

Mr. Roberto J. Alonso, Board Member

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Dr. Dorothy Bendross-Mindingall } REVISED AT DAIS BY BOARD ACTION
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Mr. Danny Espino
Dr. Steve Gallon III
Mr. Joseph S. Geller
Ms. Luisa Santos

SUBJECT: COMPREHENSIVE DISTRICT STAFFING ANALYSIS AND ORGANIZATIONAL ALIGNMENT REVIEW

COMMITTEE: PERSONNEL, STUDENT, SCHOOL & COMMUNITY SUPPORT

LINK TO STRATEGIC PLAN: INFORMED, ENGAGED, & EMPOWERED STAKEHOLDERS

Miami-Dade County Public Schools (M-DCPS) is currently operating with lower student enrollment than in previous years. Although the district has reduced overall staffing in recent years, including central office positions and administrative placements, the evolving educational landscape shows that additional adjustments are still needed to better align our staffing structure. As highlighted during the Strategic Planning Workshop, surplus seat capacity and fixed operational costs are driving up per-pupil expenditures and limiting the district's ability to reinvest resources in classroom priorities.

In previous discussions, the School Board was advised that staffing reductions at District administration and Regional Offices had largely been maximized. However, ongoing strategic planning conversations suggest that additional structural alignment may be necessary to ensure the district's organizational framework reflects current operational realities.

A formal and transparent staffing analysis is essential to ensure that staffing levels are aligned with current and projected student enrollment, personnel structures are focused on instructional and student-facing priorities, and redundancies are identified to create opportunities for consolidation. Additionally, this analysis will support the modernization of job roles to reflect emerging operational needs such as artificial intelligence integration, data governance, and systems optimization while protecting classroom-level investments and ensuring the responsible stewardship of taxpayer dollars. This effort is not intended to support arbitrary staffing reductions, but rather to promote structural alignment, organizational clarity, and long-term fiscal sustainability.

Through this process, the district is expected to gain a clear understanding of its districtwide staffing structure, develop data-driven recommendations for organizational optimization, identify potential cost savings and reinvestment capacity, increase transparency for stakeholders, and establish a strong operational foundation that supports effective leadership and long-term sustainability.

This item directly aligns with the Guiding Policy adopted during the Strategic Planning Workshop, which calls for building a stronger, leaner Education Enterprise by optimizing systems, increasing efficiency, and reducing surplus capacity in order to reinvest in high-quality educational programs and improved student experiences. Strong vision requires operational clarity, and responsible leadership demands that we continuously evaluate whether our structure reflects current enrollment trends, student needs, and future priorities.

This board item therefore seeks to direct the Superintendent of Schools to conduct and present to the board a comprehensive districtwide staffing analysis aligned to current enrollment, projected enrollment trends, academic priorities, operational efficiency goals, and future strategic needs.

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

**ACTION PROPOSED BY
MR. ROBERTO J. ALONSO:**

That The School Board of Miami-Dade County, Florida, direct that the Superintendent of Schools to conduct and present to the Board a comprehensive districtwide staffing analysis aligned to the current enrollment, projected enrollment trends, academic priorities, operational efficiency goals, and future strategic needs by doing the following:

1. Review all District administrative office, Region office, and non-school-based staffing positions;
2. Review all job titles and job descriptions for non-school site positions including school-based positions that are non-teachers to identify any areas of duplication and to analyze whether they remain properly aligned with current operational needs;
3. Analyze statistical data to identify non-school site positions, including school-based non-teacher roles, that are tied directly to enrollment-based funding versus fixed cost structures;
4. Explore the feasibility of organizational restructuring, consolidation, elimination, or role design aligned to a lean Education Enterprise model;
5. Identify any potential cost savings, cost avoidance, and reinvestment opportunities;
6. Report findings to the School Board with final recommendations to follow as part of the Strategic Planning Implementation Process Plan at the July 15, 2026, Personnel, Student, School & Community Support Committee Meeting.