

Ms. Luisa Santos, School Board Member

SUBJECT: DEVELOPMENT OF A TOOL FOR THE ASSESSMENT OF THE SUPERINTENDENT IN ALIGNMENT WITH THE 2026-2031 STRATEGIC PLAN AND AGREED-UPON QUALITATIVE PERFORMANCE AREAS

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COMMITTEE: PERSONNEL, STUDENT, SCHOOL & COMMUNITY SUPPORT

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

The *2026-2031 Strategic Plan*, adopted at the School Board Meeting of May 11, 2026, lays the high-level groundwork for the long-term programmatic excellence and financial stability of Miami-Dade County Public Schools (M-DCPS).¹ Additionally, the “M-DCPS Superintendent of Schools Job Description,” adopted at the April 29, 2026 Special Board Meeting, established the minimum qualifications and duties of the District’s next chief executive officer.² The simultaneous adoption of the *2026-2031 Strategic Plan* and the upcoming selection of a new Superintendent presents a unique opportunity to align the Board’s strategic priorities, the Superintendent’s employment agreement, and the District’s performance accountability framework from the outset of the Superintendent’s tenure.

Identified in the Superintendent’s job description under “Example of Duties,” the role “[o]perationalizes the School Board adopted Strategic Plan by aligning all District initiatives, decisions and resources to its adopted outcomes, and ensures execution with precision, urgency, and accountability for measurable student and organizational results.”³ To ensure alignment with the position’s ownership of student and organizational outcomes, as well as metrics for success delineated in the Strategic Plan, this item seeks to explore the adoption of an assessment of the Superintendent’s advancement of the District’s most critical goals, as adopted in the Strategic Plan, as well as other performance areas.

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Pursuant to section 1012.34, Florida Statutes, each school district must establish processes for evaluating the performance of all operational instructional, administrative, and supervisory personnel.⁴ School Board Policy 3220, *Evaluation of Instructional Staff*, and School Board Policy 1220, *Evaluation of Administrative Personnel*, outline the procedural implementation of this statutory responsibility.^{5 6} Accordingly, instructional and administrative school personnel performance is evaluated on a continuous and systematic basis.

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¹ Miami-Dade County Public Schools. (2025, June). *Strategic Plan 2026-2031*.

https://pdfs.dadeschools.net/Bdarch/2026/Bd051326/agenda/Strat-Plan-Landscape_2026-2031.pdf

² Miami-Dade County Public Schools. (2026, April 29). *Miami-Dade County Public Schools job description: Superintendent of schools* [PDF]. <https://api.dadeschools.net/WMSFiles/287/PDF/Superintendent-of-Schools-job-description.pdf>

³ Miami-Dade County Public Schools. (2026, April 29). *Miami-Dade County Public Schools job description: Superintendent of schools* [PDF]. <https://api.dadeschools.net/WMSFiles/287/PDF/Superintendent-of-Schools-job-description.pdf>

⁴ *Personnel evaluation procedures and criteria*, Fla. Stat. § 1012.34 (2025).

https://www.leg.state.fl.us/Statutes/index.cfm?App_mode=Display_Statute&URL=1000-1099/1012/Sections/1012.34.html

⁵ Miami-Dade County Public Schools. (2011, May 11). BoardDocs® policy: PO3220 evaluation of instructional staff.

<https://go.boarddocs.com/fl/sbmd/Board.nsf/goto?open&id=BK6KQA4FFCE1>

⁶ Miami-Dade County Public Schools. (2011, May 11). BoardDocs® policy: PO1220 evaluation of administrative personnel.

<https://go.boarddocs.com/fl/sbmd/Board.nsf/goto?open&id=BK6KM34FFBD8>

These policies demonstrate a standardized adoption of workforce assessment in M-DCPS. Extending this regular assessment of deliverables and qualitative performance to the role of the Superintendent of Schools, in alignment with the Strategic Plan, reinforces a cadence of progress monitoring and a culture of continuous improvement.

Stipulated by the existing Superintendent's Employment Agreement, the Board "may evaluate the Superintendent's performance of his duties," and if pursued, the Superintendent and the Board "shall mutually develop an evaluation format and an evaluation form acceptable to both parties," developed and amended "at the time the Board establishes the goals and performance objectives for the upcoming year."⁷ Given the forthcoming onboarding of the next M-DCPS Superintendent of Schools, the Board has the opportunity to strengthen this commitment by creating a consistent tool, aligned with the Strategic Plan, for the assessment of the new superintendent's performance.

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By proactively operationalizing accountable leadership strategies for the implementation of the Strategic Plan and other agreed-upon performance areas, the School Board affirms the central role of the Superintendent in assuring achievement of data-driven results and delivering promises made to stakeholders.⁸ An assessment process further upholds this value and demonstrates why M-DCPS remains the best choice for families and students seeking rigorous, transparent, and accountable educational experiences.

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The commitment to implementing administrative accountability strategies aligns with: Agenda Item H-15, as proffered by Dr. Steve Gallon III, Annual Performance Planning, Assessment, and Evaluation, effective April 25, 2018; Agenda Item H-8, as proffered by Mr. Robert J. Alonso, Feasibility Analysis of a School-Based Leadership Evaluation Framework Tied to Student Recruitment and Retention (Revised 2), effective March 11, 2026; and Agenda Item H-2, as proffered by Ms. Maria Teresa Rojas, 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, effective April 22, 2026.

This item seeks to commence the process of establishing process and guiding tool for the M-DCPS Superintendent of Schools that is aligned with the *2026-2031 Strategic Plan* and other agreed-upon performance areas.

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

**ACTION PROPOSED BY
MS. LUISA SANTOS:**

That The School Board of Miami-Dade County, Florida, schedule a School Board workshop no later than July 31, 2026, to collaborate on an assessment process and guiding tool for the M-DCPS Superintendent of Schools that is aligned with the 2026-2031 Strategic Plan and other agreed-upon performance areas.

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⁷ Per Section 9 of the Superintendent's Employment Agreement

⁸ DiPaola, M. F., & Stronge J. H. (2003). Superintendent Evaluation: Getting Started. *Superintendent Evaluation Handbook* (pp. 1-12). ScarecrowEducation.