



Superintendent Search Opportunities for Community Involvement

A Superintendent Search process is an excellent way to engage the community in celebrating the district's successes, identifying challenges to be addressed and focusing on the future of the district's educational path. The process should be one where the entire community has an opportunity to participate and have meaningful input. The following stakeholder opportunities should be discussed.

- 1. Host on-line community and staff surveys.** The Pinellas County School District's website Superintendent Search Portal may provide an opportunity for internal and external stakeholders to provide input about their next educational leader. Desired qualities and qualifications for the next Superintendent can be sought. The survey can also include questions about district strengths, challenges and issues. Respondents may be asked to identify their zip code to allow the school board to see the breadth of community responses. Survey should be promoted internally and externally. The School Board should review the draft survey for prior to it being conducted.
- 2. Conduct Staff Forums.** The FSBA team can facilitate Focus Group conversations to obtain information regarding the desired leadership qualities and qualifications of the next Superintendent. The team can also seek input about the strengths and challenges of the district. Forums can be facilitated with representative organizations and/or with open attendance. Zoom or other virtual platforms may be utilized, depending on district preferences and capacity.
- 3. Conduct Community Forums.** The FSBA Team can facilitate Community Forums. Invitations to attend could be issued via press releases, social media, or other avenues determined by the Board. Participants would provide input on leadership qualities and characteristics desired in the new Superintendent as well as strengths, challenges and issues of the district. Typically, community forums can be held regionally though attendance would not be restricted and be open to the public. Zoom or other virtual platforms may be utilized, depending on district preferences and capacity.
- 4. Conduct Student Forums.** The FSBA team can facilitate Student Forums where students provide input about the leadership qualities of the next Superintendent. Students would have an opportunity to share concerns and celebrations of importance to students. Zoom or other virtual platforms may be utilized, depending on district preferences and capacity.



- 5. Empanel a Superintendent Search Citizens Advisory or Screening Committee.** Citizens can be identified to serve on this committee via direct appointment of School Board Members, by full board appointment, or any combination. Individuals who are representative of the greater Pinellas County community and/or targeted populations and who have made a commitment to support the Pinellas County School District on their quests for excellence should be considered. The FSBA team would facilitate this committee's important work that will occur after resume packets have been received. The purpose of this committee is to identify a non-ranked list of applicants who meet the qualifications and qualities that are required and desired in the next superintendent. This committee would operate under the Government in the Sunshine provision and meetings can be held by Zoom or other virtual platforms, if necessary, depending on district preferences and capacity.
- 6. Community Reception to Meet the Finalists.** At this evening reception, the community can meet the finalists. If conditions do not allow face to face interaction in a public setting, this event can be conducted via a virtual format that can be viewed by the public via a publicized access address and aired on Pinellas County School District platforms. Community members would have an opportunity to submit questions virtually if conducted virtually, and feedback from interactions is requested, compiled, and shared with the board.
- 7. Standard Community Involvement Opportunities.** School Board Members are actively engaged in the community and value community input. All meetings of the School Board allow for public input. Additionally, emails and phone calls to School Board members are always welcomed. School Board members are always available to engage and listen to stakeholders to increase opportunities for educational growth and student success.