



**Florida School Boards Association  
SUPERINTENDENT SEARCH**



## COMMUNITY FORUM / STAFF

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Date: 3/4/24

Location: District Office Board Room

Facilitators: John Reichert and Dr. Bill Vogel assisted by Mike Gaudreau

Logistics: Sharon Vinson and Dr. Joe Stanley

Participants: 8

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

1. CTE Program growth
2. Dual Enrollment
3. Individualized Instruction
4. Familiarity with staff and current system
5. Understanding and sense of a small rural community
6. Schools are the centerpiece of the community
7. Good relations between the Board and Superintendent
8. Strong levels of communication between schools and district
9. Open door/ less bureaucracy
10. Safe Schools

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

1. Affordable housing
2. Salaries for all staff (experienced staff leave for the coastal districts with high salary)
3. Understanding the varied student population (ESOL, Migrant, Homeless, reservation, etc.)
4. Student achievement linked to attendance
5. Semester Exam elimination
6. Mental Health/ threat assessment as related to student behavior
7. The importance of Athletics in keeping students in school, regularly attending, and maintaining good grades. This needs to be reemphasized. Athletic and extracurricular stipends need to be increased.
8. Funding, allocations, and equity of funding at Title I Schools need to be reviewed
9. New superintendent must be accepted by community and all stakeholders
10. Keep the open door, honor traditions yet be visionary and change adept
11. Address teacher/ staff shortage
12. Develop human capacity as people wear many hats because of size.

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



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1. Knowledge of current legislation, statutes, and State Board Rules (4)
2. Relationship Builder with staff, community, business, and stakeholders (3)
3. Focus on growth and success of the district (3)
4. Prior experience as a superintendent or a principal with a record of improving student achievement (3)
5. Budget and finance experience (3)
6. Ability to initiate cutting edge programs and think out of the box (1)
7. Visionary (1)
8. Strong communication skills
9. Supportive
10. Improve Graduation Rate (focus on best practices)
11. Organized
12. Problem solver
13. Understanding of a small town and understanding community needs but has the ability to move the district forward
14. Visible
15. Engaged in the community
16. Progressive successful education experience (teacher, AP, Principal, District, etc.)
17. Goal oriented
18. Model work/ life balance

Please note:

Numbers next to some priorities indicate priorities of the in-person participants  
Wording of input items based on the satisfaction of participants



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