

Broward County Public Schools Seeks a Superintendent

Vision: Educating Today's Students for Tomorrow's World

Mission: The School Board of Broward County, Florida is dedicated to meeting the educational needs of all students in a safe learning environment.



District Overview:

Broward County Public Schools (BCPS) is the sixth largest public school system in the United States, the second largest in the state of Florida, and the largest fully accredited K-12 and adult school district in the nation.

The School District provides educational programs and services for a multi-ethnic, multilingual school population of more than 250,000 Pre-K through 12th grade students and approximately 175,000 adult students.

The Broward County Community

Broward County is located in South Florida, adjacent to Miami-Dade County on the south and Palm Beach County on the north. The District serves the entire county, encompassing 31 municipalities and the unincorporated areas of the county for a total of 32 governments and approximately 1.8 million people.

Broward's local economy is as diverse as its population, with major employment sectors in trade, services and government. As Broward County's largest employer, with nearly 37,000 full- and part-time employees, BCPS is a key citizen and contributor to vibrant and stable South Florida communities.



District Accomplishments/Honors

In 2010, BCPS again earned an 'A' grade from the state. BCPS has consistently earned an 'A' or 'B' grade since the grading process began.

BCPS is a finalist for The Broad Prize for Education presented by The Broad Foundation. This is the third year (also 2008 and 2009) that the District has been selected as a finalist. This award is the nation's largest education award honoring school districts. As a finalist, the District is guaranteed a minimum of \$150,000 in college scholarships for our students. The winner will receive \$550,000 in scholarships for 2012 graduates.

For the past seven years, BCPS has been specifically singled-out for student achievement by the Council of the Great City Schools – a coalition of the nation's largest urban public school systems. The District was recognized for beating the odds and increasing the graduation rates of all students, in particular, Black students rose 4.7% for a total of 68.8% and Hispanic students rose 4.4% for a total of 80.7%.

Five Broward high schools were ranked among the Best High Schools in the nation for 2010, by U.S. News & World Report, representing the top 3% of high schools in the country.

In what is likely a first for any collegiate high school in the nation, 100% of the 2010 graduates of the College Academy at Broward College earned an AA degree along with their high school diploma.

BCPS is second in the nation, and leads the state of Florida in the number of National Board Certified Teachers. In 2010, the District added 53 more National Board Certified Teachers bringing its total to 1,783.

Broward Virtual School (BVS) offers full and part-time enrollment to grades K-12 through an online delivery system. BVS has been recognized as the top performing Florida Virtual School franchise in the state for 2008/09 and 2009/10.

BCPS was a finalist for the 2009 & 2010 Council of Urban Boards of Education (CUBE) Annual Award for Urban School Board Excellence, presented annually by The National School Boards Association.

2010/2011 BCPS by the Numbers:

Number of Schools

Elementary	140
K-8	1
Middle	41
High	31
Centers	16
Virtual School	1
Charter Schools	68
Total	298

Personnel

Total instructional staff	15,870
Clerical, support staff, etc.	10,898
Administrators	1,465
Total number of permanent employees (above groups combined)	28,233
Total number of substitute/temp	8,656
Total employees	36,889

Student Racial/ Ethnic Distribution

		Number
White	51.41%	132,070
Black	39.06%	100,326
Ethnically Hispanic	28.32%	72,753
Asian	3.58%	9,192
Native American or Native Alaskan	2.20%	5,641
Native Hawaiian or Pacific Islander	0.11%	276
Multiracial	3.65%	9,367

BCPS serves a diverse student population. We have students from 173 different countries speaking 53 different languages.

School Grades Breakdown

District elementary, middle, high schools and Broward Virtual School

A - 116
B - 26
C - 29
D - 6
F - 3

(Beachside Montessori Village was not open at the time of testing. BCPS centers and the College Academy @ BC do not receive letter grades from the state.)

Charter School Grades Breakdown

A - 22
B - 8
C - 5
D - 5
F - 2
N4 (no grade issued due to low enrollment number)

(Charters offering alternative education and those serving K-2 or K-3 students do not receive letter grades from the state. Twelve Charter schools were not open at the time of testing.)

Enrollment

Traditional Schools	Charter Schools	Career, Technical, Adult and Community Education
PreK	4,465	
K - 5	101,344	
6 - 8	52,369	
9 - 12	69,516	
Centers	5,904	
Total	256,872	Approximately 175,000 adult students are served each year.

The School Board of Broward County, Florida, prohibits any policy or procedure which results in discrimination on the basis of age, color, disability, gender identity, gender expression, national origin, marital status, race, religion, sex or sexual orientation. Individuals who wish to file a discrimination and/or harassment complaint may call the Executive Director, Benefits & EEO Compliance at 754-321-2150 or Teletype Machine (TTY) 754-321-2158. Individuals with disabilities requesting accommodations under the Americans with Disabilities Act (ADA) may call Equal Educational Opportunities (EEO) at 754-321-2150 or Teletype Machine (TTY) 754-321-2158.

Superintendent's Profile

- Inspires trust, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance.
- Is strongly committed to a "student first" philosophy in all decisions.
- Possesses the leadership skills required to respond to the challenges presented by an ethnically and culturally diverse community.
- Possesses excellent people skills and presents a positive image of the district but will listen to input and make a decision when necessary.
- Is a strong communicator; speaking, listening and writing.
- Has demonstrated strong leadership skills in previous positions.
- Is committed to the importance of both the academic and activity programs.
- Has knowledge of and successful experience in sound fiscal practices and management of district resources, including appropriate participation of others in planning and decision-making.
- Has knowledge of emerging research and best practice in the area of curriculum/instructional design and practice.
- Possesses the ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement.
- Has experience dealing with employee representative groups/unions.
- Is able to delegate authority appropriately while maintaining accountability.
- Is able to work cooperatively with the board and keeps members informed.
- Has experience as a traditional education candidate, non-traditional or "hybrid candidate" with a background in the military or business community.

Compensation

Salary for the new superintendent will be in the range of \$275,000 plus a comprehensive benefits package. The final salary for the successful candidate will be negotiated and determined based upon proven experience, qualifications and meeting the board criteria.

Selection and Timetable

Deadline for the application is August 16, 2011, close of business in the offices of Ray and Associates, Inc. The slate of semi-finalists will be presented to the Board on August 29, 2011. Finalists will be interviewed the week of September 12, 2011, and the School Board is expected to make a selection at the conclusion of the process.

Application Procedures

Interested candidates should submit their resume including a brief description of their professional experience and accomplishments, management style, references and application to:

Ray and Associates, Inc.

4403 First Avenue S.E.,
Suite 407
Cedar Rapids, IA 52402-3221
Phone: 319-393-3115
Fax: 319-393-4931
Email: glr@rayassoc.com
or Apply online at
www.rayassoc.com

Any further questions concerning the search should be directed to Ray and Associates, Inc.

All communications between applicants, The School Board and/or the search consultants are governed by The Sunshine Law and the Public Records Law of the State of Florida, and confidentiality is not permissible.