

Appointed vs. Elected – What does the data really say?

1. Population growth has been used as an argument in support for having an appointed Superintendent.
 - a. There are 7 other districts comparable in size to Clay, with appointed superintendents. Only 1 ranks higher than Clay- St. Johns.
 - b. Altogether, there are 24 of 67 districts that have larger population than Clay.
 - c. Of the 24 districts, 19 have appointed Superintendents, but only 6 of them rank higher than Clay.

2. Argument for Qualifications: Let's look at Appointed Superintendents with Doctorate Degrees.
 - a. Of the 26 appointed Superintendent - 14 have Doctorate Degree's
 - b. Of those 14 Districts - Only 2 are "A" districts, 4 are "B" districts and 8 are "C" districts - and all together, only 3 of them rank higher than Clay County.

3. The argument that Clay County has declined, or dropped a letter grade as a result of inexperience of the current superintendent is a fallacy.
 - a. In 2013, 40 of the 67 counties dropped one letter grade as a result of the FCAT 2.0 writing standard being raised to 3.5 (See next page for Florida History of School Grades)
 - b. Clay County dropped from an "A" to a "B". Teachers and administrators alike agree that the lack of preparation time given by the State for teachers to prepare students for the writing assessments were to blame. Not Teachers or Superintendents!
 - c. Since that time, Clay County has increased its overall numerical score and is only 11 points away from returning to an "A" district.

4. Of the 25 Districts with appointed Superintendents:
 - a. 50% (13) are C-rated districts
 - b. 40% (10) are B-rated districts
 - c. Only 3 are A-rated districts.

5. Of the Top 10 Districts in the State of Florida:
 - a. 7 have Elected Superintendents.
 - b. Only 3 have Appointed Superintendents.

So what does the data really say? Based on Statewide District ratings on a points earned scale:

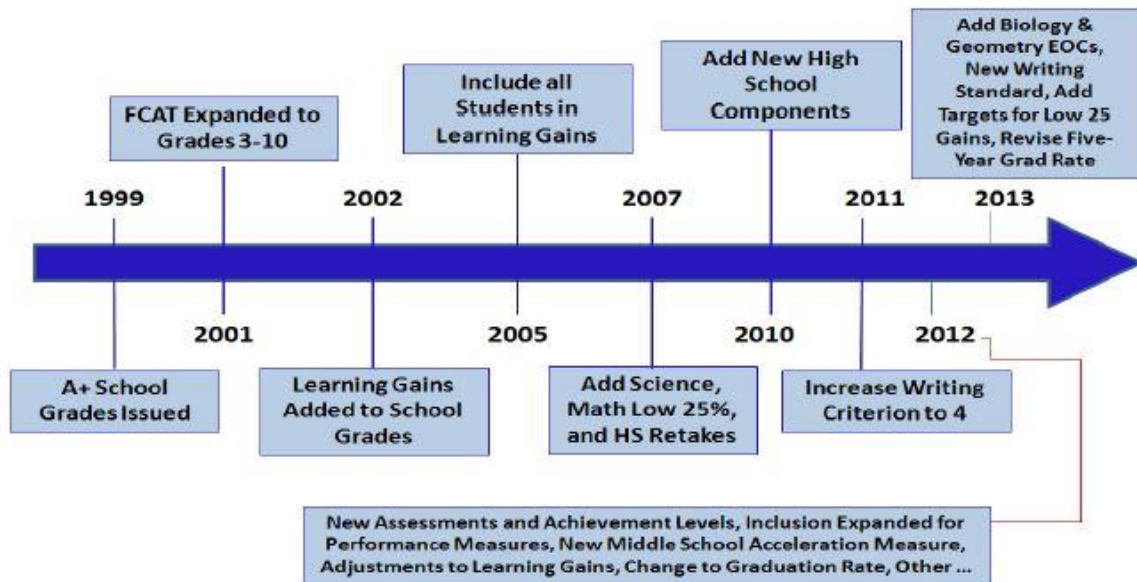
The idea that an appointed Superintendent is necessary for counties of larger populations is a fallacy. The data shows just the opposite.

The idea that only an appointed Superintendent with a higher educational degree yields a greater district outcome is a fallacy. The data shows no correlation.

At the end of the day, the data shows no evidence that an appointed Superintend is responsible for yielding higher district outcomes. There are more Elected Superintendents in the state of Florida, yielding higher district outcomes, than there are appointed ones. ☺

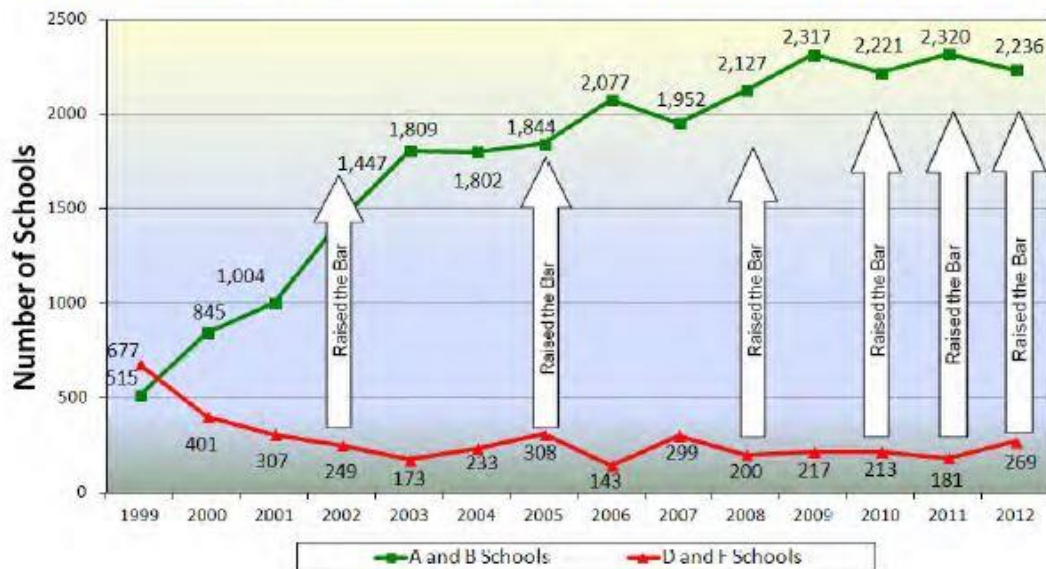
Data source: <http://schoolgrades.fldoe.org/>

History of School Grades



School Grades were first issued in 1999 under the A+ Plan for Education. Since then, school grading evolved in 2001 to include the FCAT results of students in Grades 3-10. In 2002, student learning gains were added to school grades, and in 2005 all students were included in school grades (learning gains). In 2007, performance in FCAT Science, the learning gains of students scoring in the lowest 25 percent in mathematics, and the performance of those retaking the FCAT were added to school grades. In 2010, high school grades were revised to add graduation rates, accelerated participation and performance, and college readiness. In 2011, the FCAT Writing criterion was increased. In 2012, multiple changes included adding scores for students with disabilities and English language learners to the performance components, incorporating new assessments, adding acceleration for middle schools, and revising parts of the learning gains calculation. In 2013, the FCAT 2.0 Writing standard was raised to 3.5, assessments in Geometry and Biology 1 were added, learning gains targets for the lowest performing students were reinstated, a reading performance requirement was added, and the five-year graduation rate was revised.

The ratio of high-performing schools to low-performing schools has remained high while standards are raised.



Cost Comparison

	Florida County	Clay	St. Johns	Alachua	Hernando	Osceola	Indian River	St. Lucie	Charlotte		
District Comparisons	Superintendent	Charles Van Zant, Jr	Dr. Joe Joyner	Dr. Owen Roberts	Dr. Lori Romano	Ms. Melba Luciano	Dr. Fran Adams	Ms. Genelle Yost	Dr. Doug Whittaker	AVG Appointed	
	Population	196,399	209,647	253,451	174,441	298,504	141,994	286,832	164,736		
	# of Students	35,659	31,580	27,480	22,616	54,783	17,964	39,444	16,381		
	District Ranking	19	1	31	35	36	40	43	48		
	District Grade	B	A	C	C	C	C	C	C		
	A-Appointed / E-Elected	E	A	A	A	A	A	A	A		
	Contract term	4 years	3 year	3 year	2 year	2 year	3 year	2 Year			
Salary & Benefits/Professional Development	Annual Base Salary	\$122,560	\$165,751	\$159,063	\$120,500	\$185,000	\$155,000	\$162,500	\$145,000	\$156,116	21%
	Annual Physical Examination required	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes		
	Life Insurance	Yes	Yes	Yes	yes	Yes	yes	Yes	Yes		
	Annual Disability Insurance Premium	No	Yes	No	No	No	Yes	Yes	Yes		
	Contribution to Health Insurance	Yes	Yes	Yes	yes	Yes	Yes	Yes	Yes		
	FRS	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		
	Tax Sheltered Annuity plan	No	Yes	Yes		Yes					
	Special Qualification Salary (FS 1001.47(4))	\$2,000	\$2,000	\$2,000		\$2,000				\$2,000	
	CEO Leadership Development Certificate (FS 1001.47(5))		\$5,250			\$5,250	\$5,250			\$5,250	
Performance / bonus	\$0	same as instructional staff	1%-2% YoY	same as administrators	\$2,000	same as administrators	same as administrators				
Misc. Expenses	Organization Membership fees / Conferences & Meetings	\$15,000	\$16,000	\$15,000	\$15,845	\$15,000	\$15,445	\$15,000		\$15,382	
	Civic Community Activities - Stipend	\$0	\$0	\$0	\$0	\$2,000	\$3,000	\$2,500		\$2,500	
	Annual Automobile / Supplement Allowance	\$0	\$7,200	\$6,000	\$6,000	\$9,000	\$0	\$7,800		\$7,200	
	Avg. Mobile telecommunication	yes	yes	yes	yes	yes	yes	yes			
Vacation / Sick Leave	Accrued Vacation	12 days p/year	18 days p/year	24 days p/yr.	12 days p/year	same as other 12 month admin	same as other 12 month admin	25 days p/year			
	Accrued Sick Leave	12 days p/year	30 days p/year	20 days first year / 1 day p/mo. thereafter	same as other 12 month admin	same as other 12 month admin	same as other 12 month admin	same as other 12 month admin			
	Total Estimated Annual Cost	\$139,560	\$196,201	\$182,063	\$142,345	\$220,250	\$178,695	\$187,800	\$145,000	\$188,448	26%
One-time Costs	Search Firm / Additional Costs	\$0	\$9,900	\$16,158	\$3,999	\$7,500	\$15,000	\$24,000		\$12,760	
	Terminate w/out cause	\$0	\$63,754	\$61,178		\$71,154	\$155,000	\$62,500		\$82,717	
	Terminal Pay FS.1012.65	\$0	\$39,780	\$15,270.05	\$12,050	\$18,500	\$15,500	\$16,250		\$19,558	
	Relocation expense	\$0			\$3,500					\$3,500	
Total Estimated One-time Costs	\$0	\$113,434	\$92,606	\$19,549	\$97,154	\$185,500	\$102,750		\$118,535		