

Merrett R. Stierheim, Superintendent of Schools

**SUBJECT:       REQUEST FOR AUTHORIZATION TO ESTABLISH AN ADVISORY  
                  COMMITTEE FOR PERSONNEL MANAGEMENT AND SERVICES**

**COMMITTEE:   PERSONNEL SERVICES, MEDIA COMMUNICATION AND MARKETING**

The District Strategic Plan, Goal III(e), Effective Management Practices, Improve the Perception of Miami-Dade County Public School District for Various Stakeholders, provides an opportunity for the District to involve community members, with specific areas of expertise, to participate in an advisory capacity to assist Miami-Dade County Public Schools (M-DCPS) to improve its management practices. The intended purpose in establishing such an advisory mechanism is to (1) promote greater understanding of the district's goals, (2) analyze special program needs, (3) assure equity and quality of education for all sectors of our diverse community, (4) serve as ambassadors to assist in the positive perception of M-DCPS, and (5) make recommendations for program expansion to the Superintendent.

Personnel Management and Services in its commitment to an open process of operation with input from representatives from the community is requesting authorization to establish an advisory committee, pursuant to School Board Rules 6Gx13- 1B-1.01, Citizen Participation – Encouragement, and 6Gx13- 1B-1.05, Citizens' Participation to School Personnel. The purpose of this advisory committee will be to advise Personnel Management and Services on issues related to policies and procedures relevant to human resources, hiring procedures, staff development, archival of records, employee assistance and wellness, Americans with Disabilities Act employee services, retirement, leave, unemployment compensation, and wage and salary. Additionally, this committee will assist Personnel Management and Services in its efforts to implement the recommendations of OPPAGA and the Sterling Criteria for Organizational Performance process.

The proposed membership of the advisory committee would include nine (9) members appointed by the School Board Members and ten (10) members appointed by the Superintendent of Schools. The Superintendent's appointees will include human resource management experts from the public and private sector, inclusive of the areas of higher education, business, government, and human resource management consulting, as well as other fields as appropriate.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, authorize the establishment of an advisory committee for Personnel Management and Services.

MRS:MCA:hh