

Ms. Maria Teresa Rojas, Chair

SUBJECT: MATTERS RELATED TO THE COMPREHENSIVE INTEGRITY-BASED SELECTION AND APPOINTMENT PROCESS FOR THE NEXT SUPERINTENDENT OF SCHOOLS – SUPERINTENDENT OF SCHOOLS JOB DESCRIPTION AND LEADERSHIP ATTRIBUTES

COMMITTEE: PERSONNEL, STUDENT, SCHOOL & COMMUNITY SUPPORT

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

The School Board of Miami-Dade County, Florida, recognizes the importance of establishing an integrity-based, transparent process that is intended to select and appoint the most qualified candidate as the next Superintendent of Schools. A clear and comprehensive job description and detailed key leadership attributes for the next Superintendent guides the selection process and ensures alignment with Florida Statutes 1001.49, 1001.51, and Board Policy 1030, and the school district's strategic priorities. A proposed job description must outline the essential duties, responsibilities, and qualifications required to effectively lead the district, including a strong focus on student achievement, operational excellence, community engagement, and fiscal responsibility. The attributes enumerated in the job description should also reflect the Board's vision for a leader who can inspire trust, build strong relationships with stakeholders, and navigate the evolving educational landscape.

Furthermore, the Board seeks to define the key leadership attributes desired in the next Superintendent, which should include, but not limited to, integrity, ethics, transparency, collaborative decision-making, and a demonstrated commitment to fairness and innovation, among others.

With this in mind, this agenda item proposes the approval of both the job description and the identified leadership qualities of the next Superintendent of Schools. Approval of this item will formalize the expectations for the role and provide a consistent framework for evaluating potential candidates, ensuring a uniform approach to selecting a Superintendent who will effectively serve the needs of all students and the broader Miami-Dade County Public Schools (M-DCPS) community.

The General Counsel, in collaboration with the Chief Human Capital Officer, will submit copies of the draft job description along with proposed leadership attributes for the Board's review and consideration.

This agenda item has been 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, approve the job description for the position of Superintendent of Schools and the key leadership attributes which reflect the Board's vision for a leader who can inspire trust, build strong relationships with stakeholders, and navigate the evolving educational landscape.