



**THE SCHOOL DISTRICT OF
PALM BEACH COUNTY, FL**

**ROBERT M. AVOSSA, Ed.D.
SUPERINTENDENT**

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CHAIRMAN**

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February 5, 2018

Chuck Shaw, Chairman
Members of the School Board
The School District of Palm Beach County

Dear Chairman Shaw and School Board Members:

Please accept this letter as my official resignation from the position of Superintendent for Palm Beach County Schools, effective June 12, 2018. I have been offered and accepted the position of Senior Vice President and Publisher Education Products with LRP Publications, headquartered in Palm Beach Gardens, a 40-year-old company that serves the needs of school leaders across the country. For nearly 25 years, I have had the privilege to serve in large public school systems as a teacher, principal, district administrator, and Superintendent. In each of these roles, I have been grounded by a genuine passion for serving students, particularly those historically marginalized by the organizations that frequently leave them behind socially, emotionally, and academically. This opportunity will allow me to spend the last part of my career impacting education at the National level while affording me more time to commit to my family.

When you hired me as Superintendent three years ago, I promised to pull back the veneer, push hard conversations about race and equity, reallocate resources to empower our schools, and create a laser-like focus on student achievement through a five-year strategic plan.

As I end my third year with the District, I am proud of our work together. With the Board's support and leadership, we have made gains in raising the bar for all students while closing the gap between subgroups. The minority achievement gap in math, reading, and college-level coursework is closing; more students are graduating from our schools than ever before; and the many systems that support students – from transportation, food service, budget allocations, and online learning platforms – have all advanced during our time together.

For the first time in recent memory, we have zero "F"-rated District-operated schools. We managed to give our teachers over a 9% raise, despite little investment from Tallahassee. We increased pay significantly for 1,250 of our lowest wage workers from slightly over \$8.00 per hour to \$10.75 and successfully passed a sales tax referendum to address the deferred maintenance of our facilities. Our recent accreditation process confirmed what we already believed – the work of our Strategic Plan is concise, focused, aligned, and coherent – and beginning to produce tangible results; however, there is still so much left to do.

The District's Strategic Plan is the community's plan – it was authored by our many parents, teachers, principals, employees, community members, and business partners, making it much larger and more significant than any single individual. For this reason, I know that the important work and momentum of the plan will continue with the same energy that has brought us to this point. Our school system has the plan, people, and commitment to deliver on our promise – "every child reaches their full potential". That being said, I recommend the Board strongly consider appointing an internal candidate that has intimate knowledge of our work and has demonstrated the ability to deliver results.

It has been my absolute pleasure to serve as the Superintendent for The School District of Palm Beach County. I look forward to continuing my commitment to our community as a husband, father, and advocate. I intend to continue volunteering on the Education Foundation and many other local boards that support our schools.

Sincerely,



Robert M. Avossa, Ed.D.
Superintendent

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