



Okeechobee County School District

CareerSource Presentation
Wednesday, October 25, 2023

An aerial architectural rendering of the new Okeechobee High School. The main building is a large, multi-winged structure with a brick facade and a dark grey roof. It features a central courtyard with a circular lawn and a paved walkway. To the right, there is a curved walkway leading to a parking lot. In the background, there are green fields, a baseball field, and a tennis court. The entire scene is surrounded by lush green trees.

Okeechobee High School Groundbreaking Ceremony

The Okeechobee County School Board cordially invites you to the
groundbreaking of the new Okeechobee High School
Thursday, May 11, 2023, 9:00 a.m.
2800 Highway 441 North
Okeechobee, FL 34974
Please use the South entrance

Okeechobee High School: 100 years as an accredited institution





Okeechobee High School
Principal Lauren Myers



RECOGNIZING FLORIDA'S BEST PRINCIPALS

Building on nearly four decades of serving Florida's taxpayers by improving government efficiency and taxpayer value in all areas of public policy, Florida TaxWatch established the Principal Leadership Awards program in 2014 to identify Florida's most effective principals in high-risk K-12 public schools, recognize and reward their work, and promote their transformational practices throughout the state. The goal of the program is to improve student achievement in high-risk schools, thereby closing the achievement gap.



AP

Congratulations on Perfect AP Scores at Your School!



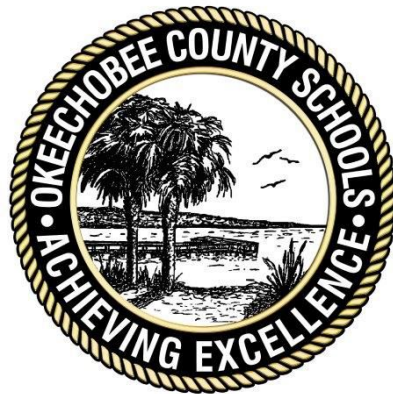
Dear Lauren Myers,

I'm writing to share some exciting news about one of your students. Jasmine Desai's performance on the AP[®] Research Exam in May 2023 was so superior that it falls into a rather select category.

As you know, Advanced Placement[®] Exams are scored on a scale of 1 to 5. Jasmine not only received the top score of 5, but was also one of only 357 students in the world to earn every point possible on the AP Research Exam, receiving the maximum score on each portion of the exam.

What are the District's Plans to:

1. Improve student achievement in reading and math from K-12
2. Improve graduation rate
3. Increase course offerings to meet the needs of an evolving workforce
4. Increase awareness of opportunities for our students in the workforce



GOAL 1: ENGAGING INSTRUCTION

All students will master grade level standards.

Goal Lead: ANDI CANADAY

GOAL 1 - OUTCOME METRICS

- 1 Become an A district – increase points received on the district report card (2022: 52, 62 to earn an A)
- 2 Achieve a graduation rate that is above the state average (2022: 12% gap)

GOAL 1 - STRATEGIES

- 1A Maximize student achievement by implementing curriculum content as prescribed while infusing supplemental resources to enhance student learning (ANDI)
- 1B Implementation of Vision for Effective Instruction (Instructional strategies/practice) (ANDI)
- 1C Increase the proficiency of ESSA identified subgroups. (WENDY)
- 1D Expand access to high-quality early childhood opportunities to strengthen kindergarten readiness. (KIM)
- 1E Achieve a graduation rate that is above the state average. (BRITANI)

GOAL 2: TALENT MANAGEMENT

The District will recruit and retain quality staff members.

Goal Lead: JOSEPH STANLEY

GOAL 2 - OUTCOME METRICS

- 1 Increase retention rate of instructional and classified staff members. (2022-23: Instructional Retention Rate: 85% Classified Retention Rate: 84%)
- 2 Decrease the percentage of instructional vacancies on the first student day, year-over-year, by developing and implementing a robust recruitment plan. (August 2023: 8%)

GOAL 2 - STRATEGIES

- 2A Update New Teacher Program to reflect a comprehensive, multi-year onboarding experience. (ANDI)
- 2B Implement innovative professional development strategies to reinforce a focus on retaining a positive and effective workforce. (ANDI)
- 2C Develop a robust leadership pathway to ensure that there is an adequate pool of applicants for succession. (JOSEPH)
- 2D The District will implement a recruitment plan that incorporates both traditional and novel applicant streams, including talent development programs. (STEFFANIE)
- 2E The district will redevelop its branding, including revised vision and mission statements, in an effort to distinguish itself as an employer of choice within the community and region. (JOSEPH)

GOAL 3: POSITIVE CULTURE

The District will provide a positive learning environment.

Goal Lead: BRITANI STANLEY

GOAL 3 - OUTCOME METRICS

- 1 Average 90% of students, staff and parents agreeing or strongly agreeing that they are “proud of my school” on the final climate survey. (86.97%)
- 2 Average 90% of students and parents agreeing or strongly agreeing that they “feel safe at school” on the final climate survey. (79.72%)
- 3 Average 90% of students and staff agreeing or strongly agreeing that: 1) students treat staff with respect and 2) staff treat students with respect on the final climate survey. (no prior %)

GOAL 3 - STRATEGIES

- 3A Improve district-wide behavior support for all students. (KATHY)
- 3B Strengthen recognition of employee contributions. (BRITANI)
- 3C Implement a revised process to collect and monitor input from all stakeholders regarding focus areas such as pride, respect, and safety. (DYLAN)
- 3D Strengthen two-way district communication and engagement with families and the community to ensure they feel welcomed, valued, and informed. (HEATHER)
- 3E Develop and implement a district-wide initiative to strengthen the customer service experience. (DYLAN)

GOAL 4: OPERATIONAL FUNCTIONS

The District will enhance the efficiency of systems.

Goal Lead: DYLAN TEDDERS

GOAL 4 - OUTCOME METRICS

- 1 Average 95% of teachers and staff agreeing or strongly agreeing that they are "proud of my school/department" on the final climate survey.

GOAL 4 - STRATEGIES

- 4A Enhance the availability of data. (SHAWNA)
- 4B Improve the operation and appearance of all physical plants. (JEFF)
- 4C Maximize the fiscal management process for the use of public resources. (JANET)
- 4D Increase participation in the student meal program. (LISA)
- 4E Boost employee morale and retention rates in the Transportation Department. (BRENT)



Okeechobee County's Vision for Effective Instruction

bit.ly/OKEEInstruction

Domain	Florida Educator Accomplished Practices	District Expectations	Resources	Observation Tool
1. Curriculum, Instructional Design and Lesson Planning	a. Aligns instruction with state adopted standards taking into consideration varying aspects of rigor and complexity.	Rigorous and relevant	CPalms	Indicator 13
	b. Sequences lessons and concepts to ensure coherence and required prior knowledge	Activates and builds background knowledge	District Maps & Standards	Indicator 15
	c. Designs instruction for students to achieve mastery	Uses the PLC protocol	ELA Protocol MA Protocol	Indicator 14
	d. Selects appropriate formative assessments to monitor learning	Implements high-quality common assessments	FAST	Indicator 10
	e. Uses diagnostic student data to plan lessons	Addresses needs of diverse learners through ongoing formative assessments to plan differentiated instruction, scaffolding, and accommodations	MTSS	Indicator 10
	f. Develops learning experiences that require students to demonstrate a variety of applicable skills and competencies	Supports connections outside the classroom	AVID Strategies	Indicator 4
	g. Provides classroom instruction to students in PreK through grade 12 that is age and developmentally appropriate and aligned to the state academic standards as outlined in Rule 6A-1.09401 F.A.C.	Use of District approved curriculum	List of District adopted curriculum	Indicator 13

Strategic Plan

School Board adopted plan outlining vision, mission, core values, goals and strategies.

Benchmarks for Excellent Student Thinking

Standards set forth by the Florida Department of Education for each course.

Instructional Design and Delivery

Instructional strategies and practice using Okeechobee's Vision for Effective Instruction.

School Improvement Plan

School initiated plans to address areas of focus based on data.

Curriculum

Balance of core and supplementary materials that cover the depth of the BEST standards.

Florida Assessment of Student Thinking

Both progress monitoring and summative assessments to determine mastery.

Course Offerings

Classes or programs for which students may earn credit toward promotion or high school graduation.

Planning & Professional Development

Professional Learning Communities that focus on standards, assessments, instruction and individual student data.

Remediation & Enrichment

Students that have not mastered the content receive interventions and students that have are enriched.



Graduation Rate

1. Major Strategy that is addressed as a strategic plan goal
2. Monitor students regularly as cohorts - Project 10 Initiative
3. Address barriers to graduation such as GPA with early intervention - Credit recovery at an earlier age
4. Provide more opportunities via Career and Technical Education programs to heighten interest in students staying in school and performing
5. Committee to continually meet and discuss cohorts and identify struggling students
6. Utilize Early Warning Systems reports to actively engage identified students
7. Develop programs, ie REACH, to allow students that have significantly fell behind their peers to “catch up” to their cohort.
8. Utilize various Graduation Diploma options - Accel and Career Pathways
9. Graduation Coach to specifically address graduation requirements of students
10. Testing Coordinator to focus on testing activities to remove burden from school counselors.

Certificate of Approval

for the

911 Public Safety Telecommunication Training Program

Sponsored by

Okeechobee High School

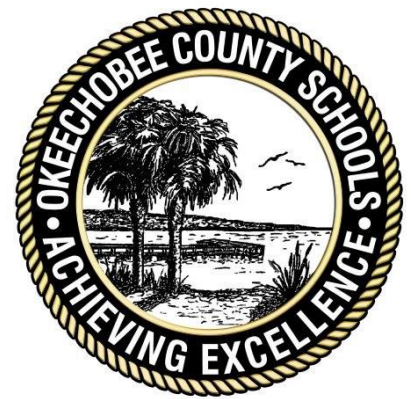
*This approval is granted for the period beginning on the 13th day of October 2023
and ending on the 12th day of October 2025.*

*This certificate is issued as approval and recognition that this program meets
the standards as specified in Chapter 401, Florida Statutes.*



Florida Department of Health
Bureau of Emergency Medical
Operations

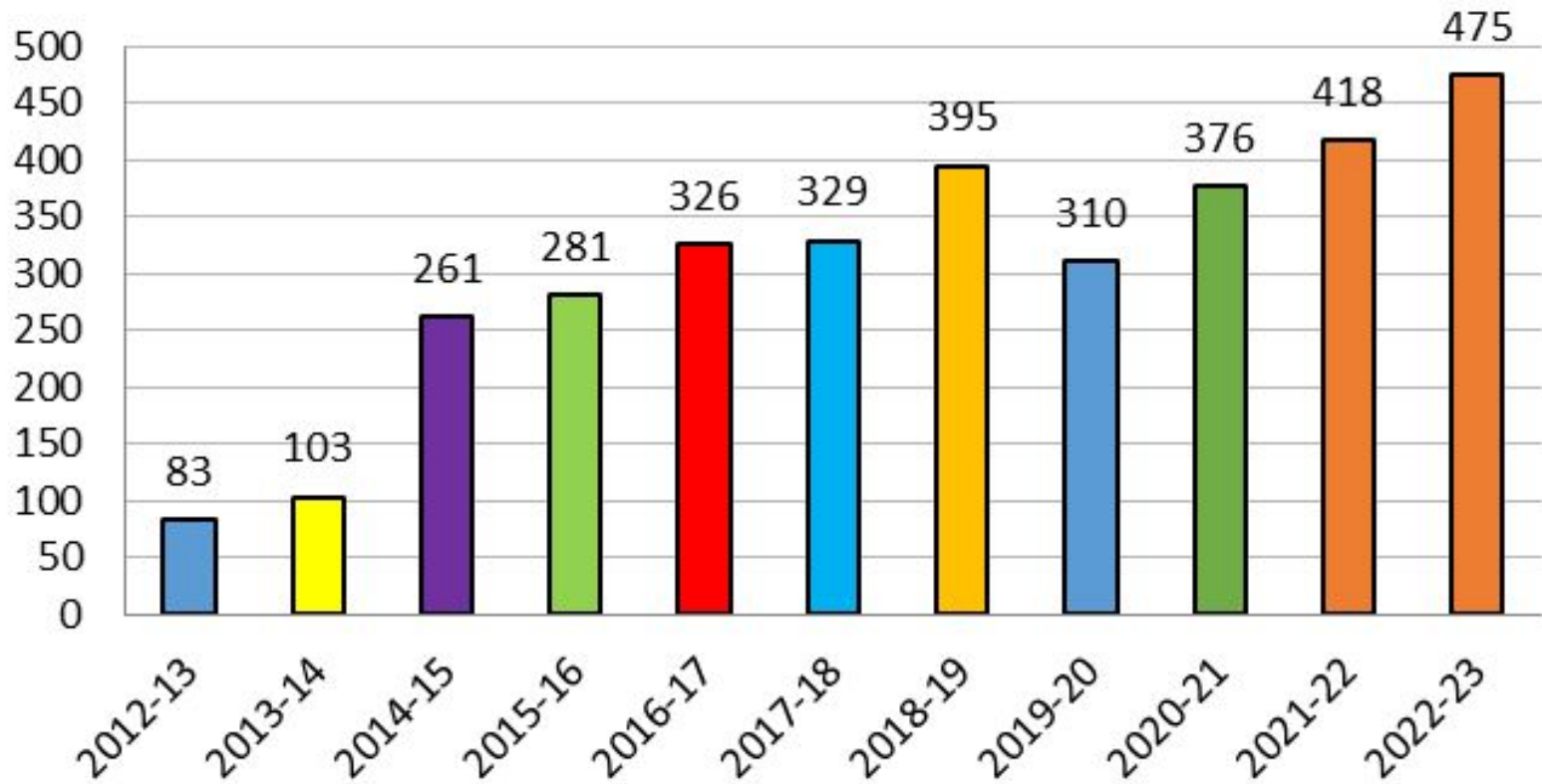

Emergency Medical Services Administrator



Course Offerings

1. **Expand Career and Technical Education programs**
 - a. Fire Fighting and Dispatch programs start in spring of 2024
 - b. Review programs to start in Fall of 2024 to increase opportunities - Potential Criminal Justice, Entrepreneurship, Principles of Teaching, Marine Technology, Applied Robotics
 - c. Dual Enrollment CTE programs - Welding and Medical Assisting
 - d. Involve Stakeholders in decision making process
2. **Student retention and interest**
 - a. Offer programs over a wide array of interest to attract students
 - b. Enhance current programs to maintain industry standards
 - c. Utilize student feedback to guide in offering new programs
3. **Extend Pre-Apprenticeship Opportunities**
 - a. Working with Heartland Education Consortium to develop Apprenticeship and Pre-Apprenticeship opportunities for students
 - b. Connecting with Employers as prospective Apprenticeship providers
4. **Grant Opportunities**
 - a. Utilize grant opportunities to help offset start-up costs for new programs and to purchase equipment that is equal to or above industry workforce needs
5. **Full Time CTE Specialist to focus on Career and Technical courses and supporting students and instructors**

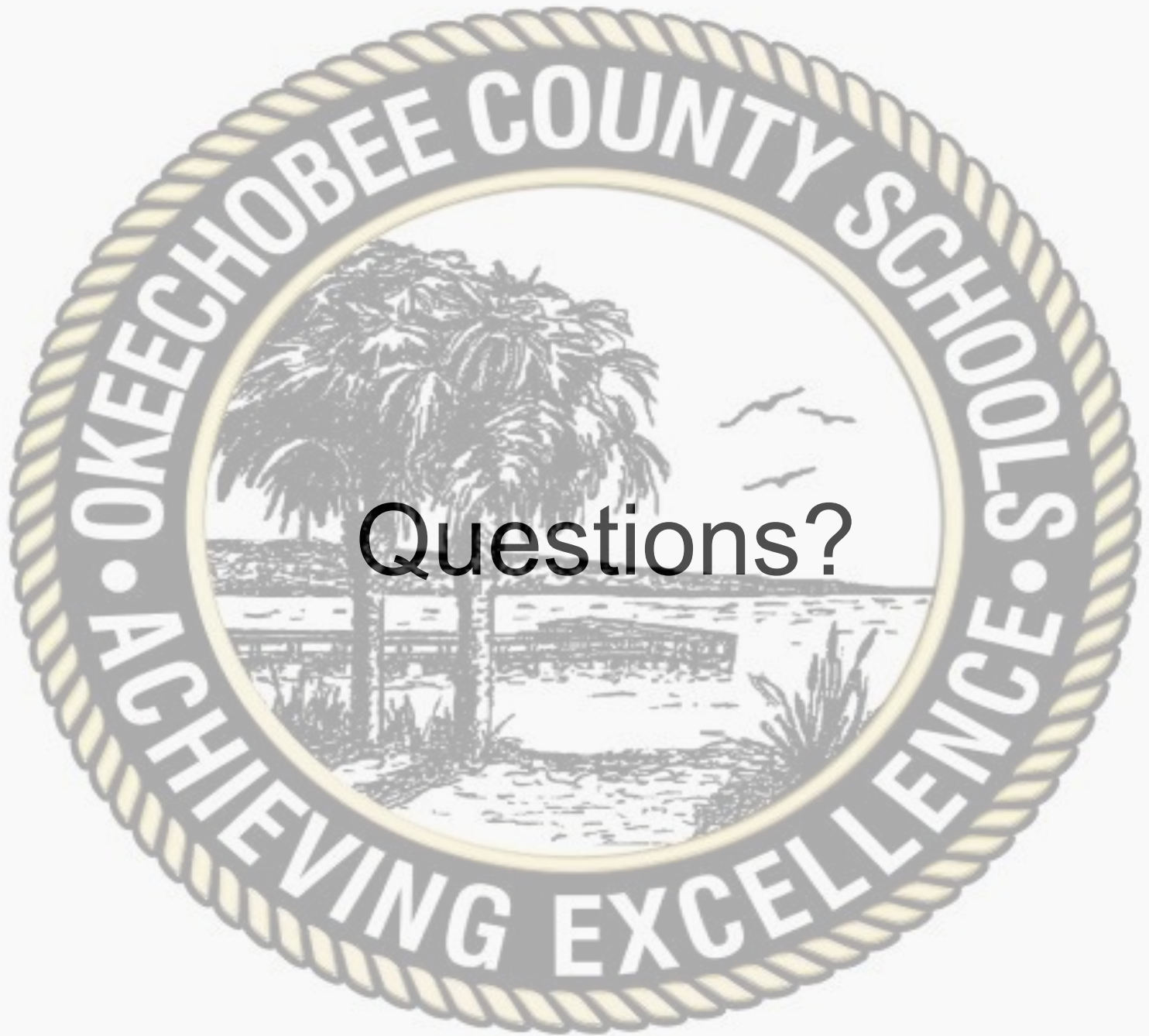
Historical Industry Certifications



Career Awareness

1. Implement District Wide Career Awareness Platform XELLO K-12
 - a. Program is implemented K-5 with Media Specialists - Sees all students over every 5 or 6 days
 - b. Program implemented in 6-8 via homeroom times
 - c. Grade 9-12 program implemented during PRIDE time - 5-8 times during course of school year
2. Utilize data from XELLO
 - a. Committee planning a career fair at local state college involving nearly 30 “career” representatives representing the identified Career Clusters
 - b. 5th, 8th, and 10th graders will participate, with XELLO results determining at least one of the career cluster visits
3. Career Fairs, College Fairs, Job Fairs
 - a. Hosting events to expose students to various opportunities
 - b. Involving local agencies, CareerSource, Chamber of Commerce, Economic Development Board to ensure local industries are represented





Questions?