



Florida School Boards Association SUPERINTENDENT SEARCH

COMMUNITY FORUMS and FOCUS GROUPS

Date: February 11, 2025

Location: Coral Shores High School

Facilitators: Gaudreau, Pace

Participants: 20

1. List the strengths and those areas of the school district that the next superintendent will need to understand and continue to support.
 - Excellent Finance Department, no audit findings for 15 consecutive years
 - School/Site-based Management
 - Community hometown feel
 - Support for special programs, some common and some unique to specific schools (examples: ESE, AVID, Special Olympics, Everglades Ambassadors)
 - Positive relationship between the Superintendent and the Union
 - Business community involvement and support of the schools and the school district
 - Diversity of post-secondary pathways supported by the School Board, including variety of vocational programs offered in high schools
 - Open-minded and supportive of new initiatives and proposed ideas for change
 - Continue to improve equity across the school district by supporting programs and schools in all Keys schools
 - Availability of transportation to allow students to participate in different programs and initiatives
 - Teachers have a voice in selecting, planning, and leading professional learning
 - Teacher salaries, highest in the state of Florida
2. What are the most critical needs and challenges of the school district that the next superintendent will need to understand and address?
 - Shortage of non-instructional staff workers/vacant non-instructional positions; critical areas include cafeteria workers, after school care providers, bus drivers, and athletic officials as examples
 - Planning for attrition in instructional workforce, more support needed for new teachers
 - Equity concerns up and down the Keys; athletic facilities, school facilities, school vans for transportation cited as specific concerns



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- Equitable academic supports; need for math coaches at all schools cited as specific concern
 - Equitable support for fine and performing arts and sports programs in middle schools
 - More/Improved alternative education opportunities and supports for students struggling in academics, attendance, or behavior, currently assigned to an alternative education program located on the high school campuses
 - More affordable housing options for staff members, both instructional and non-instructional
 - Restructure district leadership to improve communication
 - Universal Free/Reduced Lunch and Breakfast for all students
 - Non-monetary benefits for Highly Effective/Effective teachers (example, simplified evaluation/observation system)
 - More funding/support for after school and summer learning programs and activities, including activity buses to increase access/opportunity and support for working parents
 - More promotion/publicity of unique skills, achievements, and experiences of Keys students as it relates to competitive college/university applications and scholarship opportunities (More equitable sharing the story of the great things happening and the great things students and staff members are accomplishing in Keys Schools to improve equity between schools in the school district and with other school districts across the state)
 - Increase access and improve quality of Advanced Placement courses, particularly in the math/science areas
 - Protection of instructional planning time
3. What personal qualities, professional experience, and other skills should the Board look for in the next
- Apolitical – 18
 - No “Bubbas” – 12
 - Classroom experience – 9
 - Leadership experience – 7
 - No predetermined agenda – 6
 - Local candidates preferred – 6
 - Experience with collaborative bargaining – 4
 - Diverse educational background, including elementary, middle, and high school experience – 4
 - Visible in schools – 4
 - Effective communication with all stakeholders, including principals and teachers – 4
 - Believes in and supports school-based management – 3
 - Experience in education and industry – 2
 - Good character, free from scandal – 2



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- Respects diverse cultures, backgrounds, and religious beliefs and does not try to impose a singular vision – 2
- Promotes equity – 1
- Global citizen of the Keys – 1
- Energetic – 1
- Graduate degree in education – 1
- Approachable, easy to talk to
- Diplomacy