Office of Superintendent of Schools
Board Meeting of May 13, 2026

May 7, 2026

Office of General Counsel
Walter J. Harvey, General Counsel

**SUBJECT:** **AUTHORIZATION TO NEGOTIATE AND EXECUTE AGREEMENT WITH AN INDEPENDENT SUPERINTENDENT SEARCH FACILITATOR**

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

At the School Board's regular meeting held on April 22, 2026, the Board approved Agenda Item H-2, Revised (Good Cause), *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,* sponsored by Chair Maria Teresa Rojas and co-sponsored by Board Members Dr. Dorothy Bendross-Mindingall and Dr. Steve Gallon, III. Through this item, the Board, among other things: (a) directed 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"; and (b) authorized "a preliminary search budget not to exceed $30,000, and if additional funds are needed, direct[ed] the General Counsel to return to the Board with an action agenda item."

Pursuant to the first action referenced above, the General Counsel transmitted to the Board the Proposal for Facilitator Support Services submitted by Hazard, Young & Associates (HYA), a nationally renowned education consultant and superintendent search firm, which was then presented to the Board for its consideration at the Personnel, Student, School & Community Support Committee meeting of May 6, 2026. At this meeting, the Board reached general agreement on engaging HYA's services with specific expectations and requirements. Accordingly, this item requests the Board's authorization for the General Counsel to negotiate and execute an agreement with HYA consistent with the Board's expectations and requirements, as discussed at the May 6 meeting.

Pursuant to the second action referenced above, the General Counsel has reviewed the costs associated with retaining the services of the HYA facilitator. Executing the agreement with HYA, will require funds not to exceed thirty thousand dollars ($30,000.00). This encompasses HYA's Facilitator Support Services Fee an amount not to exceed $25,000. Additionally, having HYA's associate(s) perform in-person services—as stipulated in the agreement—requires travel expenses associated with four trips, not to exceed four thousand dollars ($4,000.00), the amount authorized by § 112.061, Florida Statutes, and set as the maximum amount that can be authorized under School Board Policy 6550, *Travel and Per Diem*.

# Revised Good Cause

# G-3

The proposed agreement with HYA also includes the option for the Board to elect additional services and expenses related to the superintendent search. These additional services and expenses were discussed at the May 6, 2026 Personnel, Student, School & Community Support Committee meeting, and can be provided only if the Board authorizes such services and expenses and adjusts the superintendent search budget accordingly.

The proposed agreement with HYA will be transmitted to the Board prior to the May 13, 2026, Board Meeting.

Further, this item recommends the Board's adoption of the superintendent search plan delineated in the approved Proposal for Facilitator Support Services and the associated agreement. The search plan is attached hereto and will be posted on the Board's superintendent search website: https://superintendentapplicants.dadeschools.net/, prior to the May 13, 2026, Board Meeting.

This item does not appear on the published Agenda. There exists good cause to vary from the published Agenda because the Board, pursuant to Florida's Sunshine Laws, could only meet and deliberate on the Proposal for Facilitator Support Services at its duly scheduled Personnel, Student, School & Community Support Committee meeting of May 6, 2026, which took place after the publication of the Agenda.

**RECOMMENDED:**

That the School Board of Miami-Dade County, Florida:

1. authorize the General Counsel to negotiate and execute an independent facilitator services agreement with Hazard, Young & Associates (HYA) consistent with the Board's expectations and requirements, at an amount not to exceed thirty thousand dollars ($30,000.00) dedicated to retaining and implementing the services of the independent search facilitator; as discussed at the Personnel, Student, School & Community Support Committee meeting of May 6, 2026; and

2. adopt the superintendent search plan delineated at the Personnel, Student, School & Community Support Committee meeting of May 6, 2026, and associated agreement with HYA with the Board having full authority and discretion to modify the superintendent search process, as it deems appropriate.

MIAMI-DADE COUNTY PUBLIC SCHOOLS

# Superintendent Search Framework

## 1 Pre-Search Planning

**Apr 14, 15, & 22**

**ACTION ITEMS**

- Confirm Board vs. staff roles
- Develop outreach plan
- Establish preliminary timeline and communications plan
- Decide type of process

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***COMPLETED***

## 2 Community Engagement

**Beginning April 22 – April 29**

**ACTION ITEMS**

- Board Members may individually Engage with key partners & organizations
- Invite public participation during April 22 Board Meeting
- Board Members to individually solicit public input for throughout process
- Job qualifications and description
- Launch website

**DELIV ERA B LES**

***COMPLETED***

*Community Input*
*Qualifications*
*Job Description/Criteria*

## 3 Approve Facilitator & Schedule

**By May 13**

**ACTION ITEMS**

- Approve process facilitator
- Approve search timeframe/ framework
- Board to receive final package
- Authorize Search Commencement
- Facilitator to host coordination meeting with staff and general counsel
- Update website

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*Facilitator*

*Timeline*

## 4 Publication & Recruitment

**From May 15 to June 10**

**ACTION ITEMS**

- Commencement of Search
- Post position with desired criteria
- Launch recruitment campaign (local, state, and national)
- Promote through professional networks and organizations
- Open and manage application window
- Accept and log applications

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*Post position*
*Recruitment*
*Publication tracking*

## 5 Screening

**June 17 – June 30**

**ACTION ITEMS**

- Conduct initial eligibility review
- Reference checks & vetting
- Advise Board of eligible candidates based on qualifications
- Each School Board Member to advance two (2) - three (3) semifinalists in advance of special meeting

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*Candidate Pool*
*List of Applicants*
*Semifinalist List*

## 6 Initial Interviews

**July 8 – July 21**

**ACTION ITEMS**

- Host Special Meeting regarding semi-finalists (public input)
- Candidates to be available for Board Members in advance of meeting
- Public interviews of semifinalists optional
- Short list of final candidates (#TBD)

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*Short List of Finalist*

## 7 Selection

**August 13***

**ACTION ITEMS**

- Host special meeting to conduct public interviews of finalists (public input)
- Board deliberation & vote
- Provide direction for contract negotiation
- Set date contract Approval

*Or as soon as can be facilitated

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*Finalist Selection · Contract Negotiation to follow*

## 8 Transition & Onboarding

**TBD**

**ACTION ITEMS**

- Develop transition plan
- Conduct Board & staff briefings
- Stakeholder introductions
- Communications rollout

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*Transition Plan · Stakeholder Engagement*