

Merrett R. Stierheim, Superintendent of Schools

**SUBJECT: REQUEST FOR AUTHORIZATION TO ISSUE AN RFQP (REQUEST FOR QUALIFICATIONS/PROPOSALS) FOR AN EXECUTIVE SEARCH FIRM AND FOR BOARD APPOINTMENT OF A SELECTION COMMITTEE TO RECOMMEND CANDIDATES FOR SUPERINTENDENT OF SCHOOLS**

On October 24, 2001, the School Board entered into an employment agreement with the Superintendent of Schools, Merrett R. Stierheim. At that Board meeting, the Board authorized the Superintendent to initiate a selection process for a permanent Superintendent. Subsequently, at its December 2001 meeting, an agenda item was brought forward detailing the recommended selection process and seeking authorization to issue the RFQP and to select a screening committee. That agenda item was tabled and the Superintendent's contract, amended twice since, requires Board action in June 2004 either to terminate the contract on June 30<sup>th</sup> or extend the contract while a national Superintendent search is conducted or extend the Superintendent's employment until December 30, 2004.

This item recommends Board authorization to issue an RFQP for an executive search firm and for Board appointment of a selection committee to recommend the most outstanding candidates to the Board for the next Superintendent of Schools. The purpose of the RFQP is to obtain the services of a nationally recognized executive search firm experienced in recruiting superintendents, college/university presidents, and CEO's to conduct a national executive search to identify and attract the most highly qualified candidates for the Superintendent of Miami-Dade County Public Schools.

The recommended screening committee will consist of nine members representative of this community, both educational and civic leaders, including representatives from PTA/PTSA and the UTD. The committee will be recommended to the Board for approval. The final selection of the executive search firm and the committee will be made by The School Board of Miami-Dade County, Florida.

There are slightly more than seven months remaining in the Superintendent's employment agreement, which should provide ample time for the selection of the search firm and the actual search process itself. It is the intention of the Superintendent to honor his contractual commitments to facilitate transitional

support to the new Superintendent and provide a seamless transfer of authority with adequate orientation for the District's new leader.

A copy of the Request for Qualifications/Proposals will be forwarded to the Board under separate cover and will be on file in the Office of the Board Recording Secretary and the Citizen Information Center.

The appropriations for this RFQP are included in the General Fund of the 2003-2004 Adopted Budget.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida:

1. authorize the Superintendent to issue a Request for Qualifications Proposals for an executive search firm for the selection of the Superintendent of Schools; and
2. approve the screening committee that will review the proposals for subsequent submissions to the School Board, and make a recommendation to the School Board as to candidates for Superintendent of Schools.

The appropriations for the Request for Qualifications Proposals are included in the General Fund of the 2003-2004 Adopted Budget.