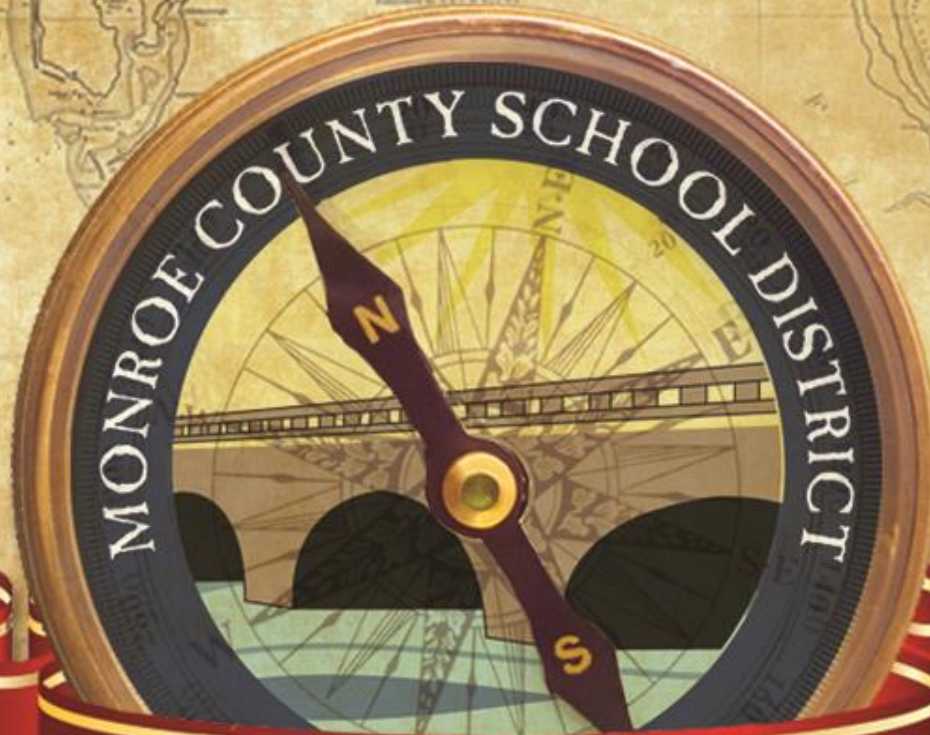


Monroe County School Board:

GO²: Grow Our Own

GULF of FLORIDA

Edmund Blunt
HYDROGRAPHER



CHARTING THE COURSE

To Excellence in the Monroe County Schools

**Harry Russell, Executive Director,
Personnel Support & Instructional Leadership**

**Bev Anders, Executive Director,
Finance and Performance**

May 11, 2021



Agenda GO²

- I. Welcome!
- II. Overview of Grow Our Own
- III. MCSD Employee PowerBI
- IV. Paraprofessional Survey
- V. Financial Support-Scholarships
- VI. Partnership with College of the Florida Keys
- VII. Phase 2: Students
- VIII. Questions/ Suggestions

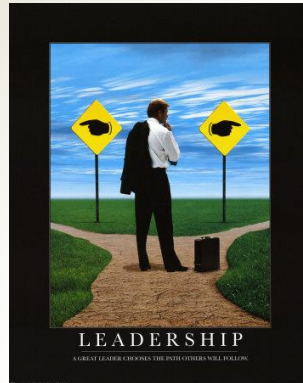


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Grow Our Own (GO²)

Step 1: Organizational Meeting: GO² Team.

Harry Russell, Bev
Anders, Austin Tran,
Amber Acevedo



Identify Financial
Impact. Meet with
CFK representative,
Dr. McPherson.



GYO Team to finalize
MCSD GO² Program.
Final plan shared during
May/ June School
Board Meeting during
Personnel Update.
Launch GO² Program
August 2021.

October 2020

January & February
2021

June & July 2021

November &

December 2020

First Meeting, research
GO² programs. Survey
Suggested Targets of GO² :
(1) Existing Employees who
are not teachers, (2)
Community Members, (3)
Students, (4) Minorities



April & May 2021

GO² Team Kickoff
Meeting with
Employees.





MCSD Employee PowerBI

Employee Demographics

1. Instructional Staff by Gender
2. Instructional Staff by Race
3. Paraprofessionals

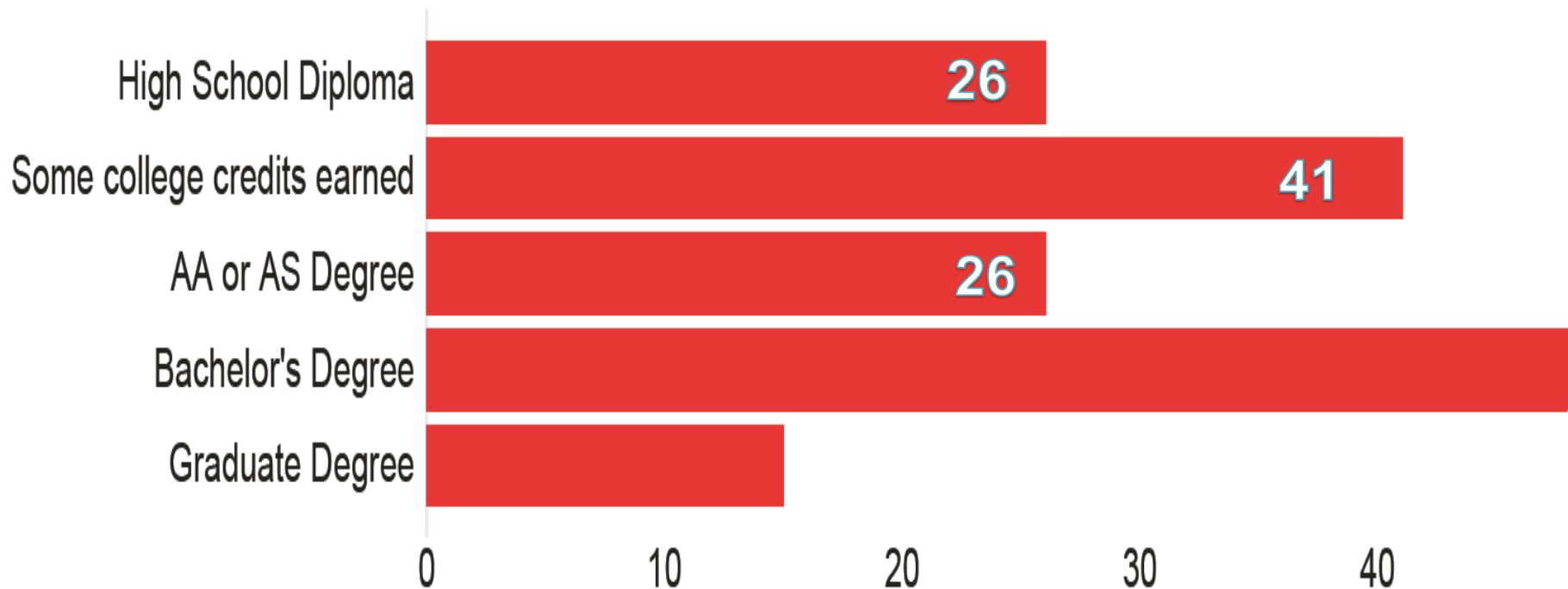


Instructional Staff Total	613	Total Students	8732
Black Instructional Staff	14 (2.25%)	Black Students	1016 (11.64%)
Hispanic	88 Teachers (14%)	Hispanic Students	3386 (38.78%)
Paraprofessionals Total	154		
Black	25 (16.13%)		
Hispanic	45 (29%)		



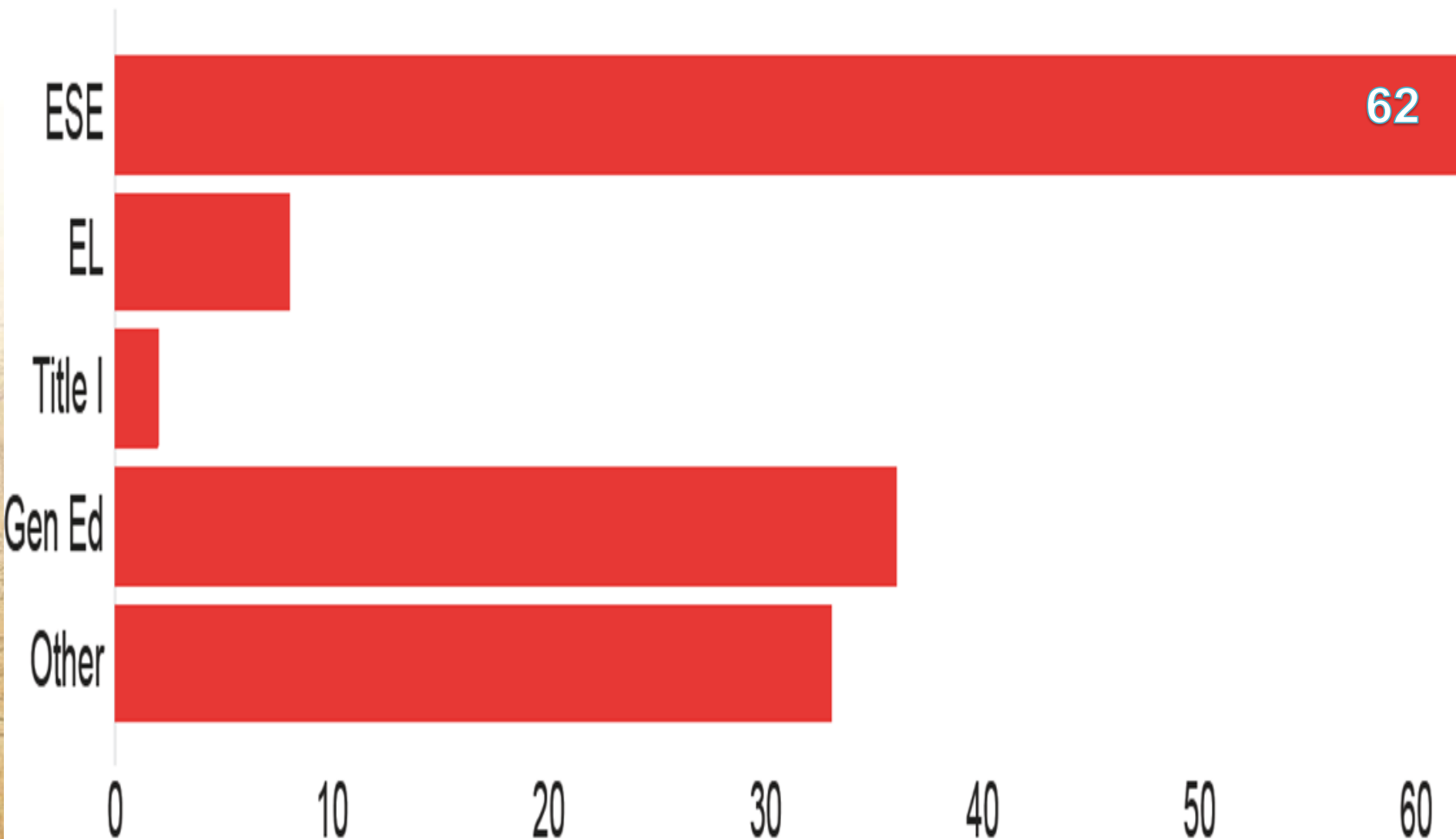
Paraprofessional Survey

Q3 - Present Level of Education



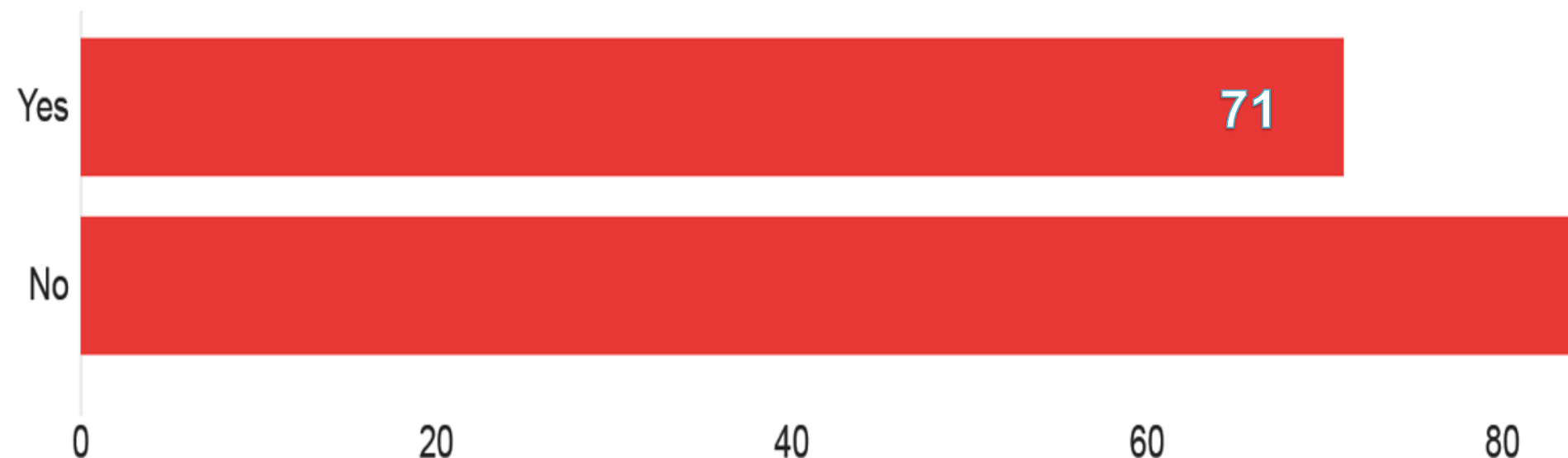


Q7 - Indicate if your position is linked specifically to one of these areas.





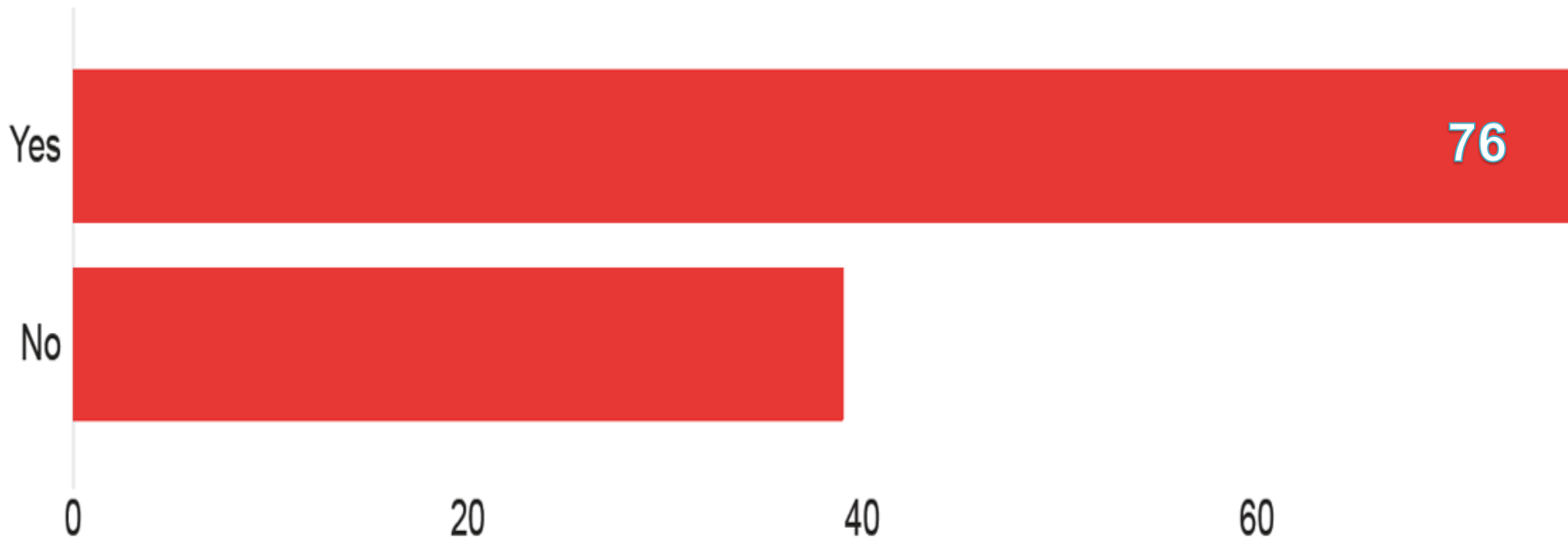
Q6 - Are you interested in earning a Bachelor's Degree in Education through a local or online program?



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Q9 - If yes, would you be interested in a tuition reimbursement program to earn your degree?



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Financial Support

- Employees approved for the reimbursement will be reimbursed for eligible expenses up to \$5,000 per fiscal year.
- Fiscal year is from July 1 to June 30
- Fiscal year limits are based on the date of course completion.

Other Supports:

- College of the Florida Keys
- Community Partnerships
- Education Foundation



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T.E.A.C.H. Early Childhood

HEAD START PROGRAM DIRECTORS:

Revised 2019

Perhaps you have heard about the T.E.A.C.H. Early Childhood® Scholarship Program, but didn't think you could afford to sponsor your staff...



IT'S MORE REASONABLE THAN YOU MAY THINK!

1

First — Most T.E.A.C.H. scholarships require a partnership among the child care professional seeking a scholarship, the sponsoring employer/center, and the T.E.A.C.H. Early Childhood® Scholarship Program.

2

Second — T.E.A.C.H. has scholarship models for the Florida Staff Credential/Renewal, the Director Credential/Renewal, and Associate and Bachelor's degrees. T.E.A.C.H. also offers a Master's degree scholarship for an online graduate program focusing on ECE Leadership.

3

Third — T.E.A.C.H. provides to the program a release time reimbursement of \$10.46 per hour (for 3 hours each week the student is in class) for teachers who work 30 hours or more per week.

WHAT DOES THIS MEAN?

It means that the cost is shared so you are not alone in helping your employees reach their highest level of effectiveness.

WHY DOES T.E.A.C.H. REQUIRE THE PROGRAM TO PROVIDE 3 HOURS OF PAID RELEASE TIME?

When your employees have time available to dedicate to their studies, they are more successful in fulfilling their contracts and meeting the professional goals you have developed through your collaborative partnership.

There are creative and cost-effective ways to structure the paid release time so you may not have to hire a substitute teacher to cover the 3 hours per week. Call us and we can help you figure this out!

WAIT, REALLY?

Yes, really. For the standard scholarship model, T.E.A.C.H. will reimburse the center \$10.46 per hour for the paid release time the program provides to the employee...that works out to around \$502 per semester.



HOW IS THIS GOING TO WORK?



Below is an example of how much it will cost the program if your teacher attends a Florida community/state college for an Associate or Bachelor's degree.

Let's keep the following in mind as we walk through an example of the Standard Model (other models vary slightly):

- The student (T.E.A.C.H. scholar) is responsible for 10% of his or her tuition and books.
- T.E.A.C.H. pays 80% of the tuition.
- The program is responsible for 10% of the tuition. Some Head Start programs offer to pay the scholar's portion of the tuition as well as the sponsor's total.
- The program awards the scholar either a 2% raise or a \$250 bonus when s/he completes the contract.
- T.E.A.C.H. pays the scholar a bonus of \$400-\$600 depending on the number of credits earned.
- The program is responsible for the cost of a substitute (if necessary) during the scholar's release time.
- Scholars also receive a student access stipend of \$125 per semester.

I. STANDARD MODEL

Tuition will be about \$350 per class. For 2 classes per semester:	$350 \times 2 =$	\$700
Program co-pay is 10% of total tuition. (Hold on. You won't need to write a check!)	$700 \times 10\% =$	\$70
Release time reimbursement (per semester); that is up to \$1,446 over 3 semesters!	$10.46 \times 3 \text{ hrs} \times (16 \text{ weeks}) =$	\$502
Amount T.E.A.C.H. would owe the program each semester	$502 - 70 =$	\$432

What if we are not permitted to award a bonus or a raise (e.g. school district)? Well, we have another model for the situation...

II. ALTERNATE MODEL

Tuition will be about \$350 per class. For 2 classes per semester:	$350 \times 2 =$	\$700
Head Start program co-pay is 10% of total tuition	$700 \times 10\% =$	\$70
Head Start program bonus/raise obligation	N/A (T.E.A.C.H. pays this)	N/A
Paid release time to scholar	3 hours /week	No reimbursement
Total Head Start program obligation	10% of tuition	\$70

The Alternate Model differs from the traditional model in that the program is not obligated to pay a bonus to scholars; T.E.A.C.H. pays the full bonus (up to \$850) to the scholar. However, there is no release time reimbursement to the program. Please note that scholars are still provided 3 hours/week of paid release time while they are taking classes.

WHAT DO YOU GET IN RETURN FOR AWARDED THE RAISE OR BONUS?

You have employed a teacher who is expanding his/her skill set and using effective instructional strategies in the classroom. You also have an employee who has made a contractual agreement to stay with your program for a year after completing the T.E.A.C.H. contract. That's good for your program, good for the children, and good for families.

IT'S A WIN-WIN SITUATION!



This flyer is available in Spanish on our website at www.teach-fl.com.

CONTACT

Web: teach-fl.com

Toll-Free: 877-FL-TEACH (877-358-3224)

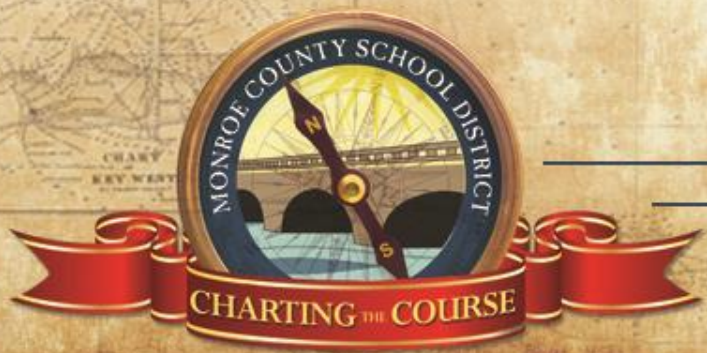
Email: teachquestions@thechildrensforum.com





Partnership: College of the Florida Keys

- Fall 2022- Bachelors in Education- ESE Focus
- Information to MCSD Employees
- How to Apply
- Financial Aid Support
- Develops a local teaching pipeline
- Chance to improve Diversity in the classroom
- Public Service by Meeting Local Needs
- Partners in Education: MCSD & CFK



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Second Phase: Student Recruitment

- 2021-2022 SY
- Establish Florida Future Educators of America Clubs in All Schools
- Develop Course Sequence in High School: DE



Florida Future Educators of America

This is to certify that

is a member of the Florida Future Educators of America at

for the 2019 – 2020 school year

Advisor

Date

Florida Department of Education

Principal

Date




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Second Phase: Student Recruitment

• 2021-2022 SY

Develop Course Sequence in High School:
Dual Enrollment Opportunities with CFK

		16 CORE CURRICULUM CREDITS					8 ADDITIONAL CREDITS	
		ENGLISH 4 credits	MATH 4 credits	SCIENCE 3 credits, 2 with lab	SOCIAL STUDIES 3 credits	OTHER REQUIRED COURSES FINE ARTS (1 credit) PHYSICAL EDUCATION (1 credit)	CAREER AND TECHNICAL EDUCATION COURSES	RECOMMENDED ELECTIVES (ALIGNED WITH COMMUNITY COLLEGE & STATE UNIVERSITY SYSTEM PROGRAMS)
 ST. AUGUSTINE HIGH SCHOOL St. John's County Academy of Future Teachers	<ul style="list-style-type: none"> Students are encouraged to use www.mycareershines.org to explore careers and postsecondary options. Students are also encouraged to participate in dual enrollment courses which may be used to satisfy high school graduation or Bright Futures Gold Seal Vocational Scholars course requirements. One course within the 24 credit program must be an online course. Cumulative GPA of 2.0 on a 4.0 scale for 24 credit program 							
	9 th	English 1 (Honors)	Geometry (Honors)	Physical Science (Honors)	Teen Leadership/AP Human Geography/Digital Information Technology	HOPE – Health Opportunities through Physical Education	Introduction to the Teaching Profession-8909010	Elective or Foreign Language
	10 th	English 2 (Honors)	Algebra 2 (Honors)	Biology (Honors)	World History (Honors)	Digital Information Technology (8207310) – Practical Arts Credit option	Human Growth and Development-8909020	Elective or Foreign Language
	11 th	English 3 (Honors)/ ENC 1101 & 1102 Composition 1 & 2 (SJRSC Dual Enrollment)	Pre-Calculus	Chemistry (Honors)	American History (Honors)/ AMH 2010 & 2020 US History (SJRSC Dual Enrollment)	SJRSC DE on-line elective – Introduction to Technology for Educators (EME 2040)	Foundations of Curriculum and Instruction-8909030	SJRSC DE on-line elective - Introduction to the Teaching Profession (EDF 2005)
	12 th	AICE General Paper/ ENC 2012 English Lit. (SJRSC Dual Enrollment)	MAC 1105 College Algebra (SJRSC Dual Enrollment)/AP Statistics/AP Calculus	2 SJRSC Dual Enrollment Sciences + Lab BSC 1005 General Biology CHM 1020 Intro. to Chemistry	Economics/American Government (Honors)	SJRSC DE electives – General Psychology (PSY 2012) or Educational Psychology – on-line (EDP 2002)	Principles of Teaching Internship-8909040	SJRSC DE on-line elective – Introduction to Diversity for Educators (EDF 2085)



Second Phase: Student Recruitment



- Diversity
- Scholarships CFK
- TSIC
- Internships
- Community Service Hours
- Meets a Local Need
- Positive Public Relations



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- *Next Steps?*
- *Suggestions?*
- *Questions?*



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