

January 30, 2002

Mrs. Manty Sabatés Morse, Member

**SUBJECT: INSTRUCT THE SUPERINTENDENT TO CONDUCT A SURVEY AMONG PRINCIPALS AND DISTRICT STAFF ON EMPLOYEE MORALE AND ON THE LEVEL OF BOARD MEMBERS' INVOLVEMENT IN THE DAY-TO-DAY OPERATIONS OF THE SCHOOL SYSTEM**

Miami-Dade County Public Schools is one of the major organizational entities in our community. As such, The School Board of Miami-Dade County is entrusted with the responsibility of overseeing its overall functioning, governing policies, and its day-to-day operations.

While The School Board must perform as overseers of the system, School Board Rule and Florida Statutes specifically prohibit and outlaw School Board members' involvement as micro-managers of its decisions. The function of The School Board as official representatives elected by the public is limited to initiating and approving policy governing the school district. The implementation of the above should be strictly left up to the Superintendent, district staff, and principals.

Recently, MDCPS released the results of a survey conducted among principals concerning general operations and relations with the Board. In my opinion, this survey would have been more useful if district staff had also participated and had both groups been allowed to specifically name the Board members, that in their opinion, have violated the separation of powers dictated by School Board Rule and Florida Statutes.

That is why, I believe that the Superintendent should conduct another survey whereby both principals and district staff are allowed anonymously to participate and identify and rate individual Board members' participation in management decisions. Many within the system have complained of cronyism and political maneuvering up and down the organization as a result of this meddlesome practice by individual Board members.

**ACTION PROPOSED BY**

**MANTY SABATÉS MORSE:**

That the Superintendent be instructed to conduct another survey that would include principals and district staff asking both to identify and rate individual Board members' involvement in management decisions that contribute to poor employee morale.