

THE SCHOOL DISTRICT OF OSCEOLA COUNTY, FLORIDA

817 Bill Beck Blvd. • Kissimmee • Florida 34744-4492

Phone: 407-870-4007 • Fax: 407-870-4017 • www.osceola.k12.fl.us

SCHOOL BOARD MEMBERS

District 1 – Jay Wheeler
407-390-0505
District 2 – Julius Melendez, Vice Chair
407-922-5113
District 3 – Cindy Lou Hartig, Chair
407-832-3999
District 4 – Barbara Horn
407-744-3009
District 5 – Tom Long
407-892-5836



Interim Superintendent
Terry Andrews

Citizens Superintendent Search Committee – Candidate Questions

- Q1) How many years were you a student in public schools?
- Q2) Have your children/grandchildren ever attended a private school? If so, why?
- Q3) How familiar are you with the "Race to the Top" standards for the state of Florida? What plan of action would you take to implement Florida's Race to the Top initiatives successfully?
- Q4) Approximately how many students were in your most recent school district? How many schools? What was the annual budget?
- Q5) What is your opinion of educators who read PowerPoint presentations as their primary method of teaching?
- Q6) How do you feel about the reliability and usefulness of student surveys of their teachers?
- Q7) Are you aware that some Osceola County school buses are not air-conditioned, even during hot and humid months of the year? What would you do about this?
- Q8) Do you support FCAT?
- Q9) Will you allow teachers to provide input and have a voice into matters that concern them? How will you go about this? How will you determine if there are legitimate issues and concerns at the teacher/staff level?
- Q10) How will you handle a difficult parent? How will you handle five individual personalities on the School Board?
- Q11) If offered the position of Superintendent, would you be committed to Osceola County for an extended period of time?
- Q12) In your opinion, is it more beneficial to have been a Superintendent in a small district or a Deputy Superintendent/Administrator in a district as large or larger than Osceola County (53,000 students)?
- Q13) Recognizing the cultural and economic diversity in Osceola County, are you more prone to allow individual principals the ability to run their own schools according to the demographics of their school? Or, do you believe a "cookie cutter" approach for the entire district is more appropriate?
- Q14) How do the fine and performing arts fit in to your overall plan for a school district?

Student Achievement – Our Number One Priority

Districtwide Accreditation by the Southern Association of Colleges and Schools

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An Equal Opportunity Agency

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Q15) What characteristics of leadership do you bring to this position that makes you the best candidate for the position?

Q16) Discuss the experiences you have had in working with the special needs of exceptional education students and language enriched pupils (LEP). What initiatives have you implemented in your current district to meet the special needs of exceptional education students and limited English speaking students? What were the results?

Q17) Discuss the progress the schools in your district have made in the area of student achievement. What role did you play in these accomplishments?

Q18) What has been your direct involvement in the evaluation of principals?

Q19) Discuss the experience you have in motivating a diverse staff and student body.

Q20) How has diversity impacted your leadership in your current workplace? What role have you played in celebrating diversity?

Q21) What have you done to provide an increased level of communications for staff, students, parents, and community?

Q22) What do you consider are your areas of expertise?

Q23) What is your position on privatization of County School Board jobs?

Q24) Have you ever worked in a Union Management environment under a Collective Bargaining agreement?

Q25) What sort of relationship do you envision between employer and Union at the School Board?

Q26) Do you understand what the current demographic make-up is in Osceola County in the general public and among the school board blue-collar employees?

Q27) What is your opinion on the current legislative proposals in Tallahassee on public employees with regards to: increases in pension costs for employees; payroll dues deduction for employees; and the general animus toward public employees?

Q28) Could you comment on the wages/number of hours for School Board employees and what you would do to help ensure they are receiving a living wage?

Q29) How would you address an overzealous management employee with regards to over-supervision or lack of people skills with the employees they are responsible for?

Q30) Why do you want to leave your present job?

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- Q31) What makes this job interesting to you?
- Q32) What do you know about this community and school district?
- Q33) What is your philosophy on delegating authority? How do you then maintain accountability?
- Q34) What are the advantages/disadvantages of school employee unions?
- Q35) Define the roles in the negotiation process of the principals, Superintendent, and School Board.
- Q36) Have you ever been the chief negotiator in developing a salary schedule or contract?
- Q37) Have you ever been involved in deficit financing? What is your philosophy on deficit spending?
- Q38) What is your philosophy on surplus in your school budget? How much is needed?
- Q39) Do you know the financial condition of this district? How would you describe our situation?
- Q40) Do you believe a school district has responsibility for improving the instructional effectiveness of its teachers?
- Q41) What experience have you had with a transportation program?
- Q42) How would you organize this district's custodial services?
- Q43) How would you operate the food service program? Should the food service program operate in the black?
- Q44) What is your position on field trips for students into the community? Outside of the community?
- Q45) What do you know about Senate Bill 736 and how it relates to education?
- Q46) How much have you learned about Race to the Top in the state of Florida and, particularly, what we have done in Osceola County?
- Q47) Do you know about Dr. Robert Marzano? How much do you understand about his evaluation system for teachers?
- Q48) How much impact will the loss of stimulus money and the decrease in student spending have on the Osceola District in the coming years?

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Long answer questions meant for written response:

Q49) As an example, let's assume that you are not familiar with the "Race to the Top" standards for the state of Florida. How do you get up-to-speed quickly on such unfamiliar policies implemented in other states? Describe the method that you would use.

Q50) What do you think about the Parent Internet Viewer (PIV) used in the Osceola County School District? What have you used in the past to keep parents informed of their children's grade status? What is the maximum amount of time that should elapse between the determination of an assignment or test grade and when it is posted online for parents to see? Please elaborate.

Q51) How would you verify on a day-to-day basis that your policies and procedures are being properly implemented? For example, how do you know if teachers are handing out the questions and answers to midterm or final exams?

Q52) What plans would you implement to eliminate sugary products in school cafeterias and vending machines?

Q53) Given the state school systems are currently face with regarding bullying on campus as well as off campus, briefly mention:

- what measure(s) you have implemented in dealing with this issue in your current position
- what measure(s) you will implement across the school system to ensure the safety of all children
- how will you ensure that this method is implemented in all schools

Q54) What method(s) do you have in place in dealing with out-of-zone students?

Q55) What will you do to recruit minority teachers to Osceola County?