



## Florida School Boards Association SUPERINTENDENT SEARCH



# Qualities

The qualities below are compiled from input from

- School Board Pre-search Interview Workshop on January 30
- Community Forum held March 4
- Staff Forum held March 4
- On-line Community Survey conducted February 26 – March 15

### Personal Leadership

1. Builds trust and respect and serves as a role model for staff, students, and the community
2. Views the School Board as an active member of the leadership team, frequently communicating, collaborating and together, formulating and implementing a strategic plan that provides a vision, mission and short- and long-range goals to enhance learning opportunities for all students
3. Visible, available, engaged in the community and maintains an open-door policy
4. Honors past traditions but focuses on the future in which every graduate can realize his or hers hopes and dreams

### Engaging Instruction

1. Demonstrated ability to work with the business community to implement exemplary career tech programs that provide industry certifications and job ready skills
2. Experienced in identifying what makes an effective school and ensures that schools have the resources and support to be successful
3. Proven success in improving instructional outcomes for all students including those in ESOL and ESE programs
4. Champions athletics and the arts as well as academics including STEM programs

### Talent Management

1. Holds high expectations and accountability for self, staff, and students
2. Ensures a high quality and diverse workforce by implementing recruitment, training and retention strategies including the implementation of a leadership training program
3. Values positive working relationships with employee groups, unions, and others
4. Understand the challenges that teachers and staff face on a daily basis and shows appreciation and recognition for their successes

### Positive Culture

1. Familiarity with Okeechobee Schools and the cultural and demographic realities of the community
2. Collaborates with parents, community, staff, and students as appropriate in the development of recommendations



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3. Develops a plan promoting the success of Okeechobee Schools as the first and best education choice for parents when deciding where to enroll their students
4. Experienced in motivating staff and students and generating enthusiasm and positive morale

### Operational Functions

1. Proven success in evaluating and reorganizing staff, allocations, revising policies and implementing changes to improve efficiency
2. Uses sound fiscal practices to maximize the resources of the district
3. Ensures buildings and grounds are safe, beautified and meet the needs of the schools, district, and community
4. Works collaboratively with legislators, Indian River State College, the city, county, and law enforcement to ensure safe campuses and to enhance learning opportunities

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