



## Florida School Boards Association SUPERINTENDENT SEARCH



# COMMUNITY FORUMS and FOCUS GROUPS

Date: 2.15

Location: Palmetto High School Administrative Focus Group *Revised*

Facilitators: Dr. Bill Vogel and John Reichert

Participants: 19

List the strengths and those areas of the School District of Manatee County that the next superintendent will need to understand and support.

1. Academics trending upward based on data
2. Building strong leaders with corporate memory
3. Effective use of financial resources including the referendum
4. Exemplary and innovative community and national partnerships (Guy Harvey, WOZ, etc.)
5. Innovation
6. The community partnerships result in referendum support
7. Renovated and modernized schools
8. Support for currency strategic plan
9. Safety and security
10. Dealing with growth
11. Effective use of resources with referendum
12. Strong instructional background of superintendent
13. Community partnerships support millage

What are the most critical needs and challenges of the School District of Manatee County that the next superintendent will need to understand?

1. Building trust through shared decision making / the why?
2. Pay not attractive - some change careers
3. Succession planning
4. Leadership development
5. Teacher certification assistance and more mentoring of new teachers
6. Consistency in systems
7. Support salaries
8. 10% salary rule for promotions
9. Educate elected officials on FI school finance and statutes
10. Youth mental health
11. New student and family orientation program needed
12. Loss of students to virtual or private school and potential impact of new voucher law
13. Carefully review new programs before implementation
14. Negotiate more teacher professional development time
15. Increase grant resources
16. Differentiated pay for Title I Schools
17. Hard to recruit teachers in CTE Engineering and other critical areas



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### 18. Growth and shifting populations

What personal qualities, professional experience and other skills should the Board look for in the next superintendent?

1. Strong track record with experience in education (10)
2. Experience in building teams and trusting them to address the issues (8)
3. Knowledgeable of all areas and holding people accountable (6)
4. Servant leader "we are all in this together" (5)
5. Collaborative problem solver who uses shared decision making (4)
6. Motivator and team builder (4)
7. Strong communicator with staff and community (3)
8. Honest, trustworthy, and supportive of all staff (3)
9. Wide range of experiences dealing with different groups of people/ a relationship builder (2)
10. Shows appreciation for teachers and staff (2)
11. Inspirational and accountable (1)
12. Visionary (1)
13. Accessible and visible in schools and classrooms / available to students

Please note:

Numbers next to some priorities indicate priorities of the respondents.