



# QUESTION ONE THOUGHTS

## The School District of Osceola County Florida

**Q1** List the strengths and those areas of Osceola County Schools that the next superintendent will need to understand and continue to support.



**Collaborator with ALL stakeholders.**

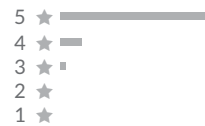
**Someone who listens to school admin about what happens in the schools and the impact of district decisions** School based admin are in the buildings & see the impact of people making decisions that have no idea what ramifications they have on staff and stude

4.5  (23 )  
Ranked #1 of 40





**While Osceola County as a whole is diverse, the needs of the community in various areas are different** In order for all students to gain an education of excellence, this information is crucial to know and understand.

4.5  (23 )  
Ranked #2 of 40



**Positive working relationships amongst school and district staff** Positive Work climate leads to happy employees who feel valued and are motivated to help others

4.5  (17 )  
Ranked #3 of 40

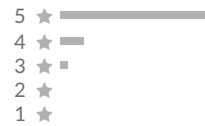
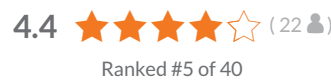


**The needs of the students in the Poinciana , Kissimmee and St. Cloud Community are diverse. Principals need autonomy to make educational decisions** In order for education to progress for students, principals must be allowed to enrich, maintain or remediate students based on their own school data.

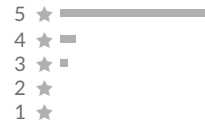
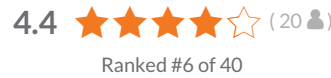
4.4  (24 )  
Ranked #4 of 40



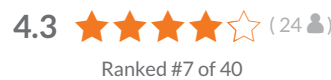
**Need to understand that every school has different needs. One size models do not support student.** From set schedules to resources to personnel. Our populations are all different based on where our schools are located.



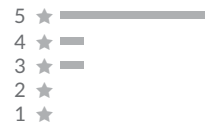
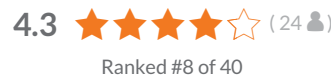
**Respect the knowledge and expertise of the building Administrators to do what is best for their students.** Even though it is the same district, each school is uniquely different and one size doesn't fit all.



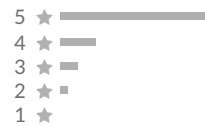
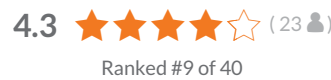
**It's important to know the administrators who work for you, their background and experiences.** Administrators need to be given opportunity to grow in various positions, or at least be considered based on background and experience.



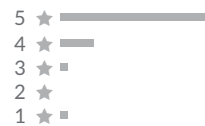
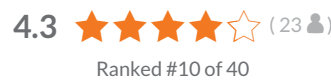
**Sense of community.** Sense of community connects to a student's sense of belonging. When a student has a high level of belonging, he /she will succeed at higher levels!



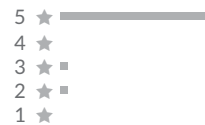
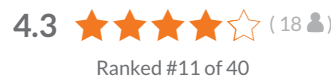
**High Expectations of all that work here** It should not matter your position you should give 100% all the time



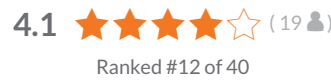
**We are a family and understanding that teachers, staff and administrators are also human is important. We have high expectations and are innovative.**



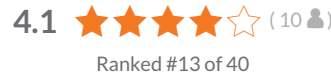
**They need to have experience working both as a school-based administrator and at the district level. Focused on doing what's best for kids.** Experience is everything. Ensuring that the future cabinet team is able to problem solve issues to ensure that learning happens for all students



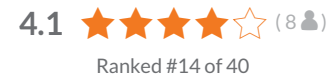
**Understanding and working to meet every student's needs** What's best for ALL students should drive all decision making..



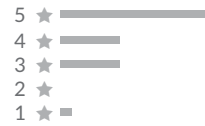
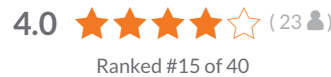
**Finding/ recruiting teachers and growing them as professionals.** We put a lot of efforts into our new teachers and then they leave for higher paying jobs. It is so difficult to find teachers, let alone keep them



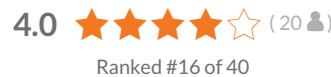
**Being personable and transparent.** I will work harder for someone that I trust and has invested their time in getting to know me.



**They will need full understanding of high school operations, grading, discipline, and school grade.** These are the skills and knowledge needed in order to increase high school grades and overall support to increase student achievement for all HS.



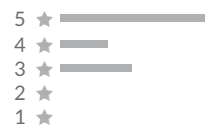
**One of our strengths as a District would be our ability to handle changes and adapt quickly to make sure that every child receives what they need.** This is important because things happen quickly in this ever-changing world we live in. COVID is a great example of this.





**The growing needs of the community that affect schools daily: low SES, infrastructure problems due to population explosion, and cost of living.** Our students are a product of our community-which is going through fast and expansive changes, and many are out of our control.



**Smaller district, easy to communicate when assistance is needed.** There are a variety of issues that come up involving safety and security, transportation, and facilities. Instant communication is key.





**Familiar with the dynamics/ culture of elementary, middle, and high schools and how each facility impacts the next.** Well rounded and understanding of the public education system at all levels helps builds credibility.

3.9  (7 )  
Ranked #19 of 40





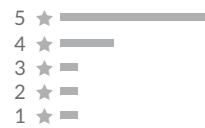
**Our strength is in our people and how they work together collectively as a team for the good of all students. Our leadership should come from within.** Leadership from outside Osceola County often throws out initiatives that have been years in the making, forcing us to "start over" with new ones.

3.8  (20 )  
Ranked #20 of 40





**Willingness to stand up in support of administration and teachers on legislation that needs to be changed. For example, new classroom library .** We are going to continue to lose teachers over requirements like this and others.

3.8  (14 )  
Ranked #21 of 40





**Supports principals** Parents or particular board members could be toxic and overbearing. We need support.

3.8  (7 )  
Ranked #22 of 40





**An additional layer of support high schools need is authentic professional development for teachers and administrators.** Educational pedagogy continues to change and our teachers need adequate training that is provided in advance.

3.7  (24 )  
Ranked #23 of 40

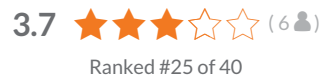


**Continue with the small town feel but operate and progress like a large town.** Although Osceola is one of the fastest growing counties in the country, we continue to keep the small town, tight knit, feeling.

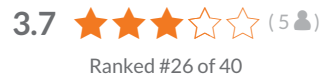
3.7  (6 )  
Ranked #24 of 40



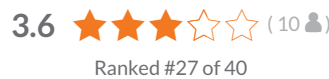
**Our district continues to grow quickly yet we still feel like a tight-knit community. We grow our own leaders but also hire the best outside Osceola.** This provides a blend of a diversity of ideas yet a consistent familiarity of keeping our community and culture tight. Osceola feels like a family.



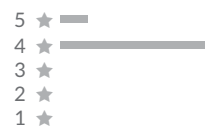
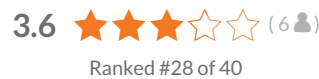
**forward thinker, targeted and deliberate plan and support to move data, effective listener**



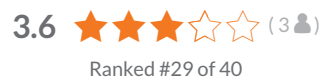
**District initiative should come with clear expectations on how to meet them** Should be consistent from one school to the next with the number of kids that move between schools



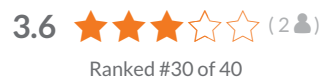
**Forward thinking, accessible, organized, supportive, politically adept, kids first** The next supe has the challenge of managing great growth while also maintaining the small district feel that keeps so many valuable leaders



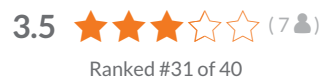
**Well thought out Strategic Plan that is actually guiding decisions.** Monitoring our progress towards the goals we say are important gives credibility to our work and builds confidence in our district.



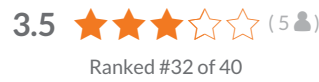
**The next superintendent will need to understand and continue to support the people first mindset and culture in the district.** This is important because people care that their leaders care about them as a person.



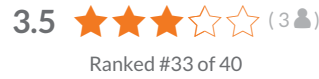
**Experience working with a diverse school and community** Osceola is a diverse community with



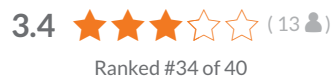
**An understanding of the importance and how Human Resources functions.** Having a leader that understands the delicate work of HR will continue to allow us to strengthen our work.



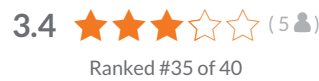
**Osceola - past, present, and future. Understand the hurdles we had to overcome with the pandemic as educators and administrators.** It is important to understand that our current gaps in achievement are not due to Osceola losing sight, it is a reality brought on by the pandemic.



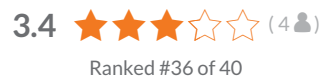
**Importance of Technology in the classroom.** Importance of making sure our students are protected in the digital world.



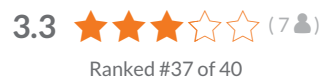
**SIP-clear vision and direction** Expectation for all stockholders to be on the same page.



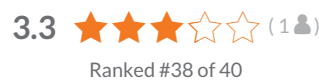
**Valuing all employees** It is evident that our current superintendent values the work of all of our employees. She listens and advocates for and supports us.



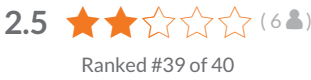
**Our adult education programs.** We are an excellent partner for the k-12 system in that we provide oppurtunites that help with the barriers many of our parents' face.



**Individual school communities are diverse with varying needs.** Flexibility within each school to develop plans which meet student needs while simultaneously striving toward district goals is important.



**Osceola County comes with a deep & impermeable culture. Many employees are either homegrown or related. in some way. One perspective becomes all's.** Well protected individuals have far reaching influence and how they feel about you is how those connected to them feel as well. No facts needed.



**Collaborative culture with collective efficacy and PLC efforts** PLC processes nurture overall collective efficacy and is highly impactful on student learning outcomes and is a way of work in Osceola Schools

