



Florida School Boards Association SUPERINTENDENT SEARCH

COMMUNITY FORUMS and FOCUS GROUPS

Date: February 12, 2025

Location: Teams Meeting

Facilitators: Gaudreau, Pace

Participants: 20 students, 7 middle and high schools represented

1. List the strengths and those areas of the school district that the next superintendent will need to understand and continue to support.
 - Professionalism at the district level builds the confidence of the students and the community
 - District shares problems with students and families clearly and engages them in problem solving
 - District-wide student surveys result in positive action, show the district listens to student voice
 - Incentive programs for students, teachers, and administrators
 - Positive Behavior (PBIS) program with recognition/rewards for positive behavior and academic success
 - AVID program with implementation of AVID qualities and classes, support for AVID National Demonstration Schools
 - Culturally diverse backgrounds in student body and in the community, support for different student cultures and backgrounds
 - Flexible and involved teachers and administrators understand and support student needs and challenges
 - Community involvement, engagement, and support (Champions for Change, half marathon, and DUI simulation before prom are examples)
 - Post-graduation success (colleges, universities, military enlistment, workforce)
 - Updated furniture and equipment
 - Variety of in-school club activity opportunities
 - Strong Career and Technical education programs
 - Fine and Performing Arts programs, travel opportunities for students involved (New York trip)
 - Dedication to academic excellence throughout the community
 - Student-first focus
 - School sports, some added
 - School lunches have improved
 - Improvements in technology access and more technical classes for students to choose from



Florida School Boards Association SUPERINTENDENT SEARCH

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

- Need for more counseling/counselors to support students mental and social emotional health
- More academic supports for students, such as tutoring and after school help
- More opportunities for sports participation, add sports not currently offered
- Student performance/achievement is below state average
- More middle school student engagement, more forums (high school students have more opportunities to share their voice)
- Limited course offerings in middle school, math; need to add more career related electives
- Limited and delayed transportation, overcrowding on buses, due to bus driver shortage; buses are not available for sports programs and other activities
- Repetitiveness of programs, such as vaping (same presentations every year are not effective)
- Limited resource distribution for economically disadvantaged students and families (food, clothing, school supplies)
- School social workers are on campus, but students don't know they are available
- FAST Reading scores in 10th grade are below state average, same for Advanced Placement, Algebra 1 achievement, and seniors to struggle to achieve concordant scores to meet graduation requirements
- PBIS is not active at Key West High School (students are engaged and have school spirit but there is a lack of incentives to support/encourage student culture, academic excellence, attendance)
- Connections between students and teachers are not as strong as they were pre-COVID, resulting in less student engagement
- Key West High School, lunches need to be improved (small portion sizes, inconsistent quality)
- Students with learning disabilities are unable to use their accommodations (such as extra time on tests)
- Teachers need more professional learning to be able to help students with mental/social emotional needs
- More follow-through/depth in bullying investigations
- Continuity/consistency between district schools for program quality and implementation (i.e., AVID, PBIS)
- Equity between school facilities (quality of furniture, equipment)



Florida School Boards Association SUPERINTENDENT SEARCH

3. What personal qualities, professional experience, and other skills should the Board look for in the next superintendent?
- Community involvement -12
 - Invested in students - 9
 - Passionate about the job – 8
 - Have a plan and execute it - 8
 - Caring about students – 7
 - Willing to make a long-term investment in the school district – 5
 - Integrity – 5
 - Adaptability – 4
 - Good with kids, builds personal connections with students – 4
 - Visionary – 3
 - Education background/experience – 3
 - Very involved - 3
 - Comfortable with students – 2
 - Knowledgeable about the job – 2
 - Understanding of students – 2
 - Transparent decision-making – 2
 - Consistent with their beliefs – 2
 - Good character – 1
 - Disaster/Hurricane preparedness - 1
 - Non-traditional, innovative thinker – 1
 - Confident about their work
 - Good communicator