

Ms. Maria Teresa Rojas, Chair

Co-Sponsors: Mr. Roberto Alonso
Dr. Dorothy Bendross-Mindingall } REVISED AT DAIS BY BOARD ACTION
Dr. Steve Gallon, III }

**SUBJECT: MATTERS RELATED TO THE COMPREHENSIVE SELECTION
AND APPOINTMENT PROCESS FOR THE NEXT
SUPERINTENDENT OF SCHOOLS**

COMMITTEE: PERSONNEL, STUDENT, SCHOOL & COMMUNITY SUPPORT

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

As Dr. Jose L Dotres will end his tenure with Miami-Dade County Public Schools (M-DCPS) on February 14, 2027, the Superintendent will leave behind a legacy defined by visionary management, unwavering commitment to students, and a meaningful, lasting impact. Throughout his service, he guided the school district with humility, integrity and purpose championing academic excellence, fostering a culture of collaboration, and steering schools through both moments of growth and times of challenge. His dedication to educational equity, innovation, and community partnership has strengthened M-DCPS and positioned it for continued success, earning the respect and gratitude of students, staff, families, and the broader Miami-Dade County community.

We are approaching the time for the School Board to begin the thoughtful and deliberate process of selecting Miami-Dade County Public Schools next Superintendent. With the upcoming conclusion of the current superintendent's tenure, M-DCPS stands at an important moment of transition, one that calls for careful reflection on its values, priorities, and long-term goals. By initiating a transparent and inclusive search process, the School Board can ensure continuity of strong leadership while inviting fresh perspectives that will build upon the school district's successes and guide its schools confidently into the future.

The selection of a new Superintendent is among the most consequential responsibilities entrusted to the Miami-Dade County School Board, pursuant to Article IX, Section 5, of the Florida State Constitution, State Statute 1001.50, and School Board Policy 0132. The School Board, after our stakeholders have been heard, holds the executive power and responsibility for selecting the Superintendent of Schools.

This decision shapes the educational direction of the district, impacts students, faculties and staff, families, and communities, and reflects the Board's commitment to responsible stewardship of public resources. Accordingly, the selection process must be conducted with complete transparency and a high degree of integrity, ensuring that all actions are open to public scrutiny and grounded in ethical decision-making.

Equally important, the Superintendent selection process must strictly conform to established School Board policies and all applicable state statutes. Adherence to these requirements safeguards the legitimacy of the process, promotes fairness and equity among candidates, and protects the Board and the district from legal and procedural challenges. By following policy and law, the Board affirms its dedication to accountability, public trust, and the long-term success of the school district.

At the School Board meeting of April 21, 2021, former School Board Chair, Ms. Perla Tabares Hantman, proffered Agenda Item H-24, which directed the Superintendent of Schools, the School Board Attorney, and the Chief Auditor to submit to the School Board an updated succession management plan with a clear and specific plan of action in the case of a vacancy in any of these three critical positions. A staff follow-up was submitted by the Superintendent on June 10, 2021, titled Succession Management Plan for the Superintendent of Schools which included certain critical elements of the search for a new Superintendent of Schools, including, but not limited to:

- Whether to hire an acting or interim Superintendent of Schools.
- Whether to hire a search firm, consultant, or handle the hiring process internally.
 - Determine a budget in accordance with the decision.
 - Determine the projected timeline.
- Determine the ground rules for Board Member participation in the selection process in accordance with relevant statutes.
- Determine what are the critical attributes the Board will look for in the new Superintendent.
- Clarify the selection process that will be used to evaluate, screen, and select finalists.

It is proposed that the selection of the next Superintendent Schools should follow a comprehensive process designed to ensure a thorough, transparent, and inclusive approach to the district's management transition and carefully evaluate qualifications, competencies, and align candidates strengths with the district's vision and strategic priorities Through this deliberate process, the School Board will seek to identify a highly qualified innovative chief officer capable of sustaining excellence and leading Miami-Dade County Public Schools forward. Additional information will be provided by the Chair via a supplemental transmittal to the Board prior to the workshop, reflecting proposed activities and tentative timelines to be available for discussion purposes

Scheduled Board workshops, regular Board meetings, special Board meetings, and other specific scheduled Board sessions will remain open to the public in accordance with state statutes. While the School Board is committed to transparency throughout the superintendent selection process, the ultimate decision rests with the School Board.

This item has been reviewed and approved by the Office of the General Counsel as to form and legal sufficiency.

ACTION PROPOSED BY CHAIR

MS. MARIA TERESA ROJAS: That The School Board of Miami-Dade County, Florida, ~~request that the Chair poll the Board and~~ schedule the first workshop to discuss the comprehensive selection process of the next Superintendent of Schools ~~by on~~ April 14, 2026, ~~and receive from the Chair the workshop supplemental information reflecting proposed activities and tentative timelines to be available for discussion purposes.~~ with the caveat that at the workshop there is a consensus to move forward with an action item to be presented at the April 22, 2026 Regular School Board meeting and that all Board members can disseminate supplemental material thru the Office of General Counsel.

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ACTION