



QUESTION 2 THOUGHTS

The School District of Osceola County Florida


Q1 What are the most critical needs and challenges of Osceola County Schools that the next superintendent will need to understand and address?

Fiscal Responsibility - Finding innovative ways to be fiscally responsible and find the resources to support teachers and administrators. Many vacancies exist because teachers do not feel valued when they do not receive the financial compensation they need and deserve.

4.2  (10 )
Ranked #1 of 27





Successfully managing population growth
Staffing must grow in both schools and district offices to properly meet the needs of the students and parents.

4.2  (8 )
Ranked #2 of 27



All schools are different and staff is overwhelmed with mandates and requirements. To get quality teachers we need to assist them in not being so overwhelmed from all directions.

4.1  (7 )
Ranked #3 of 27



School grades ; grad rates; and differentiating schools individual needs. Each school services a different population and one model does not fit all.

4.0  (15 )
Ranked #4 of 27

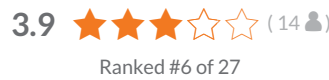


Schools need more human capital via allocations to effectively help students and teachers. The needs and dynamics of our kids and families has increased dramatically. Each school should have dedicated social workers, psyche, behavioral spec

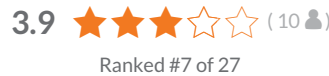
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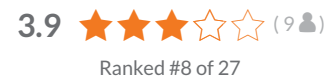
Behavior supports for general ed students and classrooms is critical. All schools should have support with behavior/discipline to support instruction. There is a need for behavior interventions understanding. This will give us opportunities to focus on instruction



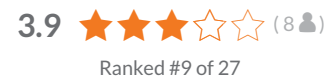
Student Behaviors are just as much to blame for a teacher shortage as salaries. The lack of respect shown to teachers and the lack of support from the district regarding student behaviors and parents is not helping staff retention



Our schools are full of struggling students and behavior problems with a lack of teachers to help support them. The top-down pressure from leadership to school admin to teachers is causing teachers to be out or leave all together.



During the hiring process we are losing outside of county candidates to Orange County because they pay more for experience Develop a pay for experience level set that is equitable and easy to understand for tchs & future candidates would help with recruiting and retention



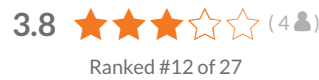
With increase cost of living, being able to compete with salary of other counties/ jobs teachers can go into. Restructuring resources is needed.. Finding a way to pay teachers more for their experience. May need to cut resource/ staff positions at district level to accomplish this.



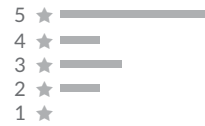
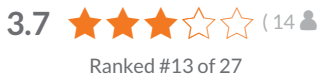
Staff retention. Staff that stay longer have a better grasp on how things work.



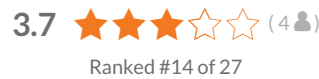
Challenges of staffing, rapid growth, diversity of needs of our students/staff, transiency of families in the community, demands placed on schools. Osceola staff members are amazing/work tirelessly for our students. It is imperative that the next superintendent keeps a positive climate for all.



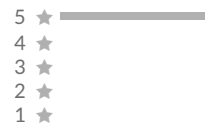
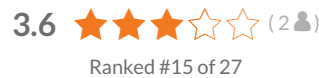
Schools need more personnel via allocations to effectively help students and teachers. The old model of by number of students needs changing. Small schools need just as much as big schools. They are often given less because of formulas created but they are also in great need.



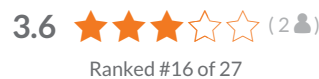
Most critical is understanding the needs within each school community in Osceola County. I.E. a school in the Harmony community has very different needs and attention to different barriers than those in Poinciana community.



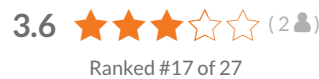
Ensuring that we have adequate support for teachers that are new to the profession and or on an alternate certification pathway to reduce turnover. Continuing to have every K12 school staffed with Instructional Mentors will allow SDOC to support our new teachers and alt cert. teachers.



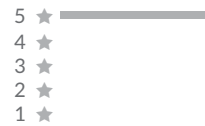
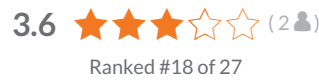
Fully funding areas on our strategic plan that we have deemed critical for our student success. If we expect all schools to implement MTSS with fidelity, then we need staffing for all schools, not just Title 1. Same for Literacy and math coaches.



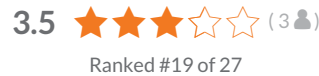
Leadership from the board that is working together in a positive light to spotlight the great things in our schools and show appreciation for leaders. If we expect our students and school-based leaders to carry themselves positively and feel confident, we need to display that positive image each day.



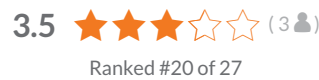
The disparity in salaries between new teachers and experienced teachers needs to be addressed. We are spending time and money training new, out of field teachers who often don't stay. Ignoring the disparity in wages devalues experienced teachers



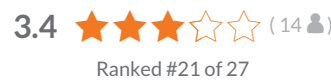
Qualified educators Students need qualified and knowledgeable teachers in order to meet and exceed one year of growth.



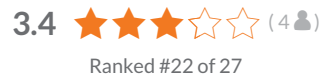
Teacher Support In order to meet the demands of an educator these days, teachers need more support.



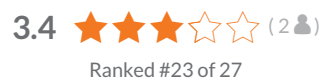
Teacher autonomy on instructional decisions.



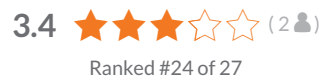
Leave admin that are working well and highly effective in the community in which they serve where they are. Moving administrators just because they are effective here does not mean they can be effective elsewhere. It takes time to learn a community.





Increased requirements and mandates from the Florida DOE are causing us to lose teachers. New teacher certification requirements are overwhelming and difficult to accomplish. Mandates on what can be taught/talked about kill culture.



New initiatives need to be trained for during the summer, not implemented in the middle of the school year. It frustrates teachers when the district rolls out new initiatives or curriculum plans and they have not had training on it.





Minorities are the majority in this district. Focusing on their deficiencies will garner us the greatest gains academically and behaviorally. Representation matters. If we can get rid of the maltreatment of minority administrators and teachers, the + minority representatives can be retained.

2.6  (3 )
Ranked #25 of 27





Teacher recruitment and retention While recognizing the need for fiscal responsibility, resources must be allocated to support salary increases veteran teachers.

0.0  (0 )
Ranked #26 of 27



Teacher vacancies and certification needs- consider tiered incentives for critical shortage areas of certification and high needs locations Critical shortages impact overall student learning outcomes;

0.0  (0 )
Ranked #27 of 27

