



## Florida School Boards Association SUPERINTENDENT SEARCH



# COMMUNITY FORUMS and FOCUS GROUPS

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Date: 1.19.23

Location: School District Office

Facilitator: Dr. Bill Vogel

Audience: School Related Employee Focus Group

Participants: 17

List the strengths and those areas of Osceola Schools that the next Superintendent will need to understand and continue to support.

1. District hometown family atmosphere
2. Appreciate diversity of students and families
3. Decisions based on how it benefits students
4. Remain visible in schools and community and in the media
5. Celebrate growth and success of students
6. Communicate and let staff be heard if they have issues
7. Value those who work for the district as a precious resource
8. Be approachable and classy
9. Committed to the job

What are the critical needs and challenges of Osceola County Public Schools that the next Superintendent will need to understand and address?

1. Budget
2. Tweak, but don't fix what is not broken
3. Review Kelly Services and the substitute teacher issue
4. Address Covid learning loss
5. Teacher and staff retention and recruitment
6. School culture: bring students and teachers together
7. Professional development for support staff
8. Overcrowding in some schools
9. Competitive pay scales with business and surrounding school districts
10. Building care and maintenance, especially at older schools
11. Student discipline
12. Health insurance
13. Update technology as needed; review misuse and replacement policy
14. Prepare for a new ERP system replacing TERMS
15. Address burnout of staff



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

1. Someone who has seen it all in schools and the district level
2. Familiar with Osceola County
3. Servant leader who supports staff
4. Compassionate and understanding
5. Relationship and culture builder
6. Knowing importance of how every job supports the mission
7. Is the voice and face of the district presenting a positive image
8. Approachable
9. Team builder
10. Visionary leader
11. Reputable character
12. Honor our tradition, but focus on the future
13. Put students first
14. Leads with integrity and compassion

Please note: The choices were not ranked.