

2019 - 2020



MARTIN COUNTY SCHOOL DISTRICT

STATE OF THE DISTRICT





MESSAGE FROM THE SUPERINTENDENT >



Laurie J. Gaylord
Superintendent

Dear Parents, Guardians, and Community Members:

Thank you for being an important part of the Martin County School District family! As the educational success of each and every child depends on the collaborative relationship between the student, teachers, administrators, and parents, we appreciate you for partnering with us for your child's education.

The Martin County School District is committed to a culture of communication, collaboration and continuous improvement. In the 2020-2021 State of the District guide, you will find our defined goals for this year, as well as our legislative priorities – issues of importance related to school facilities, operations, and programs, as well as student assessment, teacher certification and recruitment, and school security. We remain focused on empowering each student to achieve their highest personal potential while also continuing to foster financial stability within the District.

The District serves more than 19,000 pre-kindergarten through adult learners. Each school day, we open the doors of 12 elementary schools, five middle schools, three high schools, four early learning centers and three specialty schools to create a dynamic educational network that spans Martin County. In addition, the district's Environmental Studies Center provides educational experiences for all students in grades K-7, and special programs for high school students in Marine Biology and Environmental Science. Our rigorous programs of study, industry-driven career academies and outstanding cultural arts and athletic programs are among Florida's best. The Martin County School District is consistently ranked among the state's top performing school districts, is officially recognized as an Academically High-Performing District by the Florida Department of Education and is fully accredited by AdvancED, the parent organization of the Southern Association of Colleges and Schools Council on Accreditation and School Improvement.

The true strength of the Martin County School District is in the quality of its instructional and support staff. As Martin County's second largest employer, more than 2,600 district professionals work together as a team to provide our students with a world-class education in a safe and supportive learning environment. In 2019, the District purchased the former Stuart News building to serve as a new administrative center. More than 200 District-level employees are now working under one roof, which has led to streamlined communication, increased opportunities for interdepartmental collaboration and operational efficiency.

Thank you for sharing your enthusiasm and support with our students and employees. We hope that you will review the State of the District guide in full and support not only the success of your child's school and his or her educational endeavors, but the success of our District as a whole and the many benefits a world-class educational experience provides to our community.

Sincerely,
Laurie J. Gaylord



Christia Li Roberts
District 1



Marsha Powers
District 2



Victoria Defenthaler
District 3



Tony Anderson
District 4



Michael DiTerlizzi
District 5



POINTS OF PRIDE: 2019-2020 ACCOMPLISHMENTS

Martin County School District had many major accomplishments in the 2019 - 2020 school year. Highlighted below are some of the greatest points of pride.

- Purchase and relocation of District Administrative office building where all district level employees work together for efficiency of operations
- "A" rated school district by the Florida Department of Education for three consecutive years
- Named an academically high performing district by the Florida Department of Education for the last two years based on school/district grades and financial audit reviews for the 2018-2019 school year and class size compliance during the 2019-2020 school year
- District high schools named to US News & World Report's 2019 List of America's Best High Schools
- GFOA (Government Finance Officers Association) Award winners for 13 consecutive years
- ASBO (Association of School Business Officials International) Award winners for 12 consecutive years
- Florida Green School District
- 17 schools awarded USDOE's Green Ribbon School Award:
Crystal Lake ES, Dr. David L. Anderson MS, Felix A. Williams ES, Hobe Sound ES, Hope Center for Autism, JD Parker ES, Jensen Beach ES, Jensen Beach HS, Martin County HS, Palm City ES, Pinewood ES, Port Salerno ES, Riverbend Academy, SeaWind ES, South Fork HS, Treasure Coast Classical Academy and Warfield ES
- 15 schools recognized for implementation of FLPBIS (Florida Positive Behavior Interventions and Support Project) framework: Bessey Creek ES, Citrus Grove ES, Crystal Lake ES, Dr. David L. Anderson MS, Hidden Oaks MS, Indiantown MS, Jensen Beach HS, JD Parker ES, Martin County HS, Palm City ES, Pinewood ES, Port Salerno ES, Riverbend Academy, Stuart MS and Warfield ES
- Laptop 4 Learning Program expanded and this year and the District now is 1:1 with a personal laptop/Chromebook being issued for each student
- Food Service Director Magazine - Food Service Operation of the Month Recognition and Finalist for Food Service Operation of the Year
- USDA Best Practice Award – Use of Social Marketing for School Nutrition Programs
- USDA Best Practice Award - Farm to School
- Healthy Florida School District Silver Award
- School Nutrition Association Innovative Idea Award (Administrator Level) – reaching millennial parents through technology based communication
- School Nutrition Association Innovative Idea Award (Manager Level) – Improving the Lunch Card identification process
- School Nutrition Association Leadership Award – Recognition of the dedication to students by starting a cooking club
- School Nutrition Association Super School Award – School Lunch Promotion of Lots-2-Love



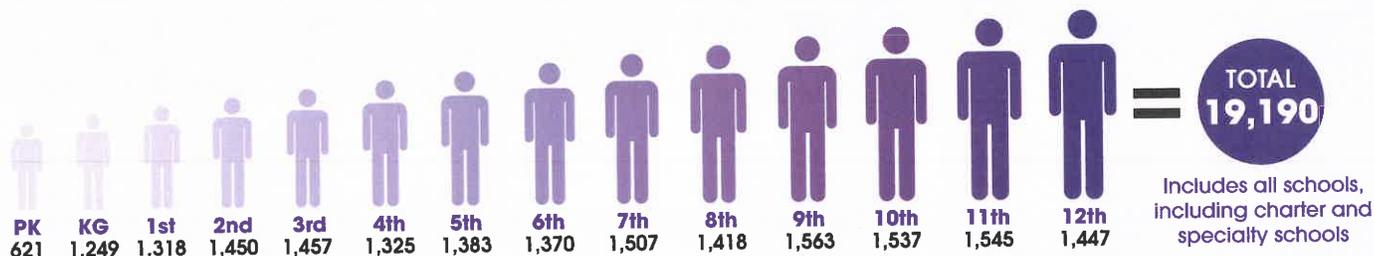
2019 - 2020 INITIATIVES

- **National Institute for School Leadership (NISL) Level II Principal Preparation** to develop school leaders who can drive their schools to high performance while simultaneously building school and district capacity to leverage and sustain instructional improvements
- **Boys & Girls Club/AmeriCorps Middle School Mentoring Program** is providing a Check & Connect like program for all five middle schools and an at-risk small group mentoring program for the three high schools
- **Sanford Harmony** - This program was adopted for use as the SEL curriculum in the elementary schools during the 2019-20 school year. It is aligned to the five core social emotional learning competencies (self-awareness, self-management, and relationship skills, responsible decision-making and social awareness) from The Collaborative to Advance Social and Emotional Learning (CASEL)
- **Implementation of the Crisis Alert System** - Every staff member received a smart CrisisAlert badge, which has only one function: to empower the wearer to quickly and discreetly activate an alert
- **IB, AICE, AP Capstone Diplomas/Programs** - This is a highly rigorous diploma option available at each of our three comprehensive high schools and students can receive a specialized diploma in addition to the standard Florida high school diploma upon graduation
- **AVID (Advancement via Individual Determination)** is offered at each of the high schools to support and promote college and career readiness and success
- **Our Dollars, Our District** - In November 2018, Martin County voters generously approved a half-cent sales tax increase to provide funding for a variety of critical capital projects in the Martin County School District. Some of the current projects are: replacement schools for Jensen Beach and Palm City Elementary Schools; safety improvements to Martin County High School; South Fork High School sports complex and field replacement amongst others
- **New Educator Orientation Program** that welcomes new educators to the District with four days of professional development, informational sessions and lots of fun
- **MartinMentors** is a mentorship program for new teachers to pair with lead teachers to assist in their first year of teaching
- **Frontline Blended Learning** is an approach to education that combines online educational materials and opportunities for interaction online.
- **Digital Onboarding for all new hires** - To streamline and expedite the hiring process districtwide

DISTRICT PROFILE

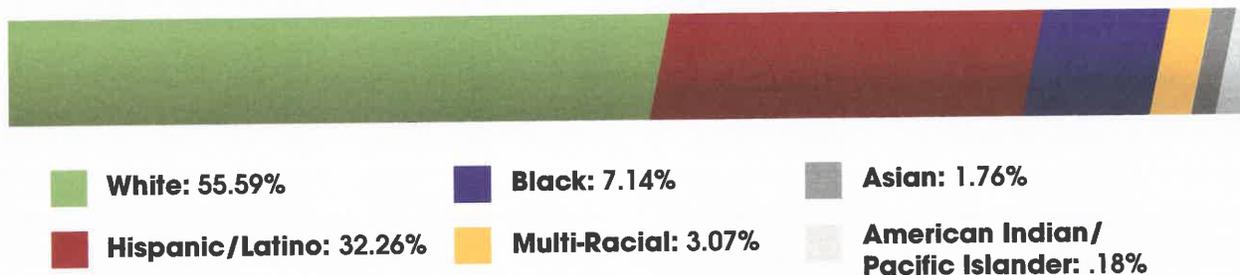
2018-2019 > > > >

2018-2019 SCHOOL YEAR



STUDENT RACIAL DIVERSITY

Based on above Enrollment



2018-2019 DOE STAFF SURVEY

1,577

Total Number of Teachers (including Charter Schools and Contracted Employees)



987

Total Number of Teachers Ranked "Highly Effective" (Includes the Charter Schools)



144

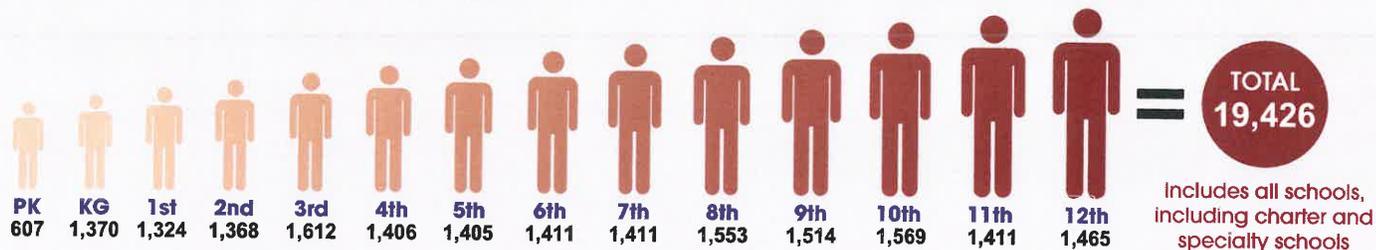
Total Number of Teachers Ranked "Effective"



DISTRICT PROFILE

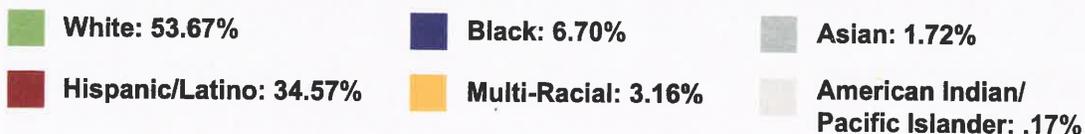
2019-2020 > > > >

ENROLLMENT BY GRADE LEVEL



STUDENT RACIAL DIVERSITY

Based on above Enrollment



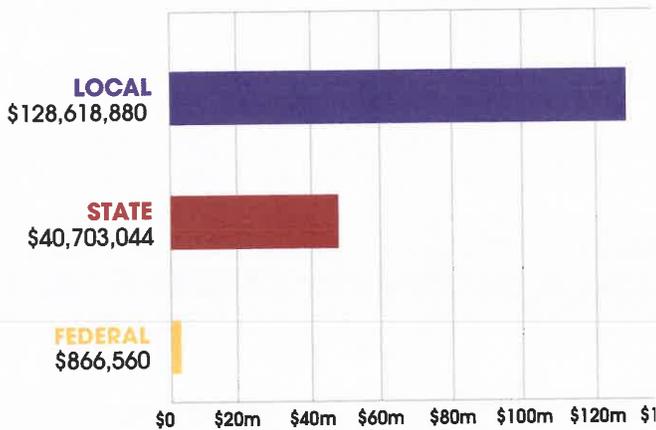
FIVE-YEAR ENROLLMENT TOTALS



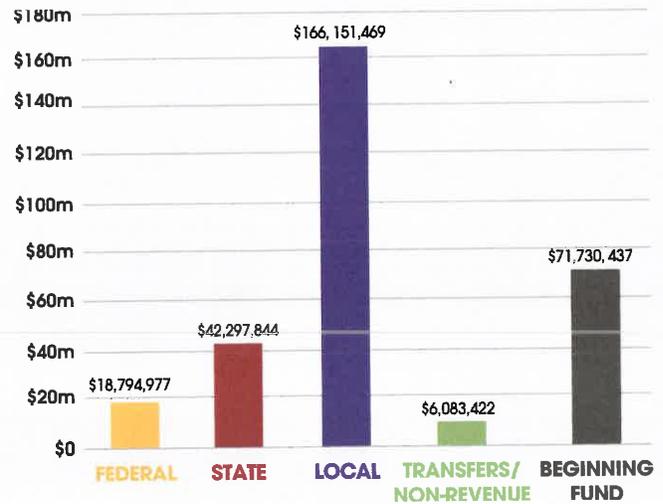
DISTRICT BUDGET

2018-2019

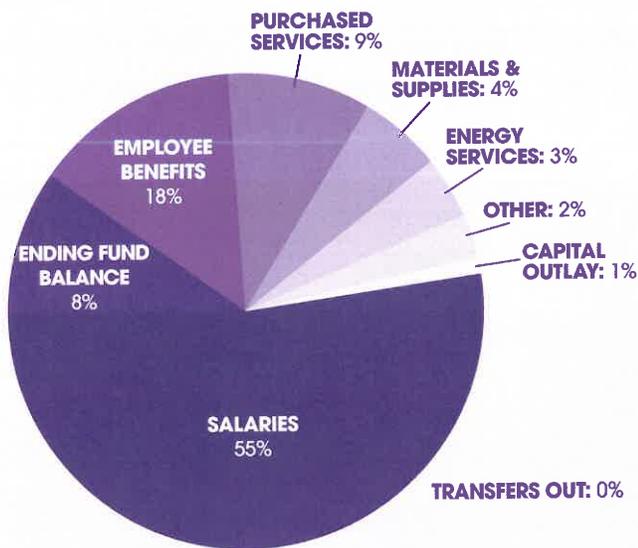
GENERAL FUND
Revenue Sources



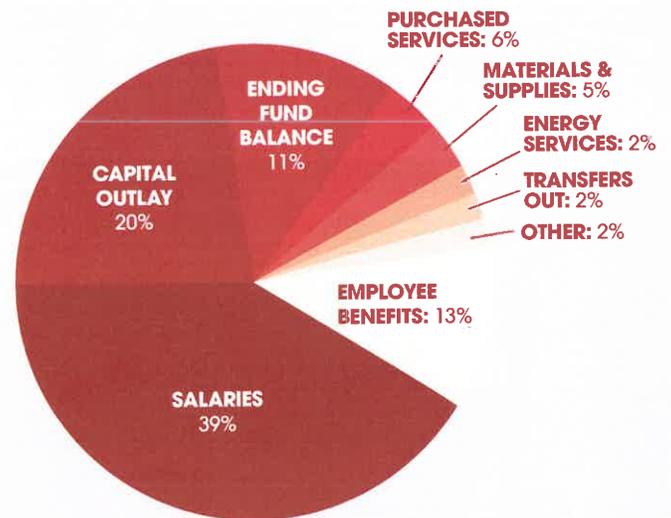
ALL FUNDS
Revenue and Other Funds Sources



GENERAL FUND
Expenditures by Object



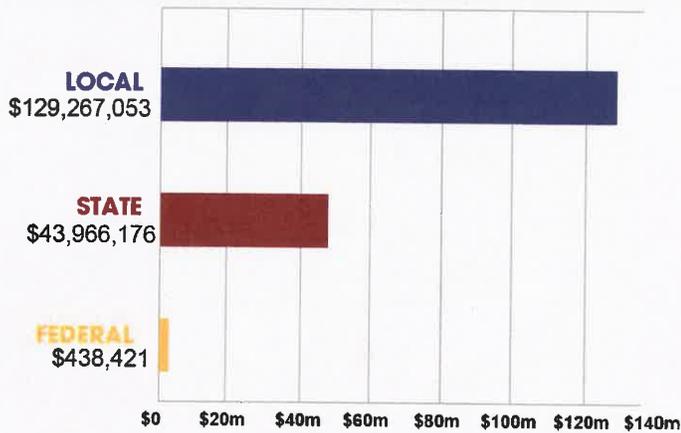
ALL FUNDS
Expenditures by Object



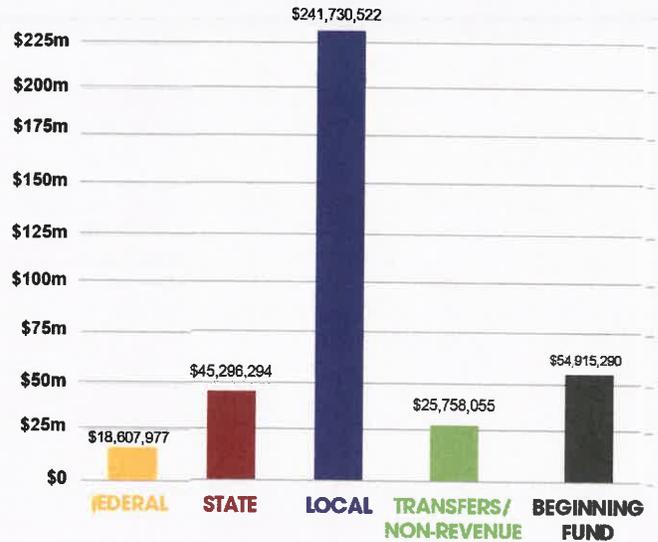
DISTRICT BUDGET

2019-2020 > > > >

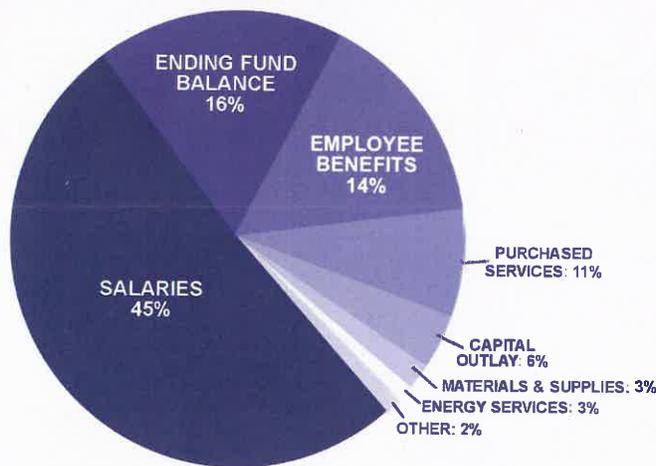
GENERAL FUND
Revenue Sources



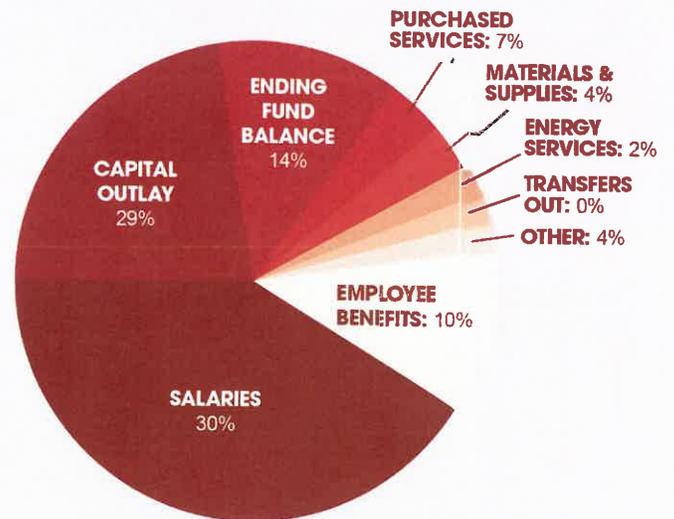
ALL FUNDS
Revenue and Other Funds Sources



GENERAL FUND
Expenditures by Object



ALL FUNDS
Expenditures by Object



2019-2020 FAST FACTS



- District offerings include the prestigious **International Baccalaureate (IB), Advance Placement (AP)** courses as well as the **Advanced Placement Capstone Diploma, Cambridge (AICE) and Advancement via Individual Determination (AVID)**
- There are **1,488** individual students taking AP courses. In Spring 2019, students took **2,636** AP assessments and earned **2,157** passing scores
- More than **500** middle and high school students are currently enrolled in the AVID program at MCHS, AMS, SFHS, IMS. JBHS and PSE will become **AVID** schools next year
- **Over 116 students** were enrolled in IB classes at South Fork High School
- As of October 2019, there are **2,636 students in AP courses**
- For the college and career component of school grades, the state looks at passing of AP, AICE and IB exams, passing of dual enrollment courses and earning an Industry Certification as ways to accelerate in high school. Of the students currently **in grades 9-12, 1,733 (30%) have already earned a College and Career Acceleration point and 2,782 (68% of the students who haven't already earned a point) are currently enrolled in a course that will yield a point if they pass the exam/course**
- **Martin County School Food Service is nationally recognized for serving quality meals.** Every school in the district has the Healthier US School Challenge award from USDA which recognizes excellence in nutrition and physical activity
- There are approximately **3,634 exceptional students** in the District, including 607 gifted students.



Students represent **69 countries** and speak **103 different languages.**

Each Day, We Serve More Than

4,050 BREAKFASTS	11,900 LUNCHES
315 DINNERS	

Most Popular Items:

		
MOZZARELLA STUFFED BREAD STICKS	POPCORN CHICKEN	PIZZA

National School Lunch Free & Reduced meal eligibility program

OVER 77% LUNCH PARTICIPATION



37.8% INCREASE SINCE 2008-2009

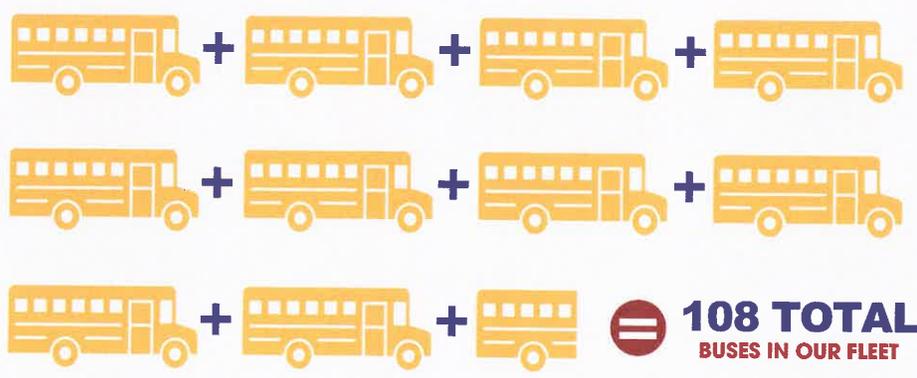
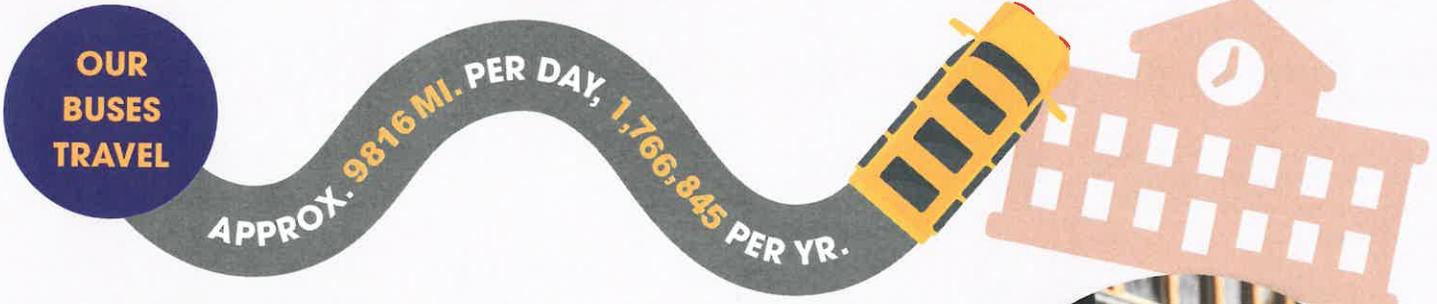


PHOTO COURTESY OF MARTIN COUNTY SCHOOLS

MORE FAST FACTS > > > > >



- As of October 2019, 3,901 students live in a home where **English is not the primary language.**
- The District has added approximately **1,100 students** in the past 10 years.
- The district school choice system is an open enrollment system for school assignments. During the 2018-19 school year, **80% of families received their first choice school.**



2019-2020 CAREER TECHNICAL EDUCATION



- The district has **26 career academy offerings** amongst its **3 high schools**. 13 of those academies are Signature Academies where they are only offered at one of our high schools, yet students from around the district are eligible to apply
- **Auto Collision Repair** (MCHS)
- **Building Construction Technology** (SFHS)
- **Culinary Arts** (MCHS)
- **Digital Design** (JBHS)
- **Digital Photography** (MCHS)
- **Early Childhood Education** (JBHS)
- **Engineering** (JBHS)
- **Entrepreneurship** (JBHS)
- **Finance** (SFHS)
- **Future Educators** (MCHS)
- **Global Finance** (JBHS)
- **Landscape Operations and Turf Grass Management** (SFHS)
- **Sport, Recreation and Entertainment Management** (MCHS)
- **Veterinary Assisting** (SFHS)

- During the 2019-20 school year, there were **2,122 high school students** enrolled in a **Career Academy**, of those 2,122 students, **320 students** participated in multiple academies
- Students enrolled in career academies during the 2019-20 school year earned **645 Industry Certifications** and **556 Digital Tool Certifications** were earned at the elementary and middle schools. We offer over 35 different Industry Certifications across our career academies
- Martin County School District Career Academies offer students the opportunity to earn **Articulated College Credit, Statewide Post-Secondary College Credit, Industry Certifications, and Bright Future Scholarships**. Our career academies engage students in real-world applications of technology, teamwork and problem solving

EXAMPLE CAREER ACADEMIES

FNGLA Certified Horticulture



Microsoft Office Specialist

Certified Nursing Assistant



Certified Veterinary Assistant

Professional Adobe Certified Associate Photoshop



National ProStart Certificate of Achievement

Overall District Graduation Rate

State Avg: 86.9%

MCS D: 87.4%

Overall District Graduation Rate (Excluding Charter Schools and Special Centers)

State Avg: 86.1%

MCS D: 93.6%

District Graduation Rate - African American

MCS D: 78.6%

State Avg: 81.5%

District Graduation Rate - Hispanic

MCS D: 75.6%

State Avg: 85.9%



Graduates from the District earned over **\$1.5 MILLION IN SCHOLARSHIP MONIES** last year (2018-2019).





DISTRICT EMPLOYEE STATISTICS



2018-2019
2,868 full- and part-time employees

2019-2020
2,880 full- and part-time employees



2018-2019
The District hired **105 new educators**

2019-2020
The District hired **85 new educators**



2018-2019
1,254 teachers employed

2019-2020
1,333 teachers employed



2018-2019
Avg. years of teaching experience - **10.95**

2019-2020
Avg. years of teaching experience - **10.62**



2018-2019
Approx. **30% of teachers** hold advanced degrees

2019-2020
Approx. **30% of teachers** hold advanced degrees

*The above data is pulled from 2019-2020 Survey 2 and doesn't include Charter or Contracted Employees.

**18/19 Statistics taken from Spring 2018 Survey. Final Reports available on the DOE website.



MARTIN COUNTY 2019–2020 EMPLOYEES OF THE YEAR



"My greatest inspiration as a teacher comes from making genuine connections with my students. Each deserves a champion, and I gladly accept that responsibility. Really knowing my students as individuals inspires me to design innovative lessons that bring them into the heart of the subject matter, spark their interests, and let them feel the joy of succeeding."

- Angela Roberts, Elementary School Teacher of the Year, Felix A. Williams Elementary School
*Mrs. Roberts was also the Martin County Teacher of Year



"One of my favorite parts of every year is seeing the faces of my students light up when they see how much they have grown. These are the students who have been told time and time again that they struggle, that they failed and that they're not good enough. To see even the student who has struggled the most grin from ear-to-ear because someone believed in them and never gave up - that makes it all worthwhile."

- Laura Leister, Middle School Teacher of the Year, Indiantown Middle School



"My background in psychology strengthens me to promote mental health and inform students about how their minds work to help them understand their disabilities. Using my knowledge of the brain and how it works, I have had the honor of introducing the subject of psychology to our students. I am the first teacher that has had the privilege of helping them make a connection between their disability and what they are really capable of doing. I help them to own their disability - an important piece of their educational puzzle."

- Jennie Bellone, High School Teacher of the Year, Willoughby Learning Center



"For the past two years, Ms. Pablo has collaborated with a second-grade teacher to provide support to a class of non-English speaking students who are new to our country. Juana provides invaluable supports to these second-language learners, translating the reading/language arts and math lessons, and then providing those students with guided practice and instructional support in their native language to facilitate their understanding of the concepts."

- Jean Ferreira, Assistant Principal, Warfield Elementary School
School-Related Employee of the Year
Juana Pablo, English Language Learner (ELL) Paraprofessional, Warfield Elementary School



"It is an honor being selected as a finalist for the Outstanding Assistant Principal Achievement Award. In Martin County, there are so many deserving colleagues, and I feel so proud and fortunate to be able to represent our collective accomplishments at the state level. My philosophy is to share positivity with everyone every day. What you focus on, you get more of. Relationships are at the core of everything we do at Warfield, and I look for what makes every individual shine in their own unique way."

- Angie Gilbride, Assistant Principal of the Year, Warfield Elementary School
*Mrs. Gilbride was also a finalist for the FLDOE's Outstanding Assistant Principal Achievement Award Program.



"While education continues to face many challenges, I am proud of the way my faculty and staff continue to roll up their sleeves to work on what comes next. We celebrate successes together - they know I will always be right there with them. We are, after all, a team of dynamic educators doing what is best for our students!"

- Brenda Watkins, Principal of the Year, Crystal Lake Elementary

GRADUATING CLASS of 2020 > > > >



GRADUATING CLASS The Martin County School District's 2019 graduation rate was 87.4%, according to data released in December 2019 by the Florida Department of Education. Many members of the Class of 2020 shared their post high school plans with the school district. Of the students who provided information, the breakdown is as follows:	TOTALS
Attend a Florida Public Community or State College	422
Attend a Florida Private Two-Year College	17
Attend a Florida Public Four-Year University (SUS)	325
Attend a Florida Private Four-Year College or University	18
Attend an Out-of-State College or University	83
Attend an Out-of-State Two-Year College	22
Enter the Military	51
Unspecified	149



THREE-YEAR STRATEGIC PLAN OVERVIEW



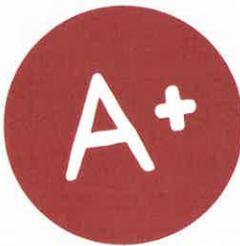
VISION

A Dynamic Educational
System of Excellence

MISSION

Educate ALL Students for Success

KEY STRATEGIC AREAS



**Student
Success**



**Employee
Success**



**Culture of
Collaboration**



**Financial
Stability**

Focus Areas or District Wide Goals

- Increase **Student Achievement** and **Student Learning Gains**
- Increase **Retention** of Effective and Highly Effective Employees
- Increase **Graduation Rate**
- Increase **Satisfaction and Engagement** of Students, Employees, Parents and Community Members
- Maintain **Budget Reserve of 5%**

KEY STRATEGIC AREAS

I) Student Success

- Increase school readiness by providing additional preschool programming
- Increase Career and Technical Education opportunities
- Increase graduation rate by adding graduation coaches and/or school counselors along with support personnel who can aid in interventions
- Increase academic achievement for Our Under-Resourced Students (OURS)

II) Employee Success

- Expedite and streamline employee onboarding
- Actively recruit qualified and diverse candidates
- Increase the retention rate of all employees
- Develop a new AFSCME evaluation tool
- Increase professional development for all staff to engage in meaningful learning experiences
- Create a “All in Martin” campaign



III) Culture of Collaboration

- Align branding throughout communication systems
- Research and develop a systematic approach to create a single point of enrollment
- Develop a cross collaboration transition plan for elementary, middle and high school
- Conduct a satisfaction and engagement survey for all stakeholders

IV) Financial Stability

- Restructure how millage money is spent; Plan for expiration of millage; Increase positive PR of expenditures and launch a thank you campaign
- Strategize for the long term expiration of the operating millage & half cent
- Target funding more effectively; Prioritize funding of programs
- Maintain fund balance – 5%

MARTIN COUNTY SCHOOL DISTRICT 2020 PRIORITIES

18

1 SAFE SCHOOLS AND MENTAL HEALTH

Support continuation of school safety/security and mental health state funding and adopt the MSD Public Safety Commission recommendation to allow districts to levy up to .5 mills (formerly available for capital outlay) to:

- Expedite school building security upgrades
- Fund additional school safety officers beyond the minimum requirement
- Fund a reduction of school counselors to student ratios with emphasis at the elementary level toward a goal of 1:250
- Include a financial incentive for individuals to pursue the postgraduate level degree/s required for mental health and school counseling
- Fund an increase in the number of behavioral health personnel

*Martin County: Sales Tax: Capital funding to expedite safety hardening at schools
Millage: Extra School Resource Officer at all 3 high schools & 2 ELC's Millage: Add'l Guidance Counselor at all 3 high schools Mental Wellness Plan: Cost \$2.6 million; \$541,000 from State (\$75 million)*

2 TEACHER RECRUITMENT/RETENTION

Increase options to attract and retain instructional personnel including:

- Fund at least a 3% salary increase for teachers and other employees for FY20 and establish a multi-year commitment to bring Florida up to the national teacher salary average
- Provide tuition waivers and/or scholarships (SB382, 2019 Session) to cover education costs with the requirement of employment for a given number of years (e.g., 3-5)
- Allowing teachers and other instructional personnel to be reinstated after one month of retirement as part-time or substitute employees
- Eliminate duplication and consolidate certification and re-certification requirements (i.e., ESE, ESOL, Reading, etc., that now total over 600 hours)

Martin County: Millage Stipend: 77.43% (\$8+ million) for teachers based on experience (1-5 years - \$1,800; 6-9 years - \$5,000; 10+ years - \$7,800) St Lucie & Palm Beach both have similar funding

MARTIN COUNTY SCHOOL DISTRICT 2020 PRIORITIES



3 K-12 FUNDING

Minimally, provide FY21 funding for:

- Guarantee the Base Student Allocation (BSA) as a base level for all districts
- Safe schools and school counselor funding as noted in #1
- Closely monitor the study provided in SB2502 (2019) for implications; oppose any legislative change to the current formula that would negatively impact Treasure Coast districts unless there is a minimum 3-year “hold harmless” put in place

Martin County: Millage: \$11+ million/year for 4 years (2019-20 is 2nd year; \$600 per student) (for Safety & Security, Mental Health, Teachers, Training, Academics)

School Year	2015 - 2016	2016 - 2017	2017 - 2018	2018 - 2019	2019 - 2020
BSA (not categoricals):	\$4,154	\$4,161	\$4,204	\$4,204	\$4,279
State Portion	31.2	32.3	37.1	35.4	41.6
Martin Taxes Collected Total	108.3	109	108.4	110	107.7
(millions)	139.5	141.3	145.5	145.4	149.3
Less D&B					-2
Comparable Total (million\$):					
Student Enrollment	18,713	18,744	18,662	18,385	18,308
Per Student	\$7,455	\$7,538	\$7,797	\$7,909	\$8,046

4 EARLY CHILDHOOD EDUCATION

Monitor implementation of HB1027 (2019) and Governor DeSantis' direction to FLDOE to:

- Enhance the state investment in developmentally appropriate, high quality early learning, and Voluntary Pre-kindergarten (VPK) to fund optional full day programs
- Provide valid pre and post paper-based state assessment system in measuring student kindergarten readiness
- VPK is offered at 10 elementary district schools and three offsite locations for four and five year old Martin County students

THE EDUCATION FOUNDATION OF MARTIN COUNTY



Providing Private Investment in Public Education for more than 28 Years

Born from LEADERShip Martin County Class 1, the Education Foundation of Martin County (EFMC) is a not-for-profit, 501(c)3, community investment organization comprised of business leaders, community volunteers, and school officials with the mission of enriching and enhancing educational opportunities for all students and teachers in the Martin County School District (MCSD), through effective fundraising efforts, positive collaborative partnerships, innovative programming, and efficient allocation of resources.

Since 1991, as the strategic partner of the Martin County School District, the Education Foundation of Martin County has increased individual, community and corporate financial support and educational partnerships for Martin County Public Schools through a variety of programs.

Here are a few ways the EFMC is supporting the Martin County School District during the 2019-2020 school year:

Connecting the community to classrooms through our online portal, YourClassroomConnection.org: This site is home to our Adopt-a-Class, Fund-a-Project and Bulletin Board Listings programs. 100% of all donations go directly to the classroom.

Adopt-a-Class: Donors can choose to adopt any classroom in the MCSD for \$100. In the first five months of this school year, the EFMC has raised, over \$160,000 to support classroom needs.

Fund-a-Project (Crowdfunding): Donors can contribute any dollar amount toward the project or need of their choice. In the first five months of this school year, the EFMC has raised over \$32,000 to support specific teacher- posted project requests.

Bulletin Board Listings: This online module allows for an easy exchange of non-monetary resources – donate time or gently used goods.

MCSD/EFMC PLAYS (Purposeful Language Acquisition Yields Success) Project: Many of our students come to school with limited language experiences. Opportunities for purposeful teacher-led play are an important part of early language development for students. Therefore, MCSD has collaborated with the EFMC in coordinating and funding a structured daily 30-minute block of time in kindergarten where students interact with real life objects in play centers that promote language, literacy, and social interaction between students. Themed tubs are being created with props and objects.

Promoting the life-long love of reading with the Education Foundation of Martin County Elementary Book Bowl: Students are encouraged to read the current list of Sunshine State Young Readers Award (SSYRA) book titles. Sets of all 15 SSYRA titles are purchased for all participating elementary schools. A school team of up to 15 students, who read all 15 books, is selected to represent each of the participating schools. These teams go on to compete in our game-show style Book Bowl where they are quizzed on the SSYRA books. Students are awarded participation ribbons and the winning teams are awarded trophies. School media specialists and classroom teachers promote the love of reading, engage students in book clubs and reading circles, and create traveling displays to generate excitement and encourage student participation in the program. Since the start of this program, we have seen an increase in the number of students actively reading current children's literature titles, participating in reading clubs and book bowl teams, and an increase in reading scores.

Promoting STEAM (Science, Technology, Engineering, the Arts and Math) through the EFMC Robotics program: The EFMC has created and is supporting teams at all levels – elementary, middle and high school.



MARTIN COUNTY SCHOOL DISTRICT

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Stuart, FL 34994

Phone: 772-219-1200

<https://www.marlinschools.org>



@MCSDFLORIDA

