

Mr. Roberto J. Alonso, Board Member

Co-Sponsors:	Ms. Maria Teresa Rojas, Chair	} REVISED AT DAIS BY BOARD ACTION
	Ms. Maria Blanco	
	Mr. Daniel Espino	
	Dr. Steve Gallon, III	

SUBJECT: FEASIBILITY ANALYSIS OF A SCHOOL-BASED LEADERSHIP EVALUATION FRAMEWORK TIED TO STUDENT RECRUITMENT AND RETENTION

COMMITTEE: FISCAL ACCOUNTABILITY & GOVERNMENT RELATIONS

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

Over the past several years, Miami-Dade County Public Schools has experienced sustained enrollment declines driven by demographic shifts, expanded school choice options, and broader population trends. Because enrollment directly impacts Florida Education Finance Program revenue, these declines have had significant fiscal implications affecting staffing allocations, facility utilization, and long-term operational planning.

As the District continues advancing its Strategic Plan and evaluating long-term right-sizing strategies, it is imperative that we take a proactive and enterprise-wide approach to stabilizing and strengthening enrollment. Thoughtful rightsizing is not solely about reductions. It is also about growth, sustainability, and ensuring that our schools remain vibrant, competitive, and responsive to community needs.

Student recruitment and retention are now critical components of fiscal stability and program preservation. In today’s educational landscape, schools must actively engage families, communicate programmatic strengths, and continuously improve the student experience to remain their community’s best choice.

School-based leadership teams are central to this effort. Principals and assistant principals serve not only as instructional leaders, but also as ambassadors responsible for promoting academic offerings, strengthening school culture, engaging community partners, and ensuring families understand the opportunities available within their schools.

The district has invested significantly in specialized magnet programs, academies, career pathways, and innovative instructional models aligned to the goals of the Strategic Plan, including expanding choice, improving academic outcomes, and strengthening workforce alignment. Successful programmatic expansion tied to enrollment demand is essential to maximizing these investments. Leadership teams should be empowered and incentivized to grow and sustain high-quality programs aligned with demonstrated student and community demand.

As an enterprise organization committed to results, Miami-Dade County Public Schools should evaluate whether its leadership incentive structures appropriately align with measurable outcomes that support enrollment stability, responsible growth, and fiscal sustainability. Creating incentives that drive positive results is consistent with sound governance and stewardship. Increased enrollment enables the District to preserve academic programs, maintain staffing stability, optimize facility utilization, and continue delivering on the promise of providing students and their families with their best choice.

This board item requests that the Superintendent conduct a feasibility analysis regarding the potential development of an evaluation framework for school-based leadership teams tied to measurable annual student recruitment and retention outcomes. This analysis will allow the Board to determine whether such a framework would align with Strategic Plan priorities, right-sizing efforts, and long-term fiscal sustainability before any policy consideration.

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, request that the Superintendent of Schools to conduct a feasibility analysis ~~regarding the potential development of an~~ reviewing the existing evaluation framework based on trends for school-based leadership teams tied to measurable annual student recruitment and retention outcomes by doing the following:

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1. Analyze and report five-year enrollment trends by school, including growth, decline, and stabilization patterns based on verified annual FTE data;
2. Develop potential measurable indicators for student recruitment and retention that could be utilized within an evaluation framework including, but not limited to;
 - a. Year-over-year enrollment growth
 - b. Student retention rates
 - c. Reduction in mid-year withdrawals
 - d. Enrollment stabilization benchmarks
 - e. Successful programmatic expansion tied to demonstrated enrollment demand.
3. Report back to the Board with findings and recommendations at the June 11, 2026, Fiscal Accountability & Government Relations Committee meeting.