

Hillsborough County Public Schools

# Reddick Elementary School



2018-19 Schoolwide Improvement Plan

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## Reddick Elementary School

325 W LAKE DR, Wimauma, FL 33598

[ no web address on file ]

### School Demographics

School Type and Grades Served (per MSID File)	2017-18 Title I School	2017-18 Economically Disadvantaged (FRL) Rate (as reported on Survey 3)
Elementary School PK-5	Yes	91%
Primary Service Type (per MSID File)	Charter School	2018-19 Minority Rate (Reported as Non-white on Survey 2)
K-12 General Education	No	92%

### School Grades History

Year	2017-18	2016-17	2015-16	2014-15
Grade	D	C	D	D*

### School Board Approval

This plan is pending approval by the Hillsborough County School Board.

### SIP Authority

Section 1001.42(18), Florida Statutes, requires district school boards to annually approve and require implementation of a school improvement plan (SIP) for each school in the district that has a school grade of D or F.

The Florida Department of Education (FDOE) SIP template meets all statutory and rule requirements for traditional public schools and incorporates all components required for schools receiving Title I funds. This template is required by State Board of Education Rule 6A-1.099811, Florida Administrative Code, for all non-charter schools with a current grade of D or F (see page 4). For schools receiving a grade of A, B, or C, the district may opt to require a SIP using a template of its choosing. This document was prepared by school and district leadership using the FDOE's school improvement planning web application located at <https://www.floridacims.org>.

### Purpose and Outline of the SIP

The SIP is intended to be the primary artifact used by every school with stakeholders to review data, set goals, create an action plan and monitor progress. The Florida Department of Education encourages schools to use the SIP as a "living document" by continually updating, refining and using the plan to guide their work throughout the year. This printed version represents the SIP as of the "Date Modified" listed in the footer.

## Part I: School Information

### School Mission and Vision

#### Provide the school's mission statement.

Raise the bar;  
Accelerate Learning;  
Youth of today, leaders of tomorrow;  
Strive for excellence

#### Provide the school's vision statement.

Reddick Rays will EMPOWER one another to be their best.

### School Leadership Team

#### Membership

Identify the name, email address and position title for each member of the school leadership team.:

Name	Title
Roth, J. Thomas	Principal

#### Duties

#### Describe the roles and responsibilities of the members, including how they serve as instructional leaders and practice shared decision making.

Leadership team meetings can include the following:

Principal

Assistant Principal / ELP Coordinator

Guidance Counselor

SAC Chairs

School Psychologist/ Behavior team Representative

School Social Worker/ Attendance Committee Representative

Academic Coaches (Reading, Math, etc. and other specialists on an ad hoc basis)

ESE teachers

PLC Liaisons for each grade level and/or content area

District support (including Area Superintendents, Support Specialist, District Coaches)

The Leadership team meets regularly (e.g., bi-weekly/monthly). The purpose of the core Leadership Team is to:

1. Collaborate and problem solve to ensure the implementation of high quality instructional practices utilizing the RtI/MTSS process: at the core (Tier 1) and intervention/enrichment (Tiers 2/3) levels.
2. Support the implementation of high quality instructional practices at the core (Tier 1) and intervention/enrichment (Tiers 2/3) levels.
3. Review ongoing progress monitoring data at the core to ensure fidelity of instruction and attainment of SIP goal(s) in curricular, behavioral, and attendance domains.
4. Communicate school-wide data to PLCs and facilitate problem solving within the content/grade level teams.

A collaborative culture of shared responsibility is established through Leadership Team Meetings and PLCs.

Research consistently bears out that the school leader is the most important element in teachers choosing to go to, and then remain at, a school site. To that end, HCPS works to ensure that principals are selected and placed with great care. HCPS works to develop strong leaders through the Hillsborough Principal Pipeline. As stated above, The Hillsborough Principal Pipeline offers unique and valuable opportunities for teachers to experience and prepare for a school leadership position by helping them gain the skills, experience and confidence that are crucial to becoming a high-performing leader. Pursuing school leadership provides the opportunity to make a direct impact on school culture and positively influence instructional quality, which will result in improved outcomes and higher long-term success rates for students in Hillsborough County.

HCPS' vision for instructional improvement is to have a highly effective teacher in every classroom and a highly effective principal in every school. This vision is founded in the research-based tenet that teacher quality has a larger impact on student achievement than any other schooling factor. Further research demonstrates the impact of a principal's leadership on outcomes for students and teachers. Over the past decade, HCPS has developed a Human Capital Management System (HCMS) to further the district's vision of instructional improvement.

Several Teacher Interview Days and Recruitment Fairs occur throughout the summer months, under the oversight of Human Resources. All applicants must be pre-approved by the District to attend these events. Certified teachers with an Effective or Highly Effective performance evaluation, teaching in field, at our highest needs schools are eligible for salary differential. This program was established with the purpose of helping to create stability and equity in harder to staff schools, recruiting and retaining highly qualified instructional staff, increasing student achievement, and promoting a culture of ongoing professional development.

Compensation is grounded in a performance-based salary structure that explicitly ties salary increases to sustained high-level performance, while career ladder positions, such as Instructional Mentors, are available to effective educators. The base teacher salary schedule is designed to provide substantial increases in compensation to teachers who have demonstrated positive student impact.

Once hired, teacher induction and teacher retention are supported through fully-released instructional mentors assigned to every new educator for up to two years to increase effectiveness and decrease recidivism. Educator effectiveness ratings that differentiate educator quality are used to assist principals in determining teachers' transfer options and promotion into leadership positions. HCPS has linked PD opportunities to HR functions so that school-level and district-level trainings are developed and deployed in response to areas of need identified by educator evaluations. Training course completions can also be tracked by HR Partners to inform human capital decisions.

## Early Warning Systems

### Year 2017-18

**The number of students by grade level that exhibit each early warning indicator:**

Indicator	Grade Level													Total
	K	1	2	3	4	5	6	7	8	9	10	11	12	
Attendance below 90 percent	0	22	35	27	19	20	0	0	0	0	0	0	0	123
One or more suspensions	0	0	1	2	1	6	0	0	0	0	0	0	0	10
Course failure in ELA or Math	0	0	0	0	0	0	0	0	0	0	0	0	0	
Level 1 on statewide assessment	0	0	0	30	59	88	0	0	0	0	0	0	0	177

**The number of students identified by the system as exhibiting two or more early warning indicators:**

Indicator	Grade Level													Total
	K	1	2	3	4	5	6	7	8	9	10	11	12	
Students exhibiting two or more indicators	0	0	0	7	10	18	0	0	0	0	0	0	0	35

**The number of students identified as retainees:**

Indicator	Grade Level													Total
	K	1	2	3	4	5	6	7	8	9	10	11	12	
Retained Students: Current Year	0	0	0	0	0	0	0	0	0	0	0	0	0	
Retained Students: Previous Year(s)	0	0	0	0	0	0	0	0	0	0	0	0	0	

**Date this data was collected**

Monday 8/13/2018

#### Year 2016-17 - As Reported

**The number of students by grade level that exhibit each early warning indicator:**

Indicator	Grade Level													Total
	K	1	2	3	4	5	6	7	8	9	10	11	12	
Attendance below 90 percent	25	26	14	7	5	9	0	0	0	0	0	0	0	86
One or more suspensions	1	0	1	2	2	4	0	0	0	0	0	0	0	10
Course failure in ELA or Math	0	0	0	0	0	0	0	0	0	0	0	0	0	
Level 1 on statewide assessment	0	0	0	12	31	39	0	0	0	0	0	0	0	82

**The number of students identified by the system as exhibiting two or more early warning indicators:**

Indicator	Grade Level													Total
	K	1	2	3	4	5	6	7	8	9	10	11	12	
Students exhibiting two or more indicators	0	0	1	5	6	7	0	0	0	0	0	0	0	19

#### Year 2016-17 - Updated

**The number of students by grade level that exhibit each early warning indicator:**

Indicator	Grade Level													Total
	K	1	2	3	4	5	6	7	8	9	10	11	12	
Attendance below 90 percent	25	26	14	7	5	9	0	0	0	0	0	0	0	86
One or more suspensions	1	0	1	2	2	4	0	0	0	0	0	0	0	10
Course failure in ELA or Math	0	0	0	0	0	0	0	0	0	0	0	0	0	
Level 1 on statewide assessment	0	0	0	12	31	39	0	0	0	0	0	0	0	82

**The number of students identified by the system as exhibiting two or more early warning indicators:**

Indicator	Grade Level													Total
	K	1	2	3	4	5	6	7	8	9	10	11	12	
Students exhibiting two or more indicators	0	0	1	5	6	7	0	0	0	0	0	0	0	19

## Part II: Needs Assessment/Analysis

### Assessment & Analysis

Consider the following reflection prompts as you examine any/all relevant school data sources, including those in CIMS in the pages that follow.

#### Which data component performed the lowest? Is this a trend?

According to Reddick Elementary School Strategic Plan Progress/Targets achievement goals ELA performed the lowest in all components. Excluding the year 16-17, this is a trend for Reddick Elementary.

#### Which data component showed the greatest decline from prior year?

Math shows the greatest decline from 51% of the lowest performing students achieving a learning gain in 2016-2017 to 36% of the lowest performing students achieving a learning gain in 2017-2018.

#### Which data component had the biggest gap when compared to the state average?

ELA achievement has the biggest gap compared to the state average.

#### Which data component showed the most improvement? Is this a trend?

26% of students scoring a Level 3 or higher in 2016-2017 for achievement in science is the most improved data component compared to 39% of students scoring a Level 3 or higher achievement in Science in the 2016-2017 school year.

#### Describe the actions or changes that led to the improvement in this area.

With the support of the Science Resource Teacher, teachers reviewed data at regular intervals to determine when and if students needed more or less support to meet class, grade and school goals, use of data-based decision-making to maintain, modify or intensify intervention and/or enrichment support.

### School Data

Please note that the district and state averages shown here represent the averages for similar school types (elementary, middle, high school, or combination schools).

School Grade Component	2018			2017		
	School	District	State	School	District	State
ELA Achievement	31%	52%	56%	24%	48%	52%
ELA Learning Gains	39%	52%	55%	38%	49%	52%
ELA Lowest 25th Percentile	46%	46%	48%	33%	44%	46%
Math Achievement	43%	55%	62%	31%	52%	58%
Math Learning Gains	45%	57%	59%	34%	53%	58%
Math Lowest 25th Percentile	36%	44%	47%	26%	43%	46%
Science Achievement	39%	51%	55%	36%	51%	51%

### EWS Indicators as Input Earlier in the Survey

Indicator	Grade Level (prior year reported)						Total
	K	1	2	3	4	5	
Attendance below 90 percent	0 (25)	22 (26)	35 (14)	27 (7)	19 (5)	20 (9)	123 (86)
One or more suspensions	0 (1)	0 (0)	1 (1)	2 (2)	1 (2)	6 (4)	10 (10)
Course failure in ELA or Math	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)
Level 1 on statewide assessment	0 (0)	0 (0)	0 (0)	30 (12)	59 (31)	88 (39)	177 (82)

### Grade Level Data

**NOTE:** This data is raw data and includes ALL students who tested at the school. This is not school grade data.

ELA						
Grade	Year	School	District	School-District Comparison	State	School-State Comparison
03	2018	33%	53%	-20%	57%	-24%
	2017	24%	56%	-32%	58%	-34%
Same Grade Comparison		9%				
Cohort Comparison						
04	2018	24%	55%	-31%	56%	-32%
	2017	34%	54%	-20%	56%	-22%
Same Grade Comparison		-10%				
Cohort Comparison		0%				
05	2018	35%	51%	-16%	55%	-20%
	2017	26%	52%	-26%	53%	-27%
Same Grade Comparison		9%				
Cohort Comparison		1%				

MATH						
Grade	Year	School	District	School-District Comparison	State	School-State Comparison
03	2018	42%	55%	-13%	62%	-20%
	2017	40%	54%	-14%	62%	-22%
Same Grade Comparison		2%				
Cohort Comparison						



MATH						
Grade	Year	School	District	School-District Comparison	State	School-State Comparison
04	2018	28%	57%	-29%	62%	-34%
	2017	37%	56%	-19%	64%	-27%
Same Grade Comparison		-9%				
Cohort Comparison		-12%				
05	2018	56%	54%	2%	61%	-5%
	2017	39%	53%	-14%	57%	-18%
Same Grade Comparison		17%				
Cohort Comparison		19%				

SCIENCE						
Grade	Year	School	District	School-District Comparison	State	School-State Comparison
05	2018	38%	52%	-14%	55%	-17%
	2017					
Cohort Comparison						

### Subgroup Data

2018 SCHOOL GRADE COMPONENTS BY SUBGROUPS											
Subgroups	ELA Ach.	ELA LG	ELA LG L25%	Math Ach.	Math LG	Math LG L25%	Sci Ach.	SS Ach.	MS Accel.	Grad Rate 2016-17	C & C Accel 2016-17
SWD	9	32	36	15	16	18	17				
ELL	22	29	39	32	36	39	20				
BLK	37	47		48	74		43				
HSP	29	38	41	42	44	40	37				
WHT	40	39		42	30		50				
FRL	28	37	44	40	43	37	38				
2017 SCHOOL GRADE COMPONENTS BY SUBGROUPS											
Subgroups	ELA Ach.	ELA LG	ELA LG L25%	Math Ach.	Math LG	Math LG L25%	Sci Ach.	SS Ach.	MS Accel.	Grad Rate 2015-16	C & C Accel 2015-16
SWD	11	43	39	21	39	28	15				
ELL	16	42	55	33	49	42	6				
BLK	28	31		44	56		50				
HSP	27	49	57	40	57	51	21				
WHT	39	53		50	68						
FRL	27	48	55	41	59	51	26				

### Part III: Planning for Improvement

Develop specific plans for addressing the school's highest-priority needs by identifying the most important areas of focus based on any/all relevant school data sources, including the data from Section II (Needs Assessment/Analysis).

## Areas of Focus:

### Activity #1

**Title** ELA

**Rationale** According to Reddick Elementary Strategic Plan Progress/ Targets, ELA is the lowest data component of student achievement. 31% of students scored a Level 3 or higher in the 2017-2018 school year. Although Reddick Elementary has been showing achievement gains over the years, Reddick has not achieved the learning targets set.

**Intended Outcome** Reddick Elementary Target for the 2018-2019 school year, is for 40% of students to score a Level 3 or higher in ELA.

**Point Person** Michelle Carrick (michelle.carrick@sdhc.k12.fl.us)

### Action Step

**Description** Academic Coaches will meet with grade level teams to help support teachers with differentiated instruction. PSLT will meet with ELA teachers to explain strategies. Pre-schedule PLC meeting dates with Team Leads and Academic Coaches. These dates will be published on Reddick Internal calendar. Computer-assisted instruction will be implemented to differentiate instruction.  
Provide primary classes with resource materials that strengthen the core in ELA ( Saxon Phonics)

**Person Responsible** J. Thomas Roth (j.roth@sdhc.k12.fl.us)

### Plan to Monitor Effectiveness

**Description** FAIR reports, IReady reports, Achievement Series and district assessment result will be collected to demonstrate the goal is being monitored and whether progress is being made towards ELA target.

**Person Responsible** Michelle Carrick (michelle.carrick@sdhc.k12.fl.us)

Activity #2	
<b>Title</b>	Math
<b>Rationale</b>	According to Reddick Elementary gains, Math shows the greatest decline from 51% of the lowest performing students achieving a learning gain in 2016-2017 to 36% of the lowest performing students achieving a learning gain in 2017-2018. Reddick has showed a steady increase of student achievement and gains from 2015-2017 but has declined significantly in 2017-2018.
<b>Intended Outcome</b>	Reddick Elementary Target for the 2018-2019 school year, is for 70% of the lowest Performing Students to achieve learning gains in Math.
<b>Point Person</b>	J. Thomas Roth (j.roth@sdhc.k12.fl.us)
Action Step	
<b>Description</b>	Academic Coaches will meet with grade level teams to support differentiated instruction and create lessons that align with grade level specific standards. Computer-assisted instruction will be implemented to differentiate instruction.
<b>Person Responsible</b>	Michelle Carrick (michelle.carrick@sdhc.k12.fl.us)
Plan to Monitor Effectiveness	
<b>Description</b>	iReady reports, district assessments results, PLC agendas/ minutes indicating planning took place along with teacher lesson plan which indicates the assignments and tasks discussed in PLC planning meetings and weekly walk-throughs will document instruction focused on standards.
<b>Person Responsible</b>	J. Thomas Roth (j.roth@sdhc.k12.fl.us)

Activity #3	
<b>Title</b>	Science
<b>Rationale</b>	Reddick Elementary School Strategic Plan Progress/Targets indicates that Science is the most improved data component for the 2017-2018 school year, with 39% of students scoring a Level 3 or higher. Although this area of achievement is the most improved Reddick Elementary still has not meet its targeted achievement goals.
<b>Intended Outcome</b>	Reddick Elementary Target for the 2018-2019 school year is for 50% of students to score a Level 3 or higher.
<b>Point Person</b>	Michelle Carrick (michelle.carrick@sdhc.k12.fl.us)
Action Step	
<b>Description</b>	All teachers will attend a bi-weekly PLC and collaborate with the Academic Coaches to develop tasks and assignments aligned with grade level specific standards.
<b>Person Responsible</b>	J. Thomas Roth (j.roth@sdhc.k12.fl.us)
Plan to Monitor Effectiveness	
<b>Description</b>	Pre-schedule PLC planning meetings dates with Team Leads and Academic Coaches will be published on Reddick Internal Calendar. PLC agendas/ minutes will include Academic Coach input. Teacher lesson plans which include the assignments and tasks discussed in PLC meetings and administration documentation showing teachers are presenting lessons based on state standards will be the evidence for effectiveness.
<b>Person Responsible</b>	Michelle Carrick (michelle.carrick@sdhc.k12.fl.us)

## Part IV: Title I Requirements

### Additional Title I Requirements

This section must be completed if the school is implementing a Title I, Part A schoolwide program and opts to use the Pilot SIP to satisfy the requirements of the schoolwide program plan, as outlined in the Every Student Succeeds Act, Public Law No. 114-95, Â§ 1114(b). This section is not required for non-Title I schools.

#### **Describe how the school plans to build positive relationships with parents, families, and other community stakeholders to fulfill the school's mission and support the needs of students.**

See attached PFEP for a description of our mission and how we plan to build relationships with parents, families, and other community members.

We work to communicate every child's progress to the parents by sending home quarterly progress alerts and holding parent teacher conferences. School staff, students, parents, and the community work collaboratively to improve skills and habits for personal and academic success. Our goal is to build positive relationships with families. We encourage parents to participate in all of our events by sending home newsletters and flyers, making parent link calls, and posting everything on our website and social media.

#### **PFEP Link**

The school completes a Parental Involvement Plan (PFEP), which is available at the school site.

**Describe how the school ensures the social-emotional needs of all students are being met, which may include providing counseling, mentoring and other pupil services.**

#### Social and Emotional Learning (SEL) Program

Students are engaged in SEL programs based on their needs and within the HCPS “Building Strong School Culture” framework. This framework includes: Mission and Vision; Procedures & Routines; Promoting & Modeling Great Character; Service Learning; Student Leadership; Conflict Resolution; Mentoring; and Behavior Management Plan. In this way, SEL becomes a part of the fabric of a school’s culture.

Hillsborough County Public Schools has partnered with Frameworks of Tampa Bay to integrate SEL into all middle schools. Students will be engaged with LifeSkills training, an evidence-based program that is designed to improve social, emotional, and academic skills and strengthen relationships between students and teachers..

#### Behavior Management Plan

Included in the HCPS “Building Strong School Culture” framework is the need for a behavior management plan. A comprehensive behavior management plan is an important part of the social/emotional framework. It is expected that all settings will be structured for success, expectations for student behavior will be explicitly taught, students will be consistently supervised, teachers will build positive relationships with students, and that students will be corrected fluently, calmly, consistently, respectfully, briefly, and immediately.

Comprehensive behaviors plans should address a behavior support team, faculty/stakeholder commitment, school-wide expectations with a plan for teaching those expectations, effective processes for tracking and documenting behavior incidents and interventions, plan progress monitoring, location-based rules, effective reward/recognition program that includes restorative practices, and a focus on data-based decision making.

It is an expectation that behavior management plans for all DA and Achievement Schools include the 10 Critical Elements for Effective School Wide Management Plans, Restorative Practices, the use of Behavior Tracker to track minor incidences (in classroom), and a separate tool to track ALL interventions (admin/ student services). There may additionally be a need for a Behavior Intervention Team (may choose to use PSLT).

**Describe the strategies the school employs to support incoming and outgoing cohorts of students in transition from one school level to another.**

The School Board of each Florida district is required by state law to establish a comprehensive program for student progression that is based on an evaluation of each student’s performance including an assessment of how well the student masters the performance standards approved by the state board. The district’s program for student progression is based on mastery of the English language arts, mathematics, science, and social studies standards. (F.S. 1008.25)

The HCPS Student Progression Plan includes information on initial placement, reporting student progress, reading remediation, academic acceleration, grade promotion and retention, graduation requirements, transfer credits, student recognition, accommodations, dual enrollment, and extended learning opportunities.

For complete information, please visit our Student Progression Plan at: <http://www.sdhc.k12.fl.us/docs/00/00/21/33/studentprogressionplan.pdf>

HCPS utilizes a variety of strategies for assisting students as they transition from one school to another.

HCPS employs multiple strategies for preparing children for entry into kindergarten. Over 6,000 children participate in one of several preschool programs offered by the School District (Head Start, VPK and PreK-ESE). Developmental screenings are available for all families prior to entry into kindergarten through Child Find, a service within the Florida Diagnostic and Learning Resources System (FDLRS). Additionally, the district works closely with School Readiness providers to share information.

HCPS utilizes multiple strategies for preparing students for their next school, including transitioning from elementary to middle school, middle school to high school, or simply moving to a new school mid-year. Examples include:

- Bring 6th/9th graders back early for orientation
- Train a cadre of student ambassadors to help orient other students
- Parent information and/or education opportunities
- Hold articulation meetings between 5th and 6th grade teachers
- Campus visits
- Shadow days
- Middle school students visit, tutor and or perform at elementary schools
- High school students visit, tutor, or perform at middle schools.

**Describe the process through which school leadership identifies and aligns all available resources (e.g., personnel, instructional, curricular) in order to meet the needs of all students and maximize desired student outcomes. Include the methodology for coordinating and supplementing federal, state and local funds, services and programs. Provide the person(s) responsible, frequency of meetings, how an inventory of resources is maintained and any problem-solving activities used to determine how to apply resources for the highest impact.**

To ensure efficient and systematic allocation and use of resources, the school's PSLT/ILT utilizes an RtI/MTSS framework to improve learning for all. Resources allocated support a continuum of academic and behavioral supports, ensuring all students have fluid access to instruction (varying intensity levels matched to most appropriate available resources)

Analyze student outcomes and make data-driven decisions:

- What is the problem?
- Why is it occurring?
- What are we going to do about it?
- Is it working?

Assess the implementation of the SIP:

- Does the data show positive student growth?
- Are we making progress toward the SIPs intended outcomes?
- What can we do to sustain what's working?
- What barriers to implementation are we facing?
- What should be our plan of action?

Annually, schools take inventory of resource materials, staff, and funds allocated to determine necessary resource materials and personnel available to meet the needs of students. Resource maps identify gaps, ensuring resources are available and allocated for use by all.

To ensure support systems, small group, and individual needs are met, the PSLT:

- Reviews school-wide assessment data on an ongoing basis in order to identify instructional needs across the school and all grade levels;
- Supports the implementation of high quality instructional practices

during core and intervention blocks; Reviews progress monitoring data at the core to ensure fidelity of instruction and attainment of SIP goal(s) in curricular, behavioral, and attendance domains; Communicates school-wide data to PLCs and facilitate problem solving within the content/grade level teams.

The PSLT meets regularly (bi-weekly/monthly). The PSLT meeting calendar is structured around the district's assessment calendar, ensuring opportunities to review assessment outcome data and engage in the problem solving process for appropriate data-driven decisions. Team members include administrator(s), guidance counselor(s), school psychologist, ESE specialist, content area coaches/specialists, PLC liaisons, others as needed

**Describe the strategies the school uses to advance college and career awareness, which may include establishing partnerships with business, industry or community organizations.**

HCPS strategies to advance college and career awareness include: Career interest inventory offered to students through Florida Shines; District College Nights; District Financial Aid Nights; Postsecondary representative visits at high schools; Fieldtrip opportunities for career awareness; Fieldtrip opportunities to technical colleges; and Opportunities for students to take courses within their area of interest at their high school, via virtual school, and through dual enrollment.

## Part V: Budget

**Total:**

**\$432,748.75**