IMPACT REPORT
A Year of New Goals
issued January 2019
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

Graduation Rate
88%
2017-18 school year
6.9% increase from 2016-2017 school year

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

FLAGLER COUNTY
2,300
Programs and Growing
Flagship Choice

21

classroom to careers
explore, grow, succeed

This strategic to a career in our community on a journey into one of the fastest growing fields a chance to follow entrepreneurship, agriculture and more. A student who embarks construction, government services, hospitality, technology, and financial services, aviation/aerospace, health sciences, or corporate opportunities abound in multiple career paths such as corporate.

Receive opportunities for work based experiences, certifications, build networks with our local businesses, and adult students to find success in career opportunities, so they earn school students to grow their skill sets and our high school and elementary students to explore career paths, our middle and elementary programs. Through our Flagfish programs, elementary age through adults. Through our Flagfish programs, creation of a pipeline of talent by offering programs from elementary to college of talent by offering programs from elementary to college, our community and region and we support the career pathways in Flagfish schools are aligned with targeted industries in our community and region and we support the TALENT PIPELINE

Our Medical Career Path

Explore

Palm Coast High School Fire

Palm Coast High School Fire

We train them success.

Succeed

buddy laylor middle school.

They bring their knowledge and

GROW

Kymre Elementary School.

and fitness Flagship.

the Medical Sciences.

students can explore through

Journey Through

Flagfish Schools.
## 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.
"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

**TRANSFORMING EDUCATION**

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
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

"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.
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.

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
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.

The Able Trust
Grand Haven Woman's Club
United Way Volusia-Flagler
Advent Health
Friends of Flagler County Library
Beaver Toyota
Consortium of Education Foundations
University Women of Flagler
Quantum Electric
Ameris Bank
Chiumento Dwyer Hertel Grant & Kistemaker
Ivy Community Foundation of AKA Sorority
Rotary Club of Flagler County
Hunter Foundation
Stewart Marchman Act Behavioral Healthcare

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.
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

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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 rizzozj@flaglerschools.com.