

SUPERINTENDENT SEARCH

**The School Board of
Broward County, Florida
seeks to hire a
Superintendent of Schools.**

**Applications are being
accepted now through
January 3, 2022.**

VISION

Educating today's
students to succeed
in tomorrow's world.

MISSION

Broward County Public
Schools is committed
to educating all students
to reach their
highest potential.



Established in 1915, Broward County Public Schools (BCPS) has been a proud and visible champion for public education for over 100 years. It is the sixth largest school system in the United States, serving approximately 260,000 pre-K through 12th grade and 110,000 adult students in 241 traditional schools, centers, technical colleges and 93 charter schools.

BCPS is the first fully accredited school system in Florida and the first public school district in the nation to confer an online high school diploma through the pioneering Broward Virtual School curriculum. Diversity is a BCPS core strength. Students reflect the makeup of Broward County, the most diverse county in Florida, representing 177 countries and 151 languages.

BCPS values its strong connections with families, local businesses, organizations and community members. The District focuses on ensuring stakeholders are informed and have opportunities to provide input on strategic goals, educational topics and student mental health. These core qualities helped BCPS emerge as a leader for ensuring safe and healthy schools during the COVID-19 pandemic.

The District's quick and flexible response, combined with strong systems and community support, allowed BCPS to:

- Pivot quickly to an eLearning platform after becoming the first district in Florida to close its physical campuses at the onset of the pandemic.
- Close equity gaps by distributing more than 120,000 laptops and learning devices to students and ensuring families, regardless of socioeconomic status,
- Ensure students had access to the internet at home or through mobile hot spots.
- Implement strict mitigation policies to effectively control community spread while optimizing student learning.

Despite the many challenges faced during the pandemic, in 2020, BCPS achieved its highest-ever federal graduation rate of 89.2% for all schools, and 97.1% for traditional high schools.

FAST FACTS ABOUT BROWARD COUNTY PUBLIC SCHOOLS

Established in 1915, today BCPS educates nearly 260,000 students in grades pre-K through 12

Second largest school system in Florida and sixth-largest school system in the nation

First fully accredited school district in Florida

Three Broward Technical Colleges ranked #1 in the state of Florida in industry certifications by students for six consecutive years

First public school system to confer an online high school diploma, through the Broward Virtual School

First district in the nation to receive Cambridge International's District of the Year award – and the only District to receive it twice, in 2018 and 2021

The largest JROTC program in the nation

The largest employer in Broward County, with more than 30,000 employees

The largest public-school speech and debate program in the nation with more than 15,000 students actively competing

First district in the nation to partner with national Code.org to increase computer science in schools



THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA INVITES QUALIFIED CANDIDATES TO APPLY

Make a difference in the lives of nearly 260,000 PreK-12 students, over 110,000 adult learners and approximately 30,000 employees.

This is a career-capping opportunity for a world-class executive with a proven track record in building strong community partnerships, prudently managing a multi-billion-dollar budget, working strategically with an engaged School Board, guiding an institution's evolution in an increasingly competitive industry, and navigating continual change and innovation at all levels of an organization.

This mission-critical role requires an innovative and resourceful leader with an innate ability to partner with a team of educators, administrators and staff focused on a common vision to educate today's students to succeed in tomorrow's world.

The Superintendent manages a more than \$6 billion budget and directs the school system's academic, operational and institutional priorities. The School Board seeks an excellent communicator who can foster positive perceptions in the community and who embodies the District's eight core character traits: Cooperation, Responsibility, Citizenship, Kindness, Respect, Honesty, Self-Control and Tolerance.

To learn more about Broward County Public Schools, please visit:

[➔ Website](#)

[➔ About Us](#)

[➔ Meet the Board](#)

[➔ COVID - 19](#)

[➔ Ready for You!](#)

[➔ What SMART Means to Me](#)





SUPERINTENDENT'S PROFILE

BROWARD COUNTY PUBLIC SCHOOLS Seeks A Superintendent Who...

- Is willing to listen to input but is a decision maker.
- Possesses the leadership skills, knowledge and sensitivity required to respond to the opportunities and challenges presented by a diverse student body and community.
- Has a strong moral compass that is rooted in justice and equality.
- Is a strong communicator in speaking, listening and writing.
- Has experience recruiting and maintaining exceptional staff for a district and schools.
- Has experience with effective management and planning practices that will benefit the long-term financial health of the district.
- Is strongly committed to a "student centered" philosophy in all decisions.
- Has experience in the selection and implementation of educational priorities consistent with the interests and needs of students, staff, board and community.
- Promotes positive and inclusive student behavior conducive to a healthy and safe learning environment.
- Promotes a positive and professional environment that includes mutual trust and respect among faculty, staff, administrators and Board.
- Has commitment and experience working with all genders, races, and socioeconomic groups.
- Has classroom experience in a K-12 setting.
- Has knowledge of a bond program and the ability to engage in long-term planning of facilities that focuses on being on budget and on time.

Broward County is a great place to live, work and raise a family. According to the 2020 Census, the county is Florida's most diverse and the second most populated with more than 1.9 million residents. The District encompasses 31 municipalities, and its headquarters are located in Fort Lauderdale. In addition to warm weather and miles of beautiful beaches, Broward County boasts countless recreational facilities, world famous dining and shopping, and a broad range of entertainment venues, including the Broward Center for the Performing Arts, a world class facility offering the best of Broadway, ballet, opera, symphony and more.

The county is bordered to the south by Miami-Dade County and to the north by Palm Beach County and extends west into the world-renowned Everglades. It enjoys unparalleled infrastructure and transportation hubs including an international airport as well as one of the world's busiest seaports at Port Everglades. Fort Lauderdale serves as a gateway to the Caribbean, and Central and South America.

Tourism is a main component of the local economy, and residents benefit from not having to pay state income tax.

SALARY AND BENEFITS

Salary will be in the range of \$350,000 to \$365,000 and the position includes an excellent comprehensive benefits package. The final salary for the successful candidate will be negotiated and determined based on proven experience, qualifications, and meeting Board criteria.

APPLICATION REQUIREMENTS

To be considered for this opportunity, candidates must complete a formal application file online and include a CV/ resume, three to four active letters of recommendation, and a personal letter explaining their experience and qualifications for the position, along with their reasons for pursuing the role.

DEADLINE AND SELECTION

Once applications are reviewed and preliminary interviews are conducted by Ray & Associates, the top candidates will be shared with the School Board for consideration. Interviewed candidates are chosen solely by the Board. Applicant names, resumes and submitted applications are subject to Florida's public information laws.

**THE DEADLINE TO APPLY IS
JANUARY 3, 2022.**

Apply online at: rayassoc.com

Questions should be directed to:

Ray & Associates, Inc.

PO Box 10045

Cedar Rapids, IA 52410

Phone: 319-393-3115

Fax: 319-393-6911

kathy@rayassoc.com

**Please do not contact the
School District directly.**

All applications and other materials for this position are subject to the Florida Public Records Act and "Government in the Sunshine" provisions of Florida law. Applications and other materials cannot be held in confidence. All interviews will be conducted in public.