

March 14, 2000

Dr. Marta Pérez, Member

**SUBJECT: REQUEST TO (1) ESTABLISH AD HOC COMMITTEES TO STUDY AND COMPARE THE SELECTION CRITERIA FOR THE SUPERINTENDENT AND SCHOOL BOARD ATTORNEY POSITIONS RESPECTIVELY IN COMPARABLE SCHOOL DISTRICTS, AND (2) SUBMIT TO THE BOARD, BY THE MAY 17 MEETING, A RECOMMENDED SELECTION CRITERIA TO BE CONSIDERED WHEN SELECTING FUTURE SUPERINTENDENTS AND SCHOOL BOARD ATTORNEYS IN MIAMI-DADE COUNTY**

There are two positions in the Miami-Dade County Public School system that report directly to the School Board, the Superintendent and the School Board Attorney. In the past, the School Board has reacted to a vacancy when there was no objective criteria in place to help guide it through the important decision making process of selecting individuals for these important positions. Being one of the largest school districts in the nation, it is particularly important that the individuals holding these two positions meet and surpass minimum criteria for effective performance of their jobs.

It is therefore desirable to create, in advance of any vacancies, a set of objective criteria by which this or future Boards will guide themselves in selection of future Superintendents and Board Attorneys. Objective criteria should be developed by a cross-section of this community that has experience both in institutional educational settings, as well as business and legal disciplines so that this Board may benefit from their collective input.

The selection criteria committee for the position of Superintendent should be comprised of the Chair of the School Board, or their designee, the Dean of the education department of a local college or university, an elementary, middle and high school principal, an athletic director, the president of the PTA/PTSA, a representative from United Teachers of Dade, a representative from the business community who is experienced in middle and upper level managerial functions, as well as at large community members who may be parents of public school children, or employers of our future graduates.

**REPLACEMENT**

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The ad hoc committee for the School Board Attorney's selection criteria should include, among others, the Chair of the School Board, or their designee, a representative from the Office of the Attorney General, or other municipal or County legal department, a plaintiff and defense attorney from local law firms that do not do business with the school system, an architect, a lawyer specializing in real estate matters and/or construction litigation, and a Certified Public Accountant.

Selecting future Superintendents and Board Attorneys pursuant to carefully crafted objective criteria will also serve to minimize the current public sentiment that cronyism exists in the hiring of the highest level of administrators of the Miami-Dade County Public School system. The committee recommendations should be presented to the Board no later than the May 17 Board meeting.

**ACTION PROPOSED**

**BY Dr. MARTA PEREZ**

That The School Board of Miami Dade County, Florida direct the Superintendent of Schools to:

1. Create ad hoc committees to study and compare the selection criteria for the Superintendent and School Board attorney positions in comparable school districts, and
2. Submit to the Board, by the May 17 meeting, a selection criteria to be considered when selecting future Superintendents and School Board Attorneys in Miami-Dade County.