

Ms. Maria Teresa Rojas, Chair

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

SUBJECT: MATTERS RELATED TO THE COMPREHENSIVE INTEGRITY-BASED SELECTION AND APPOINTMENT PROCESS FOR THE NEXT SUPERINTENDENT OF SCHOOLS DISCUSSED AT THE SCHEDULED SCHOOL BOARD WORKSHOP TUESDAY, APRIL 14, 2026

COMMITTEE: PERSONNEL, STUDENT, SCHOOL & COMMUNITY SUPPORT

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

At the School Board meeting of March 11, 2026, following the discussion of Agenda Item H-1, the Board approved convening a workshop to address the comprehensive selection process for the next Superintendent of Miami-Dade County Public Schools (M-DCPS). The workshop was conducted on April 14, 2026, as scheduled, and during the workshop the Board took formal votes and/or reached consensus on several proposed actions that would be formalized at its upcoming regular meeting of April 22, 2026. The Board recognizes the importance of establishing an integrity-based process that is intended to select and appoint the most qualified candidate as the next Superintendent of Schools. The Board remains committed to engaging in meaningful and respectful dialogue to establish a process that is ethical, transparent, and consistently focused on promoting safety, security, and the academic success of the students it serves.

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

This good cause agenda item reflects the decisions discussed and acted upon during the workshop. The Board is now presented with these actions to ensure appropriate implementation as it proceeds in an expeditious and deliberate manner.

This item does not appear on the published Agenda. There exists good cause to vary from the published Agenda in order to properly and expeditiously approve those proposed actions that were generally agreed upon by the Board at the workshop held on April 14, 2026.

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

**REVISED GOOD CAUSE
H-2**

**ACTION PROPOSED BY CHAIR
MS. MARIA TERESA ROJAS:**

~~That The School Board of Miami-Dade County, Florida, approve the following actions which were discussed and approved for the Board's consideration at a regular meeting associated with the comprehensive integrity-based selection process for the next Miami-Dade County Public Schools (M-DCPS) Superintendent of Schools:~~

- ~~1. develop and implement an internal comprehensive selection process for the next M-DCPS Superintendent of Schools coordinated by the General Counsel in collaboration with the Chief Human Capital Officer, from April 23, 2026, through August 13, 2026, or as soon thereafter as can be facilitated, inclusive of any necessary modifications;~~
- ~~2. direct the General Counsel, in collaboration with the Chief Human Capital Officer, to bring an action item with tentative dates, established goals, and coordinated actions for the implementation of the search; to the School Board for its review and consideration at its May 13, 2026, regular meeting;~~
- ~~3. target, as a goal, the naming of the next Superintendent by the opening of the 2026-2027 school year (August 13, 2026), or as soon thereafter as can be facilitated;~~
- ~~4. direct the establishment of a Superintendent Selection Search website for the public to review relevant documents, policies, and Board actions concerning the Superintendent search process, and to provide a mechanism for the public to submit written comments regarding those qualities the public deems most appropriate for the next Superintendent, with the website to be generated as soon as possible;~~
- ~~5. authorize a preliminary search budget not to exceed \$50,000, and if additional funds are needed, direct the General Counsel to return to the Board with an action agenda item;~~
- ~~6. reaffirm the scheduling of a Special School Board meeting Wednesday, April 29, 2026, at 1:00 pm to discuss and approve the job description and the leadership attributes for the next Superintendent of Schools;~~

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- ~~7. request that the Chief Human Capital Officer submit to the Board, through the Office of the General Counsel, for the Special Board meeting scheduled for April 29, 2026, a draft copy of the job description, including occupational summary, examples of duties and responsibilities, physical requirements, minimum qualification, including those amendments discussed at the School Board workshop on April 14, 2026; and a draft of leadership attributes for the Board's consideration.~~
- ~~8. schedule town hall meetings in the North, Central, and South Regions in May and/or June 2026, to seek applicable and general input from the Miami-Dade County community regarding the search process for the next Superintendent of Schools;~~
- ~~9. request the Chief Auditor to schedule a dedicated time at the next scheduled Audit and Budget Advisory Committee (ABAC), for a discussion to be led by the Chair's appointee to the ABAC seeking input from the members regarding the overall characteristics they would like to see with the next Superintendent~~
- ~~10. schedule meetings in May and/or June 2026, to seek appropriate input with representatives from the following groups with the understanding that Board members have ongoing opportunities to engage with constituents within their respective districts and solicit their input as the selection process for the next Superintendent proceeds:~~
 - ~~a. the five labor unions and the two professional associations~~
 - ~~b. the leadership council of the Miami-Dade County PTA/PTSA~~
 - ~~c. the Student Government Association representing the students of Miami-Dade County Public Schools~~
 - ~~d. Community-Based Organizations (CBOs) serving Miami-Dade County Public Schools~~
 - ~~e. Citizens Participation Groups (CPB), as applicable and feasible; and~~
 - ~~f. the business and industry associations serving Miami-Dade County~~

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That the School Board of Miami-Dade County, Florida, approves the following actions which were discussed and approved for the Board's consideration at a regular meeting associated with the comprehensive integrity-based selection process for the next Miami-Dade County Public Schools (MDCPS) Superintendent of Schools:

1. Direct the General Counsel, to obtain an independent facilitator that reports to the School Board, with knowledge of the District and Community, to work in collaboration with the Chief Human Capital Officer, and the District Community Engagement Team, to develop and implement an internal comprehensive selection process for the next M-DCPS Superintendent of Schools to bring an action item with proposed dates, established goals, and coordinated actions for the implementation of the search, with the target date for the naming of the next Superintendent by the opening of the 2026-2027 school year by August 13, 2026, or as soon as can be facilitated, to the School Board for its review and consideration at its May 6, 2026, School Board Committee meeting.

2. Direct the establishment of a Superintendent Selection Search website by May 13, 2026, for the public to begin accessing relevant documents, policies, and Board actions concerning the Superintendent search process, and to provide a mechanism for the public to submit written comments regarding those qualities the public deems most appropriate for the next Superintendent for consideration by the Members of the School Board as each member deems appropriate or necessary.

3. Authorize a preliminary search budget not to exceed \$30,000, and if additional funds are needed, direct the General Counsel to return to the Board with an action agenda item.

4. Schedule a Special School Board meeting to take place on Wednesday, April 29, 2026, at 1:00 pm, to listen to public input, discuss, and approve the job description and the leadership attributes for the next Superintendent of Schools. The General Counsel in collaboration with the Chief Human Capital Officer are to provide all supplemental and reference materials for Board review and consideration.

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5. The General Counsel in collaboration with the Chief Human Capital Officer, independent facilitator, and the District Community Engagement Team, shall send invitations for representatives of the following community groups to speak and provide input at the April 29, 2026 Special Board meeting for Board members to consider:

- a. the five labor unions and the two professional associations,
- b. the leadership council of the Miami-Dade County PTA/PTSA,
- c. the Student Government Association representing the students of Miami-Dade County Public Schools,
- d. Community-Based Organizations (CBOs) serving Miami-Dade County Public Schools,
- e. Citizens Participation Groups (CPG), as applicable and feasible; and
- f. Business and industry associations serving Miami-Dade County.
- g. All Citizen Advisory Groups.
- h. Anyone unable to accept the invitation, unable to attend, or to send a representative to this April 29, 2026 Special Board meeting may provide public input at any other School Board meeting, or Special Board meeting, or on the Superintendent Selection Search website.

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