



**FLAGLER SCHOOLS**



# **IMPACT REPORT**

A Year of New Goals

issued January 2019

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## Welcome to Flagler Schools

*Thank you for taking the time to read this year's Flagler Schools Impact Report. The goal of this document is to show you the impact the community has had on Flagler Schools over the past year, as well as the impact our schools have had on our community. I am a great believer that in order for us to grow as a school system and as a community, we need significant adults to make such an impact on a student's life.*

*Our nearly 2,500 teachers, staff and employees make up the largest workforce in Flagler County. Each one of them help create a talent pipeline for our county.*

*You'll see how we continue to transform education both in and out of our traditional classroom setting, challenging the normal definition of what a classroom looks like and what goes on between four walls.*

*We'll show you how we transition our students from the Classroom to Careers and how our schools help them explore, grow, and succeed. This could not happen without the support of our Flagler County Education Foundation. We believe this partnership is so vital, we've dedicated a portion of this Impact Report to highlight our Education Foundation.*

*We want each one of our nearly 13,000 students to graduate and continue their education or enter the workforce with skills they learned on our campuses. We thank you for your continued support as we Strive to Be the Nation's Premier Learning Organization.*

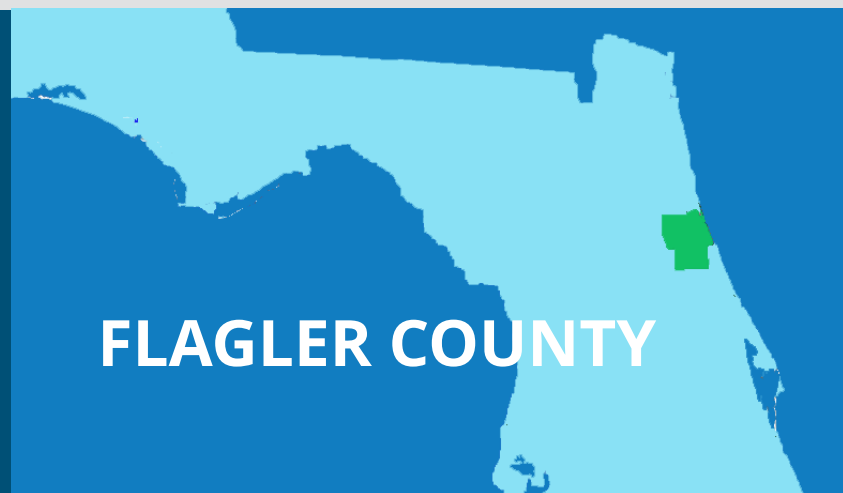
**JAMES TAGER**  
FLAGLER SCHOOLS SUPERINTENDENT

**Population:**  
110,510

**18 and under:**  
17.3%

**Median Household Income:**  
\$48,898

US Census Quickfacts



# FLAGLER COUNTY



## Graduation Rate

# 88%

2017-18 school year

6.9% increase from  
2016-2017 school year



**13,000  
students**



**10 schools**



### STATE SCHOOL OF EXCELLENCE

Indian Trails Middle School

**ALL schools recognized as Positive  
Behavior & Interventions Support  
Medal Winners**

### Five Star School Award

Wadsworth Elementary School  
Flagler Palm Coast High School  
Matanzas High School



### Golden School Award

Belle Terre Elementary School  
Old Kings Elementary School  
Rymfire Elementary School  
Wadsworth Elementary School



## Journey Through Our Medical Career Path

### Explore

Students can explore through the Medical Sciences Health and Fitness Flagship at Rymfire Elementary School.



### Grow

They grow their knowledge and skill set in the Health Sciences Profession Career Courses at Buddy Taylor Middle School.



### Succeed

We see them succeed by experiencing real hands-on training opportunities through the EMT training in the Flagler Palm Coast High School Fire Leadership Flagship with dual enrollment opportunities for full EMT certification with Flagler Technical Institute. FTI also offers medical assisting, nursing assistant, patient care technician, and patient care assisting.



# TALENT PIPELINE

## CREATING CAREER PATHWAYS TO SUCCESS

Career pathways in Flagler Schools are aligned with targeted industries in our community and region and we support the creation of a pipeline of talent by offering opportunities from elementary age through adults. Through our Flagship Programs and Career and Technical Education offerings the pipeline allows our elementary students to explore career paths, our middle school students to grow their skill sets, and our high school and adult students to find success in career opportunities as they earn certifications, build networks with our local businesses, and receive opportunities for work based experiences.

Opportunities abound in multiple career paths such as corporate and financial services, aviation/aerospace, high technology, construction, governmental services, hospitality, entrepreneurship, agriculture and more. A student who embarks on a journey in one of the identified paths has a chance to follow this straight to a career in our community.

Explore. Grow. Succeed

# CLASSROOM TO CAREERS

# 21

Flagship Choice  
Programs and growing

# 2,300

students taking  
part in one of our  
52 CTE courses

# 578

increase in number of  
industry certifications earned  
2015-16

# 701 1,023

Students taking  
AP courses

AP  
exams taken

# 559 790

Dual enrollment  
students

Students enrolled in  
AP, IB, and AICE  
courses

## ACCELERATION OPPORTUNITIES

Flagler Palm Coast High School and Matanzas High School offer strong acceleration programs for our students. We have a full International Baccalaureate program as well as Cambridge Advance International Certification of Education. Our students have also increased participation in Advance Placement classes significantly.

Dual enrollment programs allow students to earn college credit while in high school. Flagler Schools has agreements with Daytona State College, Embry-Riddle Aeronautical University and the University of Florida. By offering classes locally, barriers have been removed for students who could not access these courses on a university campus. This increases participation of traditionally underrepresented populations.



## OPPORTUNITIES FOR ALL

Our students with disabilities join us on these career paths. The TRAIL Transition Program provides opportunities into career paths for our young adults with disabilities. To date the TRAIL has linked 56 participants with Vocational Rehabilitation, and found competitive paid employment for 34 participants.



Princeton Village has partnered with Flagler Schools this year to provide on the job training at their facility under the "Project SEARCH" program. Former TRAIL students attend training classes, and receive job support and skills training at Princeton Village. The program goal is to fully prepare these interns for a career.



## TRANSFORMING EDUCATION

**"The Matanzas Law and Justice Flagship hasn't just impacted me, but it will also have a huge impact on Flagler County. Students who finish this Flagship will have the opportunity to feed right into the Flagler County Sheriff's Office. Students who choose the Law Track will also have advantages such as AP Courses and courtroom knowledge! I can't wait to see the students who graduate from our Flagship on the roads or in the courtrooms improving our community."**

Hunter Perez  
Matanzas High School  
Student

Flagler Schools continues to expand and grow our opportunities for students to experience relevant and rigorous learning experiences that are aligned with the needs of our community. New courses in web and software design, technology in business, and criminal justice operations are just a few opportunities we have added. Career and Technical Education at both the middle and high school level continues to expand to prepare the workforce of the future.

Two new Flagship programs have entered the pathway for the 2018-19 school year. The Law and Justice Flagship is now a part of Matanzas High School and Flagler Palm Coast High School has added the Future Educators of Flagler Teaching Flagship.

We now offer international curriculums and advanced diploma opportunities at both high schools. The International Baccalaureate Program continues to thrive at FPCHS and we have implemented the Cambridge AICE (Advanced International Certification of Education) program at Matanzas High School.

### Funding Classrooms Through Teacher Grants

The Flagler County Education Foundation works closely with Flagler Schools to help transform our classrooms into the creative spaces necessary to empower innovation in our teachers and students.

"We were able to purchase and make calming kits that were delivered to many classrooms at Rymfire. They have helped students and teachers use these calming tools in times of stress or anxiety. Because of these kits, students are learning coping strategies. We would not have been able to do this if it wasn't for the grant. We are so thankful!"

Kate Sturman, Rymfire Elementary School & District Teacher of the Year



The Education Foundation provides Innovative Teacher Grants for classroom projects to engage students and prepare them for career exploration throughout their school career.

Innovative Teacher grants are awarded to teachers who initiate classroom projects that enhance and engage students to increase their effectiveness. In response to workforce needs, classroom learning has moved away from content based learning to skills based learning, requiring students to use higher level thinking and problem solving strategies. By engaging students in new and creative ways teachers are able to be more effective in reaching educational goals.





"The BES garden is a focal point of our school and the Education Foundation has been instrumental in its growth and expansion. Our student's interest, and yes, love of "anything garden" is off the chart! The excitement of growing their own food to use in healthy recipes is immense. When kids ask when they can have a salad bar....you know they are hooked! "

Cathie Zanella,  
Bunnell Elementary School



"As part of our Marine Science Flagship Program, students in Dr. Asher's class researched the dangers of plastic and how it affected the ocean and world around us. We made a plan to make people aware of the hazards of plastic pollution and introduced ways to reduce plastic consumption. Our final project was to change the lunch trays used by Flagler County Schools to recycled paper lunch trays. This saves local landfills 1.6 million lunch trays per year. The success of our program excited and motivated me to become a marine biologist when I get older and graduate college. I look forward to when I get to college to learn all about the ocean and world around me! This makes me excited to learn more about the OKES Marine Conservation program, which is now a wheel class! It has shaped my ideas on my future career and helped me realize I have the power to change the way things are done in the world! "

Leah Ruddell, Old Kings Elementary School Student



more than  
**\$98,000**  
 INFUSED INTO  
 CLASSROOMS  
 THROUGH GRANTS

Flagler County  
 Education Foundation

## Elementary School Flagship Programs



**Bunnell Elementary**  
Agriscience and Green  
Technologies



**Old Kings Elementary**  
Marine Science



**Wadsworth Elementary**  
STEAM  
(Science, Technology,  
Engineering, Arts, Math)



**Belle Terre Elementary**  
iRecs  
(Innovation, Robotics,  
Engineering & Computer  
Science)



**Rymfire Elementary**  
Medical Sciences  
Health & Fitness

## Middle School Flagship Programs



**Buddy Taylor Middle School**  
Agronomy  
Entrepreneurial Leadership



**Indian Trails Middle School**  
Business & Computer Science  
ROAM  
(Robotics, Outdoor Science,  
Agriculture and Marine Science)

## High School Flagship Programs



**Flagler Palm Coast High School**  
International Baccalaureate  
i3 New Tech Academy  
Aeronautics  
Fire Leadership  
Teaching & Learning



**Matanzas High School**  
Finance and Corporate Services  
Culinary Arts  
Biotechnology- Plant & Marine  
Construction Tech  
Law & Justice

# CAREER EXPLORATION

## FLAGSHIP PROGRAMS CAREER & TECHNICAL EDUCATION

Our Flagship Choice Programs offer opportunities to discover paths that lead students from classroom to career success. We, as a Flagler community, believe our children will drive the future.

Flagler Schools works with local business leaders to identify the key, targeted industries for our community and our region. Students can explore and grow in the worlds of Agriculture, Aerospace, Green Technology, Health Science, Engineering and Computer Science, Marine Research, Finance and Business, Leadership, the Arts and more.

There are nearly two dozen Flagship Choice Programs spanning grades K-12 providing an enriched education infused with the essentials for college and career readiness.

Our students also have the opportunity to earn career and technical certifications through Career and Technical Education programs (CTE). These programs prepare individuals for occupations important to Florida's economic development. Each program is aligned to a career cluster and is detailed in curriculum frameworks. The curriculum frameworks include program standards that are both academically integrated and responsive to business and industry.

These programs are organized by the state into 17 different clusters geared toward middle school, high school, district technical school, and Florida College System students throughout Florida. With the help of partners in education, business and industry, and trade associations, each program includes the academic and technical skills required to be successful in today's economy.

"The real-world learning experiences that I have been able to provide, and the interest that it has created in our students can only be summarized as awesome. Students that are engaged and interested in topics, enjoy coming to school, and do not see their assignments as "have-tos". They enjoy the work because it is really interesting to them, and they learn regardless of the task."

Andrew Medearis, i3 New Tech Academy  
at Flagler Palm Coast High School







Flagler Schools also includes Flagler Technical Institute, which offers Community Education Programs as well as Adult Education (GED, ESOL classes) and Career Training Opportunities.

FTI also staffs the Belle Terre Swim and Racquet Club and extended day programs in our schools.

Flagler Technical Institute is accredited by The Council on Occupational Education. Students enjoy benefits such as Student Services, Financial Aid, and Career Placement.

Our high school students have the opportunity to take dual enrollment courses at FTI, which enables them to enter the local workforce trained and ready for a career the day after graduation.

**Career Education Programs**

**Agriculture, Food & Natural Resources**

- Water Treatment Technologies

**Transportation, Distribution & Logistics**

- Commercial Vehicle Driving
- Heavy Equipment Operations Technician

**Health Science**

- Nursing Assistant
- Patient Care Assistant/Technician
- Medical Assisting
- Emergency Medical Technician

**Human Services**

- Cosmetology
- Facial Specialty
- Nail Specialty

**Education and Training**

- Child Care Center Operations

**Continuing Workforce Education**

- Child Development Associate Renewal
- Director Credential/Director Advanced Credential Renewal
- CVD Refresher Course & Skills Preparation Class

**Apprenticeship**

- Early Childhood Education
- Air Conditioning, Refrigeration, & Heating Tech
- Electrician

**CAREER EDUCATION:  
FROM CLASSROOM TO CAREER**



"I came to FTI for more opportunities to work and support my family. When I got to my first job, I was getting compliments. I was just going by what I was taught because I didn't know any other way. All we know is the right way because that was what we were taught here."

**Marquis Murphy**  
Flagler Schools & FTI Graduate





## Intern for a Day

Students from both high schools in Classroom to Careers Flagship programs gain real-life experience in local businesses during a one day Intern for a Day trip. They are given an opportunity to interact with employees and observe a wide variety of career paths at each business. Students have reported strong approval of our collaboration with Career Source to provide 20 students with a day-long, hands-on experience at a local business.

In the debrief at the end of the day, students learn about certification programs and course work that would prepare them for various careers they experienced that day.



## Mentor Programs

Flagler Schools has made a priority of cultivating partnerships in the community to create a strong network of mentors. It is through these partnerships that members of our community have dedicated themselves to being a part of the personal network our youth are creating on their road to career readiness and success. Some of the individual mentor opportunities available are Take Stock in Children, African American Mentoring Program, Reading Pals, and Inspire Our Youth. Additionally, experts in their fields work side by side with students in our Classroom to Career Flagship Programs.

Peter & Sue Freytag



Take Stock in Children®



# FOUNDATION PROGRAMS

## Take Stock In Children

Take Stock in Children (TSIC) is a statewide mentoring program offered in every county in the State of Florida. The program gives low income at risk students the opportunity to achieve a successful education in high school and beyond. The program provides individual mentors, in school support, and paid college tuition scholarships. Students meet weekly with a mentor, remain drug free, and complete required education workshops. The Flagler County Education Foundation TSIC program started in 2000. Our local program has had a 98% graduation rate with students successfully completing the TSIC program and graduating from high school. The Foundation has received the Gold Level Excellence Award since 2014 and also the Luminary Award in 2016-17 & 2017-18. These are the highest awards possible from the statewide TSIC program. Our goal is to increase our high school student involvement from 78 to 100 students over the next two years. Seven students graduated from the program in 2017-18.



**74**

Current number of TSIC mentors



**518**

hours mentored in 2017-18 for TSIC



**187**

Flagler School TSIC students have graduated from the program



**146**

Flagler School TSIC students have graduated from college

# FLAGLER COUNTY EDUCATION FOUNDATION PROGRAMS

## Connect Bus

The Connect Bus is a mobile platform able to go to any part of the county for use as an outreach tool. The Connect Bus can hold up to fifteen people comfortably, and can be set up with computers & internet when needed. The bus is a great opportunity to bring Flagler Schools and its programs to the community. It was used during kindergarten registration at local day care facilities to provide convenient access and support our busy families. The bus has three corporate sponsors that help keep the bus rolling: Ameris Bank, Stewart Marchman Act Behavioral Healthcare, and United Way Volusia-Flagler.



## STUFF Bus

The STUFF Bus is a program to help support our students and teachers. The program started as a result of the high percentage of students in Flagler County on free or reduced lunch, which is now approximately 64% of its students.

The Flagler County Education Foundation jumped into action after Hurricane Irma, the second hurricane in twelve months, devastated large portions of Flagler County. The life essentials and school supplies collected by the STUFF Bus program were packed into over six hundred bags and handed out to the families hit the hardest. Students, school staff and volunteers helped fill bags and hand them out in two sections of the county that flooded after Irma.

It is our goal to make sure every student is prepared for school to succeed regardless of their socioeconomic status.



## Josh Crews Writing

The Flagler County Education Foundation recognizes the importance of strong writing skills among our students. Each school works with students to publish an anthology of writing, culminating with a giant book-signing event recognizing our student-authors.

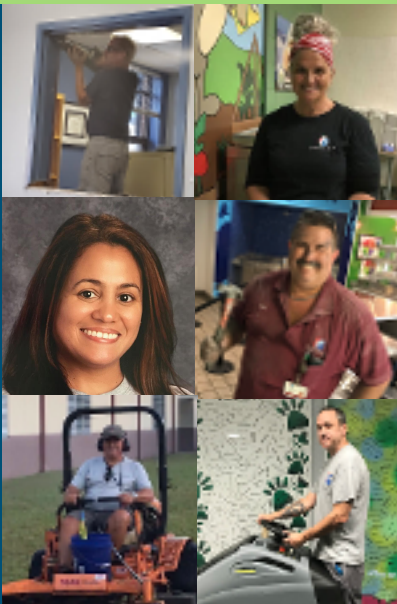
The program is in honor and memory of Josh Crews, an extraordinary writer and avid reader who died in 2010. It was through his love of reading and writing that this program was created. We are now in our 7th year of the program.



# ECONOMIC DRIVER

## LOCAL IMPACT

Flagler Schools is a strong partner in supporting a healthy economy in Flagler County. Vibrant schools provide a strong incentive for families and businesses to choose our community. As the largest employer in the county, our employees contribute significantly through living and shopping in Flagler County.



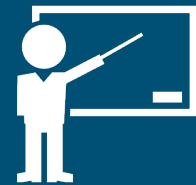
**221**

types of jobs  
in the school  
district



**2,484**

people  
employed by  
the district,  
including  
as needed



**394**

new  
employees in  
the school  
district for  
17/18

## VOLUNTEER HOURS

**48,154**

hours from community members  
coming into schools to volunteer

**37,983**

hours of FPCHS students volunteering  
out into the community

**19,000**

hours of MHS students volunteering  
out into the community

**56,983**

total hours of high school students  
volunteering out into the community

## LARGEST EMPLOYER

Flagler Schools employs nearly 2500 people in more than 200 types of jobs across the district. We employ mechanics, nurses, dietitians, accountants, and many more skill sets. Our families live, work, shop, and play in Flagler County.

**\$93,035,501**

Total personnel salaries and benefits

## Community Impact

# \$25,000

Donation to FPC  
Fire Leadership  
Academy

# \$248,981

Private Donations

# \$303,228

Corporate  
Donations

## EDUCATION FOUNDATION COMMUNITY PARTNERS

Building community partnerships is important in continuing the Foundations key programs. We appreciate the support from our local businesses. Become a Friend of the Foundation today.



More than 65 local businesses and organizations came together to help propel our graduates into the next phase of their lives after graduation. Flagler Schools graduated 944 students in 2018, and there

were 193 **local** scholarships awarded totaling \$257,000. The total included seven students graduating with Take Stock in

Children Tuition Scholarships. Through sharing of their time, talent and treasure, the Flagler Community continually supports the development of our youth with their generous provision of senior scholarships.



# Flagler County Education Foundation



I spent my career in HR in the private sector, but I have truly found a passion in the Flagler County Education Foundation. I feel a huge sense of accomplishment in knowing my time and resources are going to help the children who are our future. It has been an honor volunteering on the Board for the past 2 years. Now as I

embark in my new role as Board President I truly see the impact we are able to make on the 13,000 students and 2500 teacher and staff here in Flagler Schools.

Our board of directors incorporates a wide cross section of business leaders, retirees and young entrepreneurs that see the importance in our future. It is with this skilled and caring group of people that we are able to make such an important and lasting impact on Flagler Schools. I have seen the profound impact that programs like Take Stock In Children have on our students. We are well on our way to achieving our goal of 100 students active in this program, and should reach our goal within the next 3 years. Our support of the Classroom to Careers Flagship programs has been astonishing, and I am excited to see the two newest programs from their inception.

If you haven't taken a Classroom to Careers school tour I personally invite you to join me on one this year. School today is extremely different than when I was in school. My wish is for everyone to see how today's classroom has transformed. I look forward to having the opportunity to see it first hand through the eyes of our children.

## Joseph Marotti

President, Flagler County Education Foundation



## FCEF Board of Directors

### Executive Board Members

Joseph Marotti, President  
Catherine Evans, President Elect  
David Alfin, Vice President  
Jennifer Thornton, Secretary  
Dave Taylor, Treasurer

### Board of Directors

Jennifer Ames  
Jim Bowe  
Laura Chavez-Salazar  
Sue Freytag  
Ron Hertel  
Suzie Johnston  
John Newman  
Maria Lavin-Sanhudo  
Anthony Morales  
T.J. Roache  
Mary Ellen Stahl  
Stephen Thomas



# CREATE



# INNOVATE



# EXPLORE



# GROW

## EDUCATION MUST EVOLVE AS SOCIETY EVOLVES

With the changing needs of students, parents, businesses, and our community, Flagler Schools is working to ensure those needs are met.

It's people, like you, who allow us to provide these wonderful opportunities to better our children. When we take care of them, they take care of our community.



For information about how you can partner with us, call **386.437.7526 ext. 1174** or email us at **info@flaglerschools.com**.

For more information about the Education Foundation call **386.437.7526 ext. 1125** or email us at **rizzoj@flaglerschools.com**.

View our on-line impact report at **www.flaglerschoolsimpactreport.com**.