

**What do you see as #14 Dr. Peter Licata's strengths? What questions do you have about #14 Dr. Peter Licata?**

ResponseID	Response
3	Thinking outside the box is a strength for sure!
10	Feel like he is a politician trying to sell something. Doesn't feel genuine. We don't need a sales pitch we need a leader who can hit the ground running
13	It is evident he has the educational background and knowledge necessary to lead a district. I specifically like his drive and focus on students and staff. He discussed non-traditional methods to accomplish goals. He would be a great addition to OCPS because he would break the norm.
15	Dr. Licata comes with an outside perspective of what he feels OCPS need to be successful. I would like to know how he plans to understand our community and to gain our trust while also needing to balance the needs of the ELC and the board?
17	He is a people person and focused on students! He believes that we should work as a collective group to ensure every student is successful.
19	Dr. Licata's strengths is he is (1)FRESH blood. He has the experience to do the job, however he has no ties to individuals. This makes it easier for change and not to feel tied down to the old system or ways of doing things. (2) He clearly is a roll up his sleeves kind of guy that values RELATIONSHIPS with his teachers, staff and students. He is willing to listen and learn from the people that matter. The "system" needs a change. Teachers have not been heard over the years. Dr. Licata has a proven track record and comes from a county that is well known to take care of their teachers. (3) In the final meet and greet, Dr. Licata describes himself as caring, innovative and a DAD. What does a DAD do? A good Dad listens, leads, protects, makes responsible decisions for the family, provides and serves. I believe Dr. Licata will create that atmosphere for OCPS. We need it desperately. We need a Dad.
20	Dr. Licata seems to be down to earth and appreciative of teachers. He would bring some much needed fresh air to our stale leadership currently in place.
22	I feel that he truly cares about education and the educators that are working tirelessly every day.
23	Dr. Licata is so personable and true to self. He understands the importance of building relationships with people. He is approachable and down to earth. We need new blood and fresh air in OCPS. Dr. Licata is our new superintendent!
24	Dr Licata's passion and energy far surpassed Dr. Vasquez.
25	Seems genuine and cares about teachers

26	He seems to want to work with the teachers and have those higher up see what teachers do before they make decisions that affect them.
27	He seems eager to consider the thoughts of our teachers.
29	He's an outsider and that could bring new ideas and new changes for the betterment of OCPS. He's not so far out of the Florida system like Smith was during the pre-Ron-Blocker. Does he really have the experience to take on a district of this size. Love his passion.
31	I think bringing a fresh outlook to our district would be beneficial. He wants to work with teachers and make OCPS a place for people to want to work.
35	One true measure of a human being is their ability to be honest especially about themselves. I had my concerns about Dr. Lucas's until I had the opportunity to speak with him. I now understand why the board chose him as a finalist. I am glad that they did.
36	His energy
37	I think his accomplishments in his County and the fact he might bring a fresh look to OCPS are his strengths. Same, What is his position on parental rights, Parent Choice? government mandates? Can he be non political with children and just educate them?
38	New ideas and new experience. OCPS needs a change in a big way.
41	His views on school culture and safe environments leading to improved student learning outcomes is on point. In this regard, I would like to know how he will embrace inclusive education for all students.
42	I love that some of the first words out of his mouth was at all of his choices are based upon the children. The children should always come first. I like his demeanor and he really sounds like he's truly there for the students.
44	He comes across as getting the job done and seems very professional. Will you address bullying?
45	Dr. Licata spoke with passion about education. I feel he will get in the trenches and work with all the stakeholders to get things done. He seems approachable.
46	He provided constructive criticism and has ideas for improvement.
47	He seems to care about teachers and students. He is quite knowledgeable.
49	He was inspirational. He is not the same old same old.

50	Budget issues.
51	I think a superintendent coming from outside our district is what we need. We need new views to move forward in the right direction. Dr. Licata seems to be invested in helping our district heal from our current low morale. His answers today seem to show he knows how to genuinely listen to those working in OCPS. I think he is what we need to increase morale and to make our district a great place to work again.
53	Open and accessible in a way that is different from current leadership. He is a people person. He seems to support students and teachers in a way that is different from current leadership.
56	He is the change that is needed. Business as usually is not good and a fresh set of eyes is needed.
57	Not someone stuck into the Ocps systems need new blood not another Jenkins
58	Dr. Licata was very relatable and genuine. He provided balanced strategy along with his vision. In addition he highlighted the importance of stakeholders such as the union—knowing how to keep good relationships. He also shared concerning the treatment of teachers, which is certainly a top concern within OCPS, giving our very low morale.
60	N/A
63	He has all children including ESE children who have become increasingly vulnerable in these last couple years at the forefront of his agenda. Our children as well as educators need the most support and his answers were incredibly supportive as well as sincere. What are his thoughts on restraints and making the switch to a more trauma informed approach to escalated children? Switching to ukeru?
67	He seems to genuinely care about teachers.
70	I feel like his outside view of what our schools and students need for success is very helpful. He seems to be very focused on student success for all students and not hyper focused on ensuring all upper levels are enrolled in all advanced classes.
71	He comes from a district with high performing schools and he can apply what has worked in his current district to Orange County.
73	He has excellent credentials, and vast experience and he will bring in FRESH NEW IDEAS to OCPS, NOT the SAME OLD, SAME OLD. Please something NEW and that will potentially lift teacher morale. PLEASE.
74	I am an OCPS teacher. I want to be inspired by my leader. I loved Dr. Licata. His answers were specific. He already found areas of needed improvement. He is clearly a people person. OCPS needs fresh eyes. To me, it is no contest. Dr. Licata is the best candidate by far.

75	Very positive and inspirational. Definitely would be a good positive change for the district.
77	He brings a fresh perspective and new ideas to lead students to success. He mentions that he likes to talk to the kids. He's approachable and has a heart for education. He also talks about building relationships with community resources and partnering with UCF and other local businesses.
78	He's an outsider and we desperately need change!
81	I think he will support teachers more
82	Leadership.
83	Realistic. Down to earth. Believes in education and the teachers.
84	I truly feel we need new fresh outside energy in OCPS. Our current administration has not been supportive toward teachers and classrooms and we need someone new.
86	He is very supportive of the needs of the teachers within his previous school district. Dr Licata is very knowledgeable. What can he do to minimize the large amount of teachers who are leaving OCPS?
88	He seems to have a joyous view of education and educators. It is refreshing to see. And is exactly what OCPS needs.
90	He's down to earthy and would provide a fresh and new perspective coming from outside of OCPS.
91	I feel he would be supportive of teachers and our needs/challenges.
94	I've been with this district for 32 years as an instructor. Dr. Licata brings a fresh, new perspective to the district. WE NEED THAT!!! Is the board not seeing how low morale is as well as so many yea hers leaving?? Give us some hope! Selecting Dr. Vasquez will be like a punch in the gut. There will be no hope for change and rebuild to something that needs repair. Vasquez is Jenkins 2.0. Let's move on to something new.
96	I was able to watch both interviews in their entirety today, and was very impressed with Dr. Licata. He seems very passionate and hands on. I believe he wants to change what needs to be changed and encourage and expand upon what's working. Our county needs a fresh perspective and approach, and he seemed like the perfect candidate. As an OCPS teacher, I trust him with our county, staff, community, and most importantly- students.
97	I think that Dr. Licata would be an excellent superintendent. Palm Beach county truly cares about its educators.

98	He seems to really want what is best for students and teachers, this is something new for OCPS.
102	Dr. Licata projects positivity and support of staff. You can't have great schools for kids when you can't staff them or the staff is miserable with extra duties that sap energy.
103	Dr Licata is a seasoned leader in the education field. Orange County has its own unique issues as well as a successful culture that has been well established by 2 long term superintendents. The opportunity would be successfully adapting and leading continued success. This can be done however, is it the time and season for this type of learning curve in Orange County? Perhaps this would be the area that brings much thought and opportunity for this candidate.
104	Strengths: seemed to have a sense of humor Questions:
105	General feedback: Dr. Licata didn't strike me as sincere. Several of his answers made it seem like he feels he is above OCPS or that his current school district is better than OCPS. If this is his mentality, then that doesn't serve the students or employees of OCPS best at all. His answer regarding the relationship between district and schools was very bothersome and belittled the expertise of district staff, while placing more value on the expertise of school staff. This further perpetuates the "us vs. them" stigma. Many of his examples drew on his school based leadership experience, which is of course valid, but we want to know what you are capable of as our leader serving more than 200K students and 20K employees.
106	I thought his answers were sincere and uplifting. We need someone that wants to run a school district not a "business".
108	He seems very personable. He provided general answers, but I would have liked to see more specific examples of his work, not what his current district is doing which he may/or may not have had a hand in implementing/overseeing.
109	He spoke from the heart. He was genuine. He talked about honoring teachers and allowing them to do what they need to do. He referenced being accessible and approachable. We need that!
110	From outside the district, will bring fresh new ideas and will treat employees with more respect
112	Teachers need a change-his positive demeanor would be welcomed. The board needs to realize how unhappy teachers are-they are leaving. We need a change!
113	He sees and understands that there is an issue of culture. His communication style appears approachable and not elitist like the other candidate.
115	He can create positive changes to the culture of OCPS. How will he prioritize the needs of district office staff? What examples of positive motivation are present in his work to show that he supports the mental Health of school and district leaders?

116	His ability to work with teachers and he love for education. Please hire outside of the current leadership so real change can occur.
118	Williness to work with teachers, open mindness, communication, compassionate about teachers, students, and education
119	Where can he help ESE teachers and students?
121	Seeing that the school board spent so much money hiring an outside company to search for a Superintendent it would only make sense to hire from outside of Orange County Public Schools to truly see change. Peter was very driven with moving the district forward and showed that he would do that. During his opening statement he state, "The ability for me to create leaders, from the talent pool that we have" Orange County Public School needs a new direction we cannot keep following the current direction as it is clear it is not working. So much money was poured into locating a superintendent Peter is the best choice to move the School District forward and bring all those low grade schools up.
122	Dr. Licata came across as very laid back and genuine. Without knowing him and from first meet I would think he has an open door policy and looks for input from everyone involved. I do think he seems to be a very hands on leader which would be a bit of a change.
126	He want to be in the know about what is really happening in the classrooms... he wants to address the disconnect between teachers and people in the ELC making decisions. He seems like he wants to put children first and support teachers in doing so. My questions would be about his experience and knowledge about early childhood education and the need to teach more developmentally.
127	I believe we need new blood in this job. Dr. Licata has a real love of teaching and seems to have respect for the people he has under him.
128	OCPS needs to go in a new direction. Dr Licata was the only candidate of these two to show concern about OCPS morale. He also is an advocate for tech school and not forcing kids to go to college.
129	He seems passionate about education and he wants to be more supportive of teachers. Does he plan to stay for a while if he is hired?
133	Dr. Licata strengths were the openness and willingness to bring about positive change to OCPS.
134	He has a different lens to see problems with
135	He was absolutely amazing! OCPS needs change and he is the finalist that will provide that. OCPS has had Superintendents that have rolled into the position for many years now starting with Ronald Blocker. We need change!!!!

136	Dr. Licata's strengths are vast. I loved how he was familiar with our data and pointed out how we are losing students with the McKay Scholarship. He will come into this county with a new lense and that is what is needed.
137	He would bring needed change to OCPS. Teacher morale is much higher in Palm Beach County. He seems genuine and full of the energy we need.
138	1. Dr. Licata understands the importance and dire need to create an environment in Orange County that makes teachers want to stay and come to work. We need to retain good teachers to help all students succeed. 2. I like his level of experience and his varied background. 3. Dr. Licata has love for education, students, teachers, and has an inspirational quality that is uplifting and motivating for all stakeholders in OCPS and the community.
139	Palm Beach is better organized and has way less issues than our county. We need a fresh person
141	I see Dr. Licata providing a "fresh voice and fresh" leadership to OCPS. He also seems like he is very personable and down to earth. I feel that teachers, principals, and staff will feel comfortable speaking with him.
145	Dr. Licata was able to discuss OCPS needs and shortcomings. He was frank in stating where the county needed to improve. He has proven he is willing to try new and innovative approaches
146	It was hard to follow his answers at times - I do not feel like he answered some of the questions directly, but more in "general terms".
147	I believe that Licata will be an advocate for students AND teachers. If you want the county to succeed and grow, it needs to find someone who is going to care about their teachers. Currently teacher morale is low and going with Dr Vazquez (as qualified as she is) may be more of the status quo and will result in the county losing even more experienced and excellent educators.
152	Has proven track record, not part of the status quo
153	Dr. Licata presented himself with as a "student first" leader. His down to earth conversations would bring an atmosphere that we as employees are considered an asset and are valued, not separated (as we are perceived now).
154	Dr. Licata's strengths are his approachability and fresh perspective to the district. He came across as a student focused people person- this is greatly needed to bridge the divide between the district offices and the schools. My questions would be how soon could he begin.
156	Only has experience at a smaller district Lack of scope in his current role What is his 60 and 90 day plan

157	Fresh perspective
158	After listening to the interviews with both finalists, Dr. Licata stands out as someone with forward vision, a plan to implement that vision, and a goal to improve educational options for all children in OCPS. He also has a track record of being successful in these endeavors. He is willing to move quickly to accomplish these goals and involve all stakeholders in the decision process. As an involved parent and volunteer, this is the candidate that I support for OCPS Superintendent.
159	More relaxed attitude Fresh perspective No OCPS connections and alliances already formed Does he have any ESE experience?
164	He seemed very kind and genuine in his interview.
167	Peter provided a 90-day plan which is much more realistic to his approach to pushing this district up to Number 1 in Florida.
168	I believe he can bring fresh ideas and culture. I loved how he was concerned with the amount of students moving away from the district to charter and private schools.
169	Expertise well rounded
170	Would like to hear his plans for students and staff.
171	A fresh perspective with an experienced leader that can give teachers a well-deserved new start.
172	I was very impressed with his ability to answer the questions. It showed that he had done his homework and has a genuine desire to be the next Superintendent. His strength is in his track record from what he has already achieved in his career. He has a heart for students and not afraid to think outside the box. He identified some short falls in our school system and was not afraid to bring them forward.
173	He is a change that OCPS needs. Unfortunately Vasquez has been working under Jenkins and it's time for someone new. The school board has talked about change and we cannot have change if we continue doing the same thing.
174	I feel his enthusiasm is needed here in OCPS. As a whole, our district has become stagnant and his eagerness to learn of our community is critical.
181	Outsider
182	I appreciate Dr. Licata's focus on equal opportunity for all neighborhoods
183	I feel that Dr Licata brings not only a fresh new perspective to OCPS, but a proven track record of success for all students. I appreciate that he understands the importance of mental health for ALL stakeholders.

184	Dr. Licata is student-centered and vested in community involvement in OCPS. As a veteran teacher of OCPS, I was impressed by his "boots on the gr
185	Dr. Licata was student-centered and vested in creating a positive community within OCPS. I appreciated his desire to ensure that ALL students deserve to be listened to and challenged. As a veteran teacher of OCPS, I appreciate his "boots on the ground" approach. Our district needs a change and a Superintendent who will work with stakeholders. At this time, I do not have any questions. I believe he is the best choice to lead OCPS.
186	He has fresh ideas, compassion and will bring new hope to our district.
187	Will move OCPS in the right direction.
191	- high regard for teachers - strives to create a new culture for the district - positive problem solver
192	We need something fresh from outside OCPS
195	Orange County Public Schools needs change. Needs new ideas, needs new paths, needs opportunities for the employees. Having someone manicured by Dr. Jenkins to then try to take that position is truly a political move that will get Orange County Public Schools nowhere, You hired a company to look for a new Supt they found your person. Peter will move this foward
197	Great perspective, his answers are genuine and we need a superintendent with fresh ideas!
198	diverse experience, growing communities through schools
199	While he may not be from our district originally I saw his answers as more genuine and I feel we need that in this county.
201	Dr. Licata has a proven track record with CTE growth and a clear vision for where he would like to take OCPS to include improvement in making sure students are ready for a career should they not choose college. His "Saturday" analogy really struck a chord in making sure that what we provide in OCPS sets students up for success beyond their time with us.
203	Best qualified.
205	Dr. Licata is knowledgeable and personable. He is a breath of fresh air and that is what we need in OCPS!
208	Seems very positive and down to earth. Cares about teachers and their profession.
212	Dr. Licata seems to really be a people person and didn't need to fill his interview with all education jargon or keywords we want to here. He is realistic and a go-

	<p>getter. He isn't afraid to put his "boots to the ground" as he mentioned. He is proactive instead of reactive. He is a positive relationship builder desiring to put the district in positive light. He leads...isn't a boss, but is a boss when needs to be, from his mentioning of working with CTA and taking things off of teachers that are mandatory so that they can do their job better. He himself goes to Tallahassee to fight for public education. His personality allows him to bring community members in like he did with Microsoft in his district. He has a great philosophy to behaviors and getting to the root. I think a 3 year Strategic Plan is quite realistic as education is ever changing. Questions I have for Dr. Licata are: How do we close the gaps in reading before a child gets to third grade since you are proactive and not reactive? Are you willing to look at other evaluation protocols that are not subjective and are based on what is actually seen in a classroom because we know that many administrators have spent very little or no time in an actual classroom and yet they are evaluating teachers with more than 30 years who have more substantiated experience with curriculum and students? Do you have a more accurate way of assessing administrators that really get the pulse of the faculty for which they oversee? They should have similar domains as well when it comes to the environment they create. What is your plan in identifying which budgetary items can be cut (without losing personnel) so that a permanent line item can be put in for steps and raises every year for teachers? How about for veteran teachers who actually stick around? 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?</p>
213	<p>I appreciate Dr. Licata's focus on students and how we support them. He has a fresh perspective that I believe would benefit the teachers, staff, and families in OCPS. His analysis of OCPS and the ways he sees us growing in the years to come align with MY vision as well. I would like to speak with Dr. Licata regarding his interest in Early Childhood Education and how partnering with outside agencies can frontload the pipeline with ready to learn 3 &amp; 4 years olds that will be entering our Kindergarten classes.</p>
214	<p>Dr. Licata is a strong leader, with his prior experience and knowledge it has become quite evident, clear cut, crystal clear; that he is a perfect for our county. As a student resigning in District 4 (Avalon Park) it became quite apparent to me that not only was his resume and prior experience and knowledge is strong, but he is. He made me feel comfortable, he is INNOVATION. He is OCPS.</p>