

Ms. Perla Tabares Hantman, Chairman

**SUBJECT: MATTERS RELATED TO THE POSITION OF
SUPERINTENDENT**

COMMITTEE: PERSONNEL, STUDENT, SCHOOL & COMMUNITY SUPPORT

**LINK TO STRATEGIC
PLAN: HIGHLY EFFECTIVE TEACHERS, LEADERS AND STAFF**

On December 9, 2021, the Superintendent of Schools informed the School Board of his decision to resign from his position as Superintendent of Miami-Dade County Public Schools (M-DCPS). On December 15, 2021, the Board approved Good Cause item H-1, calendaring a Special Board Meeting for the purpose of providing guidance regarding the parameters and critical elements to govern the identification of qualified candidates for the position of Superintendent of Schools.

Pursuant to the Board's action in H-1, a Special Board Meeting was held on January 5, 2022. At this meeting, the Chair informed the Board of the Superintendent's preference that February 3, 2022, be his last day of work with M-DCPS, prompting the Board to take action to establish the required qualifications for the position of Superintendent, and to instruct the School Board Attorney to work with M-DCPS staff to immediately initiate the process of advertisement and recruitment for the position.

An advertisement for the position of Superintendent with Miami-Dade County Public Schools was posted with several K through 12 education-related organizations, associations, publications and/or websites. The advertisement instructed that all interested applicants submit a letter of intent and resume to the School Board Attorney by 5:00 p.m. on January 12, 2022. Several aspiring candidates submitted letters of intent and resumes in response to the advertisement.

A Superintendent search website was also established for the public to view relevant documents, policies, recorded meetings and board actions concerning the Superintendent search process. The website provides a mechanism for the public to submit written and/or verbal comments regarding those qualities the public deems most appropriate for the next Superintendent.

The letters of intent and resumes of each of the applicants were uploaded at <https://mdcpssuperintendentapplication2022.dadeschools.net> (Superintendent Applicant webpage) and were also provided to the Board under separate cover.

On January 18, 2022, the Board held a Special Board Meeting for the purpose of reviewing the names, letters of intent and resumes of the applicants who submitted their documentation as established by the Board, and to determine the appropriate process to screen, identify and hire an appropriate, qualified applicant to serve as Superintendent of Schools. At this meeting, the Board took action to identify three (3) candidates for in-person interviews, and outlined the process and procedures to govern said interviews.

Pursuant to Board action on January 18, 2022, the following three (3) candidates are presented to the Board for interview and consideration for the position of Superintendent of Schools:

- Dr. Jose L. Dotres
- Dr. Rafaela Espinal
- Mr. Jacob Oliva

This agenda item has been reviewed and approved by the School Board Attorney's Office as to form and legal sufficiency.

ACTION PROPOSED BY CHAIRMAN

MS. PERLA TABARES HANTMAN:

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

- a. confirm the process and procedures for interviewing and screening the three (3) candidates for the position of Superintendent of Schools; and
- b. select and appoint a candidate for the position of Superintendent of Schools, subject to compliance with employment hiring standards and fingerprinting in accordance with Board policy; and
- c. conduct a workshop to provide additional guidance to the School Board Chair regarding terms and conditions to be included in the Superintendent's contract; and
- d. authorize the School Board Chair to negotiate and execute an employment agreement with the Superintendent of Schools on behalf of the Board based on the guidance provided by the School Board at the aforementioned workshop.