



**THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA**

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**ROBERT W. RUNCIE**  
*Superintendent of Schools*

**The School Board of  
Broward County, Florida**

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August 14, 2020

“The difference between stumbling blocks and stepping stones is how you use them.”  
– Unknown

Dear School Board Members,

As a community and as a school district, we've faced incredible challenges during this year and, together, we've found ways to come together overcome obstacles and to grow from our challenges. We have continued to demonstrate our resiliency and our resolve to rise above adversity. Since my tenure began in Broward, I have continued to be amazed and proud at how BCPS responds in times of a crisis. Our students, staff and families are also resilient and demonstrate their best when challenged the most. While the close of last year may not have looked like any other... one thing that has never changed is our commitment to educating our students and to ensuring the well-being of one another.

Near the start of the year we prepared for Hurricane Dorian. South Florida was spared the worst, but our friends in the Bahamas were devastated. Our school community opened its heart, welcoming hundreds of families into our schools with resources, school supplies, clothing, food and more to help them recover and rebuild their lives.

Districtwide this year, we saw the need to increase our emphasis on social and emotional well-being and provide additional mental health supports. In last couple of years, our school board approved the investment of \$16 million to employ an additional 150 counselors, social workers and mental health professionals. This year, we also continued our focus on safety and security. The District has added additional security staff bringing the total to more than 1,200 including SROs, guardians, campus monitors, and security specialists.

On the Day of Service and Love, we honored those lost during the Marjory Stoneman Douglas tragedy two years ago by giving back to our community with service projects and activities that promoted kindness, unity, peace, well-being, compassion and love.

Always at our foundation is our core mission of academics - Educating our students. We've expanded innovative programs and increased by nearly 2 points this year to earn our highest graduation rate of all time, while continuing to narrow achievement gaps as we strive for equity

and educational excellence. We also increased debate and computer science in schools, provided additional strong reading foundations for our youngest learners, and worked to offer unique learning opportunities in all grade levels.

Then, just a few short months ago, came the worldwide coronavirus pandemic... and the immediate transition to distance learning. The pandemic presented an unprecedented challenge to school districts across the country. We must remember, our schools reflect the structural and societal challenges we struggle with in this nation. Five areas stand out in this crisis – food insecurity, the digital divide, access to quality childcare, housing instability, and a fragile healthcare system.

One in seven, or over 12 million, children in the United States struggle with food insecurity and hunger, symptoms of larger societal issues of poverty and inequality. 65 percent of our children attending Broward County Public Schools (BCPS) qualify for free or reduced meals. For many children, our public schools are the only reliable place for them to receive two nutritious meals – breakfast and lunch - each day.

On March 13<sup>th</sup> when we announced the closing of our school campuses, we felt an immediate moral obligation and responsibility to put several things in place as our schools became the lifeline for many in our community.

1. We continued to distribute food from our local school sites and have currently served over 2.6 million meals to students and families since mid-March.
2. I am proud of what we have done to address digital inequities by distributing more than 100,000 laptop computers to any student who needs one, connecting families with discounted internet services for families, and free mobile hotspots to students with housing instability.
3. Through our Home Library Initiative for Pre-K through 2<sup>nd</sup> grade students, we distributed 48,000 Book Packs - where each Book Pack included 5 books, a family guide, and a student journal. That's 240,000 books that we delivered to the homes of our students and families in May and June.
4. District Mental Health Staff have continued to provide services to our students:
  - Since March 30<sup>th</sup> our Family Counseling Program therapists provided **4,353** hours of therapy via telehealth.
  - School Social Workers received **34,453** referrals and provided **159,417** interventions.

Thanks to our amazing teachers, administrators and staff, we ensured learning never closes. We've learned a lot during this crisis. While COVID-10 has created disruption, it is also creating new opportunities for us to offer improved learning experiences for our students and transform our public education system for the better.

I'm proud of what we've accomplished this school year, and that we continue to demonstrate that whenever there is an unexpected challenge, we come together to overcome it. We find solutions to problems and always work to meet and exceed the needs of our students and

families. We know that change is never easy, but it is surely possible. We have, and will continue to stay focused on why we are here – because of our children. Our children have so many abilities and talents to develop and so many dreams to live that are being stifled by this pandemic. We owe it to them and future generations to develop national and local strategies to get this pandemic under control so we can fully open schools and provide them the opportunities to thrive.

I continue to ask Congress to pass an additional coronavirus relief package that responds to the impact of COVID-19 and assists with the ongoing recovery by providing at least \$200 billion to public schools across this country that serve over 50 million students. This funding is critically needed to help cover the impending substantial shortfalls in state and local revenue collections; to continue to feed students and families; to close gaps in remote learning; to expand mental health services; to provide reliable high speed internet access for all students; and to purchase the necessary PPE, materials and equipment for enhanced cleaning and sanitation protocols so we can make our schools safe for students, teachers and staff when schools open.

There is no playbook for this moment we are in. But we do have the opportunity to blaze a trail that will help our students, our teachers and the community recover from the challenges of COVID-19. We must create a new and transformed public education system that will better prepare all of our students for a successful future. ***They deserve nothing less!***

You will find below some highlights of District accomplishments in School Year 2019-20. Thank you for your support as together, we educate today's students to succeed in tomorrow's world.

Yours in service,



Robert W. Runcie

## STUDENT EXPERIENCE



- Developed Elementary Content in Canvas during school closure and by the second week of closure had 9,565 courses and 8,592 modules (8,088 grade level modules; 504 Social Studies modules) downloaded for a total of 18,157 downloads by March 28, 2020. 12,867 downloads took place between March 24 - 28, 2020.
- Created and facilitated two-way collaboration between the District and Teachers in the Microsoft platform (Yammer) to support, answer questions, provide professional learning opportunities, receive input/feedback, and provide critical and timely information. Membership and participation increased from <100 to 3,936 teachers.

- Expanded curriculum available in Canvas and increased access to the curriculum with a total of 7,202 teachers in the Elementary Learning Canvas Course.
- Successfully transitioned Third Grade Summer Academy to a centralized operation, provided teacher training for virtual instruction, transitioned 5 weeks of reading curriculum to Canvas, and used Teams Video conferencing with our students who struggle the most.
- Advanced Placement pass rate increased by 10.3% over 3 years.

• 2016 - 2017	• 54.5%	
• 2017 - 2018	• 57.7%	• + 3.2%
• 2018 - 2019	• 59.2%	• + 1.5%
• 2019 - 2020	• 64.8%	• +5.6%

- Dual Enrollment participation and pass rates have continued to increase:
  - 2013-14 to 2018-19 Hispanic student participation increased 5% from 30% to 35%
  - 2013-14 to 2018-19 Black student participation increased 11% from 19% to 30%
  - Credit Hours from DE courses taken on a BCPS HS campus increased from 5,939 credit hours in 2014-15 to 10,540 on 2018-19. - increase of 77.4%
  - # of BCPS teachers serving as BC adjuncts has increased from 35 in 2014-2015 to 60 in 2018-19
  - # of BCPS high schools offering on campus DE courses has increased from 21 in 2014-15 to 32 in 2018-19.
- The Algebra Project started at Hallandale High School 3 years ago. Through the leadership and vision of the District, we have been able to expand the Algebra Project program (pedagogy and curriculum) to Coconut Creek HS and Boyd Anderson HS. Although the program typically serves 9th and 10th graders, for SY 2020-21 we will expand YR1 of the program to include 8th graders at Margate Middle School. We believe that shifting the program to 8th-grade will reduce the opportunity gap before students matriculate to high school. With this shift, students will also be able to pursue more advanced math courses at the high school level thereby leveling the "playing field". The teachers, students, and administrators at Margate Middle School will be included in all Algebra Project Professional Developments and Support Plans during year 1 of their implementation. It should be noted that Coconut Creek has fully embraced the Algebra Project's philosophy and enrolls students needing extra support (social and academic) in the Algebra Project course.

- We were able to train 18 teachers, hire 22 Math Literacy Workers (MLW), and teach approximately 100 8th - 11th-grade Algebra Project students. The Algebra Project teachers and Young People's Project Coordinators along with the experienced MLW led the recruitment process. They used various social media platforms such as TikTok, Instagram, Twitter, and ParentLink to get the word out.
- 2019-20 Industry Certifications: Students successfully passed a combined total of 7,809 Industry Certification exams and Digital Tool exams during the 2019-20 school year. This total includes 6,764 Industry Certifications and 1,045 Digital Tool certifications.
- There were significant challenges with testing students due to the impact of COVID-19. In response, the FLDOE has extended the window for reporting 2019-20 industry certifications until October 31, 2020. Therefore, we expect the total number to increase as instructors re engage with students at the beginning of the 2020-2021 school year to complete industry certification requirements.
- In response to the COVID-19 shutdown, CTACE worked with the certification partner Certiport and the FLDOE to create a method for remote assessment. BCPS and CTACE were the first in the nation to develop and test the protocol with Certiport, which was replicated throughout the nation. Due to the work and dedication of the CTACE staff, students were able to gain the technical skills and had the opportunity to earn an industry recognized certification in the middle of a global pandemic.
- Claim Your Future: Over 1,100 students participated in discussions with business partners, professional development sessions and mock interviews at the BB&T center. BCPS worked with the Greater Fort Lauderdale Alliance
- Culinary Adopt a School Program: The CTACE School Adoption Program provided real world connections with industry business partners and selected culinary and hospitality programs. The program provided job shadowing, site field trips, as well as assisted with community engagement events. The program has grown from 4 partnerships to 15 partnerships.
- Culinary partnership events: These partnerships have resulted in multiple engagement in community events including Danto's 6th Annual Big Bad BBQ Bash, Margaritaville Job Fair, Coconut Creek casino competition, Riverside Hotel Holiday Competition, and the FRLA (Florida Restaurant and Lodging Association) fundraiser annual event.
- Engineering/ Aviation / Marine CTE programs: BCPS is the first K-12 district to work directly with AutoDesk, an industry leader in CAD and CAM software, to collaborate and learn from each other around creating a K-12 design and make pathway for students.
- Embry Riddle University is offering Dual Enrollment courses at nine BCPS High Schools for students interested in CTE and Aviation. These courses include aviation business, drone usage, and airport management topics. BCPS is offering Workforce Dual

Enrollment (WDE) opportunities for students in Aviation Maintenance and Marine Diesel Mechanic programs at Broward College's South Campus. These CTE students take college classes at Broward College with this 3-year program.

- NAF (National Academy Foundation) Programs: BCPS is now home to Eleven Distinguished & Model NAF (National Academy Foundation) Career-themed Academies. The NAF program includes 2,014 students enrolled in 23 career-themed academies across district high schools. The academies are part of 138 total distinguished academies across the United States.
  - Fifty-eight rising senior students completed the summer NAF Career-Ready Virtual Internship Experience out of 110 positions offered throughout three states.
  - Ashley Kelly, a student in the NAF Academy of Hospitality and Tourism at Blanche Ely High School received the 2020 NAF Scholarship for \$1500.00 through Marriott International.
- NFTE: National Foundation for Teaching Entrepreneurship: NFTE's World Series of Innovation event is an international opportunity for students to solve problems tied to unsustainability goals. Students from McArthur HS came in 2<sup>nd</sup> place and won \$500. A McArthur student also won an additional \$500 as a National finalist, will participate in the National pitch competition, and she is also the recipient of the EY Young Entrepreneur of the Year Award and will be receiving a \$1000 scholarship toward her future education. Three (3) BCPS NFTE Teachers were also awarded the Entrepreneurial Mindset Trailblazer Award which includes \$250 and national recognition.
- Virtual Enterprises International (VEI): Students in these classes create businesses within the VEI virtual network to collaborate, trade, and compete with other schools across the country.
  - The VE Top 50 is a composite method to identify the top firms in the VE program. Broward had 5 out of the top 50 firms in the country.
    - Cooper City High School
    - JP Taravella (2 firms)
    - Piper High School
    - Cypress Bay High School
    - Piper High School-HSBC Opportunity Fund-2020 Youth Business Summit in New York City
- This year, the *HSBC Opportunity Fund* provided Piper High School with an all-expenses-paid trip to NYC for the 2020 Youth Business Summit. Unfortunately, COVID-19 moved the event to the virtual space for 2020.
- The Build Your Future grant was awarded \$433,565 for Sheridan Technical College to become the second Florida Post-secondary Comprehensive Transition Program



(FPCTP) in BCPS to provide adult students with Intellectual Disabilities enrollment in a CTE Technical College program and earn an Industry Certification.

- \$12,000 was awarded to 29 BCPS high schools to provide CTE Career Pathway opportunities to ESE students.
- The Grow Your Future/ Florida Post-secondary Comprehensive Transition Program at McFatter Technical College is for adult students with Intellectual Disabilities and has enrolled 20 students to date. These students have successfully completed the Culinary Arts and Hospitality program and have earned the ServSafe Industry Certification.
- The Out-Of-School Youth grant from CareerSource Broward is moving into its fifth successful year, with over \$2,400,000 awarded to CTACE to reengage students who have dropped out of high school and earn their GED, while supporting students to enroll in college or become employed. To date: 51 students earned a GED in school year 2019-20; and 15 hired full time employment by SBBC school year 2019-20.
- The Teacher Pathway Initiative grant has been extended to a fourth year from the USDOE due to its success in meeting grant deliverables. CTACE staff support BCPS teachers to increase CTE certification in Business Education and Computer Science. To date: 42 teachers have earned Business Education 6-12 certification; and 14 teachers have earned Computer Science K-12 certification.
- Five (5) middle schools were awarded entrance into the Verizon Innovative Learning Schools (VILS) program: Margate MS, McNicol MS, Nova MS, Glades MS, New Renaissance MS. All students and teachers receive iPad and 30 gigabit of Internet connectivity for two years providing 1 - 1 access to all of our digital resources.
- *Global Scholars* schools grew from 25 middle schools to 26 and 1,300 students.

<ul style="list-style-type: none"> <li>• Apollo Middle School</li> <li>• Attucks Middle School</li> <li>• Bair Middle School</li> <li>• Crystal Lake Middle School</li> <li>• Deerfield Middle School</li> <li>• Driftwood Middle School</li> <li>• Glades Middle School</li> <li>• Lauderhill 6-12 STEM-MED Magnet School</li> <li>• Lyons Creek Middle School</li> </ul>	<ul style="list-style-type: none"> <li>• Margate Middle School</li> <li>• McNicol Middle School</li> <li>• Millennium 6-12</li> <li>• New Renaissance Middle School</li> <li>• New River Middle School</li> <li>• Nova Middle School</li> <li>• Olsen Middle School</li> <li>• Parkway Middle School</li> </ul>	<ul style="list-style-type: none"> <li>• Pines Middle School</li> <li>• Plantation Middle School</li> <li>• Pompano Beach Middle School</li> <li>• Ramblewood Middle School</li> <li>• Rickards Middle School</li> <li>• Silver Lakes Middle School</li> <li>• Silver Trail Middle School</li> <li>• Westpine Middle School</li> <li>• William Dandy Middle</li> </ul>
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Broward's Global Scholars initiative connects participating middle school students (see list above) to other participating schools around the world. Using Internet-based educational activities, project-based learning and other instructional strategies as an elective or within a specific content area, the goal is authentic learning to develop students' global citizenship while enhancing critical 21st century skills. Curriculum for the next school year is entitled Resourceful Cities. This is our fifth year with this program from Global Cities, Inc.

- By early June 2020, 47,951 PreK-Second grade developing readers at Broward County District Title One Schools received books and literacy resources mailed directly to their homes. Book packs included five high interest, culturally responsive, and age-appropriate books, a family guide with reading tips, and a student journal with reading motivation and book response pages aligned with the books. Research shows that the number of physical books in the home, the amount and type of interactions with books in the home, and the amount of time spent independent reading in the home has a direct impact on reading achievement. Through this initiative, our most fragile developing readers were provided books to enrich their home libraries, with the goal that each child not only grew in the skills of reading, but also with the joy of reading for pleasure.
- On September 18, 2019, BCPS was awarded the University of Central Florida (UCF) Committee Partnership School (CPS) Planning Grant with United Way of Broward County serving as the fiscal agent for the grant partnership. The \$80,000 generated from the grant funded a CPS Coordinator to lead the Gulfstream Consortium between the Early Learning Center and Gulfstream Academy. The Community Partnership Schools model involves the forming of a long-term partnership among four core partners, including a school district, a university or college, a community-based nonprofit, and a healthcare provider. This comprehensive model of a community school leverages the social and institutional capital of the partners, making it possible for the school to offer resources and services that address the needs identified by the community. This 5-year grant will increase yearly, with a projected \$120,000 for the 2020-2021 school year. While multiple CPS are in operation in Miami-Dade and throughout the state, this is the first to be awarded in Broward County.
- BCPS works alongside the Broward Children's Services Council, Early Learning Coalition, and County to lead the national Campaign for Grade Level Reading. This county-wide campaign has brought together multiple Broward County stakeholders, including the United Way, city and county leaders, not-for-profit organizations, local hospitals, and colleges/universities around the common goal of grade-level reading by the end of third grade. Initiatives and focused outcomes target the areas of school readiness, chronic absenteeism, mitigating the summer slide, and family engagement. For the 2019-20 School Year, the Broward Campaign has once again been identified for a national "Pacesetter Award." This is the third year in a row for this award and helps to highlight our work in school readiness, community partnerships, and grade-level proficiency.



- BCPS has the largest Drivers' Education program in the state providing free behind the wheel instruction serving approximately 6,000 students annually.
- With support from the Florida Panthers Foundation, BCPS partnered with local technology company Magic Leap to bring their state-of-the art spatial computing Magic Leap One devices to the classrooms of eight (8) Magic Leap mentor teachers and students in three (3) high schools. Students will create applications and integrate mixed reality into content courses.
- With ongoing support from the REC Foundation, BCPS added robotics programs at 35 schools for a total of 149 BCPS schools now offering robotics through the first three years of a four-year grant. *(Note that we have postponed year four of the grant to the 2021-22 school year).*
  - The 2019-20 season ended with the following schools qualifying for World Championships (cancelled due to CoVID-19):
  - VEX Robotics - Lloyd Estates Elementary, Manatee Bay Elementary, Silver Palms Elementary, Eagle Ridge Elementary, Coral Springs Middle
  - FIRST Robotics - Dillard High School, West Broward High, Cypress Bay High School
- Nearly 800 middle and high school students participated in the 2<sup>nd</sup> Annual Broward Youth Climate Summit held at the Museum of Discovery and Science in partnership with the Broward County Environmental Planning and Community Resilience Division. Students engaged in activities and discussion with community leaders and climate scientists regarding the impact of sea level rise on the future of South Florida.
- Every student, teacher and staff member in BCPS now has a license for MinecraftEdu. To date, over 300 teachers are joining their students in building collaborative MinecraftEdu worlds while applying knowledge, skills, and social-emotional learning. Additionally, students participated in MinecraftEdu challenges in response to CoVID-19 (such as building their ideal "stay at home" home) and sea level rise (designing and building resilient communities able to withstand effects of sea level rise due to climate change).
- In a pivot to remote learning, BCPS celebrated the 50<sup>th</sup> anniversary of Earth Day with a shared effort to build a nature Story Map of the county. More than 200 contributions were received from across the county. More than 800 participants were engaged each day in the countdown to Earth Day activities offered over the two weeks prior to Earth Day.
- Broward County Public Schools (BCPS) congratulates six District high schools for earning the Advanced Placement (AP) Computer Science Female Diversity Award. This award is presented by the College Board and recognizes schools for increasing participation among female students in rigorous AP computer science courses. To

receive the award, more than 50% of students taking the AP Computer Science Principles exams at a school must be female. The recognized BCPS schools were:

- Atlantic Technical High School
  - Hollywood Hills High School
  - McArthur High School
  - Monarch High School
  - Sheridan Technical High School
  - Stranahan High School
- BCPS is the lead organization for the Broward Area STEM Ecosystem (BASE), a member of the STEM Learning Ecosystems organization. BASE is a regional collaboration of STEM stakeholders (in and out of school education, industry, government, and non-profits) in the South Florida community aligned with three primary common goals: (1) Engage and interest youth with hands-on STEM through authentic experiences and competitions; (2) Ensure foundational skills in collaboration, communication, critical thinking, computational thinking, problem-solving and perseverance; and (3) Prepare students to be life-ready for future studies and careers in any area, not only those typically thought of as STEM-related. The mission of BASE is to reach our diverse population with a diverse portfolio of STEM opportunities, assuring that STEM is for ALL students.
  - BCPS continues to have the largest Debate Initiative in the nation with over 15,000 students actively participating. In the 2019-20 school year Debate programs were at all middle schools and high schools as well as 100 elementary schools and 3 alternative education centers. BCPS is the first school district in the nation to have district-wide debate at the elementary level.
  - Over 1,000 students and teachers participated in student-led Debate webinars in spring 2020. 14 webinars were conducted over nine weeks helping both students and teachers transition to virtual debate.
  - Chess4life was made available online to 100% of BCPS' students and teachers. There have been over 745,000 games of Chess played online in the 2019-20 school year. That accounts for 2.36 million minutes of game time.
  - The "*Creativity Never Closes*" District Video Series Project contains Six Volumes of student produced fine and performing arts responses expressing feelings and emotions associated with sheltering in place after school closures. The Fine Arts-music, theater, dance and visual art- continued to be an essential creative outlet for students through the 2020 pandemic. This series of videos exemplifies the importance of our Broward County Public Schools Fine Arts programs. The Fine Arts profoundly foster the social and emotional needs of our students and is a crucial part of educating the "whole child."

- As an adaptation to our current circumstances, the “Stars on Parade” Celebration went live virtually on BECON television and YouTube. This is an annual celebration of the Arts where district Arts programs are celebrated and showcased. Students receiving Arts for the Future Scholarships are awarded at the showcase.
- The All County Honor Music Concerts/ Superintendent’s Advanced Placement Studio Art Exhibition is a four-part series that includes Band, Chorus, Jazz and Orchestra Concerts in conjunction with the Superintendent’s Advanced Placement Studio Art Exhibition. The visual art exhibition is shown as a digital exhibit during each concert showing our enormous pride in both our visual and performing arts programs. All concerts and the visual art exhibit were held at the Coral Springs Center for the Arts and the Coral Springs Museum. 919 student musicians were selected by audition to perform and 112 visual art students were selected by jurors for their exemplary artwork. The 2020 event series was attended by over 3000 parents and patrons of the arts.
- The Youth Arts Month Celebration “The Fine Arts, Keys to Success” (Visual and Performing Arts) is an annual celebration of the talent in our schools held at the KC Wright Administration Building. All public/charter schools were invited to submit student artwork for the 2019-2020 Youth Arts Month Visual Arts Exhibition. Beachside Elementary Montessori School Chorus performed at the reception and ceremony. Our 2019-2020 Youth Arts Month celebration showcased schools with extraordinary music and theater programs showcasing over 200 artworks including elementary, middle and high school students.
- One hundred and thirty (130) students auditioned and were selected to perform in the Florida All State Honor Music Concert Series in Tampa Florida as a part of the Florida Music Education Association’s annual professional development conference. This is an increase of 20% from the 2018-19 school year.
- Thirty two (32) schools participated in a Winter Spectacular at the Ft. Lauderdale Airport. Choral and instrumental groups united in spreading Holiday joy by performing Holiday music to the community in each of the airport’s terminals. The event always puts a big smile on all faces and spreads good cheer for the Holidays. Over 1,500 students performed as a part of the Winter Festival of Music held at the Ft. Lauderdale International Airport in December of 2019.
- Music and Performing Arts Assessments provide a school with an evaluative process for their musical progress based on a rubric measuring defined standards. During the 2019-20 school year, even though not all events were able to be completed, our district had 13,799 musical events adjudicated.
- The SMART Program has provided 195 schools with over 59,009 musical instruments and equipment to provide opportunity, nourish creativity, and enable student performance.

- The SMART Kiln Program has come to a close with 136 new kilns delivered and installed at schools throughout the District. Students are reaping the rewards of being able to learn clay and ceramic processes using equipment of the highest quality and safety.
- The Bilingual/ESOL Department continues to streamline the accurate gathering of data on recently arrived immigrants which has provided the district seven (7) years of grant funding. For 2020-21, the district received the largest amount of funding from an average of \$1.5 million to \$2.7 million on the **Recently Arrived Immigrant Grant**.
- World Languages Advance Placement Results:

Language	Passing Scores		
	District	Florida	Global
Chinese	91.7%	70.7%	88.8%
French	85.5%	78.9%	83.1%
Japanese	63.6%	81.3%	83.6%
Spanish Lang	97.9%	93.7%	90.0%
Spanish Lit	87.4%	80.9%	75.0%

- World Languages programs have expanded to include Portuguese and Italian.
  - Seal of Biliteracy recipients for 2019-20
    - Gold = 1,944
    - Silver = 432
    - Total = **2,376**
- Bilingual Parent Outreach Office

Number of Events	Activity	Attendees	Number of Participants
29 –school based	ESOL Parent Informational Night	Parents and Guardians	991
24 –school based	ESOL Game Night(s)	Parents, Guardians and Students	1937
8 –school based	College, Career, and Life Readiness	Parents, Guardians and Students	338
5-district event	ESOL General Meetings	Parents and Guardians	406

- BCPS received a grant with Nova Southeastern University and the Blues Foundation called Empowering Parents Initiative. The grant allows us to create live webinars on Social Emotional Wellness and Mindfulness for bilingual families.
- Assisted the Parent and Community Engagement Task Force in the preparation and programming of the conference “Empowering Parents – A conference in Four Languages”. This was the first time the Task Force offered a bilingual conference.

- During the months of March – August, the staff in the Bilingual/ESOL Department was vital in helping non-English speaking families navigate Learning Never Closes, CANVAS, and Clever. Families were able to contact using [esolparents@browardschools.com](mailto:esolparents@browardschools.com). We received a total of 210 requests for assistance directly from parents or teachers.
- The Dual Language Program has expanded in the past five years to 37 elementary schools, 1 Early Learning Center, 10 middle schools, and has now reached the first high school, Cypress Bay High School. In the year. The first cohort of Dual Language students who started the program in Kindergarten will graduate in 2024. As our Dual Language Program continues to mature, the first Broward County Dual Language Symposium was held this year with national consultant Dr. Sonia Soltero.
- Implemented the use of Imagine Learning Language and Literacy in grades K-5, including Charter Schools. This student support software program was solely used with newcomer students to engage in language acquisition.
- BCPS provides the largest JROTC student program in the nation, with a program in every high school providing leadership training and character development for more than 6,500 participants, there have been some amazing achievements this year. The graduating class of 2020 earned over \$70M in scholarships and educational benefits, a graduation rate of 99.5% and a college attendance rate of 70% for cadets that remain in the program for four years. The academic, extracurricular and individual achievements in national level accomplishments are some of the highest results among our elective programs, enabling students to pursue both college and career vocations. We continue to set the standard by hosting the only JROTC STEM Summer Camp in the world, where students may earn college credits upon completion. Our JROTC students recently participated in the first virtual/online school district led Lean Six Sigma White Belt certification through the Office of Strategic Initiatives. Due to the excellent outcomes at the Entrepreneur and Leadership Academy (ELMA) at Hollywood Hills, we are establishing a second on the campus of Boyd Anderson High School. The Broward Youth Summit was held virtually this year. It was a challenge to get students to participate remotely, but a very successful closing event with panel discussion including local electives from Broward County and over 80 high school student participants.
- Student Enrichment in the Arts (SEAS) serves as a national model for arts-in-education. By integrating music, dance and drama, our program provides all students the opportunity to acquire a strong appreciation for the arts through a visual style of learning. Due to the success of the on-line seat request system implemented last year, SEAS proudly provided educational performances produced by professional companies to 39,265 students spanning grade levels K-12. These theatrical experiences took place not only in the theaters at the Broward center for the Performing Arts, but also on several school campuses across the District throughout the school year. The SEAS Program also increased the number of Sensory Friendly performances to accommodate students

of all ages with potential sensory challenges. Planning occurred this past year with the Civic Engagement Department and the Broward Center to provide a special “Civics Through the Arts” program in 2020-21. This new event will culminate by showcasing our students’ work with a live performance of “Ragtime.” The Parent in Action Summit was held virtually this year with 350 parent participants.

- The Office of Athletics and Student Activities worked collaboratively with outside vendors and several BCPS Departments to deliver 43 virtual graduations and seven special events. It was imperative to honor the Class of 2020, and BCPS delivered. While in person was the ultimate goal, these platforms were a great alternative. We received lots of positive feedback post broadcast of each event. We had high viewership ratings both online and through BECON. Herff Jones delivered all caps and gowns to provide senior families with their graduation regalia. Everlast Productions did an excellent job with the production of our virtual graduations and four of our special events. Below is a breakdown of how each event was delivered, to show the different technologies utilized.
  - May 6<sup>th</sup>, 7:00 p.m., Outstanding Senior Leader Banquet, produced by Office of Athletics and Student Activities and delivered LIVE via TEAMS.
  - May 13<sup>th</sup>, 7:00 p.m., Brian Piccolo Awards Ceremony, produced by Office of Athletics and Student Activities and delivered LIVE via TEAMS.
  - May 18<sup>th</sup>, 6:30 p.m., Stars on Parade, produced by Everlast Productions and delivered via YouTube and BECON.
  - May 20<sup>th</sup>, 6:00 p.m., Middle School Athletic Association (MSAA) Athletic Awards Night, produced by Office of Athletics and Student Activities and delivered LIVE via TEAMS.
  - May 21<sup>st</sup>, 7:00 p.m., Broward County Athletic Association (BCAA) North Scholar-Athlete Banquet, produced by Everlast Productions and delivered via YouTube and BECON.
  - May 22<sup>nd</sup>, 6:00 p.m., JROTC Cadet of the Year Awards Ceremony, produced by Office of Athletics and Student Activities and delivered LIVE via TEAMS.
  - May 26<sup>th</sup>, 7:00 p.m., Broward County Athletic Association (BCAA) South Scholar-Athlete Banquet, produced by Everlast Productions and delivered via YouTube and BECON.
  - June 15-28, 43 Virtual Graduations, produced by Everlast Productions and delivered via YouTube and BECON.
- The 29th Annual South Florida Leadership Training Camp (SFLTC) was hosted virtually for the first time ever. We served 365 students from 70 schools located in 20 different Florida counties. District staff was composed of 46 educators and college students. In addition, we had 25 SFLTC Alumni present to the students. Local businesses sponsored \$3,500 in scholarships. In addition, the District revised the curriculum to include topics of importance to student leaders such as emotional intelligence and diversity. Lastly, the campers continue to collaborate and celebrate successes via social media and apps such as Slack and Band. The I Learn America workshops have been hosted through remote meetings, I Learn (StoryShare). These are online/zoom storytelling/ events that



virtually bring together over 200+ youth from different part of the country to address issues that are important to them.

- Discover Your Way Family Reading Nights were conducted virtually impacting over 70 families.
- Successfully planned, hired staff, coordinated with other departments and implemented a remote five (5) week Extended School Year summer program for eligible students with disabilities.
- Created and expanded a Secondary Specialized Varying Exceptionalities (SVE) Canvas Course and Support Facilitation Course for Secondary School Teachers to utilize that is aligned to the Access Course standards and provides resources for teachers to access to expand the remote learning format.
- Identified and piloted Failure Free Reading, Destination Knowledge/Mindplay and Attainment Online Resource Hub during the Extended School Year Program and analyzed data to understand teacher utilization of the resources, documentation of the learning gains for participating students, and analyzed these platforms for impact on student progress and growth.
- Expanded Continuous Behavior Support provided at the middle school level through Behavior Technicians - all middle schools have a behavior tech.
- From January 20, 2020 to January 24, 2020, the Administration for Children and Families (ACF) conducted a Focus Area One (FA1) monitoring review of the School Board Broward County, Florida Head Start and Early Head Start programs. **Highlights for the findings are as follows:**
  - The grantee structured its program based on data from the Community Assessment to identify and meet the needs of children and families.
  - The program employed bilingual staff and leveraged the school district resources to provide services in other languages as needed.
  - In response to a growing number of homeless families, the grantee reserved slots and revised its procedures to recruit and prioritize homeless families.
  - To support its capacity to serve at least 10 percent of children with disabilities, the grantee transitioned some 4-year-old classrooms to inclusion classrooms utilizing blended funding from the state pre-kindergarten program with Head Start funds. These strategies ensured the program's design responded to the changing needs of the children and families within the community.
  - The School Board of Broward County, Florida developed effective systems for the management and oversight of the Head Start and Early Head Start programs that included all stakeholders. The program previously had goals without measurable objectives and did not align with the results of the Self-Assessment. A committee comprised of various stakeholders revised or eliminated the

- previous goals and created new long-term goals and quantifiable objectives to ensure ongoing continuous improvement in each service area.
- The grantee's approach to management and oversight in all areas based on accurate and holistic data provided a foundation for continuous quality improvement.
  - ***There were no negative findings.***
- Through graduation rate technical assistance sessions and strategic support provided by district staff, the charter school graduation rate increased by 9 percentage points from 2017-18 to 2018-19 as reported in January of 2020. This increase illustrates the efforts of district charter support staff in training charter school principals to understand early warning indicators, cohort monitoring, and student progression processes for meeting graduation requirements.
  - The Innovative Programs/Design Support Department has approved five (5) new Innovative Programs in SY20. These programs will be implemented beginning in SY21
    - Bair Middle – BAIR STEM,
    - Glades Middle – STEM Academy@Glades Middle, Miramar,
    - Northeast High – Aviation
    - Nova High – Nova Law and Public Policy,
    - South Plantation High – Pathways of Innovation
  - SY2020 has seen a 52% increase in Cambridge Schools across the district. New Cambridge Programs that will be implemented beginning in SY2021 are:
    - Middle
      - Apollo Middle
      - Coral Springs Middle
      - Lyons Creek Middle
      - Westpine Middle
    - High
      - Lauderhill 6-12
      - Coconut Creek High
      - Coral Spring High
      - Hallandale High
      - Nova High
      - Plantation High
      - Stranahan High
      - JP Taravella High
  - In SY2020, BCPS has seen a 67% increase in the number of schools earning National Magnet Schools of America Merit Awards.
    - 2020 EXCELLENCE AWARD WINNERS
      - Pompano Beach International Affairs with Information Technology High

- Sunrise Montessori Middle
- Beachside Montessori Elementary
- Atlantic West Sprouting STEAM Elementary
- DISTINCTION AWARD WINNERS
  - Hallandale Entrepreneurship, Multi-Media Technology, & S.T.E.M. High
  - Colbert Museum Elementary
  - Fort Lauderdale Pre- Law and Public Affairs
  - Fort Lauderdale Cambridge Magnet Program
  - South Plantation Environmental Science & Everglades Restoration High
  - Virginia Shuman Young Montessori Elementary
  - New River Marine Science Middle
  - Sheridan Technical College and High School
  - South Broward Maritime/Marine Science & Technology
  - Apollo STEM Middle
  - McNicol Middle Magnet and STEM
  - Margate STEM Magnet Middle
  - Attucks Cambridge & Global Communications Middle
  - Bair Montessori Middle
  - Dillard Center for the Arts, Performing & Visual Arts High
  - Northeast Industrial Biotechnology High

## REFRESH, REDESIGN, & REDUCE RISK



The District continued to strengthen and enhance its safety and security strategies, procedures, and protocols during 2019-20. Highlights of these efforts are identified below.

- Development of the Division of Safety, Security and Emergency Preparedness: Since the Board's adoption of the Safety, Security and Emergency Preparedness organizational chart on July 1, 2019, the Division has hired more than 500 new security personnel comprised of Campus Monitors, Security Specialists, Guardians and Area Security Managers, as well as additional administrative personnel necessary to support the operation of a large Division. Since that time the Board has also approved the creation of a Campus Security Manager role. The Campus Security Manager will serve as the on-site supervisor of the security team at 43 of the District's largest schools and will be a direct liaison between the school administration, Area Security Manager and security staff. This new role creates an additional opportunity for existing security staff to advance their careers and earn recognition for the management and mentoring work they do, all while allowing the Area Security Managers to better support the school-based teams. With continued growth, the Division identified a need for additional support roles to carry out critical infrastructural tasks such as payroll, HR and budget. Since the original organizational chart did not account for these additional support roles, the Division proposed a revision to migrate these roles under centralized direction. This revision includes the addition of a Director of School Security Support Services, who will be responsible for overseeing emergency

preparedness, communications, data and other critical support functions. The School Board adopted this revised organizational chart on April 21, 2020.

- **School Security Risk Assessments:** As required by the MSDHS Public Safety Act (SB 7026), the District completed 250 School Security Risk Assessments (SSRA) in the summer of 2019, with the assistance of school-based teams, District personnel and first responder agencies within the respective municipal jurisdictions. These assessments built on assessments completed in 2018 by the District's independent security consulting firm, Safe Havens International and the District instituted 1:1 reviews with every school principal with District security staff and a detailed analysis of the data prior to submission and recommendations. The information contained in the SSRAs, when aggregated, also identified opportunities to enhance the safety and security at all District schools and informed the District's application for the State of Florida's School Hardening Grant for the 2019-20 school year.
- **District Security Operations Center:** The 24/7 District Security Operations Center (DSOC) has been launched in an enhanced location. Additional staff have been hired to focus on alarm and video monitoring, training roll out, onboarding and establishing SOPs and standards for the staff. The DSOC has had a number of "saves" this year identifying crimes in progress on our sites and leading to multiple apprehensions.
- **Safety and Security Administrative Building:** Phase one of the buildout for a centrally located Safety and Security Administrative building has been completed. This space houses the District Security Operations Center in addition to serving as the primary workspace for administrative personnel supporting school-based security operations and floater pool positions. The building has also been designed to facilitate large training sessions and meetings.
- **Expansion of Video Surveillance:** The video surveillance expansion project provides \$6.2 million to install approximately 2,500 new analytic and digital cameras throughout all schools in priority areas on campuses identified by Safe Havens International. The District completed Phase II of the video surveillance expansion project in January 2020. In Phase II, current video surveillance coverage was improved by adding camera views and leveraging enhanced camera analytics based on site assessments performed at every school in the District. Additionally, since the completion of Phase I, the District has entered into formal agreements with the Broward Sheriff's Office and 12 other municipalities to provide live, real-time access to all District cameras within their respective jurisdictions.
- **Radio System Migration and Enhancement:** The first phase of the Radio System Migration and Enhancement project migrated the District's bus and other non-emergency radio traffic off Broward County's existing public radio safety radio system and on to the newly developed local government radio system. The migration of the District's bus radios was completed in August 2019. The second phase of this project was to purchase additional radios and repeaters to enhance existing local radio

networks at all schools. 1,100 radios were purchased by District for wide distribution and an additional 400 radios were purchased by SSEP to pair with the additional security staff at schools. Phase II is scheduled to be completed before the start of the 2020-21 school year.

- **Implementation of New Enterprise Risk Management Framework:** The initial roll out of Enterprise Risk Management is complete and the District is now in Phase II of Implementation. This phase focuses on Infrastructure Build, which involves creating a Governance Structure and developing an Enterprise Risk Management Schedule. The working group, created by this effort, has already been leveraged to review role specific safety & security protocols (which will be rolled out during the 2020-21 school year) as well as to support efforts related to the District's response to COVID-19.
- **New Visitor and Volunteer Management System:** The District is transitioning from the STAR Visitor Management System to the Raptor Visitor Management System ("Raptor") to improve campus safety for students and staff. This new ID card scanning system provides for instant screening of visitors, contractors and volunteers for sex offender status and custom alerts. Raptor will replace the existing STAR functionality and is compatible with the new Florida Driver's License format. In addition to serving as an improved replacement of the current system, Raptor will give the District the ability to include self-service kiosk stations in the future for faster processing of return visitors. BCPS joins the 22,000+ schools that use the Raptor system in the U.S. The Raptor Visitor Management System currently flags more than 40 sex offenders per day attempting to enter schools across the country. Upon check-in, each visitor will be required to present their state or federal government-issued identification card. The Raptor system scans the ID and automatically checks each person entering school grounds against the national database of registered sex offenders, as well as against a custom alert database created by each school, or at the District level. Once a visitor is cleared by the Raptor system, a visitor badge is printed that includes a photo as well as the individual's name, date, time of entry, and destination. If a potential threat is identified, the Raptor system sends instant alerts to designated staff via email and text message.
- **Stop the Bleed Kit Initial Installation:** In partnership with the Broward County Sheriff's Office, the District completed initial installation of additional Stop the Bleed Kits at every school. Each individual Stop the Bleed kit contains a tourniquet, bleeding control dressing, compressed gauzes, a survival blanket, along with other items and instructions to aid a trauma victim. Eight kits are packaged in a clear wall-mounted case, referred to as a station. Each station has the capacity to treat at least 12 victims. The kits, paired with additional training, will provide each school's staff with the necessary skills and equipment to stop bleeding from a traumatic injury in an emergency. 15,000 School Board Personnel from 187 schools have already been trained on stop the bleed techniques and the Risk Management team will now work with the Broward County Sheriff's Office to roll out training to additional staff.

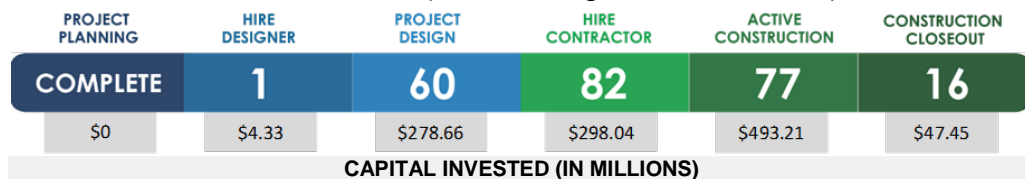
- **Navigate 360 Emergency Response Information Portal:** The District has procured an Emergency Response Information Portal (ERIP) which will allow for electronic school safety/security plans that are interactive at the school and District level and additional access to FISH plans and drill schedules. This tool will be available to District staff through mobile applications and in the future, shareable with law enforcement to aid in response. Work is now underway to customize the tool and it should be ready for use early in the 2020-21 school year.
- **Single Point of Entry (SPE):** As a part of the District's SMART initiative safety and security enhancements, we continue to enhance our single points of entry to make them more secure and user friendly for visitors and the schools. BCPS will receive \$4.8 million in School Hardening Grants from the Florida Department of Education to assist with these enhancements. The grant money will be used to improve the physical security of school buildings based on the findings of last year's annual School Security Risk Assessments (SSRA) which were completed by each school.
- **Threat Assessment:** The District is seeking funds to train School Resource Officers on new BCPS threat assessment procedures, through The US Department of Justice STOP School Violence Grant. This grant is designed to improve school security by providing school-based threat assessment teams and students with the tools they need to recognize, respond quickly to, and prevent acts of violence. Funding will assist in developing and enhancing threat assessment and intervention teams, designing plans to identify threats before they materialize, and training students, school personnel and local law enforcement officers to prevent violent events from happening. The grant will also be used to fund the salary of a Threat Assessment Training Coordinator and provide funds to acquire a social media monitoring platform, develop informational materials, and conduct a district-wide campaign on the recognition of potential threats and steps to follow when threats are identified. Funds will also cover a Protective Research Analyst to help pilot a program to compile information on available databases of incidents and threats, perform searches and analyze specific threats as identified by the District and/or law enforcement, and coordinate internal and external stakeholders, including mental health professionals and law enforcement representatives.
- **Energy Savings:** District-wide energy conservation measures and the shut-down of a large portion of District buildings contributed to \$8 million dollars of energy savings compared to the prior year. The Energy Conservation Department will continue looking for ways to realize cost-savings for the District.
- **LED Lighting Projects:** The District continues replacing wasteful incandescent light bulbs with more efficient LED lighting. During the 2019-2020 school year the following LED Lighting projects were completed: Taravella High School Gymnasium/weight room lights; Twin Lakes Administrative Building Interior lights; Silver Trail Middle School Gymnasium lights; Stranahan High School Gymnasium/ weight room lights;



Crystal Lake Middle School Gymnasium lights; Lauderdale Lakes Middle School Gymnasium lights.

- Performance Contract Program: Nine (9) District schools have had LED lamp retrofits and water saving fixtures installed as part of Phase I of the Performance Contract Program.
- Asbestos Abatement: SSEP supported SMART bond projects by completing multiple asbestos abatement activities throughout the District. Staff completed large scale abatements at Lauderdale Lakes Middle School, Stranahan High School, Nova High School, Blanche Ely High School, Piper High School, and Pioneer Middle School. Manage and monitor known asbestos containing materials through six month surveys and three year re-inspection reports.
- Hazard Mitigation: The Health & Safety Team worked with schools to correct trip hazards by supplying over 3,000 cord covers during the 2019-2020 school year. Falls from slips/trips on the same level are the leading cause of injury to District employees. Staff also worked with County officials, local municipalities and the Broward County Sheriff's Office to improve student safety when walking/biking to and from school by evaluating hazardous walking concerns, installing safety devices such as crosswalks and signage, and adding crossing guards across the County to assist students at high traffic intersection.
- The SMART renovation program has made great strides this past year considering our continued charge with overcoming some persistent challenges and barriers impacting the program. The SMART team has remained diligent about moving projects forward while working collaboratively with community, business and other stakeholders to find solutions to challenges like building capacity of labor and contractors to perform the expansive roofing projects and other work on the program.
  - A third of all SMART-funded schools now have renovations in progress – with 77 projects representing \$493 million invested into the enhancement of BCPS campuses. Currently 16 projects have been completed and more are on the way, showing a noteworthy increase in momentum from the 3 projects that had reached the finish line the same time last year.

○ SMART BY THE NUMBERS (Data through June 30, 2020)

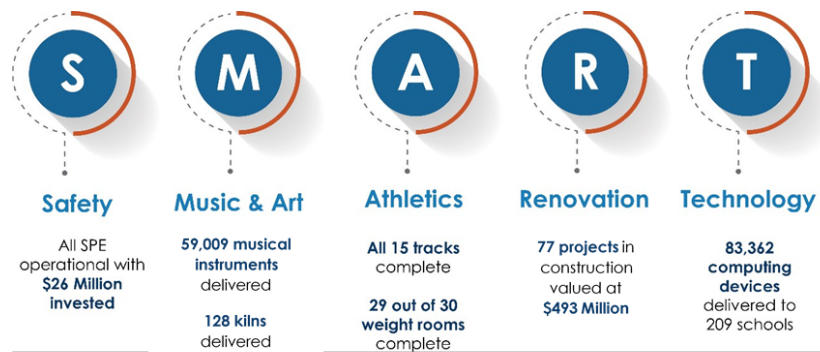


- Before the 2019-2020 school year began, SMART Team worked around the clock to ensure that all Single Point of Entry (SPE) projects were fully functional

before students arrived back on campus. This work was accelerated after guidance from the Board allowed the separation of SPE's from SMART projects with later start dates, and their successful completion was made the highest priority.

- Efforts to raise the New 30 Classroom Addition at Marjory Stoneman Douglas have progressed well since it began, and it is now in its final stage of finishes and fixtures. The building will be ready for students and teachers to make use of in place of the temporary portables by the time they return to school in the fall.
- The number of schools benefiting from their \$100,000 School Choice Enhancement Projects continues to grow, with 128 of them having now officially completed the process. All across the District, 1,418 items voted on and ordered by the schools and their communities are now adding to the educational experience in a variety of ways.
- With the extended campus vacancy caused by the Covid-19 pandemic, our SMART Team has done everything possible to make the most of an unfortunate situation. While following State and Federal guidelines to limit risk to crews on-site, construction has moved forward unimpeded as an officially designated essential business, and several projects have seen an uptick in progress from the added scheduling flexibility.
- The Big 3 schools – Blanche Ely High School, Stranahan High School, and Northeast High School - are all currently in the Construction phase of their SMART Program renovations. While both Stranahan and Blanche Ely High Schools are both over halfway through this process, Northeast High School has just recently received the green light to mobilize into active construction. Although the road to reach this milestone was longer than originally projected, the added stops along the way were the result of close engagement with the local community to find effective solutions for their specific needs. This flexibility is an essential aspect of safeguarding the original goals of the SMART Bond Program from being diminished by the desire for speedy and short-term results. In addition to Northeast High School, we have now taken this extra step to engage our communities in the pursuit of needs-based scope adjustments at schools like Plantation High School, Margate Elementary School, McArthur High School, and other campuses where additional options are warranted.
- Communication with all school communities has continued to see marked evolution. The SMART Team has expanded the availability and consistency of up-to-date information regarding the program as a whole and at the individual school level. There are now a diverse range of methods and materials to further our goal of total transparency and inclusivity, including standard Bond Oversight Committee reporting, email newsletters, Countywide and District-specific pamphlets, social media content, and other digital and print materials.

- As the number of campuses with active construction has grown, consistent site visits to capture progress through photo and video updates have had a measurable impact on increased public awareness and transparency. With “out-of-sight” enhancements like roofing, HVAC, and electrical work making up the bulk of renovations, a look behind the scenes sheds light on the true scale of ongoing activity. The upcoming launch of the new SMART Program website, which features quality up-to-date content for all 232 SMART-funded schools, will serve to bring all of these communication efforts together, and effectively transform the availability and visibility of the important work being accomplished by this bond.
- To increase engagement with Broward County municipalities and other local associations, staff has provided city-specific SMART Program updates to Broward’s City Commissions and Educational Advisory Boards, attending meetings on a monthly or even weekly basis prior to the circumstances brought on by Covid-19 social distancing guidelines.
- This year vendor collaboration has been enhanced in an effort to resolve challenges. Rather than attempting to solve problems in a silo, the SMART Team has taken proactive measures to discover opportunities for improvement through collaborative means. By enhancing these essential partnerships and encouraging input straight from the source, complete focus can be given to solving difficulties through cooperation rather than consequence. The facilities team and I have personally met with business leaders as well as contractors to get their candid feedback on solutions that will effectively drive us towards a realistic finish of this program.
- To promote accountability for the highest quality work not only on the project-level but program-wide, the role of Program Manager Owner’s Representative for the SMART Program was resolicited to the market this year. Maintaining a competitive selection process for such an important aspect of the program’s success guarantees that the District has hired the most qualified vendor available to fulfill our commitments to the public.
- The principle guiding all the improvement efforts undertaken in the last year is our insistence on quality and the value derived from spending time on vital details. Despite facing obstacles in the past and those the District continues to face today, it’s important that BCPS regain focus on our commitment to program completion — not necessarily the quick or simple way, but the right way.



- Completed approximately fifteen (15) Special Projects ranging from the A.C. Perry K-8 Media Center & ADA restroom renovation, installed Stop-The-Bleed kits at every school, and the relocation of 8 portable classrooms at Cypress Bay HS in support of SMART projects, to name a few.
- The PPO Facility Support Services team partnered with IT staff to build an integration between Remedy (the District's IT repair solution) and Maximo. This allows 10-12,000 Remedy Tickets each year to become Maximo work orders via integration when previously each work order was created manually. The Maximo project is ongoing as multi-department integration efforts continue.
- The PPO Facility Support Services team partnered with Facility Planning and Real Estate (FR & RE) to build reporting which aligned the District's most recent Facility Needs Assessment deficiency data (\$1.2 B) with the required Florida Department of Education 5-Year Plant Survey.
- PPO COVID-19 Response:
  - PPO Facility Support Services, in collaboration with IT, put laptop computers into the hands of 100 additional mechanics and provided emergency training to facilitate working and training from home.
  - The PPO Office Managers in all five business groups collaborated with Leadership Non-Instructional Development, and Environmental Health & Services to provide an extensive library of training opportunities for PPO staff, from defensive driving to Best Practices IoT Predictive Maintenance, to email. Thousands of classes were taken by staff working remotely.
  - PPO continued to support schools by responding to urgent work orders: e.g. school-wide power outages, A/C failures, broken utilities, or break-ins.
  - In collaboration with Risk Management, PPO's Administrative Site Custodial Staff, and District-wide Custodial Supervisors, have disinfected over 40 sites at an ever increasing rate after being notified by Risk Management of a positive COVID-19 diagnosis at a site, often disinfecting the site within 24 hours.
- The District's financial audit yielded a Comprehensive Annual Financial Report with an unqualified opinion and no audit findings.

- The Federal Single Audit on expenditures of federal awards yielded no audit findings and noted that the District materially complied with the requirements that could have a direct and material effect on each of its major federal programs with respect to federal awards, the Auditor General audited Title I, the Student Financial Assistance Cluster, Twenty-First Century, and Teacher Fund Programs.
- The District's compliance audit reports yielded:
  - an Independent Accountant report with no findings;
  - an Independent Auditor's Report on Internal Control over Financial Reporting and on Compliance and Other Matters with no exceptions; and
  - an Independent Auditor's Management Letter with no new exceptions. Exceptions noted were follow ups of prior findings that were also followed up by the audit department.
- Audit regulatory filings were completed for:
  - The Federal Audit Clearing House;
  - The US Department of Education;
  - The Florida Department of education;
  - The Florida Auditor General.
- Property and inventory audits were completed for 94 locations (68 departments and 26 schools) that yielded no exceptions in all 68 departments and 21 of the 26 schools. The five (5) schools with exceptions are followed up by the audit department.
- Internal funds audits were completed for 54 schools. Fifty-three schools noted no exceptions. The school with an exception is being followed up by the audit department.
- Audits of the SMART Bond Program Manager and Owner Representative noted 16 findings. Of those, 12 are fully closed and three (3) are partially closed and one and only one (1) is open. The open finding is in process for closure and is being followed up by the outside consultant and the audit department.
- Further reviews of the SMART Bond's Construction Services Minor Project and the RFQ for the program manager and owner representative led to changes to related documents and process.
- Follow up continued on the prior State of Florida Auditor General reports for the closure of seven (7) of the eight (8) prior audit findings. The one (1) remaining finding, the payroll process improvement program, is deemed to be an ongoing project.
- Progress on the Tangible Personal Property Management Improvement Process that is expected to improve inventory controls continues.

- The Business Support Center had exception free audits for each of its schools that received bookkeeping services in FY 2019-20.
- The Annual Food and Nutrition Services Food Show was held on December 13, 2019 at Pompano Beach High. Two hundred (200) students from Hawks Bluff Elementary and Silver Trail Middle participated in food item tasting and evaluation for potential new menu items. Students had the opportunity to sample 26 items for breakfast, lunch and supper. Twenty-seven percent (27%) of the most popular items were scheduled to be piloted in schools Spring 2020.
- FY 2019-20 PWS accomplishments revolve around one main point: Enhanced Controls and Compliance around all PWS Systems & Operations;
  - Revamped PCARD Program Procedures, Controls, Utilization & Compliance to satisfy Florida General Auditor, External and internal Chief Auditor findings.
  - Total Savings (hard and cost avoidance combined) FY 2019/2020 = \$4,329,508.80 (Savings tracker data)
  - Enhanced Bid / Contract tracking, and Purchase Order processing compliance
    - Spend tracking maintained for approximately 900 bids that were active at any point during FY19/20
    - Visual Board displayed on our TV on the wall shows Purchase Specialists their daily activities and trends (Power BI):
  - 99.1% of E or EE items brought to the board for approval passed as recommended for Award
  - Centralized all PPE and Covid-19 related purchases for tracking purposes, reimbursement and control of disbursement and inventory. Track and fulfill 575 PPE requests for 217 locations
  - PWS Key Numbers & accomplishments:
    - Supported 216 Public Records Requests in FY19/20, a 45.95% increase in FY2020 compared to FY2019
    - Achieved 100% compliance for PWS Staff required to submit Statements of Financial Interest
    - Coordinated and provided all Grand Jury requested information
    - Supporting SMART program w/construction advertisements & solicitations for best sourcing
- Through the facilitation of the SIM Team, there were 6 Board Workshops to review aspects of the Strategic Plan; nineteen (19) strategic initiatives were supported by SIM; 51 Strategic Plan Campaign meetings were conducted; 200 SIM ambassadors were identified and trained; five (5) process improvement projects were facilitated; coordinated six (6) departmental/division planning retreats; coordinated the reporting and analysis of CGCS Benchmarking data for the District; and developed best practices guidance and common metric for customer service surveys.





- Installation and implementation of the Synovia/CalAmp GPS Hardware Units. All BCPS school buses have been equipped with GPS Hardware Units – Tested the receipt of signals from satellite, which it uses to calculate the position and sends it to the Fleet Software. The information received was validated and confirmed to be accurate.
- Successfully transitioned some training programs to the virtual environment: Achieved the New Hire Bus Operator and Bus Attendant training programs almost 100% virtual. Taking instructor lead, hands-on, brick and mortar driving programs and transiting them to interactive virtual content. The department was also able to create new content and videos that were user friendly while still adhering to the DOE compliance-based curriculum.
- Transportation technology enhancements:
  - Added Wi-Fi to all terminals
  - Decommissioned all obsolete physical servers.
  - Upgraded 20 Servers to latest version. Windows Server 2019
  - Upgraded 42 FileMaker databases to FileMaker 17
  - Upgraded 5 SQL Servers to latest version. SQL 2019
  - PTWEB - Web server & code optimization. Faster page loading.
  - Power BI Reports / Dashboards to monitor Computer Warranties, age, and inventory.
  - Upgraded All Terminals Dispatchers in GPS workstation to 3 large 32” monitors.
- For the sixth consecutive year, the District has remained 100% in compliance with Class Size Reduction requirements, with no financial penalties from the State.
- The District received \$5,873 in additional funding from the State for meeting Class Size Reduction requirements.
- Effectively managed accurate class size data reporting for 318 schools and eliminated the need for the District to file class size appeals due to data errors.
- Optimized capacity at District schools through the SMART Program, District needs, and the annual community school boundary review process which concluded in April. SMART bond space alignments for Dania ES, Bethune ES, Tedder ES, North Fork ES, Bennett ES, Sunshine ES, Boulevard Heights ES, Parkway MS, Olsen MS, Plantation MS, and others as they arose.
- Completed a District demographic analysis in collaboration with an independent consultant to quantify and verify excess school facility capacity throughout the district. This analysis has been used to structure next school year's enrollment optimization process following the reopening schools process. This process has been shared at a virtual school board workshop at the end of May 2020.

- Improved the effectiveness of the District's online Planning Tool for School Enrollment and Capacity by reorganizing the tools' layout and listing additional programs using capacity at schools.
- Building Information Modeling Revit (BIM): Thus far, the FP&RE Department has converted from 2D AutoCAD site plan and floor plan drawings, into 3D BIM Revit format, 22 elementary, 3 middle, and 6 high schools; one center, and 4 administrative buildings (KCW, Pompano Administration, TSSC, and TSSC Annex). It should be noted that these conversions only pertain to the site and space configuration of the buildings, the applicable square footages, and the 3D BIM Revit drawings for utilization in the space planning process for administrative facilities. Additionally, it should be noted that the intelligence embedded in BIM Revit will allow for critical data to be incorporated into the BIM Revit drawings.
- Relocation of Community School South and ESOL: During this period, the FP&RE Department took the lead in enabling the relocation of Community School South (CSS) from the property (South Area Portable Annex), located at the intersection of Pines Boulevard and 172<sup>nd</sup> Avenue Road, in the City of Pembroke Pines, to the grounds of Flanagan High School; and the ESOL Department located at the same property with the CSS, to the grounds of Pines Lakes Elementary School, and as such, to be located in the new International Welcome Center on the School's grounds.
- Increased the number of school choice seats available by 5%, for a total of 21,111 magnet program and reassignment seats. This was a collaborative effort between the Office of School Choice, The Office of School Performance & Accountability Financial Management and Human Resources & Equity Division.

## SUPPORT SERVICES FOR ALL



- Culture of Health & Equity Prize: The [Robert Wood Johnson Foundation Award for Health Equity](#) recognizes and celebrates individuals who have successfully changed systems and policies that help reduce health disparities and move the nation toward health equity. BCPS part of the coalition of community partners that is the recipient of Robert Wood Johnson Foundation, Culture of Health & Equity Prize. It comprised 31 municipalities—weaves diverse partnerships into a journey toward better health & equity. The commitment to racial equity training by creating a common language around institutional and systemic racism such as Courageous Conversations About Race online course, while school-based equity liaisons ensure students have an opportunity to succeed. Historically excluded populations participate in decision-making through initiatives such as Speech & Debate, Race Equity Institute, Mentoring Programs and Sparks Equity Initiative. Through large scale health and economic programs such as Test and Treat for HIV, School Based Dental Sealant, Step Up, and Broward UP,

Broward County is addressing the social determinants of health to enable residents to live their healthiest lives.

- Youth Mental Health First Aid: Broward County Public Schools Leads the State in the number of trained staff in Youth Mental Health First Aid with more than 4,000 trained staff. BCPS also increased the number of professionally trained YMHFA facilitators from 3 to 53 by December 2019.
- Equity Liaison Program: 500 teachers have been trained in the Equity Liaison Program and almost 1,000 instructional & non-instructional staff have taken Courageous Conversations About Race Course. Embedding Equity Across Broward has been prioritized, increasing the course offering in Culturally Responsive Teaching, Equity & Diversity, LGBTQ, Cultural Competence, Diversity Mandates (African-American History, Hispanic Heritage, Holocaust, & Women's Studies) The number of African-American History Courses being offered at High Schools has also been increased.
- Mentoring Across Broward & Equity: Increase in the number of mentoring programs at schools that support marginalized & vulnerable youth as well as the success of those programs that have afforded students the opportunity to engage in more culturally relevant experiences, access to resources, opportunities and supports. Some of the highlights are the HBCU Partnership (waiving application fee for all students who apply to up to 50 HBCU's across the United States). This is available to all students in the district.
- Partnership with Jersey College: Nurse Preceptorship Program in 6 SBBC schools. Student's also provided assistance with Health Screenings for students.
- Updated Supplier Diversity and Outreach Program Policy 3330 to allow graduating S/MWBE firms to have a transitional period of two years where in their size is monitored and they may continue to participate in the certification program in specific prime contract APIs, and to clarify definitions and department organizational structure.
- Grab and Go Meals were served to Students and Adults from the beginning of the COVID-19. Grab & Go Meals totaling 2.6 million were served to provide nutrition to our families while our schools were closed. Over 400 essential Food and Nutrition Staff rotated through identified sites providing meal service.
- Food and Wellness Center: Partnership with Feeding South Florida to provide nutritious food to the community. From August 2019 - March 2020 we have served 1,805 families and 6,186 individuals.
- Global Youth Service Day: Served 125 Families & Back to School: Served 114 Families  
**Health Fairs and Health Events 2019-20**
  - T.R.U.E Back to School Health Fair

- Atlantic Technical College- Community Health Fair
  - Whiddon Rogers Education Center
  - Oriole Elementary
  - Hygiene for Hope Back to School Extravaganza: Lauderdale Manors Early Learning
  - Larkdale Elementary
  - Parkway Middle School
  - Blanche Ely High School
  - Boyd Anderson High School
- Implemented COVID-19 Call Center: Nurses assigned to answer phone calls specifically regarding coronavirus to support schools, departments and community.
  - Partnership with Memorial HealthCare System Joe DiMaggio Mobile Van to provide Immunizations, School Physicals, Health Screenings to students without insurance. Mobile Van rotated via several school sites.
  - Partnership with Broward Health: Ask a Doc summer series: Provide health information to parents from healthcare professionals, physicians Broward Health Physicians coordinated with Athletic Department with MRSA Outbreak Chronic Health Conditions: child Life training.
  - MSD/District Recovery: Broward County Public Schools (BCPS) designated Friday, February 14, 2020, as A Day of Service and Love (DOSL), in commemoration of the Marjory Stoneman Douglas High School tragedy. It was a day to give back to the community in honor of the 17 students and staff who were lost and those who were injured. DOSL results included Districtwide- 123,517 volunteers, 494,068 service hours, 1,050 projects, 247 schools participated, \*\$12.5M value of service hours; MSD Zone- 8,650 volunteers, 34,600 service hours, 26 projects, \*\$879K value of service hours; and MSD- 552 volunteers, 2,208 service hours, 6 projects, \*\$56K value of service hours.
  - Provided technical and support services for more than 291 grants submitted at the District and school level (\$274,945,822).
  - The grants team provided support to time sensitive CARES Act applications (more than \$70,000,000) and led the coordination team for the Families First Food and Nutrition letter and social media campaign to support Adult Meals served in response to COVID-19 (\$983,772).
  - Secured federal and state grants for Recovery Services to support MSD, MSD Zone & District-wide to include: Project SERV 2.0, Anti-terrorism and Emergency Assistance Program, AmeriCorps Program, Volunteer Generation Fund with financial impact is approximately \$7.8M.

- School Climate & Discipline was awarded the BCURV grant. The award total for BCPS was \$775,000. The goal of the grant is to reduce Acts Against Persons incidents District-wide through the use of positive behavioral interventions and supports.
- School Climate & Discipline was awarded the Stop School Violence grant. The award total for BCPS was \$500,000. The goal of the grant is to support schools with the development of prosocial clubs so students feel included and safe in schools.
- 16% reduction in Substance Abuse/Drug incidents from school year 2018-19 to 2019-20.
- 583 (92%) of school-based administrators participated in the Student Behavior and Discipline training.
- Secured partnership with Homeland Security Investigations to support the District's efforts to scale up supports and awareness for Child/Human Trafficking.
- School Counseling & BRACE: Continued to implement the Bill & Melinda Gates Foundation "To and Through Challenge" Grant, leading to personalized advisement for students to access their best match and fit postsecondary opportunities.
- BRACE Cadets are a college, career and life readiness ambassador program, focused on helping their peers to identify postsecondary plans using Naviance, apply to any type of college, employment, financial aid (FAFSA) and scholarships. The BRACE Cadets were recognized by the National College Attainment Network (NCAN) as a national best practice in their publication, "The Data that Matters and the Plans that work", was runner-up for the Hobsons National Achievement Award, and was featured by the Florida College Access Network (FCAN) multiple times, resulting in six other districts replicating the program.
- BCPS originally initiated the creation of and is continuing to co-lead Bridge 2 Life (B2L), our local college access network that works to increase post-secondary readiness and outcomes in Broward. B2L is a coalition of Broward education, business, non-profit, and civic partners committed to creating a pipeline of local talent from our high schools to participate in local and regional economic opportunities that will give them meaningful careers with livable wages.
- BCPS and Broward College (BC) planned and executed numerous college and career workshops, provided financial aid advisement for school assemblies, and assisted students with college applications. Nearly 3,000 BCPS seniors applied to BC for the Summer or Fall 2020 via the BC Jumpstart Program.
- Through the work of our BRACE Advisors, BRACE Cadets, B2L, social media campaigns and virtual FAFSA workshops we saw a 3.3% increase in FAFSA completion

in the month of April 2020 during the Chiefs for Change completion campaign. BCPS reported an overall 6.49% increase in FAFSA completion from March 2019 to May 2020, surpassing the 5% goal.

- Provided school counseling services to 5,301 students in the Marjory Stoneman Douglas Zone during the 2019-20 school year.
- Provided 143 live research-based mindfulness sessions to students, families, and staff by expert practitioners to reduce stress and increase resiliency, serving 3,313 overall participants. Recordings were available on a newly created Canvas site, which provided students, families, and staff with evidence-based mindfulness activities, lessons, and resources. The site's content includes the research and science behind mindfulness, guided practices, tips for classroom application, and self-care strategies.
- The Before and After School Child Care (BASCC) programs, on school campuses provided 33,773 students with programs to attend. The numbers are from July 1, 2019 – March 13, 2019. This includes both Private Providers and School Board Operated programs:
  - Before & After School Child Care - 23,122
  - Extended Learning Opportunity Programs (ELOP) - 5,998
  - Summer Camp - 3,752
  - COVID-19 Emergency Camp (March 16-20, 2020) - 901
- Processed a total of 122 Request for Accommodations under the ADA. Providing accommodations to qualified employees, thus reducing the absenteeism, request for leaves and the additional use of substitutes.
- Investigated a total of 24 EEO Internal cases, including four (4) Sexual harassment cases.
- Responded to eleven (11) EEOC Discrimination Complaints, which resulted in non-violation of the law, thus reducing number of lawsuits against the District.
- Received nine (9) OCR Discrimination Complaints and resolved four (4) by entering into resolution agreements in order to avoid a determination of violation of the law by the District.
- Responded to five (5) FCHR Discrimination Complaints, which resulted in a non-violation of the Law, thus reducing the number of lawsuits against the District.
- The ESLS Division made available approximately 60 virtual support group sessions throughout the school week (Monday-Friday) from 9:00 a.m. to 3:00 p.m during March through May of 2020. Each support group session's duration ranged between 30 to 60 minutes long. There were support group sessions for support facilitators, preschool teachers, ASD teachers and coaches, InD teachers, ESE specialists, SLPs, InD centers,



and EBD teachers. Facilitators for these support group sessions included curriculum program specialists, behavior program specialists, assistive technology program specialists, speech/language program specialists, and field coaches from the ESLS Division.

- The ESLS Division made available approximately 19 virtual ESY support group sessions throughout the school week (Monday-Thursday) from 8:00 a.m. to 12:00 p.m during the five weeks of ESY (6/22, 6/29, 7/6, 7/13, 7/20/20). Each support group session's duration ranged between 30 to 60 minutes long. There were support group sessions for instructional and ESP staff. Facilitators for these support group sessions included ESLS program and compliance specialists as well as designated school site leads. Additionally, there were two tech liaisons from the ESLS Division. They worked with per diem ESY technicians who were proficient with MS Teams and Canvas applications to support ESY teachers and/or ESPs on an as needed basis.
- During the 2019-20 school year, FDLRS Child Find facilitated and supported district pre-k evaluation teams in identifying students who had or were at risk of developing disabilities resulting in:
  - 4,338 new referrals for children suspected of having delays or established conditions
  - 1,882 developmental screenings
  - 1,696 children evaluated to determine eligibility for IDEA Part B Services
  - 1,596 students eligible for Pre-k ESE programs
- Successfully designed and implemented five (5) pilot Vocational Rehabilitation (VR) programs (Monarch High School, Blanche Ely High School, Fort Lauderdale High School, Whispering Pines Educational Center, and Cross Creek Educational Center)
- Approximately, 400 9<sup>th</sup> and 10<sup>th</sup> grade students with disabilities received VR services and earned an elective credit. These students successfully completed the second section of our Pre-Employment Transition Service programs that BCPS offers as a VR provider. These courses include Self Advocacy 1 and 2 and Work Readiness 1 and 2 and an elective credit in Personal Career and School Development.
- BCPS Exceptional Student Learning Support Secondary Transition Department now offers four (4) WOW programs in five (5) partnering hotels, three (3) SEARCH programs in three (3) Memorial Hospitals, two (2) ACCESS in BCPS' tech colleges, three (3) Career Placement programs at three (3) BCPS tech colleges, ARC School of Hire, Broward College Prep Program (BC South Campus), Career Dual Enrollment (Deferment program) within tech colleges and BC, Scholar Designation (Deferment) and 27 PASS/Deferment classes (Currently we offer more programs/options than any district across the state of Florida).

- Established a deferment committee that met monthly to collaborate and work with the program coordinators to create a process and timeline for deferment. To date these are the goals this committee accomplished:
  - Created a deferment brochure that provides a brief explanation and definition of deferment along with program information, locations and coordinator contact information (Available on ED plan and website)
  - A timeline for when each part of the deferment process needs to happen including, reviewing students who are meeting grad requirements with a team that meets with school counselors at the beginning of the year to ensure information about deferment is provided to students and families, the deferment letters are sent home with brochure, tours and visits to programs are scheduled, deadlines for applications and interviews are discussed, program acceptance letters are addressed, transportation arranged and updating IEP's reviewed
  - Developed a comprehensive data base that identifies all students currently enrolled in deferment programs and students who are deferring into programs next school. This data base will continuously be updated to reflect current program enrollment and is reviewed monthly at out committee meetings. This data base will also have a section that reflects information on all students who have completed deferment and transitioned out of high school and where they went.
  - Created a step-by-step deferment checklist
  - Created a step-by-step for updating a student's IEP with sample goals relevant to each program
  - Created a rubric and criteria for each deferment program for schools to use when recommending students to programs to ensure that students will be successful in the programs recommended
  - The committee, transition team, ESE specialists and school counselors are collaborating daily to:
    - Check graduation status
    - Upload deferment letter
    - Update IEPs
    - Update coding in TERMS
    - Coordinate with receiving school preparing for student's transition
    - Meeting with transportation to update the routers and managers on new students accepted into programs
    - Successfully created and implemented our Broward College Prep Program the only deferment program of its kind in the US.
- Fourteen (14) students successfully transitioned to Broward College, enrolled in classes, disclosed their disability and requested accommodations and became VR adult clients
  - It took two (2) years to launch the Broward College Prep Program. Currently, we have 25 new students that have enrolled for the 2020-2021 school year.

- Staff continues to collaborate with Project 10, USF and Florida's Consortium for Higher educations to address the need for these programs and opening the conversation for future grant funding to support the addition of these programs at more colleges locally and throughout the state.
- Created three (3) Canvas courses to implement E-learning for all students with disabilities enrolled in Transition Deferment programs.
- The ESLS Division is rolling out a Suicide Risk Assessment system in the EdPlan suite of products used by all schools. Training began during the Summer Seasons of Learning. Suicide Prevention Designees will all be trained to use the system. This is the final process to be moved from paper and pencil to a digital system. Enhancements to the system allow for schools to set up their core teams so that access is seamless and the focus remains on the student and their needs. An enhanced dashboard shows the team where they are in the process, which acknowledgements have been completed and when plans are coming due for review and revision. As a reminder, schools are notified when a student transfers to their site with a previous threat assessment so that the team is aware of any current monitoring plan actions that will need to be followed.
- In July 2019, we introduced a new Behavior Threat Assessment (BTA) Module in EdPlan. Staff offered summer trainings prior to the start of the school year and trained 741 school-based administrators (traditional and charters) in July 2019. Additionally, we trained 165 School Resource Officers from multiple municipalities; and staff trained an additional 30 from Davie PD in October 2019. Staff continued to offer trainings throughout the school year for both school-based administrators and mental health professionals with 1-2 trainings each month until March 2020 (when schools closed). Staff met weekly as an ESLS team, OSPA Cadre Director and the participation of other stakeholders (specifically school-based administrators) to review feedback and make changes/updates to the system throughout the school year, as needed.

## RETAIN, DEVELOP, & RECRUIT



- Shift to BrIDGES Classroom FTEM evaluation model: The District reached agreement with the Broward Teachers Union to transition the remaining classroom teachers (elementary, high and center school sites) from the BrIDGES Classroom Legacy Model to the BrIDGES Classroom Focus Teacher Evaluation Model (FTEM). The benefits in shifting to this model include moving from 60 Elements to 23, that the Observation Cycle includes making adaptations as needed to ensure learning gaps are addressed and minimized and, even during e-Learning, this model will provide ongoing feedback to teachers as the emphasis is on student evidence.
- Best & Brightest: Based on the monitoring results of our 2018-19 evaluations and the Best & Brightest Award from the Florida Department of Education, 100% of eligible employees received a bonus. The Professional Development Standards & Support Department successfully launched the playlist feature into Learning Across Broward,

LAB, the District's information hub for professional learning and training for all employees. This capability provides staff members with sequential progression of courses within a given area of professional learning.

- Successfully negotiated MOUs with labor groups in order to move to an eLearning model for the last quarter of the school year.
- Successfully closed all labor contracts and provided a salary increase for all employees.
- Created a more equitable and competitive school based administrative salary schedule. Restructured Pay for Performance Program for School Administrators: Transitioned School Principals and Assistant Principals from a metrics-driven pay structure to a traditional salary program, consisting of traditional, market competitive, salary grades and ranges.
- Successful recruitment initiatives supporting schools and departments for key school-based and district-based positions - increasing the total recruitment initiatives in excess of 10% (250 to 275) inclusive of the 15 Key Highlighted Positions below:
  - Principal (22) and Assistant Principal (92)
  - Chief Information Officer (CIO)
  - Director, Employee & Labor Relations
  - Administrative/Assistant General Counsel
  - Cadre Director (4) School Performance & Accountability
  - Executive Director, Physical Plant Operations
  - Executive Director, Enterprise Risk & Emergency Preparedness
  - Executive Director, Exceptional Student Learning Support
  - Officer, Economic Development & Diversity Compliance
  - Director, Program Evaluation
  - Director, Exceptional Student Learning Support Pre-K/Elementary
  - Director, Exceptional Student Learning Support Services
  - Director, Safety & Security
  - Lieutenant (2)
  - Manager, Area Security (15)
- Successful recruitment initiatives supporting schools and departments for key security related support (e.g. Armed Safe School Officer/Campus Monitor/ Security Specialist – increasing the recruitment/hiring in excess of 111% (231 to 488).
- Facilitated over 130 Non-Instructional Professional Development learning activities, which generated 3,671 registrants with an overall 71% successful completion rate.
- Non-Instructional partnered with the Safety and Security Division for the First Annual “Back to School Orientation & Training Initiative” for the programming, delivery and the attendance of over 535 Campus Monitors and Security Specialists.

- Non-Instructional partnered with Physical Plant Operations, Employee and Labor Relations, Federation of Public Employees and other key stakeholders for the programming, delivery, and attendance of over 450 participants for the 2019 FSP Leadership Conference.
- In order to combat the decrease in college graduates from the field of teacher education, we have expanded our social media/digital marketing strategy targeting groups of candidates that showed an interest in education, teaching or working with kids. This resulted in an increase of applicants applying for our jobs and resulted in less than 1% of vacant teaching positions on the first day of school.
- The Principal Rapid Orientation Program in Educational Leadership (PROPEL) admitted its tenth and eleventh cohorts of aspiring school leaders into the program. The program continues to be our leading partner program in Educational Leadership with Florida Atlantic University.
- Teacher Professional Learning & Growth launched a revised New Teacher Academy Program for the 2019-2020 year. The program is offered four times a year and includes the enhanced use of high-leverage teacher strategies and pedagogy using CANVAS and Microsoft TEAMS.
- Multiple teachers leaders engaged in several Teacher Roundtable sessions throughout the year on effective standards-based instruction, pedagogy, and instructional practices that yielded best practices using the Marzano FTEM framework's instructional model.
- The number of teachers on a temporary certificate requiring participation in District's alternative certification programs increased by 25%.
- Over 83% of the teachers who participated in the District's alternative certification program remained employed with the organization.
- The Office of School Performance & Accountability, in conjunction with the Office of Academics and Student Support Initiatives & Recovery launched a seven-week summer slide program, Reclaim and Elevate, that provided 3-weeks of professional learning to over 200 teachers serving some of the most academically challenging schools with a 4-week summer immersion component with approximately 1000 students who initially started in the program.
- The Office of Coaching & Induction generated a \$275,000 positive financial impact to the District by fully sustaining the Coach Credentialing Professional Learning Program. Our staff developed training modules and curriculum specific for the coaching needs of Broward County Public Schools' Instructional Coaches, thereby eliminating its reliance on outside contractors. Prior to the 2018-19 school year, the District contracted with The

New Teacher Center to develop curriculum and deliver professional learning in support of the District's coach credentialing program.

- The Transformative Coaching Series was fully developed by the Office of Coaching & Induction in 2019-20. This new model will be implemented district-wide during the 2020-21 school year. Full released induction coaches will work with T.I.E.R. Mentors to support beginning teachers in identifying professional goals and creating individual learning plans to make informed classroom instructional decisions based on research proven strategies, analysis of student work, and classroom observation data.
- Broward County Public Schools partnered with Florida Atlantic University (FAU) to develop The Educational Equity Partnership Project (EEPP). This partnership resulted in 46 of the District's Teacher Leader Career Continuum Master Teachers from 32 of the District's high need schools receiving the Cultural Diversity Credential. This four-year multi-faceted partnership supported culturally responsive pedagogy and equitable practices through five modules of learning. The EEPP Modules of learning is the first-of-its-kind Diversity Credential Pathway for the District.
- Broward County Public Schools implemented a successful incentive program for reducing teacher absences in the 32 high needs schools identified as part of the Teacher Incentive Fund Cohort 5 Project (TIF 5). A 6.5 % reduction in teacher attendance was realized in these 32 high needs schools.
- The Association of School Business Officials (ASBO) International awarded a Certificate of Excellence in Financial Reporting to the District for its Comprehensive Annual Financial Report (CAFR) for the fiscal year ended June 30, 2019. ASBO has also used the District's CAFR as a model example for other districts to follow when working on creating their first CAFRs.
- The Government Finance Officers Association of the United States and Canada (GFOA) awarded the District the Certificate of Achievement for Excellence in Financial Reporting for the fiscal year ended June 30, 2018. The application for fiscal year ended June 30, 2019 is pending review.
- The District does not have any audit exceptions for its financial statements. In the auditor's opinion, the financial statements are fairly stated.
- The audit did not identify any deficiencies in internal control that would be considered material weaknesses.
- Benefits was able to renew or renegotiate several benefit plan offerings during 2019-2020 to offer enhanced benefits or rates to the District and employees. These included:
  - RFP 17-010V -Group Dental & Vision - Reduction in rates for 2021: Board & Employees Savings = \$875,000



- RFP 21-031 - Retirement Plan Administration & Investment Management Services: Issued new RFP April 2020 which led to the successful procurement of Retirement Plan Administration & Investment Management Services
  - RFP 21-033 - Group Disability Coverage for School Board Employees: Issued new RFP June 2020
  - RFP 21-016 - Group Medical Insurance for School Board Employees: Issued new RFP December 2019 which led to the successful procurement of Medical Plan Administration
  - RFP 20-013 - 403(b)/457(b) Program for School Board Employees: Successful conclusion of Bid Protest filed by LSW
  - RFP 18-010 - Voluntary Supplemental Insurance Plans/Programs: Renewal Meeting May 2020 which led to the successful renewal of Voluntary/Supplemental plans for 2021
  - Q20-010 - Tax Sheltered Annuity Program for School Board Employees: Led to the successful Sole Source procurement of the Tax-Sheltered Annuity Program
- Implemented a successful Open Enrollment for District Benefit Eligible School Board employees, allowing employees to amend their benefit selections.
  - Processed and assisted 608 BCPS employees with transitioning to retirement for the 2019-20 school year.
  - Researched and developed an Expanded FMLA and Emergency Sick Leave FAQ for BCPS's employee's use for the COVID-19 pandemic, as well as liaising with other departments to ensure that the information is clear and succinct
  - Developed and implemented new ways of supporting employees virtually through the District's Employee Assistance Program during pandemic.
  - For the twenty-fifth consecutive year, BCPS received the Meritorious Budget Award from the Association of School Business Officials International (ASBO) for its 2019-20 annual budget. In order to receive this award, a governmental unit must publish a budget document that meets program criteria as a policy document, an operations guide, a financial plan, and a communications device. The award represents a significant achievement by the District and reflects the commitment of the School Board and staff to meeting the highest standards of school budgeting.
  - At the March 31, 2020, School Board of Broward County Emergency Meeting, the District authorized the issuance of Certificates of Participation (COPs), Series 2020A in an aggregate principal amount not to exceed \$250 million. The 2020A COPs issuance provides the supplemental funding for the additional costs for the SMART Program associated with the August 2019 updated SMART Program Risk Assessment/Market Conditions report from Atkins North America, Inc. (Atkins). Two hundred eleven million dollars of the \$250 million was added to the SMART reserve.

- The District refinanced two (2) debt issues during fiscal year 2020. The District terminated variable rate SWAP agreements to eliminate the risk of rising interest rates and exposure to other market conditions. The overall result achieved by the issuance of Series 2019A (Swap Series 2014A) and Series 2019B (Swap Series 2015C) were savings in excess of \$3.6 million with a total present value of \$0.16 million.
- The District had been looking to terminate the SWAPs for several years, however, the timing did not present itself. A window of opportunity to refinance and eliminate the variable rates appeared in July 2019, but the District fully expected to have a negative savings. However, market conditions were favorable, and the end result was unexpected positive savings. Investors and rating agencies view this as a favorable move by the District, as it will no longer be carrying debt with variable rate volatility and risk elements. This will ultimately help the District have a better rating and outlook in the future.
- In May 2020, the District issued new money Certificates of Participation (COPs), Series 2020A in the amount of \$250 million to supplement the SMART program project list. The August 2019 SMART Program Risk Assessment/Market Conditions report identified the funding need due to cost increases (including, but not limited to, materials, labor, etc.), in order to ensure completion. However, at that time, the District's debt capacity to issue new money was questionable. The District had to ensure that whatever structure was selected for the funding would also allow the future debt capacity in case there were additional capital needs. Many options and vehicles were discussed. Coupled with the complexity of the economy going into financial crisis and then a pandemic, credit was becoming scarce making it even more difficult on the issuance side. Knowing the economy was heading into troubled waters, if COPs could not be issued, the backup plan would be to issue short-term Revenue Anticipation Notes (RANs) until such time as the economy improved. However, after extensive collaborating and calculations with bond counsel, the District's financial advisors and staff, it was determined that a COPs structure was feasible and the best vehicle to mitigate the funding issue. Highlights of the selected COPs structure:
  - Provided the lowest interest costs
  - The shortest final maturity (2031)
  - Interest costs were leveled (from 2021 through 2031)
  - Principal will be paid in 2030 and 2031
  - Principal is amortized as quickly as possible so that debt service does not exceed the revenue constraint in any year
  - In short, this COPs structure provided the lowest interest cost and the shortest maturity, allowing the District greater flexibility and substantially increased debt capacity for future capital needs.
- The Grants Administration Department supported user departments to secure high-dollar value grants for: School Safety and Recovery grants to include COPS School

Violence Prevention, Project SERV 2.0 and Antiterrorism and Emergency Assistance Program, STOP School Violence Act grants (\$16,679,630)

- Training and support were provided to more than eleven thousand teachers on digital platforms and instructional technologies to start the 2020 - 2021 e-Learning school year.
- There were 1,272 Microsoft Innovative Educators developed throughout the District. The Microsoft Innovative Educator (MIE) programs are designed to help educators move along a pathway from just beginning to integrate Microsoft tools into the classroom, to become leaders of innovation in education. Microsoft has developed these programs to recognize global educator visionaries who are using technology to pave the way for their peers for better learning and student outcomes. This is the first step on a journey of joining a professional learning network of enthusiastic educators who come together to learn, share, and grow. In this program participants learn about many of the Office 365 applications including Windows 10, Edge, OneDrive, Sway, Forms, Skype in the Classroom, OneNote, OneNote Class Notebook, Flipgrid, Office Lens, and more. These tools are used to provide engaging and collaborative experiences for our students.
- 147 Microsoft Innovative Trainers were developed through a 2-Day Microsoft Innovative Educator (MIE) Trainer Academy is designed for teacher trainers and those who are responsible for training educators on the integration of technology in the classroom. The goal is to provide trainers exposure to the many Microsoft technologies and resources that support student-centered learning based on authentic problems and projects while aligning to ISTE Standards for Coaches. Featured tools: OneNote, Windows Apps, Sway, Office Mix, Skype, Office 365.
- Through funding from the state to build teacher capacity in computer science education, approximately 140 teachers are participating in professional learning to add K-12 Computer Science educator to their certificate. Hundreds of teachers have spent part of their summer learning tools and techniques for integrating computer science in their classroom content through professional learning in robotics, physical computing, computational thinking, game design, and programming languages. This new professional learning supports the sustainability and growth of computer science opportunities in all schools.
- ESLS worked with the CFO and Budget Guidelines committee to realign ESE Support Facilitation positions and Speech Pathologist positions to be funded categorically. Determination of categorical funds is now based on service and not on caseload of student bodies. The balance of funds generated by lines of service for support facilitation and speech pathologists are to be utilized to support students with disabilities. These funds need to be used toward instructional, ESP and/or pool sub salaries. This resulted in schools receiving additional instructional positions to support SWDs.
- Successfully enabled a first amendment to the sale and Purchase agreement between the School Board and Lennar Homes, Inc. to continue Lennar Homes, LLC purchase of the School Board vacant and surplus approximately 11.84 acres of land, located at the

intersection of Broward Boulevard and Hiatus Road in the City of Plantation. Purchase price is for **\$10,851,954.00**, and closing date for the property is currently slated for October 14, 2020.

- Successfully enabled a third amendment to the sale and Purchase agreement between the School Board and DR Horton, Inc. to continue DR Horton's, Inc. purchase of the School Board vacant and surplus 23.50 acre land (South Area Portable Annex), located at the intersection of Pines Boulevard and 172<sup>nd</sup> Avenue Road in the City of Pembroke Pines. Purchase price is for **\$20,331,730.00**, and closing date for the property is currently slated for October 16, 2020.
- Establishment of Fees to Review Easement Requests by Outside Parties: The FP&RE Department recently instituted an administrative fee (currently \$515 per project) for outside parties seeking easement from the School Board. A fee was also instituted to enable an outside professional service provider to review pertinent documents (including the sketch and legal) for the easement and provide a written report to the Department for use in a related Board item for the School Board's consideration. The reason for the establishment of this approach was because BCPS no longer have an in-house staff with technical background to conduct such reviews. It should be noted that this fee, over time, will provide additional revenue for BCPS.

## OUR DATA, OUR TOOLS



- Refresh Summary – Led the allocation of \$12.5M to support a minimum 2.5 to 1 student to mobile computing device (e.g. laptops, tablets) ratio. This resulted in the purchase of approximately 37,000 new laptops, which supported the District's emergency distribution of over 100,000 laptops to students in the wake of the Covid-19 pandemic:
  - a. The Refresh Project began with 15 pilot schools in February 2020 to test the system of deployment.
  - b. Implemented an aggressive schedule to deploy approximately 37,000 new devices by the end of August 2020.
  - c. An additional 10,375 devices have been procured leveraging Title I funds, and will be made available to support school reopening by Mid-August.
  - d. Although, schools have been closed for a couple of months, the District is on schedule to complete the deployment of approximately 47,000 (Refresh and Title I) student and staff devices by mid-September.
- Technology Support for eLearning Summary – Spearheaded the creation of a centralized Technical Support Phone Service hotline (known as the Virtual Call Center), serving approximately 400 individuals per day, in the wake of the Covid-19 pandemic:

- a. Leveraged current school-based staff to provide technical support to District families, students, and school-based staff.
  - b. Since its start on April 20<sup>th</sup>, the Virtual Call Center (VCC), a centralized online HelpDesk apparatus, has answered over 15,000 technical support calls averaging around 400 calls a day Monday through Friday from 8am to 4pm.
  - c. Made critical technology available in approximately 58 school sites during the pandemic period.
  - d. Also provided support to families that needed device repairs due to physical damage or reimaging
  - e. On-Site support assisted over 3,000 students and staff at 9 locations distributed across the district
- Home Internet Access Summary — Supported the District’s students by acquiring and provisioning 2,000 additional hotspots and phones to support eLearning; partnered with major telecommunications companies to enhance the accessibility of low-cost home broadband internet in the wake of the pandemic:
    - a. Procured 2,000 hotspots to provide to our students that had no broadband internet access at home.
    - b. Approximately 900 devices are ready for deployment for the Fall re-opening.
    - c. Obtained low cost internet solutions from our partners, Comcast and AT&T
    - d. Prior to Covid19, there were approximately 3,000 Sprint 1M phones made available to High School students
    - e. Approximately 2,000 iPads were distributed to early learners.
    - f. Created a new inventory control database — branded the [Covid-19 Device Distribution Database](#) — to manage the distribution of computer devices at every school site.
  - Digital Menu Boards were installed in all 31 High Schools over meal lines entrances. Menu Boards display items served on the meal line, as well as nutritional facts and spinets.
  - The PPO Facility Support Services team partnered with IT staff to build an integration between Remedy (the District’s IT repair solution) and Maximo. This allows 10-12,000 Remedy Tickets each year to become Maximo work orders via integration when previously each work order was created manually. The Maximo project is ongoing as multi-department integration efforts continue.
  - BCPS was awarded an international Bronze Medal IMS Global Digital Impact Award in Education Pathways, Portfolios, and Learning Maps for its work in developing a Comprehensive Learner Record (CLR). This builds on the recognition that the BCPS CLR Lab has received for its impact on student opportunities for college & career



readiness, ESE matriculation, computer programming certification, extracurricular and additional domains from the US Chamber of Commerce, White House Office of Innovation, and *Learning Economy*.

## LET'S CONNECT



Under Superintendent Runcie's leadership and proactive direction, the Office of Communications achieved several goals. The Chief completed her first year with the District. #1 goal was fulfilled to create a plan for BECON-TV to increase its communication value to the BCPS community. #2 goal was achieved to fill two key positions: Director of Marketing and Strategic Communications, and Manager, Media and Community Relations. Both were filled by highly experienced individuals fully bilingual in English in Spanish. The ability for the District to communicate in Spanish has resulted in increased coverage by Spanish speaking media with on-camera interviews now conducted in Spanish.

The new leadership invigorated the entire department. Excitement was increased when #3 goal was achieved: Renaming the Public Information Office to the Office of Communications to better reflect the proactive nature of the services provided to the District. Every individual in the Office of Communications has had the opportunity to share opinions and ideas for change and growth. The outcome has been increased enthusiasm, engagement, and pride resulting in the ability for the team to do more, create more and see greater results from its efforts. #4 goal: A Communications Plan was created.

Superintendent Runcie has become an outspoken leader in the South Florida community and nationally. With consistent exposure on national television (CNN, FOX News, MSNBC) and print (The Washington Post, New York Times, Wall Street Journal, Forbes, Newsweek) as well as local television (ABC, CBS, NBS, FOX, UNIVISION), radio (NPR, WLRN, WIOD) and print (Sun-Sentinel, Miami Herald) the public recognizes Broward County Public Schools as leading the conversation about K-12 education, safety and security, and recently – what it takes to safely open a school during a pandemic. Frequently invited to be a national and local speaker, he was most recently invited to testify at the Select Subcommittee "The Challenges to Safely Reopening K-12 School."

The Superintendent's objective to increase communication to the community has been demonstrated through a series of update videos. Each video reaches more than 330,000 recipients. School Board Chair Donna Korn has also created video messages. Additionally:

- The Media Relations team created a unified District voice in dissemination of information through the District's multiple communication channels
  - Responded to 1,189 media inquiries, providing accurate and timely information for inclusion in news coverage
  - Created and distributed 164 news releases and media advisories
  - Created 19 press conferences and media events at KCW and school sites



- Scheduled 215 media interviews for Superintendent Runcie and District leadership
  - Increased the number of local television feature news stories: Brag About Your School, Students Making a Difference, Super Teachers, Education on 6
  - Responded to incidents, joining School Security Officer, BSO and school staff on site during emergency situations; coordinated media and provided on-scene interviews
  - During pandemic, working with Safety & Security to provide information to media while ensuring safety and security of students and schools is not compromised
- Broward County Public Schools was one of 13 school districts across the country identified to participate in The Wallace Foundation's Equity Exploratory Grant for Developing Equity-Centered Principal Pipelines. The Wallace Foundation is supporting urban districts to engage community stakeholders around developing an equity vision for the district; defining what an equity leader looks like for the district; and identifying how principal pipelines may be strengthened to produce a pool of equity-centered leaders.
  - Joint Use Parks Project: The FP&RE Department played a key role in the current afford mentioned project with the City of Fort Lauderdale (City). The project which is ongoing will allow the City to expend up to **\$11,000,000.00** and make improvements to existing recreational facilities at selected Broward County Public Schools (BCPS) in the City, and/or construct new recreational amenities at selected BCPS schools.
  - Successfully advocated the state legislature for \$180 increase in per-student funding and \$47 million for teacher salary enhancement.
  - Successfully advocated congress for \$42 million in CARES Act funding to respond to the COVID-19 pandemic.
  - During the pandemic, facilitated weekly update calls between BCPS and federal and state delegation with the district's re-opening plans as well as the needs to the re-open safety plan.
  - Communications with all municipalities in Broward County and the Broward County Government has increased exponentially. Together with the Broward League of Cities (BLOC), the Broward County City Managers Association (BCCMA), and the Public Information Officers of each municipality, information has been consistent and relevant via the "Legislative/Governmental Email Weekly Updates".
  - Monthly phone conferences have been facilitated with the Broward League of Cities (BLOC) and the Superintendent of Schools providing elected officials direct access and dialog regarding the state of the District.

- Ensuring consistent communications with all elected officials on the local, state, and national level.
- In advancement of the internal communication initiative, the Board approved the procurement of a new e-agenda solution. This new solution will address tactical and strategic challenges the District currently faces. It will improve internal alignment of agenda items to the Strategic Plan; while increasing civic engagement.
- Fostered relationships with organizations that support BCPS:
  - Broward County Government: Joint press releases and news conferences: Migration of District bus radios; 2020 Census, Meal distribution; Together4Broward, Hurricane Victims' Relief; Day of Service and Love
  - Children's Services Council: Provided branding and launch assistance for Eagles' Haven Health and Wellness Center; produced artwork for 32-page "Family Parent Guide" in four languages
  - United Way of Broward: Provided social media strategies for Brake the Vape 2020
  - Greater Fort Lauderdale Alliance: Chief Koch was invited to be keynote speaker at Partnership Council meeting; Created publications and advertising: Claim Your Future Showcase, Saluting Education Excellence, Annual Economic Sourcebook, Celebrating Graduates advertisement, Alliance Quick Facts
  - Museum of Discovery and Science: MODS Challenge – Free STEAM Online Activities
  - Miami Dolphins and Florida Panthers: Promoted ongoing initiatives supporting schools and students
  - Community Foundation of Broward: School is Cool press releases
  - Magic Leap: New technology in BCPS classrooms
- Created and facilitated strategies to promote District programs, including;
  - Hurricane Dorian relief
  - Student Assignments and Demographics (School Choice Phase I and Phase II, School Boundaries)
  - Applied Learning (Debate, MODS, STEM + Computer Science)
  - Student Assessment & Research, Office of Academics (graduation rates, 2019 FSA and EOC Results, and School Grades)
  - Early Learning & Language Acquisition, Office of Academics (Read for the Record, Book Packet Distributions for Students)
  - Diversity, Prevention and Intervention (Choose Peace Week, Anti-Vaping)
  - Legislative Affairs (various communications – ongoing)
  - Food & Nutritional Services (Ongoing meal distribution, Supper at Schools, School Lunch Week, Back to School – What's New on the Menu)
  - Student Transportation and Fleet Services (Bus driver recruitment campaign, Back to School, First day of School promotions)
  - Office of Academics (Weekly coronavirus communications: Learning Never Closes, eLearning, school closures, school calendar updates)

- Responded to 209 requests from various department to provide assistance by crafting messages for communications and promote department announcements and events
- The team developed and sustained relationships with BCPS internal and external stakeholders through the production of three major District events, as well as the management of varying programs and activities. In 2019/20, DCR connected with more than 43,000 stakeholders. Mass communication through ParentLink, BCPS Mobile App, BCPS Alerts and Twitter and Facebook reached 533,000 contacts.

### **CALIBER AWARDS**

- The premier BCPS event recognizing outstanding role models for our students, the live-streamed evening reception was held at the Greater Fort Lauderdale-Broward Convention Center. Nearly 1,400 attendees honored the Teacher of the Year, Principal of the Year, Assistant Principal of the Year and School-Related Employee of the Year. This year's event was augmented by increased engagement of our community partners: Aetna, National Inventors Hall of Fame, JetBlue, Nova Southeastern University and Presenting Sponsor, BrightStar Credit Union, which also sponsored the exquisite Caliber Awards Recognition Wall which is housed in the south lobby of the Kathleen C. Wright Administration Center. The wall will be updated annually to recognize the event's winners, finalists and nominees. In collaboration with the Office of School Performance and Accountability, DCR created **new guidelines to standardize the Caliber Awards nomination process**, facilitating uniformity across District schools and departments.
- The **Community Involvement Awards** congratulates and thanks volunteers, mentors, parents and business and community partners who share their time, talents and resources to positively impact the lives of students. Under the theme, "Catch the Spirit," there were more than **200 nominees** in the varying categories. New this year, the District Advisory/Committee Volunteer of the Year Award was created to recognize volunteers who provide service at the District level.
- The annual **Ed Talk** public forum was held at Fort Lauderdale High School. **670 individuals registered** online and **320 (48%) participants** attended. The event engaged the Broward County community in discussions that included the District's **2024 Strategic Plan**, how the District is addressing **college and career readiness** for our students and how the District can better serve its **internal and external stakeholders**.
- We collaborated with the **Florida Department of Education** to facilitate employee and community recognition programs. **Brittany Poitier**, BCPS 2019 School-Related Employee of the Year was named a finalist for the **Florida Department of Education (FLDOE) School-Related Employee of the Year** Award; **William Dandy Middle School's Food Pantry** was named a recipient of the **FLDOE Family and Community Involvement Award**; **76 schools** earned the **Golden and Silver School Awards** which recognizes exemplary volunteer programs at schools.

- **Volunteer Services:** More than **24,000 individuals** provided over **250,000 hours** of service through March 2020. With a database of more than **39,000 registered volunteers**, we consistently communicated with these individuals, distributing communications which included COVID-19 pandemic materials and the District's school reopening plans.
  - Extended appreciation to **229 School Volunteer Liaisons** who provide consistent support to our volunteers throughout the school year.
  - As a result of the COVID-19 pandemic, **virtual volunteerism** was introduced, and an opportunity was created for school volunteers to disseminate communications to external communities. In addition, we are working with the Information and Technology and Safety, Security and Emergency Preparedness departments to implement the **Raptor Visitor Management System**, providing a streamlined process for managing and communicating with volunteers.
  - **Superintendent's Screening Program:** Facilitated more than **300** requests from community businesses and organizations who were interested in providing programs or services to BCPS.
  - The Principal Intern for the 2019/20 school year worked to create two **school-based partnership surveys** which were distributed to all principals. The feedback from the surveys provided demographics for the schools' partner liaisons, as well as the number of partnerships established during the school year. The District has established a baseline of **302 school-based partnerships**.
- The Marketing and Strategic Communications team created opportunities for increased exposure.
    - Initiated and launched Coronavirus Information Updates for the Office of Academics, Food & Nutrition Services, Student Services, Innovative Learning and Technology departments.
    - Managed development, distribution, and translations of key District messages
    - Launched "Quarterly Buzz" an electronic newsletter from School Board members highlighting news and accomplishments.
    - Implemented fundraising campaigns benefitting the Broward Education Foundation with the Miami Dolphins and Cirque de Soleil.
    - Developed targeted outreach efforts to market events (Town Hall Meetings, Committee recruitment, Peace Picnic, Music in the Park)
  - **May is Mental Health Awareness Month:** Built and distributed multiple communication efforts for Student Services to support May's Mental Health Awareness initiatives including BCPS Alerts, parent outreach emails, in-language promotions, website banners and a weekly resource guide.
  - Initiatives have been created for Teen Pregnancy, Child Abuse Prevention Month, H.E.A.R.T., Wellness and Recovery, Managing Anxiety, Day of Service & Love, Internet Access Promotion (Comcast and AT&T), Coronavirus Information Updates, Mobile App

Coronavirus, Tech Support, Distance Learning Support, Camps, Childcare Information Updates, Food and Nutrition.

- Rebuilding **MARCOM Toolkit**, which will launch in the next school year and includes:
  - Communications and Style Guide to ensure consistent brand messaging and cohesive look and feel
  - Logo standards and use guidelines
  - New templates for stationary, presentations and interoffice memos
  - Tips for writing clearly and concisely
  - Handling media requests and media on campus
  - Tips on images, photos, and video submission
  - Social media best practices
- **ParentLink:** 442 messages were distributed (email, text, robocall and Mobile app) to approximately 315,000 parents and 32,000 employees per message
- **Social Media:** Expanded social media presence and increased use of videos engaged audiences; shared messaging in District's four languages.
  - Twitter: 123K followers; 564 tweets; 6.5 million impressions, 109,582 media engagements
  - Facebook: 32,124 followers (26.5% increase)
  - Mobile App: 195,215 users, 80 posts viewed more than 17.7 million times
  - **Website:** The District's most popular and accessible communication is updated daily and has 5,047,425 Annual users annual, Page views 33,691,046 with 4,888,599 New users
- The District's unique broadcast assets, its wholly owned-and-operated Radio (**WKPX**) and TV station, **BECON** (WBEC) aired more than 8,700 hours of educational programming.
  - **GRADUATION STATION:** BECON prepared on-air promotional campaign to raise community awareness about broadcast of all BCPS high school graduation programs with information on broadcast/cable channels and carriers; videotaped message from 8 of 9 School Board members, Superintendent Runcie and other District personnel; broadcasted 42 virtual high school graduations and uploaded them for ON DEMAND viewing.
  - Recorded, streamed, archived School Board meetings, including closed captioning
  - Produced instructional videos for use by teachers and students
  - Coordinated live Distance Learning events from museums and other locations
  - Secured a wide range of instructional programs in math, science, reading, and history for use by teachers
  - Supported master teacher sessions in math, reading and language to bring specialized education to students who need it most

- Facilitated live news conferences and provided footage to local TV stations
  - Featured student productions on BECON via unique programs including Short Cuts, Broward Teen News, Sports Blitz and School Duel
  - Produced and aired community programs including Spotlight on the arts, County Line, New Haitian Generation, and Future First: Focus on Broward's Children
  - Reached all students, staff, and teachers with District messages via IPTV, on-demand video, and print materials
  - **GRAPHICS:** Designed and printed banners, large-format signs, and full-color flyers for District and school department communications
- Programs and projects **completed, aired and streamed live**
    - Broward Teen News: **11** “thirty” minute shows (22 % increase)
    - Short Cuts: **12** “thirty” minute shows (144 % increase)
    - School Duel: **19** thirty-minute shows
    - “Special Black History Month” School Duel edition (City of Lauderhill Middle Schools)
    - “The 90”- **11** short TV stories promoting Broward Schools programs/people
- **Individual Events/stories covered**
    - Broward Teen News completed **90** stories and videos last year, each broken into stand-alone interstitials that air between programs and on social media
    - Short Cuts completed **82** videos, each broken into stand-alone interstitials that air between programs and on social media. (116 % increase)
    - “The 90” completed **11** stories
- **Equipment packages**
    - Camera equipment packages were checked-out approximately **62** times to student filmmakers and student broadcast journalists for their productions. Lessons on the equipment were provided for each group of students.
- **Student involvement**
    - Broward Teen News works with 5 schools/ approx. 750 students
    - Visits to 13 schools and over 30 classes giving lessons and workshops to approximately 750 students. (20% increase)
    - School Duel had 69 schools register and compete online for a total of 276 students. 100 moved on to compete in the “televised” tournament at BECON. “Special Black History Month” School Duel edition involves approx. 10 schools and 60 students.



- **Awards**

- Viewers' Choice Award and a Critics' Choice Award was presented to a winning student director for every Short Cuts episode. 24 awards were presented to students this year and included a \$200 prize for each winner, courtesy of sponsor BrightStar Credit Union and 2 complimentary tickets to the Imax Theater at the Museum of Discovery and Science.
- To provide better service to our callers, a new system of streamlining information was established for our switchboard operators.
  - 75,374 callers have been assisted this year
  - Calls the team receives and is unable to answer are forwarded to members of the Office of Communications who assist in supplying immediate answers (translation services are also provided, when needed)
  - Hearing what questions are being asked by community has helped the Office of Communications know what needs to be communicated more effectively to all parents through the District website or ParentLink
  - During distribution of laptops and first days of childcare, the switchboard team received calls from confused parents at school sites and was able to link the parent directly with the principal at the school for immediate assistance.
- The number of translations has increased by 60% over last year as our diverse BCPS population wants and receives information in their own spoken language.
  - All communications are translated from English into Spanish, Haitian Creole, and Portuguese. 1,142 translations were provided this year.
  - NEW is a choice of closed captions for videos produced by BECON-TV in English, Spanish and Haitian Creole.
  - Interpreters (3 Spanish, 3 Haitian Creole, 1 Portuguese, and 1 Arabic) provide services at District meetings such as EdTalk.
  - During the months of March – August, interpreters were vital in helping non-English speaking families navigate Learning Never Closes, CANVAS and Clever. 210 requests for assistance were received from parents and teachers.