



Florida School Boards Association SUPERINTENDENT SEARCH

COMMUNITY FORUMS and FOCUS GROUPS

Date: February 13, 2025

Location: Key West High School

Facilitators: Gaudreau, Pace

Participants: 7 participants

1. List the strengths and those areas of the school district that the next superintendent will need to understand and continue to support.
 - Communication with all stakeholders
 - School/Community culture
 - Adult Education program
 - Student activities and athletics
 - Teacher autonomy
 - Volunteer clearance procedures (Level 2 background checks)
 - Community partnerships
 - Open door policy
 - Technology integration
 - Fine/Performing Arts
 - School walkthroughs by Superintendent and district curriculum team
 - Superintendent's involvement in the community
2. What are the most critical needs and challenges of the school district that the next superintendent will need to understand and address?
 - Housing costs, including upfront security deposits, etc.
 - Provide housing supplements for employees
 - Recruitment and retention of employees at all levels of the organization
 - Diversify staff to reflect the diversity of the student body
 - More and improved services to support behavioral and academic needs of ESE students
 - Challenging stakeholders with a lack of consensus about expectations and school district priorities
 - Clubs should be led by students, not adults, and more oversight is needed
 - Geographic challenges (distance between schools and the district office)
 - Variation in culture and climate in different areas of the Keys (upper, middle, lower)
 - Cost of healthcare and insurance



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- More ELL supports, both staff members and other resources
- Continue to grow Career/Technical programs (CTE) at all grade levels and in all the district's geographic areas

Feedback shared by participants following the meeting:

- Separation of church and state
 - No guns in schools
 - No Moms of Liberty hire
 - Student apathy is a challenge for teachers
3. What personal qualities, professional experience, and other skills should the Board look for in the next superintendent?
- Good communicator and good listener – 6
 - Previous experience as a Superintendent not required – 5
 - Educator background with a degree from a college of education – 5
 - Keys driven – 3
 - Likes children, finds the positive in kids – 3
 - Innovative thinker – 2
 - Open-minded, diplomatic – 2
 - Business mindset – 1
 - Innovative thinker - 1
 - Respects tradition
 - Empathetic and understanding
 - Energetic