

Report for OCPS Superintendent Finalist Feedback 6.27.2022 8:15 a.m.

OCPS Superintendent Finalist Feedback

What do you see as #10 Dr. Maria Vazquez's strengths? What questions do you have about #10 Dr. Maria Vazquez's?

ResponseID	Response
3	With your experience working within the OCPS system, what changes will you make to the culture? What are some traditions that you will keep the same? How will you be different from our past superintendent?
4	Dr. Vazquez is personally connected to the school district. She has worked with the district for many years and her children are products of the district as well. Dr. Vazquez is also a perfect representation of this district's demographics - her parents were immigrants and of Hispanic descent. She is a well-rounded candidate!
6	She has the experience of already working for OCPS. She has worked in many different positions in the district that helps her to understand many different perspectives in our district
7	Familiarity, relatable, confident and intelligent
8	I see and hear her passion for families and students regardless their background.
9	Dr. Vazquez has the experience and vision to lead OCPS to the next level.
11	Dr. Vazquez has made a difference in our school system in many different ways by her great leadership, team playing, and professionalism. Her familiarity and knowledge of our school system along with her skills allow her to progress smoothly and quickly.
12	I see that Dr. Vazquez's clearly articulated vision, accompanied by her proven record of success, as her strengths.
15	Dr. Vazquez understands our community and what OCPS needs to continue to thrive and and be successful. She has invested her career in OCPS and understands what it takes to support such a large community with very diverse needs. I would like to know what new perspectives she could bring to OCPS.
18	Dr. Vazquez had been with OCPS for 20 years. Her commitment to our district is evident. She has the vast experience necessary to run a large district. Her

	interpersonal skills are excellent! She makes everyone she speaks feel important. Being bilingual is an added bonus in a district with a large Hispanic population.
21	Her experience within district - understanding what is needed.
23	Dr. Vazquez's experiences with OCPS. Questions: How do you plan to retain veteran teachers?
28	Her passion and heartfelt answers were evident. Her experience is relevant and her leadership skills are a great match for what OCPS needs.
29	She knows the system, but she has her own ideas that she can grow. How will she make her mark different from her predecessor?
32	Dr. Vazquez has worked for OCPS her entire professional career. While she knows the ins and outs of the district, what new ideas can she bring to improve teacher morale?
35	In my one on one communications with Dr. Vazquez, I feel that one of her strengths is her ability to listen. I also feel that she presents as someone who is genuine and authentic. I believe she has an understand of true challenges faced by this school district.
37	She clearly knows the district and appears to be intelligent. What is your position on parent choice? parental Bill or Rights? Government mandates etc
40	She has been apart of the district for many years which it helps her understand what is needed for OCPS.
46	She already works here so she will not need time to relocate. No moving expenses or relocation package needed. My question is what does she see for the future of our district? She kept talking about the things she has already done but as an OCPS employee, I would argue that those things don't matter. Our district, our teachers, our students, and their families are drowning. What actionable steps do you plan to implement to help stop the implosion?
59	My biggest question is that Dr. Vazquez has worked closely with our current superintendent and will she be able to bring the change we need desperately? Or will we just continue down our current path doing exactly what we are doing now?
61	Dr. Vazquez truly cares for students and teachers alike.
63	I saw few strengths. She seemed incredibly rehearsed. How will she help our most vulnerable children? The ones not receiving what is necessary for FAPE? How will she stay child focused for our ese children? When parents and a child's doctor want to ensure what is necessary for a child's health in order to receive their education how will she ensure this happens within legal boundaries? Can she find things out

	for herself or will she depend solely on a single person who does not have a child's best interest at the forefront?
68	I have worked under her. She yells at administration. How can that help teacher morale?
69	Dr. Vazquez has demonstrated she knows the district. There is no learning curve when it comes to understanding the needs of OCPS.
76	I am an OCPS teacher. What I heard in her interview is that she will stick with the same strategy plan and everything will be status quo. Things have got to change. We need a leader with specific strategies (her answers seemed very general) who can identify where we need to improve. We need someone inspirational. I am sorry, but I don't believe it's Dr. Vazquez. Also, I worked at one of her schools when she was area superintendent. She talked in her interview about relationships and collaboration. However, that is not the experience we had. She was not a positive presence on our campus. I am praying Dr. Licata is your choice. Also, it is the opinion of MANY teachers that making Dr. Vazquez superintendent is a done deal. I hope that is not true. Dr. Licata is inspirational and so knowledgeable. He has fresh eyes. He had very specific examples of how he made positive changes in his district. He seems to be a star and I hope very much that you choose the stronger candidate.
80	She knows OCPS. She would be able to take the helm and ensure a smooth transition.
89	How is Dr. Vazquez going to change the system? She's been part of the problematic one we have...
95	I found Dr. Vazquez to be well-informed about important issues facing our schools. I like that she is humble in that she wants to substitute teach and ride along in school busses so she can better understand her employees. She also seems to genuinely care about the students. I would like to hear more about her plans for school safety. I liked what I have heard so far. She was in the middle of her answer when her time was up. I would like to ask her how, in this current climate, she plans to keep our LGBTQ students and staff safe, including children of LGBTQ parents.
97	She is familiar with our district, however as an OCPS educator I believe that we need change.
98	I'm concerned about her history in OCPS. We need someone new who will completely change and improve the increasingly toxic school environments.
101	I believe her previous role has prepared her to take on the role of superintendent. She understands and has a working knowledge of this area, the staff, and what it will take to lead the district and enhance the education of our our children. She makes herself available to hear all sides of issues and then works with the team to ensure the best outcomes.

106	I do not see any strengths, there were no new ideas, OCPS needs innovation.
107	I felt Dr. Vazquez had a keen grasp on OCPS by her answers which were detailed and thorough. Her focus on collaboration will prove beneficial. Impressed by her story and how education transformed her life and you can tell she wants that for all students.
110	A strength but also what I consider a weakened, she knows ocps. She has been here and cannot truly see the changes that need to be made or bring in outside ideas bc she has been ingrained in ocps for too long
111	My fear is that it will be more of the same. We are in a huge crisis in our county because of the low morale and lack of respect teachers feel from the current admin, which she is part of. I'm not sure she can bring about enough of a change to make a difference. Teachers need to be allowed to do their jobs without the micromanaging that has been going on. It is stifling.
114	She has institutional knowledge of OCPS. How has her leadership style positively influenced the culture of OCPS? How does Dr. Vazquez support the social and emotional needs of the instructional leaders?
119	I really firm know much about her. I do have a question about how she will help ESE teachers and their students.
122	Dr. Vazquez is very knowledgeable about the Central Florida region and what directly impacts OCPS students. There is less of a learning curve and she will be able to hit the ground running if provided the opportunity to serve the citizens of Orange County as Superintendent.
123	Dr. Vazquez is a strong leader with an understanding of our community. She makes decisions based on the needs of students and families. I believe she is the best candidate to lead OCPS.
124	Knows the community. Understands the importance of supporting schools not just district office.
125	Student centered
130	I have personally witnessed her disrespect for teachers and the principal at my school. This seems to be the norm at OCPS but no one has the right to bully and disrespect their employees. I do want to say she is not the only one that leads with this philosophy, it goes on daily in my learning community. I'm afraid if she is chosen this type of destructive behavior will never end. I have taught in Orange County for 38 years and while I am ending my career I feel the need to speak out for the teachers in this county. It would never be tolerated if we bullied our kids, why is it tolerated that she bullies us!
131	Experience in Orange County. Aware of our current needs.

132	I'm curious as to why we would continue the same old, same old. OCPS is trending downwards regardless of what your statistics say. The public is starting to become more and more aware of how every child is simply pushed through and those that OCPS cannot push through are "hidden" in other ways as to not hurt graduation rates. We need new blood, and maybe we need a whole new school board/district since all you cunts are too scared to make real change.
137	She knows this district. How can she enact change and not be the status quo where morale is low?
142	She knows this county and I believe will lead us to even more success. Every time you've hired an outsider it's been a disaster.
143	She is the most qualified.
144	Dr. Vazquez is familiar with OCPS and is a strong leader with vast knowledge in all areas of instruction and the county. I believe OCPS has always fared better with their superintendent selections when they choose a leader who already knows and understands the inner workings of OCPS.
146	Gave very thorough, well thought responses. Very knowledgeable in regards to the inner workings of OCPS school district and what she has accomplished so far. Gave specific examples (and personal experience) to the questions asked.
148	She has been in the area for so many years and knows our demographics
152	Knows the system
154	Strengths are familiarity with district- but that's also a weakness. Questions have to be asked about the levels of mediocrity within the district that she hasn't already dealt with as a Deputy, the toxicity within the High School Office at the ELC for instance. Not sure if Dr. Vazquez will have the perspective needed to clean up areas where the district is bloated and needs real change.
155	Knowledge of the district Relationships with the board members Passion for education Background in a variety of positions
160	How will she address teacher shortage and extreme ESE shortage
161	This is a District she is familiar with. Why is it all "I" and "Me" in the video. Is there not have a team that assists you in achieving goals? What roles do the remaining 25,000 employees in the district have to play before accomplishments are shared?
162	After listening to the interviews with both finalists, I feel that Dr. Vazquez is kind, patient, and supportive. I would like to hear more on what her actual plan is, as far as any changes she plans to make. She seems to rely heavily on the yearly survey, data, and communication, but as a parent, I want to hear more specifically about what she will do to make her goals happen.

163	The Love for OCPS students
166	Already knows the district and can dive right in.
172	I don't feel that she answered the questions that was asked. She gave a lot of fluff but no substance. I feel that she should have been better prepared since she is already in the District.
175	Having been an active parent and employee of OCPS for 25 years, I have never had any interactions with Dr. Vazquez. She has not been a visible face in our schools let alone community. We will just continue to "exist" in this stagnant world if she moves up.
176	Dr. Vazquez has a unique ability to create relationships. She is trustworthy, honest, and well respected.
178	Institutional knowledge; professionalism; ability to relate to and understand needs of students, parents and educational colleagues; outgoing and warm personality
180	I have no strengths to recommend. I am concerned with the path Dr Vazquez is leading OCPS on. County wide lesson planning is a disservice to the children and teachers
189	How will she work to reverse the massive retention issues (both teachers & administrators) that have occurred under her tenure?
194	Dr. Vazquez has experience working in OCPS and has a clear vision of what we as a district hope to accomplish. She is professional and has a number of different experiences that give her the necessary skills to thrive as superintendent.
196	Dr. Vazquez knows our district and always does what is in the best interest of the students. We need someone we a proven record, who will work collaboratively with the board, CTA, and OESPA and that's Dr. Vazquez. During her interview Dr. Vazquez spoke about how she builds relationships with those she supervises and is also not afraid of having those difficult conversations while maintaining the employee's dignity. This is true as I was one of the principals she supervised in the past. She was firm but caring and not afraid of letting you know if you did something wrong but always coaching you up without demeaning your worth. She is the best candidate. She knows our district.
200	representation matters.
202	Dr. Vazquez knows OCPS and has helped to shape it to where it is today while under Dr. Jenkins. This is her strength. My questions for her stem from her interview responses. How she will grow into her own superintendent and not be Dr. Jenkins-lite as many of her answered focused on what was done and not what is going to be done. I would also want to know how, as her right hand, she would separate herself from Dr. Jenkins, as Dr. Jenkins does not have the most favorable relationship with the staff (Instructional and Classified) of Orange County Public Schools. I would also

	want to know more about how she plans to fix communication breakdowns. As an OCPs Teacher, I had no idea that I had 5 paid summer planning days through the ESSR funding. Where was that information supposed to come from and how could that information be better relayed to the instructional staff to make sure all who are eligible can partake in the opportunity?
206	Her 30 years, but her supporting the former Supt. When we know internally how much damage she has done to the employees and thus reputation of our district, loss of teacher talent, and retaliation culture. Did she stay quiet and agree with what was going on?
210	Representation is important. In a district that largely services hispanics, there is no better fit.
212	She is familiar with the district. My questions are: I heard her speak about science of reading, yet our CRM's and scope and sequence do not reflect this in the primary grades, why not? As head of curriculum and instruction, why are we still not having a focus on teaching kids to read as our primary focus in K and 1 which would then decrease the amount of students needing remediation and Saturday school? How do you plan to get "real" data on discipline within the schools since we know that referrals are discouraged and there is no documentation of how students are disrupting the learning environment so that "ALL" students can be successful in a safe learning environment? Are you going to continue to run this district as a business where the "customer" comes first? How will you analyze all of the departments in the RBELC and cut back where needed and place those persons in schools to reduce our shortages? Would you consider, bringing in teachers who actually teach the grade levels come in and write a scope and sequence and curriculum docs for the grade levels they teach?