

Dr. Marta Perez, Member

**SUBJECT:           REQUEST THAT THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA, DIRECT THE SUPERINTENDENT, THROUGH THE DISTRICT OFFICE OF ACCOUNTABILITY AND SYSTEMWIDE PERFORMANCE, TO DEVELOP AND CONDUCT A SURVEY TO MEASURE THE SUPERINTENDENT'S "STANDARDS CRITICAL FOR ACHIEVING GOALS"**

**COMMITTEE:       INSTRUCTIONAL EXCELLENCE AND COMMUNITY ENGAGEMENT**

At its April 2005 School Board meeting, The School Board of Miami-Dade County, Florida adopted a Strategic Plan that included the District's Vision, Mission and Core Values, along with District Goals, Outcomes, Initiatives, Definitions and Roles of District Departments/Functions. This is a five-year plan to be acted upon in concert with the Superintendent's "Agreed Upon Performance Objectives" (Objectives), specifically the "percentage of [his] objectives met," and his "Standards Critical for Achieving Goals" (Standards), an additional rating on a four-point scale from unacceptable to excellent.

It is a school board members' responsibility to account for any moneys spent on a bonus with the highest standards of verification that is based on accurate data.

Many of the Superintendent's Standards are capable of assessment, at least in part, through valid employee surveys that could be developed and conducted without significant cost to the District through the Office of Accountability and Systemwide Performance. In view of the Superintendent's goal for system wide accountability, it is appropriate that such surveys be conducted at this time in order to provide a climate study in advance of determining the Superintendent's merit pay associated with his Employment Agreement.

By way of example, the Superintendent's demonstrable Standards that are measured best through the issuance of an employee survey include:

- Takes leadership role in maintaining appropriate relationships between the Board and District employees
- Supports Board policy and actions when interacting with the public and staff

- Provides vision and strategic direction to the District
- Visits school sites and communicates with teachers, students, and staff
- Delegates appropriate authority to senior staff; monitors their follow-through
- Accurately evaluates senior staff performance- to include ongoing commendations and constructive suggestions
- Supports a strong staff development program for all employee
- Treats all personnel fairly and impartially
- Works to maintain good employee morale and loyalty to the organization
- Inspires employees to work with the highest professional standards
- Solicits opinions/feedback from community groups and individuals and adjusts actions, as appropriate
- Responds in an appropriated and timely way to issues brought by members of the community
- Maintains high standards of ethics, honesty, and integrity in all personal and professional matters
- Demonstrates facts and diplomacy in working with individuals and groups
- Responds appropriately when faced with unforeseen events

The District has conducted these types of surveys in the past. In view of the School Board's ongoing obligation to measure and determine the Superintendent's merit pay bonus under the terms of the Superintendent's Employment Agreement with the Board, it is both necessary and appropriate that such a survey be conducted at this time. The Standards can be demonstrably assessed through the development of succinct, specific questions with two employee groups, (1) District administration, and (2) Region administration and School Principals. To be valid and reliable, the surveys must be conducted anonymously. It is the recommendation of this board member that the results be tabulated by an independent entity, i.e. The University of Miami School of Education or other research institutions, to preserve the integrity of the results.

**ACTION PROPOSED BY  
DR. MARTA PÉREZ:**

That The School Board of Miami-Dade County, Florida direct the Superintendent, through the District Office of Accountability and Systemwide Performance, to develop and conduct a survey to measure the Superintendent's "Standards Critical for Achieving Goals" as follows:

- 1) Develop the criteria and questions to measure the Superintendent's Standards to be approved by the Board at its June, 2005 School Board meeting;
- 2) Request the assistance of an independent entity to administer the survey anonymously to District and Region Administration as well as Principals and tabulate the results which are to be presented at the July, 2005 School Board meeting.