



Florida School Boards Association SUPERINTENDENT SEARCH



COMMUNITY FORUMS and FOCUS GROUPS

Date: 1.20.23

Location: School District Office

Facilitator: Dr. Bill Vogel

Audience: Teacher Focus Group

Participants: 15

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

1. New teacher mentoring program
2. Collaboration throughout the district
3. Availability of CTE courses in MS and HS
4. Opportunities for Professional Learning Communities
5. Support for multicultural programs
6. Support Staff "Green Shirts" and DRT (District Resource Teachers)
7. Positive social media messages
8. One-to-one devices
9. Dual Enrollment
10. Dynamic Strategic Plan
11. PBIS
12. Leadership opportunities
13. Curriculum Unit Plans (CUPS)

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

1. Teacher retention and recruitment
2. Certified teachers from universities
3. Teacher salaries for experienced teachers
4. COLA needed to keep up with inflation
5. Increase parent involvement
6. Student attendance and parent accountability
7. Differentiated professional development
8. ESE student support across the board, not just math and reading including gifted
9. Recertification process - new requirements added
10. Too many initiatives
11. Quality over quantity
12. Discipline support and consistency
13. Support for other languages than Spanish
14. Curriculum unit plans good but need organization and are overwhelming



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15. Not staffed for K-8 model
16. Tier 1 instruction weak
17. Training needed for new positions (ex- restorative practice teacher)
18. New Beginnings Alternative School needs expansion
19. Health Insurance
20. Overcrowding in some schools

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

1. Understand the needs of all schools from Central Ave. to Celebration (10)
2. Trust teachers as experts in their field (9)
3. Elem, MS, HS experience and other leadership experience (7)
4. Professional during conflict (4)
5. ESE knowledge (4)
6. Supporter of the Arts (3)
7. Ability to have tough conversations (2)
8. Not afraid to stand up to parents (2)
9. Ability to work with diverse populations (1)
10. Critical thinker (1)
11. Board Members need to focus on education, not politics (1)
12. Visit schools and classrooms, be available and visible
13. Put kids first
14. Budget experience
15. Recent teaching experience
16. Education degree, Doctorate
17. Listens, especially to teachers

Please note:

Numbers next to some responses indicate priorities of the respondents