corey possesses a remarkably objective mind coupled with a thoughtful approach to problem-solving. Our shared experiences in critical, life-threatening situations revealed his methodical nature and decisive actions, which undoubtedly saved many people from grave danger. Beyond his volunteer life saving service, Corey is a devoted father to two outstanding young men and a loving husband. Professionally, his unwavering priority has consistently been the safety and well-being of the students under his guidance, and his leadership has yielded demonstrable success. It is with respect and confidence that I urge your consideration of Corey Wright as a finalist in the St. Johns County Superintendent search.
171	Corey seems to combine data, leadership, and empathy. I was impressed.
182	Teachers I've spoken with speak highly of Corey Wright. They describe him as thorough, dependable, and someone who keeps his word. There were no objections to his interest in the superintendent role; in fact, many thought it was a natural fit. The primary concern expressed was that he is still completing his doctorate, which could present a challenge as he steps into such a demanding new position.
183	Would not be a good person to lead the district to be competitive, to support students/teachers, or to advocate for.
185	Academic and Teacher focused.

ResponseID Response

188	I like the idea of fresh ideas for our county. Those who have worked with him in the past are very positive about his decisions.
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197	His ability to share about fails turned to wins will really help our district move forward to that next great level. I really like how large and diverse the Duval public school system is and how they have strong ese services and programs that we could benefit from additional growth and ideas for strengthening this for our students. My question would be about if he thinks it will be a concern to finish his doctorate while learning the ropes here?
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4. What do you see as #8-Dr. Clay Carmichael's strengths? What questions do you have about #8-Dr. Clay Carmichael?

ResponseID Response

4	Clay is very deeply connected to what is going on in the classrooms and hallways of our school district . Clay has been in our county for a record amount of time. He has experienced the growth we have gone through and will possess a strong understanding of what is to come . Clay was always out and about amongst his students and their parents . Incredibly engaged in their academics , athletics and after school activities. No better person for this job than someone who is amongst the people he serves !
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17	As a parent I often feel ignored even when serving on SAC. I liked hearing that Dr. Carmichael would have formal and informal meetings to share and seek concerns and input.
21	As a parent I often feel ignored even when serving on SAC. I liked hearing that Dr. Carmichael would have formal and informal meetings to share and seek concerns and input.
45	Dr. Carmichael truly exemplifies outstanding leadership and vision in education. He led an administrative team to successfully open a K-8 school, demonstrating impeccable organization and planning. Despite challenges faced by the contractor during the building process, Dr. Carmichael's unwavering dedication ensured that the school flourished, becoming the top-performing school in Florida within just three years. What sets Dr. Carmichael apart is not only his intelligence and hard work but also his genuine care for students and staff. He brings a fun and insightful approach to leadership, making everything he touches shine. His accolades speak volumes—he has been named Principal of the Year in St. John's County, Professor of the Year at UNF, and Literacy Principal of the Year. Dr. Carmichael consistently leads students to top universities year after year, showcasing his ability to understand and adapt to growth. His visibility and responsiveness further solidify his reputation as an exceptional leader. Given all these remarkable qualities and achievements, it's clear that Dr. Carmichael is undoubtedly the top choice for St. Johns County Principal of the Year.
48	Dr. Carmichael is incredibly professional and personable. He's an amazing leader and has a long history with St. John's County.

ResponseID Response

49	Dr. C has been in the county for a long time and understands the various dynamics at play. He is proactive and will seek to guide the county through the current explosive growth while maintaining the highest academic standards. I would ask how he would plan to strengthen discipline policies and whether he supports a return to more traditional practices including phonics instruction. I also have concerns about the lack of rigorous instruction, especially in grammar at the elementary and middle school levels.
50	I worked for Dr. Carmichael for 15 years when I was employed by SJC. As a classroom teacher, I always felt supported and in the know as to what was going on within the school and community. He had a way of listening to concerns of students, staff, and parents and was thoughtful in his decision making.
52	Dr. Carmichael is a strong leader who cares deeply about both students and teachers. While serving as principal at Pedro Menendez, he worked hard to improve the school and foster a positive environment for students and staff. He consistently demonstrated strong problem-solving skills, thoughtful decision-making, and the ability to collaborate effectively with others. Dr. Carmichael understands the operations of a school and has the experience and leadership skills needed to support principals and help schools succeed across the district.
54	His Professionalism
55	Dr. Carmichael loves the students that he serves and truly wants to make an impact on the entire community. One of his greatest strengths I believe is how he cares for people and fosters a loving community.
56	Dr. Carmichael possesses a profound understanding of education and exceptional problem-solving skills, evident in his leadership during natural disasters, including the loss of his own home and during the pandemic. He has made a significant impact on every aspect of this county, and his dedication to fostering positive relationships with all stakeholders should not go unrecognized.
58	Dr. Carmichael cares about individual people and their wellbeing. Students love and appreciate him. His staffer adored him.
61	Awesome leader, outside the box thinker, passionate for people and purpose driven. Whether is at the shelter, school, in the community he is a leader!!
62	Best person for the job! Outstanding leader and person of character! Great vision and understanding.

ResponseID Response

- 63 Dr. Clay Carmichael has an unmatched ability to connect with people from all backgrounds. His reach exceeds beyond the school. I have watched him actively listen to the concerns of students and staff. He always made each individual voice feel valued. The ability to effectively communicate coupled with his background has established him as an excellent problem solver. He considers all the factors of a problem and takes the necessary time to make a decision that is most beneficial to all involved. The compassion and empathy he leads with has touched the lives around him beyond the measure of words. Dr. Carmichael served as the principal of my high school. He made the school not solely a place of education, but a place of community where everyone gained the understanding that they could succeed. Dr. Carmichael is a pillar in the community and a light to the people around him. Is there a successful program or initiative that you have established? How would you describe your leadership style? What are three principles of you life that you live by?
- 65 Having worked under Dr Camichael's leadership for 7 years as a substitute teacher I experienced his commitment to the district, teachers, parents and of course the students of our county. In the Christian community we would call him a "Servant Leader". He was a principal that earned the respect of those he led and served.
- 72 I wholeheartedly recommend Dr. Carmichael for the position of Superintendent of Schools in St. Johns County. Dr. Carmichael is not only poised and organized, but he also excels at building strong teams even under the most trying circumstances. His track record speaks for itself; he consistently proves that he is the right choice for superintendent. For instance, his management of a hurricane shelter received an A , and he was honored with the Brian Dassler Award, also earning an A . Additionally, his consultations with multiple districts have been rated A , and he was named Professor of the Year, which showcases his dedication to education. Dr. Carmichael's ability to turn a "D" school into an "A" school is a testament to his commitment and expertise. Moreover, he teaches finance and human resources at a large university, bringing valuable knowledge to the role. With both recent district-level administrative experience and secondary science classroom experience, Dr. Carmichael stands out as a candidate with unparalleled capabilities. I see no one else who comes close to his qualifications and potential to lead our schools effectively.
- 73 I see his strengths as great leader, amazing person in and out of school, great mentor to everyone. No questions
- 81 Employees and students both love him! He is highly respected. He's been in education for a very long time.
- 88 Dr. Carmichael is dedicated, hard working, loyal to our students and a servant to our community. ie watched Dr Carmichael in the parent pickup line at Hartley Elementary - as he was dropping off his daughter, storming rain - get out of his truck with a large umbrella and help students out of their cars; deeply sincere and genuine caring. No wonder Dr. Clay Carmichael is one of St Johns County's "10 who make a difference" - my families and my neighbors agree.... our vote is for Dr. Carmichael !

ResponseID Response

95 Dr. Clay Carmichael's responses reflect a sincere, student-centered tone and a genuine desire to create inclusive, supportive school environments. He emphasizes qualitative student feedback, peer mentoring, and fostering a culture of collaboration among educators through Professional Learning Communities (PLCs). His focus on listening to students who have made gains and amplifying their experiences demonstrates an interest in personal narratives as a source of improvement. He also highlights the importance of building community trust and welcoming new families framing growth as a source of "social energy." His emphasis on infrastructure planning and coordination with local government agencies points to a recognition of the logistical side of school system expansion. While Dr. Carmichael's tone is warm and optimistic, the substance of his responses raises serious concerns about his readiness to lead a high-performing and complex district. His approach to closing achievement gaps centered largely around student interviews and peer mentoring lacks depth and a research-based understanding of tiered instruction, which is foundational to addressing systemic academic disparities. There is no mention of core MTSS frameworks, intervention fidelity, or data-driven decision-making cycles that are essential in addressing the needs of high-needs schools. His emphasis on anecdotal feedback over measurable instructional strategies suggests a limited understanding of how to scale effective interventions or build sustainable, districtwide systems of support. The omission of any reference to Tier 2 or Tier 3 supports, diagnostic tools, or academic progress monitoring is especially concerning. Additionally, the School Board may wish to closely examine the academic performance of schools under Dr. Carmichael's previous leadership. Have his strategies resulted in measurable gains for students in underperforming or high-needs schools? What evidence can he provide to show that he has effectively closed achievement gaps or moved school grades in a positive direction? Dr. Carmichael's response to growth management also lacks the depth required for a district facing unprecedented expansion. His focus on culture and communication is important, but it is not balanced with the level of strategic planning, staffing foresight, and systems alignment needed to sustain academic excellence during rapid change. At this level of leadership, vision must be matched by execution and in his current form, Dr. Carmichael's responses fall short of demonstrating the instructional expertise, strategic mindset, and systems-level leadership that are essential to guide a district like St. Johns forward.

101 His leadership skills, diverse experience (elementary, middle, high school, college), diverse experience in different areas of the county, member of the community.

102 Loves people, loves students, can build a team

105 My question for Dr. Carmichael is why did you leave the district and why are you interested in this role now? He mentioned a granddaughter at Hartley. Is that where Mr. Forson has grandkids, too, and this is just a push of your friend into the role?

108 Leadership at various levels and knowledge of St Johns schools How does he plan to ensure we address reading and math disparities and also ensure opportunities for strong performers, particularly with potential state cuts to AP and other funding? How will he address the politics that have bogged down our board recently and help them focus on addressing growth, academic success and other more critical issues?

ResponseID Response

112	Clay Carmichael is a very personable, approachable and kind person. I worked for him for 7 years and always felt like I could go directly to him with any issue and it would be resolved. He supports his teachers, loved his students, and is so invested in the community. I have no doubts that he would make a fantastic superintendent!
113	Dr Carmichael showed a real interest in teachers and students and committed himself to listening to all parties from students to parents to teachers to non j structural staff. His decisions took all these groups into account.
115	Dr. Clay Carmichael was our daughter's principal at Pedro Menendez high school. He showed incredible leadership and commitment to all the students. Dr. Carmichael has the ability to make connections with students, parents, faculty and staff. He is dedicated, intelligent, and a pillar in our community. I taught for the St. John's County school district for 30 years and I highly recommend Dr. Clay Carmichael for the position of superintendent of schools for St. John's County.
116	Dr. Carmichael is a strong servant leader. He is loyal to all teachers and staff members. He strives for excellence in academics for ALL students and he is a man of great integrity. He is a member of our community and he knows the student demographic. He will be ready to get to work on day one. Dr. Carmichael receives my highest recommendation.
117	He has been a principal at all levels of student ages in St John's County, he has always had a great rapport with both students and parents as well as in the community, his children have and are going through the system and he is a wonderful educator and nice person . He is also committed to St John's County not from some other place who is just using our county as a stepping stone for some larger job!
118	Dr Clay Carmichael is a devoted and passionate leader. He gives his all to his students and faculty. He is an advocate and overall pillar to our community.
119	Dr. Carmichaels strength shows in his dedication for his work as a strong leader. Making sure the faculty, staff and students have a safe environment so the students have the opportunity to learn and achieve to their full potential.
120	Dr Carmichael has proven himself to be fair, effective and capable of making change that is necessary to continue the excellence in education in Saint John's County
122	He listens to what students/ parents have to say. He is a great leader. He is passionate about his work .
123	He listens to what students/ parents have to say. He is a great leader. He is passionate about his work .

ResponseID Response

124	Dr Carmichael is student focused with an appreciation of appropriate rules and accountability. We were delighted to have him serving as principal of Pedro Menendez during both of our students' tenure. We knew that our children were nurtured and safe but also had to be accountable for their actions. Dr Carmichael models leadership skills and strives for excellence. He "walks the talk". I vote for him with no reservation!!
125	He's a great leader
126	He has worked at a high level in the system and is well respected in the community. He is intelligent and forward thinking.
127	He has always had a stellar reputation in St Johns County.
129	I live in Ponte Vedra and district administrator in a neighboring school district where we have sought out advice from Dr. Carmichael. Dr. Carmichael has a deep understanding of district level finances, he is credible, strong understanding of curriculum pre k thru post secondary education, smart, develops strong teams, bring both the outside view as well as an inside view, prudent decision maker that meets any political stance and approachable. Dr. Carmichael is by any standard the #1 for the St Johns County Schools Superintendent position.
135	Dr. Carmichael's greatest strength is that he is a very caring and compassionate educator. Dr. Carmichael puts the best interest of the students above all else. I believe he has demonstrated this throughout his career serving St. John's County. I have had the pleasure of volunteering with him and his wife in his child's school. Both of them always go above and beyond to serve the school to the best of their ability. I have no doubt that he would do the same if given the opportunity to lead this school district as superintendent.
138	Cuz easy going an inclusive personality makes him easy to communicate with. He's an open-minded gentleman with conservative values and willing to give you the shirt off his back if you need help. No Reservations and I would highly recommend him for this important position.
140	Dr. Clay Carmichael was my principal at Pedro Menendez High School, where he worked to ensure a valuable high school experience for all students. He is a kind, inspiring, and understanding person who is truly dedicated to childhood education. He is a great leader and communicator, and I believe he will make an exceptional superintendent.
145	Dr. Carmichael was always an engaged and energetic Principal, willing to do whatever was needed for his students. I know he will bring that same passion with him as superintendent.
147	Strengths- he is very familiar with the county, he has previous experience in the district and is educating new teachers so he is aware of what new educators want and what educators currently want which is helpful in retention Question- what new and innovative ideas does he have in retaining current teachers? What is history working with the Teachers union?

ResponseID Response

148 Dr. Carmichael's commitment to academic excellence and the overall well-being of students is evident and aligns with the core values of our educational community. He clearly understands that student success goes beyond test scores, encompassing emotional, social, and physical well-being. His familiarity with the diverse demographics of the community he hopes to serve is a significant strength. This awareness is crucial in building equitable and inclusive policies that reflect the needs of all students and families. His continued engagement with the current dynamics of classroom instruction is another notable strength. His connection to the realities of teaching and learning ensures that his decisions will be informed, relevant, and supportive of both educators and students. Lastly, his dedication to fostering collaborative working and learning environments speaks to a leadership style grounded in trust, shared responsibility, and open communication—qualities that are essential for building a strong, united school community.

152 Understanding students, teachers, staff and how to help them feel supported to encourage growth and student success. He spoke a lot on encouraging top tier education and seeking high level educational excellence. What is his plan to uplift and encourage students of struggling families, students with disabilities, and students of title one schools so they feel seen and supported as well?

153 Because I have seen him in action, he does embody what I believe would be great characteristics for a successful Superintendent. He cared about his students, staff and teachers and I believe they could feel it. He was always seen....he didn't sit behind his desk. He was in the "trenches" every day. I don't have any questions because his work in the District speaks for itself.

154 I reside in the World Golf Village area, and I have to say that Dr. Clay Carmichael is truly exceptional! My daughter had him as a professor at the University of North Florida, where he was recognized as Professor of the Year. He played a crucial role in developing IB and STEM programs in economically disadvantaged areas while also teaching secondary science at a college preparatory classical school, which gives him a solid understanding of classroom challenges. With extensive district-level experience and a track record of success as a principal at every educational level, along with his expertise in finance and classroom dynamics, Dr. Carmichael is undoubtedly the best choice.

160 I see Dr Carmicheal as someone who knows SJCS D as he was a well respected principal but not part of the old boy network that frankly is not getting things done during this tough time If you truly want to hire from within this is the only person I can support Mr Asplen, Mr Dresback and Ms Richardson are part of the old way and have overseen several departments as they have declined

168 Dr. Carmichael has limited strengths. Answers to questions presented were general in nature and didn't answer them in detail (i.e. didn't address how he will maintain overall academic success, addressing how successfully address workforce challenges in previous roles are a few examples. Questions: What has been your district level experience? (He does not have any. It is important to have this perspective if you are leading a growing high performing district.) What experiences do you have moving low performing students to proficiency?

ResponseID Response

178	Dr. Carmichael is my choice! I reside on the island and had to go to the hurricane shelter a number of times at PMHS. I watched Dr. Carmichael physically carry an elderly person into the shelter - he is strong. And I watched him organize over 100 homeless people and over 500 home residences in the gym. He and his team - Mr. Ashton being one of them - would meet every 6 hours planning out the days. Dr. Carmichael was poised, listened, made sound decisions quickly. He is the perfect person for Superintendent of Schools!
179	Dr. Carmichael please! Dr. Carmichael is the leader all students should see. I was on an advisory board with Dr. Carmichael watched and learned from him in developing student voice and furthering the career academies - I'm a RN because of him! My Mom had to do some work for the Betty Griffin House and she told me about him volunteering there to help women in relationship trouble... Dr. Carmichael was humble and selfless in his service. THE man we want for Superintendent of Schools is Dr. Carmichael.
180	I knew Clay while he ran Pedro Menendez as a principal. This gives me faith that he could run as a superintendent because he has so much experience.
182	The main question for Clay Carmichael is straightforward: why did he leave the district, and what has changed that makes him want to return now as a leader?
186	Dr. Carmichael is well qualified to become the Superintendent. He has years of experience in the school system and has always been an advocate for excellence. He understands the complexities of managing needs and budgets while focusing on the mission of ensuring quality educational opportunities for our students.
187	Ffgshshsshxhdhdu
196	Easily approachable, community invested, communicated in a knowledgeable, professionally confident, but very approachable and comfortable kind of way.

5. What do you see as #11-Scott Schneider's strengths? What questions do you have about #11-Scott Schneider?

ResponseID	Response
12	Scott is a 100% people person. He know how to reach out and get the best people for the positions required, often looking at non-conventional ways to get things done. When I was on deployment (Navy Reservist) in Afghanistan, he was principal at Terry Parker. He knew one of his teachers was retiring at the end of that year. He reached out to me in Kandahar, 6 months before I was scheduled to return. This allowed us to plan for a seamless transition for when I would return to the United States. Best administrator I ever had.
15	Intelligent AND smart (they are not the same thing). Strong and empathetic leader. Detail-oriented. Problem solver. Active listener. Dedicated, loyal, and honest.
23	He is a great leader, I worked with him for about 18 years and he was always well respected, approachable and enthusiastic about the people he supported! Would love to work with him again!
42	Personable, innovative, willingness to engage with community stakeholders
83	I liked his answer about the growth
89	I worked for Mr Schneider for a few years before my time in SJCSD. He is an amazing leader. Our district is not the same as it was even 10 years ago; we have more students not reading on grade level, more ELL students, and more transient students than ever before. We need a leader who has experience with all of those things. We also need a leader with a plan to recruit and retain highly qualified educators. Mr Schneider has the experience and qualifications to bring the district back to a place where we are getting 1,000 applicants for just one teaching position again. I know he will support the educators in this district because I was an educator who got support when he was my boss. He also understands school grades and how important they are to the community. He has been the leader of schools who brought their test scores up and school grades up. I wish we didn't have to live in a world where school grades are important but unfortunately they are and the district needs a leader with the qualifications to make sure we stay an A district.

ResponseID Response

92 Scott Schneider offers a structured, systems-focused approach to leadership. His responses reflect a clear emphasis on process, progress monitoring, and data-informed decision-making. He articulates a strong belief in empowering school-based leaders through earned autonomy and continuous improvement cycles, backed by stakeholder feedback and performance analysis. His description of his LEAD initiative and its impact on graduation rates shows familiarity with district-level reform efforts grounded in analysis and goal-setting. Mr. Schneider also places value on vertical alignment across the district, describing the importance of functioning as a cohesive school system with consistent curriculum and shared expectations. He emphasizes professional development, centralized resources, and collaboration between schools to maintain continuity and quality during expansion. His ability to describe his strategies with clarity suggests organizational acumen and attention to detail. While Mr. Schneider's systems-based responses are thorough and well-articulated, they raise some important questions about his leadership style and how he connects with school communities. Much of his focus centers on structural alignment, data systems, and districtwide planning yet there's limited mention of how he builds authentic relationships, responds to the human side of leadership, or unites diverse voices around a shared vision. In a district like ours, where culture and community deeply matter, that kind of connection can be just as important as the systems themselves. It would be helpful to learn more about how Mr. Schneider leads in moments of conflict or uncertainty how he brings people together when trust is shaken or when decisions are deeply personal to families and educators. What are his experiences navigating high-stakes community conversations, and how does he build rapport with those who may initially be skeptical or disconnected? Additionally, while his references to alignment and scalability are clear, how does he balance that with the need for flexibility at the school level? When initiatives don't work or staff need more than autonomy when they need support, empathy, or a visible presence what is his approach? Finally, in a district with a long-standing culture of collaboration, stability, and shared leadership, how would Mr. Schneider adapt his vision to meet the unique values and expectations of our schools and families? What does he believe it takes not just to manage a high-performing district but to truly lead one?

105 If you actually listened to Mr. Schneider, he contradicted himself many times in areas like "listening to teachers but making them all perform and test to a certain level to be rewarded." He had a letter of recommendation from a well known Moms for Liberty advocate. Is that the kind of person he is? His tone was very disrespectful towards teachers and his responses made him look like he knows what to say but he does not actually do any of those things. His power structure was a pyramid, with teachers being the lowest of low and all the power at top, with no regard to teacher well-being. I'd ask him specifically about his highly controversial moves during covid to move established principals and APs, leave principals without support and more harmful behavior.

108 Strong district management expertise How will he invite greater collaboration between the board, teachers, the county commissioners and the community around infrastructure and addressing growth? How will he address the politics that have bogged down our board recently and help them focus on addressing growth, academic success and other more critical issues?

132 I do not see many strengths with Mr. Schneider. I think the outlook is misaligned with our community and district needs and desires. Mr. Schneider's is not the right fit.

ResponseID Response

136	I don't see many strengths. Questions: -seems to take an anti-LGBTQ stance. Just because he doesn't agree with it, doesn't mean kids won't be queer. How does he plan to address and support these kids when we are seeing rising suicide rates amongst that age group? -endorsed by a prominent Moms for Liberty member which is a major red flag and raises serious questions about extremism and anti-public education agendas. What are his plans to strengthen public education in SJC?
139	Even though Schneider has an significant leadership experience I have strong concerns about his past discriminatory actions. I doubt he has students interests in mind and his behavior is extreme and dangerously political.
153	Wow, what a response. This man probably had the best video of all the candidates. He had a clear idea as to what he wanted to accomplish and he knew what he needed to do to accomplish it. I would like to for the board to interview some people who have worked with Mr. Schneider for their perception of his work.
160	Mr Schneider seems to have a lot of experience and ideas. I live that he started his career as a middle school ESE teacher
171	Scott was very organized - very tight video - it was clear that he is familiar with leadership.
175	The strengths that are evident are that he has a strong sense of what school buildings are like. Having an ESE teacher background is extremely valuable to the entire school district. I see a strength as coming from outside of this school district. I feel that it may be very beneficial to have someone come in with knowledge and experience from another school district (especially a large one) that could provide insight and input as our district continues to grow.
182	Educators and administrators I know have expressed strong opposition to Scott Schneider. Concerns include inconsistency, lack of transparency, and a reputation for being anti-LGBTQ. During COVID, his decision to reassign leadership left schools understaffed and destabilized. His messaging appeared contradictory: claiming to value teacher input while advocating rigid conformity and punitive accountability. The fact that a prominent Moms for Liberty board member authored one of his recommendation letters raises questions about his values and alignment with the district's needs.
183	Would not be a good person to lead the district to be competitive, to support students/teachers, or to advocate for.
184	I don't see any strengths. Only concerns that he will eliminate programming, funding, and accessibility for students and families that need support. He lacks empathy and leadership skills of any sort.
196	Great ideas shared, proven leadership, family man invested in public education, FL experience while still being outside of St. John's county

ResponseID Response

197 I have very strong concerns about his potential alignment with moms for liberty. Would he like to share with us about how the Black Lives Matter flag he had removed happened?

201 Scott gave very specific examples of his past successes and how he planned to make changes moving forward. I found this application to be one of the better ones in terms of a clear and detailed vision. I would like to know how he (and all candidates) have dealt with projects/schools that have not gone as planned, and how they deal with slow moving progress. I also want to know how they will keep the teacher voices lifted and respected and recognized for their commitment and dedication to this community. Finally, with a child in the lifted program receiving no special instruction this year, and another child who will need extra support in the classroom, I want to know how we will plan to address each child's unique needs (e.g. IEP, 504 etc).

6. What do you see as #12-Jessica Richardson's strengths? What questions do you have about #12-Jessica Richardson?

ResponseID	Response
39	Jessica is a fantastic leader and creates relationships with teachers, making them feel valued. My favorite years of teaching were with Jessica because I knew she truly cared about her teachers, created a family within the school, and cared for every student who walked through our school doors. Her love of her job radiated throughout the building.
40	This candidate's communication skills are exceptional. The heart and passion for quality education and care for all steak holders can be felt in her answers.
41	Strengths: I have personal experience with her leading large groups of people and having everyone feel like family. I was part of the school she came from before PVA opened as an Associate (I believe there were over 26 of us at the time) and I know how much she cares about her people, the students they lead, and how to manage various personalities with grace. She is to the point, fair, respectful, and an effective communicator. She put things into place that we still utilize from over 6 years ago, her systems work but she's also willing to hear and try new ideas.
66	She does what's right for students no matter what. She is very easy to approach. Looks out for the best interest of students and families. She knows this county very well. She understands what needs to be done.
75	Jessica Richardson was our principal at PVA. She was an absolutely fantastic principal. She would make an excellent superintendent for St. John's County Schools.
76	She cares about the students and staff and is just an amazing human being!
77	Jessica Richardson exemplifies the qualities of a truly exceptional leader. She brings a clear and compelling vision for the future of education, coupled with the communication skills needed to unite and inspire those around her. Her empathy allows her to connect deeply with students, staff, and families, while her integrity ensures every decision is grounded in honesty and fairness. Jessica is highly adaptable, navigating challenges with resilience and grace, and she is a confident, thoughtful decision-maker. She leads with accountability, modeling high standards for herself and others. Her ability to inspire, combined with emotional intelligence, builds trust and fosters strong relationships. Above all, Jessica empowers those around her through strategic delegation, encouraging growth and leadership at every level. She is a well-rounded, values-driven leader ready to make a lasting impact.
80	Mrs. Richardson was our principal at Ocean Palms and PVA. She was an amazing leader at both schools. She was the best school principal we have ever had. Every family I know felt included and supported by her as principal. She was also a strong supportive leader through the pandemic as well. This all shows her key strengths- she can build and grow a community, and lead a diverse group of families. She is a strong listener and an amazing facilitator. No questions, just a comment hoping our next superintendent is Mrs.Richardson!

ResponseID Response

81 She is very respected and has been in education for a very long time. Highly recommend her.

82 Jessica Richardson is widely known for leading with integrity, a strong moral compass, and an unwavering commitment to doing what is right for students and staff. Her leadership philosophy "Everyday, Everyone, Everything Matters" speaks to her belief that every decision should reflect care, equity, and intentionality. She is deeply respected for her work ethic and her ability to balance the operational demands of school and district leadership with a genuine connection to people. Whether navigating complex transitions such as opening new schools or supporting struggling campuses, Jessica remains centered on relationships, communication, and support. Her experience leading through rapid district growth is another notable strength. She played a pivotal role in the successful launch of Palm Valley Academy and later led the transition of students and staff to Pine Island Academy, managing rezoning, staffing gaps, and construction delays all without compromising academic outcomes. Her ability to maintain trust and build positive school culture during times of change reflects her strength in both strategic planning and human-centered leadership. Jessica's instructional expertise is evident in her support for embedded coaching, real-time collaboration, and data-informed decision-making. She has championed the use of district teams to co-teach and model lessons in partnership with school-based staff, improving Tier I instruction and helping underperforming schools make significant gains. Her approach not only lifts struggling campuses but also uplifts high-performing schools by facilitating collaboration and sharing best practices without a one-size-fits-all mindset. Jessica's leadership is collaborative and inclusive. She values listening, transparency, and responsiveness, and frequently engages with advisory groups, school staff, and families to guide her decision-making. She is also a strong advocate and clearly a capable communicator who can effectively speak with city and state leaders, defending funding initiatives, and planning with foresight and purpose. Her reputation is rooted in her ability to connect with others, inspire confidence, and make those around her feel valued, supported, and heard. While Jessica presents a compelling vision for equitable and strategic leadership, it would be helpful to hear more about how she would scale personalized support models, such as embedded coaching, across a large district with varying needs. Additionally, how would she define and measure success beyond traditional academic metrics, particularly in areas such as school culture, student engagement, or social-emotional development? Given her commitment to cultivating leadership, what systems would she put in place to identify and develop future school and district leaders?

83 I liked her answer about growth

84 How do you involve parents and community members in the decision-making process for the district? How do you build strong relationships with stakeholders? How do you plan on keeping staff employed in your district?

ResponseID Response

- 86 Ms. Richardson was the assistant principal when my son was an ESE student in pre- k and kindergarten. She helped me and when my son was having anger issues. She was able to get him calm down. She was very calm and knew exactly what to do to help him. She helped me find resources to help with the anger. My son is now in 11th grade and is in the top 5% of his class. I feel Ms. Richardson helped me and my son get through a difficult phase when he was 4/5 years old and he was able to thrive. Ms. Richardson will make an excellent Superintendent, she will be a grr asset for our school district.
- 96 She is a great leader using servant leadership, she is well versed in best practices for all students
- 98 I don't see a lot of strengths for Ms. Richardson. She is currently the senior director of our county's ESE and the program is a mess. A record number of students have left the district due to her policies. A record number of Due Process lawsuits have taken place under her leadership. The public perception about our county's service is very negative from both parents and teachers. She's a great cheerleader but a terrible leader. And this is just ESE. I can't imagine what a shambles the entire district would be under her "leadership".
- 99 I don't see a lot of strengths for Ms. Richardson. She is currently the senior director of our county's ESE and the program is a mess. A record number of students have left the district due to her policies. A record number of Due Process lawsuits have taken place under her leadership. The public perception about our county's service is very negative from both parents and teachers. She's a great cheerleader but a terrible leader. And this is just ESE. I can't imagine what a shambles the entire district would be under her "leadership".
- 100 First, I want to thank Jessica Richardson for her continued service and dedication to our county. It's clear that both teachers and students are your driving force, and I truly admire your recognition of the need for competitive, livable wages in education. Having visited the school she opened in St. Johns, I witnessed firsthand her exceptional level of organization, care, and thoroughness. It's evident she leads with intention and heart. As an educator, there are several areas where I'd love to hear more about her vision moving forward: ELA Assessment System: I would like to see a significant shift in how we approach our ELA assessments and materials. This is a critical weakness in our county. I feel we are missing the mark when it comes to leveraging AI and computer-based assessments. Additionally, I believe all assessments should be accessible in Performance Matters across all schools. What is your stance on ensuring this level of consistency and innovation? Tiered Instruction: I'm deeply concerned about the current implementation of the Tiered System. In many schools, especially in the lower grades, there seems to be a lack of accountability when it comes to Tier 1, 2, and 3 instruction. I'd be very interested to hear your perspective on how this can be addressed and strengthened. Self-Contained Units: While the inclusion model is excellent for certain groups of students, there is a growing population whose needs cannot and should not be met in an inclusion classroom alone. I believe our county would greatly benefit from the reestablishment or expansion of self-contained units. What are your thoughts on this? Thank you again for your leadership. I look forward to seeing how you continue to advocate for meaningful change in our schools. With appreciation, Melissa Montineri

ResponseID Response

105	She seems like a lovely former principal with many parents that like her. But she was only repeating our current speaking points with no new ideas. I'd like to know from her why our ESE services are not consistent and lacking in comparison to surrounding districts?
107	Is anyone considering office of professional practices complaints or oig complaints?
108	Ms. Richardson seems like a terrific candidate with a wealth of knowledge as an educator in St Johns schools about what students and teachers are facing, as well as district infrastructure and ensuring community buy-in around key issues like tackling growth. She appears to have a strong commitment to fiscal responsibility that doesn't come at the expense of students' diverse lives and needs in the county. How will she address the politics that have bogged down our board recently and help them focus on addressing growth, academic success and other more critical issues?
131	Last year in her position as Director of ESE for St Johns County, Jessica Richardson fought vehemently to minimize my Autistic son's disability rights at every opportunity. In our interactions in IEP meetings, she ignored our feedback and our requests to follow the law, and instead focused on removing our son from school while simultaneously violating his IEP. If the end goal is to remove disabled children from school, she is an excellent candidate.
132	Ms. Richardson has local knowledge and knows the community. Her focus on teacher retention and recruitment is excellent.
143	It's time for bold, compassionate leadership. We need a woman superintendent who isn't part of the old boys' club — someone who supports teachers, puts students first, and makes smart, common-sense decisions for these unprecedented times.
144	I served as Jessica's PTO president in her first year as a principal at Ocean Palms. We spent lots of time together, and I was fortunate to see her as a caring, diligent, measured leader in our school. Not only did Jessica support and inspire her faculty, she created productive and honest relationships with our parents. Her heart is 100% committed to our schools and the continuation of the excellence that we are so proud of!
161	A new change, not the same old boys network!
169	We should NOT be advancing anyone who is currently in the St Johns County School District. Has Forson not shown us that internal candidates are NOT able to address the issues and continue to run the district as it has for the last 20 plus years. We need someone with new/fresh ideas that can address the teacher shortages and pay, behavior issues (specifically bullying and racism) and the extreme growth this county has had and will continue to have for the next decade plus
175	I see Jessica Richardson's strengths in being a great leader. She has a background in ESE experience which I believe to be imperative to district success. I have worked under Mrs. Richardson in two separate roles and have always felt valued and supported.

ResponseID Response

182	Jessica Richardson is widely regarded as a caring and well-respected principal. However, her responses during the process largely echoed existing practices without introducing innovative ideas. A critical question remains: what are her plans to address inconsistencies and shortcomings in ESE services compared to neighboring counties?
183	Would not be a good person to lead the district to be competitive, to support students/teachers, or to advocate for.
184	Genuine care of school communities, support for students including students who need accommodations and extra support. She is a front runner
192	Jessica Richardson has dedicated her entire career to the education for the children of SJC. I think it speaks to her understanding and commitment to the education of our children because she started as a teacher in this county. She won award after award for her teaching and then her leadership as principal. She opened a challenging new school and made it a success. Jessica walks the walk and isn't going to ask of others what she wouldn't be willing to do herself. Jessica may not have worked in the district offices for as long as others, but that is ok. Jessica has continually demonstrated that she is up to the task. I think that Jessica would make a spectacular superintendant for SJC and will help lead our schools to an even brighter future!
196	Easily relatable, highly respected by peers and those that have worked for her,
197	She has a strong group of moms that love her. I feel one area our district as a whole could improve on is ese services. I have one child that is gifted and I will bet my second child will be gifted when he is old enough to be tested for it. I was very disappointed that the district removed the gifted teachers that came into the schools. I also know of grievances regarding APs not knowing the law on things like double test time and this lack of training and knowledge is harmful for our students, especially those from backgrounds where their adult doesn't know to ask and push for their child. I'd like to ask her how she plans to improve our ese services and get all personnel trained in this area?

7. What do you see as #15-Dr. Brennan Asplen's strengths? What questions do you have about #15-Dr. Brennan Asplen?

ResponseID Response

81

None

90

Dr. Brennan Asplen demonstrates a basic understanding of the structural challenges facing a fast-growing district, such as funding constraints, community relations, and early identification of student needs. He notes the importance of formative assessments, individualized support, and Pre-K interventions, and emphasizes the need for consistent communication with the public. He also recognizes the increasing role of technology in education and the necessity of professional learning around emerging tools like artificial intelligence. Dr. Asplen appears focused on systems, messaging, and community perception highlighting the value of polished communication, stakeholder engagement, and public trust in referendum funding. He expresses interest in spotlighting school successes and using various media platforms to promote the district's achievements. While Dr. Asplen's responses touch on many familiar educational buzzwords, they lack the depth, clarity, and authenticity expected of a visionary superintendent. His approach leans heavily on vague generalities and catchphrases rather than providing concrete examples of leadership, innovation, or impact. This raises important questions about how effectively he has led large-scale initiatives, inspired teams, or navigated real instructional challenges. Given his past separation from a previous school district, it is fair to ask what lessons he has learned about leadership, accountability, and trust. What specific strategies has he used to rebuild credibility, restore morale, and lead with humility? There is little indication in his responses of how he engages in difficult conversations, earns buy-in from staff, or models servant leadership. Additionally, how does he hold leaders accountable for outcomes not just in theory, but in practice? What systems has he implemented to evaluate principal performance, coach underperforming leaders, or intervene when schools struggle? His answer to academic disparities lacks any discussion of relational leadership, authentic connection with school communities, or adaptive thinking in the face of challenges. Finally, Dr. Asplen's emphasis on public image and communication raises concerns about whether his priorities are aligned with instructional leadership and student-centered decision-making. How will he ensure that behind the polished messaging there is real substance, equity, and transformation taking place in classrooms?

104

I would love to see Dr.Asplen remain superintendent of SJCSd! My one question is what are we going to do about teacher pay? How are we going to use the budget to help teachers ESPECIALLY first year teachers afford to have the necessary supplies and resources to provide a welcoming and nurturing classroom experience?

105

Dr. Asplen is a very strong candidate on paper but all I heard from him was more of what we are currently doing in the district. I've personally worked with him on multiple endeavors and I've seen no action from him. He seems more like a figurehead than an action taker. He is too closely aligned with Mr. Forson. I appreciate his deep understanding of the law. He should be more focused on changing laws statewide and not leading our district.

ResponseID Response

111	As a former teacher I was disappointed in Mr Aspens's interaction with teachers and felt he showed a general lack of appreciation for them.
121	He is an amazing leader who provides clear guidance and direction to staff members.
150	Grounded Determined Knowledgeable Integrity Leadership Only question for him would be: Are you willing to find a way to hold parents more accountable, such as a parent conduct code... as our kids and their generation need to be lead the proper way- in a way that will help them grow healthily for the future world they will live in..
169	We should NOT be advancing anyone who is currently in the St Johns County School District. Has Forson not shown us that internal candidates are NOT able to address the issues and continue to run the district as it has for the last 20 plus years. We need someone with new/fresh ideas that can address the teacher shortages and pay, behavior issues (specifically bullying and racism) and the extreme growth this county has had and will continue to have for the next decade plus
170	Having worked with Dr. Asplen, I find him to be calm in nature and very open to communication. He is respectful and genuine. The different educational positions that Dr. Asplen has held during his career encompasses all of the aspects that I would seek in a leader. Having walked in the shoes of many from teacher, to school administrator, to head of human resources, deputy and superintendent, I believe that this knowledge will allow him to easily earn the respect from all stakeholders should he be offered the role of superintendent. Currently acting as the Chief Negotiator for Admin on the SJESPA and serving on the SJEA admin team, he has already created a relationship with a very important aspect relating to employee solutions. As a current deputy - he has been intimately involved in the growth in our district by overseeing the building and staff so crucial to the opening of our new K-8 schools.
174	?
182	While Dr. Asplen has a strong resume, his actions haven't aligned with community needs. For example, he didn't advocate effectively for the rebuilding of a lost classroom at KES under controlled open enrollment. Efforts to partner on park improvements also stalled under his leadership. He appears more suited to a figurehead or liaison role rather than executive leadership. His close ties with Forson and the optics of returning from Sarasota to a district position left vacant during a budget shortfall raise concerns about cronyism.
197	He is perfect in his current role. Our district would be smart to keep him in the current role; I know he isn't interested in relocating, so he is great at the local government liaison position and should remain there. I guess I'd ask him about his current role and how he was hired back into after he left Sarasota?

8. What do you see as #17-Dr. Marianne Simon's strengths? What questions do you have about #17-Dr. Marianne Simon?

ResponseID	Response
1	She possesses emotional intelligence and has a deep knowledge of curriculum and instruction. She leads by example and will honor the history of achievement in St. Johns County but also be the leader that will meet the demands of a growing district.
3	Having worked previously with Dr. Simon's, I can confidently state that her strengths include: Building relationships, Leader development, Organization and follow through. Dr. Simon is very knowledgeable on best practices and research-based leadership approaches. She has high expectations which hold leaders accountable, but with layered support from herself and her office. I feel confident that a district under Dr. Simon's leadership will be organized with intention around what's best for students while maintaining a positive culture in leadership.
7	Dr. Marianne Simon possesses many strengths. She has strong communication skills and is known for her ability to build lasting relationships with parents, teachers, students and community members. She is brilliant yet humble and she makes all who come in contact with her feel valued. Her deep knowledge of data and continuous improvement is evident in the schools she leads and the schools she served as principal. She is genuine and kind and wants what is best for all school stakeholders. She leads with confidence and courage. She would be the perfect fit for St. Johns County Superintendent and would lead our schools to even higher success.
8	Dr. Marianne Simon's responses and overall personality seemed to be the most authentic. A strength I foresee in her is that she listens to a question and actually answers it instead of beating around the bush. She seems like she would be a real problem-solver and boots-on-the-ground type of person! I hope she is a finalist. She embodies exactly what St. Johns County needs.
11	Mrs. Simon is available hard working and a great fit for St. John's schools. She is excellent with data analysis and has a strong work ethic
13	Her expertise and her experience pulled with her passion for education. How would she ensure that schools were held accountable and supported to ensure student success?
14	She is an excellent facilitator and is well regarded by those that have worked for her. She is heavily regarded in our community.
20	I appreciate Dr. Simon's sharing her plan for if a principal is unsuccessful in their position. I also liked that Dr. Simon differentiated the needs between elementary, middle, and secondary schools; which is important in that different schools will have different needs. In regards to teacher retention, you mention providing support and a strong culture. What actions would you take to bolster SJC schools, specifically Title I schools?

ResponseID Response

- 22 Dr. Marianne Simon truly cares about the well being of the students and also cares about the teachers and faculty and she wants everyone to feel appreciated but also grow a good education for all students. Communication with faculty and parents is very important to help every to be the best they can be and excel in their education.
- 24 Dr. Simon is very well spoken. She has a compassion for education that clearly comes through in her video. Dr. Simon knows how to retain educators, by giving them the tools for success and by hiring strong leaders that motivate and celebrate them. Her work, partnering with UNF will also provide St. John's County with a pipeline of college of education graduates, that will grow into strong teachers. I love her ideas of having academies in the high schools that help cultivate future teachers from our own students. As someone that currently works with Dr. Simon, I can speak to her incredible intelligence. She has endless wisdom and is always available to help, even though she has a lot on her plate. She is very methodical in her work. She is never afraid to say she doesn't know, but will always find an answer and get back to you quickly. She supports her Principals, she has a great rapport with parents, and is actively engaged with the community. She stays up to date with all the latest research and is highly innovative with curriculum. As a parent in St John's County, I would be thrilled to see Dr. Simon as the leader of St. John's County Public Schools. The education system would truly thrive under her wisdom and guidance.
- 25 I believe Dr. Simon has a strong strategic plan to ensure all stakeholders have a voice. Her plan for recruitment and retention is highly needed when there is such a teacher shortage. I believe her plan to continue to grow St. John's County, but still maintain the close knit feeling by hosting cohorts and monthly chats will keep the essence of our county.
- 26 Dr. Simon presents a thoughtful and strategic vision that ensures all stakeholders are heard. Her focus on recruitment and retention is especially important given the current teacher shortage. I appreciate her commitment to fostering growth in St. John's County while preserving its close-knit community feel through initiatives like cohorts and regular monthly conversations.
- 27 Dr. Marianne Simon's response was clear, concise, driven, focused, and informative. Dr. Simon displays great potential in taking our school district to the next level of overall excellence!
- 28 Dr. Marianne Simon's response was clear, concise, driven, focused, and informative. Dr. Simon displays great potential in taking our school district to the next level of overall excellence!
- 29 Many years experience & knowledgeable about what needs to be done for growth & retain teachers

ResponseID Response

- 30 Dr. Simon's video was definitely the most comprehensive and she answered every question thoroughly. It is evident that she's going to take everything that she already knows about effective leadership and transfer it to her new role seamlessly. I would be very surprised if you did not choose her to be one of the finalists. I know by talking to several people who work in Duval County Public Schools that she is one of the best and that she stands by her message of closing the achievement gap and making sure that every student is receiving a high-quality education. As a former teacher and as a resident in St. John's County, I know that that's the challenge in our area schools. We have many schools that are high achieving, but are they a A for EVERY student? I believe that Dr. Simon could make that happen.
- 32 Very professional, well organized, student focused
- 33 I see her as a strategic leader who can see the big overall picture as well as being well informed regarding the needs of a diverse community population. In Duval, she knows her schools well and provides the leadership needed to keep staff motivated, stay abreast of state requirements as well as staying in touch with employees, students and parents.
- 34 Dr. Simon sounds like she would be an involved, hands-on superintendent that we need in this county.
- 35 Dr. Simon is what St. Johns county needs. She's a set of fresh eyes and new ideas.
- 37 Dr. Simon is an exceptional leader who forms meaningful relationships with those she serves. She brings a rare combination of character, competence, and vision that would serve St. Johns County exceptionally well.
- 43 Most fit.
- 44 Dr. Simon has a true passion for supporting Principals to achieve by helping them to take a broad view of their school data and drilling down into measurable steps. As a principal who currently works with her but lives in St. Johns County, I know first-hand that her leadership and feedback have been invaluable as I work to drive for excellence. Dr. Simon's vision for St. John's county is well thought out and incorporates all stakeholders.
- 59 When I moved to St Johns County 5 years ago from Clay County Dr. Simon recruited me to take a Principal role in Duval County. I find Dr. Simon to be honest, tough, and kind. Moving to a new district can be stressful and Dr. Simon was someone in the district who I could rely on, and she helped me assimilate. I cannot endorse her strong enough for St. Johns County Superintendent!
- 60 When I moved to St Johns County 5 years ago from Clay County Dr. Simon recruited me to take a Principal role in Duval County. I find Dr. Simon to be honest, tough, and kind. Moving to a new district can be stressful and Dr. Simon was someone in the district who I could rely on, and she helped me assimilate. I cannot endorse her strong enough for St. Johns County Superintendent!

ResponseID Response

- 67 Dr. Simon has clear and strategic plans to continue to foster achievement and community within the St. Johns County School District. Dr. Simon works with integrity, promoting accountability and encouraging celebration of achievements across all areas of the educational field. She also facilitates collaboration across multiple disciplines, which strengthens overall infrastructure and support for students. Dr. Simon's warm presence is seen and felt in the Duval community and will certainly be more than evident in St. Johns. Her dedication boosts morale, making administration, teachers, students, and parents feel listened to, acknowledged, and worthy of authentic investment. Her kindness and genuine passion to help educate future generations is truly inspiring. Without a question, Dr. Simon has the experience, character, and drive to continue to elevate St. Johns County School District's success as Superintendent.
- 68 Dr. Marianne Simon Very impressed with her resume, qualifications, video response to questions! Dr Simon seems like an excellent fit for SJCSDD!! She has lived in this community/metro, so understands the strengths, weaknesses, but will be able to provide new insights coming from a neighboring district that is larger and provide vision/positive paths forward. Very impressed with her communication style, humble leader perspective and ability to collaborate with teams, but she can also provide clear direction/leadership. Thank you for allowing parents to weigh in, your dedication to SJCSDD, and please consider Dr Simon as the next leader for this great school district!
- 69 She seems to have a comprehensive understating of instructional and operational aspects. Her problem-solving process involved understanding the system, building knowledge, constant communication with stakeholders, and collaborative engagement with service providers. She seemed more concerned with the children than some of the other candidates.
- 91 Dr. Marianne Simon - meets all my concerns and was able to articulate in a clear and organic manner. Thx Mark

ResponseID Response

94 Dr. Marianne Simon demonstrates a deep understanding of instructional systems and equity-based practices. Her responses reflect strong alignment with national education reform language and current research, particularly in identifying instructional gaps and subgroup disparities. She references tools and strategies such as benchmark walkthroughs, PLC planning structures, and scaffolded small group instruction that show familiarity with school-based coaching and data-informed support. She also communicates a strong commitment to ensuring grade-level access for all students and improving alignment between general and special education services. Dr. Simon's growth planning reflects an organized and thoughtful approach. She articulates key priorities such as transparent communication during rezoning, cross-departmental collaboration, and proactive staffing strategies. Her emphasis on systems thinking and forecasting demonstrates strong technical knowledge of district operations and planning logistics. While Dr. Simon presents a strong instructional voice, her responses raise important questions about her readiness to lead a district-wide culture from a community-facing position. Much of her language centers on frameworks, structures, and protocols yet there is less clarity around how she fosters personal connection, builds trust, or navigates the emotional dynamics of leadership in times of conflict, change, or controversy. In a high-profile role that requires presence, poise, and public trust, those relational skills are essential. It would be helpful to better understand how she builds consensus across diverse groups, including administrators, families, and staff. What specific experience does she have leading through emotionally charged decisions such as rezoning, staffing changes, or crisis response where trust and transparency are key? Additionally, while her focus on alignment and strategy is evident, how adaptable is her leadership when unexpected challenges arise? How does she respond when immediate action is needed and perfect plans must give way to real-time decisions? There is also a notable emphasis on instructional systems and planning processes but limited information on how she leads in ways that inspire, unify, and mobilize an entire district community. Leadership at this level is not only about what you know, but how you make people feel, and whether stakeholders believe in your vision enough to follow it. These human elements appear underdeveloped in her responses and remain critical factors when considering who can lead a complex and high-performing district forward.

97 Dr. Simon is committed to ensuring success of all students. She has a clear vision for how she will move St. John's County forward. She also values open two-way communication and building trust with teachers, administrators, and the community at large. Dr. Simon is using data to inform her decision making while also considering the human impact of those decisions. I would like to know more details about her plan for supporting students with disabilities.

105 "When we support our teachers, we elevate our entire district." !!!! I'm not sure why Duval did not allow for internal candidates on their superintendent search, because Dr. Simon would have been wonderful and well-qualified. Teachers I know all like and respect her and she has outside ideas from a district even larger than SJCS. She is a very strong candidate and she is one of the few females that have made it this far that is actually qualified and prepared for the role. Education, especially in the lower levels, is such a female-dominated profession that it makes sense to have the leader of the district have an intimate understanding of the female perspective. Brava!

ResponseID Response

108 Dr. Simon is one of the strongest candidates who proposes innovative and evidence-based solutions for managing the increasing population of our schools, managing our budget, and strengthening collaboration with teachers and parents. How will she address the politics that have bogged down our board recently and help them focus on addressing growth, academic success and other more critical issues?

128 Dr. Simon put together excellent videos in which she communicated her messages clearly. She has a lot of experience from which to draw and seemed to strike a good balance between recognizing and celebrating people and accomplishments in order to increase morale, while simultaneously being willing to acknowledge and address problems. She was the only candidate to cite the potential of storytelling in the former regard. She also seemed to have a good understanding of what our teachers need, in terms of a strong school and district culture in which they feel valued, heard, and connected: "When we support our teachers, we elevate our entire district". She further understood the unique qualities required in a principal for each type of school (elementary, K-8, etc), as well as the vital importance of choosing a school leader wisely: "School leadership is one of the most positive forces for positive change in education". Finally, I thought her answer to the question about communication was her strongest response. Her recognition that clear, timely, and responsive communication is the key to effective leadership and a united school community is vital, and her plan to utilize newsletters, real-time dashboards, and social media, plus in-person meetings, to keep all stakeholders informed and to facilitate two-way communication is excellent: "When communication is strong, trust is strong, and that's how we move the district forward"—Indeed! Dr. Simon is a top choice for me!

136 Strengths: -She focuses on students first, not appeasing others. -Strong communication - Her quote, "When we support our teachers, we elevate our entire district," deeply resonates. She will support their autonomy, and as subject matter experts with our kids. -She'd be the first female superintendent—an important step for a female-dominated profession. -Educators in Duval admire her leadership and wish she had stayed- that speaks volumes.

137 Dr. Simon is one of the most intellectual educators. When faced with issues, she is able to problem solve with efficiency. Anytime when asked, she knows the data of all of the schools in which she supervises. She is an amazing leader who will make St. John's County shine even brighter. No questions at this time.

139 Simon demonstrated that she focuses on fairness, communication, and putting students first. Her quote, "When we support our teachers, we elevate our entire district," deeply resonates. She'd also be the first female superintendent—an important step for a female-dominated profession. Educators in Duval admire her leadership and wish she had stayed.

141 She is highly qualified and we would be lucky to have her lead us to greatness.

146 Dr. Simon seems focused on fairness, communication, and putting students first. Her comment that, "When we support our teachers, we elevate our entire district," tells me she understands what matters. She'd also be the first female superintendent, which is an important and needed step for a female-dominated profession.

ResponseID Response

147	Strengths- experience in many realms of education, a new set of eyes for the strengths and weaknesses that the district has Questions- what is her experience in collaborating with the teachers union? What are her new and innovative ideas in retaining those teachers currently in the district?
153	I was impressed by her ideas as well as her concern for all the stake holders. She seemed very knowledgeablebut compassionate as well. I would want to know how her work in our district was seen.
165	How do you plan to handle the growing district and get and retain good teachers?
175	I see a strength as coming from outside of this school district. I feel that it may be very beneficial to have someone come in with knowledge and experience from another school district (especially a large one) that could provide insight and input as our district continues to grow.
182	Dr. Simon stood out with her statement: "when we support our teachers, we elevate our entire district." She demonstrates a clear focus on fairness, strong communication, and student-centered leadership. These values are foundational to building trust and moving the district forward. As a candidate from Duval, she is respected by educators who wish she had been their superintendent. Additionally, her selection would represent a milestone as the first female superintendent in a female-dominated profession.
184	Great candidate transparency and leadership with compassion. Knows how to reach different constituents in a meaningful way and will make a positive impact on our county programs
191	Dr. Simon was very organized in her responses. She has a very plan on how to retain high quality teachers. I like the emphasis that she places on ensuring that all students in Saint Johns have high quality teachers and leaders in place. She has a good understanding of the different needs within the various school settings and looking for the right people to fill spots.
197	She seems so smart and personable. I really think her ideas about storytelling and the human connection will resonate with Mrs Collins, especially. But more importantly, she is highly skilled and qualified for the role. She had an excellent balance between the roles of district and the teacher-educator roles that will really elevate the student's learning environment and draw in parent support. I'd love to ask her about how she would address the state funding issues we are facing? I can't wait to hear what she says! So excited about her and her possibly being our next superintendent!
204	Dr. Simon is an instructional powerhouse with deep understanding of how to build equity through rigor, co-teaching, and teacher-led reform. She has successfully transformed PLCs into collaborative hubs, built subgroup access to AP/IB, and consistently centers students with disabilities in her academic strategy. Simon would immediately elevate classroom quality while repairing trust with ESE families.

ResponseID	Response
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9. What do you see as #20-Dr. Kyle Dresback's strengths? What questions do you have about #20-Dr. Kyle Dresback?

ResponseID Response

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| 74 | I don't see any strengths with Mr. Dresback. I know he's well networked in the county and has received accolades over time. However, I'm saddened that he has non-reappointed certain teachers that truly made a difference in the lives of their students. These include highly qualified/effective teachers, teacher with higher degrees that just a bachelors, and teachers of color who were role models to students of color. Under his leadership, lots of teacher cliques formed. And if you were not in one of those cliques, then you often didn't survive your job. But at the same time, he allowed other teachers stay, including a band teacher when he was at Nease, that was having inappropriate relationships with students, despite several complaints. Not to mention attendance issues. I suggest someone do a deep dive of the number of teachers he non-reappointed. Do you have the statistics behind it? With retention so low it speaks volumes of how teachers are treated under his leadership. |
| 79 | Kyle seems to have a clear and concise path to ensure that our county remains top of the state while building and retaining/mentoring our current and future teachers coming into the county. |
| 81 | None. Dresback has never been in a classroom. In 2020 Dresback shut down football capacity to 40% even though it was an outdoor event. My family wasn't even able to get enough tickets for our family to go watch our student play. He was adamant that this is how it had to be. Wouldn't listen to reason. Very proud and stubborn. Would not be a good superintendent! |

ResponseID Response

85 Dr. Kyle Dresback demonstrates strong familiarity with the internal operations and historical context of the St. Johns County School District. His written responses reflect a methodical, systems-oriented approach, particularly in the areas of infrastructure planning, professional learning communities, and districtwide data monitoring. He references his experience with zoning boards and construction planning, and outlines a structured vision for managing the challenges that accompany rapid growth. He clearly values stability and continuity, and his background within the district gives him an informed lens on long-term initiatives. His familiarity with community partnership models, such as those implemented in several elementary schools, and his appreciation for mentorship as a means to develop future leaders, round out his strengths in logistical planning and organizational oversight. While Dr. Dresback's strategic and procedural knowledge is evident, questions remain about his ability to lead through personal connection and relational trust. In a role as visible and human-centered as superintendent, the capacity to build authentic relationships, inspire others, and communicate with transparency is essential. How has he built meaningful relationships with teachers, administrators, and families in ways that create shared ownership and morale? Additionally, it would be helpful to understand how Dr. Dresback has held administrators accountable in his role as regional superintendent. What systems or expectations has he put in place to ensure high performance at the school level and how does he respond when outcomes or leadership behaviors fall short? His responses lean heavily on structures and theory but less on how he personally navigates conflict, models vulnerability, or elevates diverse voices particularly in underrepresented or struggling school communities. Has he demonstrated the kind of presence and responsiveness needed to earn the trust of those on the front lines of education? Finally, in contrast to candidates who emphasize compassion, flexibility, and relational leadership, how does Dr. Dresback intend to unify and motivate a growing and evolving district community? Strategic systems are essential but without connection, even the best plans fall flat.

93 Dr. Dresback is a great listener. He hears what your concerns are and works with staff & students to follow through and solve any issues great or small. He is out in the community and cares for our district and values where we are headed in growth and learning! Dr. Dresback is a great family man and would be an exceptional leader for our district!

105 I heard a lot of the same of what the district is currently doing. But what he did not say, but I've heard countless times, is how much he did not support veteran teachers and lead them to quit, but did support cronyism. He is also very closely aligned with Mr. Forson. I'd like to ask Dr. Dresback how he would partner with Sheriff Hardwick for school safety?

133 I think he's a very strong candidate for our school system. He is also the only candidate that has been in St. John's County his entire educational career, which shows dedication and determination to his community and line of work. His responses were also very well thought out and he seems to understand how to better our county best out of all semi-finalists due to his years of experience. He clearly loves what he does and enjoys bettering student education. I believe he is the best candidate. I have no questions.

ResponseID Response

- 134 I think he's a very strong candidate for our school system. He is also the only candidate that has been in St. John's County his entire educational career, which shows dedication and determination to his community and line of work. His responses were also very well thought out and he seems to understand how to better our county best out of all semi-finalists due to his years of experience. He clearly loves what he does and enjoys bettering student education. I believe he is the best candidate. I have no questions.
- 156 I like Kyle's comments on how he would fill Principal roles in the county. I also like the values and added communications, workshops, etc that he would have with the principals, teachers, other staff, and students. I feel like he has many offerings to enrich our schools community and bring in success which he has already proven in his 25 years in the county.
- 169 We should NOT be advancing anyone who is currently in the St Johns County School District. Has Forson not shown us that internal candidates are NOT able to address the issues and continue to run the district as it has for the last 20 plus years. We need someone with new/fresh ideas that can address the teacher shortages and pay, behavior issues (specifically bullying and racism) and the extreme growth this county has had and will continue to have for the next decade plus
- 171 Dr. Dresback's focus on communication strategy has potential to understand as parents how decisions get made, how they contribute towards the district's goals, and how in a time of partisanship, we can get together to boost our students' outcomes. I appreciated what he said! Dr. Dresback has a great history in this district and would have our support!
- 182 Concerns about cronyism have been raised regarding Kyle Dresback. During his tenure at Nease, many teachers felt unsupported, and several experienced educators left the school. His public comments echoed current district practices without offering new ideas. A productive step forward would be a town hall with Sheriff Hardwick to understand how he envisions collaboration on student safety, an area of increasing concern.
- 183 Would not be a good person to lead the district to be competitive, to support students/teachers, or to advocate for.
- 194 Dr. Kyle Dresback holds both teachers and admin to high standards. He builds relationships with classroom teachers and is seen within schools currently to provide support in order to enhance student success inside and out of the classroom. As a current teacher in SJCS D I believe Kyle Dresback would be an amazing superintendent of schools for St. Johns County.
- 197 I know students seemed to really like him when he was at Nease. He is very educated and works well with his peers. The district should keep him where he is because he is great in that role.

ResponseID Response

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I think his deep experience in this district could help make a difference on day 1. Although I appreciate fresh perspectives, I think it is also so important that a person can hit the ground running and our district is unique. I think of the internal candidates Dr. Dresback is the best and has the best reputation internally as a community builder. My only question is whether he will feel comfortable and confident moving on some of the feedback even if it will involve tough decisions involving people he knows?

10. What do you see as #24-Sherri Forrest's strengths? What questions do you have about #24-Sherri Forrest?

ResponseID Response

105	I immediately liked and gravitated towards Ms Forrest's application when I read about her role on a change management committee in Atlanta Public schools. Change can be hard and uncomfortable when you are going through it, but it quite often leads to tremendous new growth and strength. Having someone apply from another very large, diverse school system and versed in change management would be a great asset to our school district to regain our top position in the state. I'd like to ask her if the St Johns Teacher union would have a seat at her table for ongoing discussions?
182	Coming from Atlanta Public Schools, Sherri Forrest brings relevant experience. Her role on a change management team is notable and aligns with the district's urgent need for systemic reform.
183	Would be a good person to lead the district to be competitive, to support students/teachers, or to advocate for.
187	Fdhbdbdndnd
195	I appreciate the responses Sherri submitted for infrastructure, community partnerships, and instructional equity. Her responses struck me as the needed change that will keep SJCS D's high achievement while also addressing the issues that will ultimately bring our success down. Having someone with her experience in Florida as well as out of state are ideal. Best of both worlds to support our amazing system. A question I would have for her is What is your plan for bringing yourself up to speed on budgeting and finance matters that you lack experience with?
202	Sherri appears to have good experience in all levels of school administration and also emphasizes educating each child based on their needs.
203	Sherri is the most qualified of all candidates. She brings unmatched experience in equity-driven reform, ESE leadership, teacher wellness, and discipline consistency. Her record includes leading in complex, high-pressure urban districts with diverse student needs. She has delivered real results in inclusion, staff retention, transparent systems, and community trust. She has stood firm under political pressure, and would be the bold, reform-minded, student-first leader SJCS D urgently needs.
204	Sherri is the most qualified of all candidates. She brings unmatched experience in equity-driven reform, ESE leadership, teacher wellness, and discipline consistency. Her record includes leading in complex, high-pressure urban districts with diverse student needs. She has delivered real results in inclusion, staff retention, transparent systems, and community trust. She has stood firm under political pressure, and would be the bold, reform-minded, student-first leader SJCS D urgently needs.
205	Sherri is the most qualified of all candidates. She brings unmatched experience in equity-driven reform, ESE leadership, teacher wellness, and discipline consistency. Her record includes leading in complex, high-pressure urban districts with diverse student needs. She has delivered real results in inclusion, staff retention, transparent systems, and community trust. She has stood firm under political pressure, and would be the bold, reform-minded, student-first leader SJCS D urgently needs.

11. What do you see as #26-Dr. Randy Mahlerwein's strengths? What questions do you have about #26-Dr. Randy Mahlerwein?

ResponseID Response

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| 18 | As the spouse of a current SJC teacher, I appreciate that he mentioned retaining current staff and developing a feeling of community where teachers feel they belong. I would like to know more about Dr. Mahlerwein's evaluations of principals; what specific data would you use when helping to determine site level admin, if it is so critical. Related to that, what is your plan for if a school's current admin is not successful. |
| 99 | I think it's important for our next superintendent to have experience with managing and scaling growing budgets, with a growing school system and with funding creative ways to bring in additional funds. I think Dr. Mahlerwein's background checks off each of those boxes and he sounds like the perfect candidate for the job. |
| 105 | I'm very excited we attracted someone from out of state without Florida ties, at least that I can see. He will bring new, fresh ideas to our district. I really liked his stance on veteran teachers and his strategic staffing model away from the lonely single teacher in a classroom to the community approach. And listening for understanding first. We desperately need this new perspective at SJCSD to get our focus back on supporting our kids by supporting our teachers. I'd like to ask him why he wants to move to Florida in this political, and not very public education friendly, environment? |

ResponseID Response

128 Dr. Randy Mahlerwein's presentation was the least stilted, and the most conversational, of all the presentations submitted. For me, this demonstrates comfort with presenting, even in a high-stakes situation, which is an asset. Additionally, his answers were impressive. I thought he was the forward-thinking and innovative of all the applicants. His recognition—as a non-FL resident—that the advent of vouchers is a total game-changer in this state and that it is going to require district and school-based leadership "to communicate at the highest level" to our community what our public schools can offer was priceless. No other candidate even mentioned this at all. His assertion that providing the needed resources to help our under-performing schools is not "a zero sum game" and that we must also expand in excellence in our higher performing schools, shows system-wide thinking, rather than compartmentalized thinking. That notion was also reflected in his statement that, "Instructional excellence is not a single initiative. It is a culture," as well as in his desire to "raise both the floor and the ceiling". As the parent of a gifted learner, I love his focus on future-forward secondary experiences, to include inquiry-based learning; project-based learning; and design thinking. In addition, his leadership style seems very collaborative. His plan to include representatives of every conceivable category of stakeholder in his growth committee, plus his willingness to consult with superintendents in other high-growth districts in FL and learn what he can from them, reflects this approach. His focus on retention first, as concerns teachers, would be incredibly meaningful to them, and his willingness to innovate, as he did with his strategic staffing model shows responsiveness to both district and staff needs—a win for both groups. Furthermore, his recognition that "How a principal goes is often how a school goes," and that school "culture drives everything" shows deep understanding of what is vitally important. He was also able to clearly articulate the different qualities needed in a principal at each school level (elementary, K-8, etc). Further, the fact that he "leans into listening first" and understands the importance of putting a system of communication in place as a top, initial priority would be a huge asset. Finally, his experience elsewhere, coupled with the experience of others in SJCS, would provide fertile ground for cross pollination and be a rich source of ideas. This may even have the potential to make SJC a leader in educational innovation in the state. This candidate is a top choice for me!

136 Strengths: -Highly qualified and could potentially transform education here -He brings a fresh, thoughtful, and inclusive approach. -His strategic staffing model to eliminate teacher isolation and build collaborative teams helps support our teachers to get the best out of them, which helps us all win. -He values veteran educators Questions Why does he want to move to a state that has a hostile culture toward public education? Does he feel it would be insurmountable?

139 Dr. Mahlerwein is highly qualified. He could bring a fresh, thoughtful, and inclusive approach. I appreciated his strategic staffing model to eliminate teacher isolation and build collaborative teams. Seems to truly value veteran educators.

146 Dr. Mahlerwein comes across as highly qualified with a fresh, thoughtful, and inclusive approach. I appreciated his strategic staffing model to eliminate teacher isolation and build collaborative teams. He seems to truly value veteran educators. I'm curious why would he want to move to a state with such a hostile climate toward public education??

ResponseID Response

- 147 Strengths- new set of eyes to the current strengths and weaknesses in the school district since he will be new to Florida, nice communication style and conversational with examples to support his ideas, and experience in many realms of education. Questions- what is his current track record in working with the teachers union in his area? What new and innovative ideas does he have in retaining the teachers currently employed here?
- 176 Proactive about teacher retention and development.
- 181 Most visionary and future-ready. He understands national competition and is ready to innovate through strategic ways. He comes across as student-centered, helping to keep the district competitive.
- 182 Dr. Mahlerwein is a highly qualified candidate who offers a fresh and diverse perspective. His appreciation for veteran educators and strategic staffing concepts—like transitioning isolated teachers into collaborative professional learning communities—reflect thoughtful leadership. His emphasis on listening for understanding is encouraging. One open question is his motivation for relocating to Florida amid its current political climate, which has been challenging for public education.
- 195 Dr. Randy Mahlerwein's responses and video really spoke to me. I appreciated his professional demeanor and obvious intelligence and work ethic. His strengths match what I feel are an urgent need to keep our schools at the top, while addressing the challenges we face. These include his early literacy focus and addressing school inequity during expansion. The science of reading MUST be the way we teach so students learn. His leadership style of trust and service are much needed in our current system. He appears to be the candidate to restore faith with his plans for communication and teacher/community involvement. The question I would like him to answer would be How would you approach becoming familiar with Florida's specific policies and systems? I URGE you to bring Dr. Mahlerwin to SJC for a face to face interview!!!
- 196 Great ideas as an outsider, laid back and was very prepared without feeling rehearsed. Would he be met with resistance simply from being a transplant and unfamiliar with unique growth of SJC?
- 197 Gosh, it's hard to summarize all the things I loved about his responses. I especially liked how he, unprompted, brought up things Ms Barrera mentioned in an earlier workshop about competing with private and charter schools, for funds, resources, students, etc. we are in our choice era and Dr Mahlerwein would be an excellent choice! He also balances that super smart brain we can all tell is there with an informal, conversational tone. This will be so wonderful to have a collaborative and effective relationship between the superintendent and the board to get our district back to the very top. I'm so very excited to hear him on the next steps and we would be so lucky to get someone as qualified as Dr Mahlerwein for our next superintendent. I'd like to ask him if his school district has ever passed a referendum like we did and how the teacher salary negotiations went? What is his relationship like with the teachers union? So excited for him!

ResponseID	Response
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205	We need an external view to keep this district from sliding further backwards. A systems-level strategist, Dr. Mahlerwein brings expertise in compliance, finance, and innovative instructional design. He understands the practical fallout of reduced federal oversight and has already restructured services locally with success. His leadership would modernize SJCSD with STEM, UDL, dual enrollment growth, and real-world learning. He's bold, clear, and student-centered.
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12. What do you see as #27-Luis Solano's strengths? What questions do you have about #27-Luis Solano?

ResponseID	Response
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106	I have previous experience working with Luis Solano and know his skillset and leadership abilities would greatly benefit St. John's County students.
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108	Strong candidate with fantastic experience but concerned about his knowledge of St Johns.
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