



Superintendent's Opening Comment

Dear School Board Members and District Personnel,

Happy Holidays to all. This period of time between Thanksgiving and Winter Break has been filled with excitement and good spirits. There have been so many gifts from the heart to our students and to the community. My greatest joy has been to see the happy faces of students, teachers and staff as they joined in celebrations and events that had been put on hold for two years. Each event took on a special joyful character as it was played out. We have many things to be grateful for this holiday season, but there is one which makes me very proud and that is our new focus on Environmental Education, the critical importance of coral reef restoration and the need to protect our marine environment, which makes the Keys the wonderful place it is to live and work. Everyone needs to be focused on how to protect our fragile environment. It is clear that throughout the district, students are embracing and understanding this need because of outstanding teachers who are creating this focus. I feel a sense that the future will be safe in students' hands. Everyone has earned two great weeks of Winter Break filled with love, family and friends. I hope you all enjoy it. See you next year.

Yours in education,
Terri

Assessment and Accountability

All schools in the district are currently in the second administration of Progress Monitoring. High Schools have also been testing for their Florida Civics Literacy and second round of EOC retakes. Students retaking Algebra and Geometry are getting a first look at the new BEST standards math assessments, the new assessment offers a change from the previous format of two 90 minutes test sessions over two days to just one 160-minute session. We look forward to seeing the results of the hard work of our schools and students once scores from progress monitoring and EOC retakes are reviewed in the new year!

Community Relations

Althea Allen was announced as the MCSD District Support Personnel of the Year. Her years of service, positive attitude, and manage the intricacies of the Curriculum Department were just some of the reasons for her selection.



SRP in group areas including Tony Garcia - IT; Eddie Diaz - Maintenance; Stacy Butler - Transportation; Stephanie Horvat - Teacher Support and Georgette Robertson - Cafeteria. Congratulations to all our Support Personnel for their dedication and teamwork!



Exceptional Student Education

The MCSD Exceptional Student Education Department district staff wishes everyone the happiest of holidays. After a three-year hiatus, the ESE Team collaborated with Silverliners to organize the North Pole event at Key West International Airport. Over 300 prekindergarten students from Sugarloaf south participated in events hosted by many community organizations and individual members. Students received a gift and enjoyed snacks, games, music, and much more. Our team is looking forward to a productive 2023 by continuing the collaboration with teachers and staff from all Keys regions through the District Early Release Professional Learning Community. The final product of this collaboration will be a valuable tool with exemplar goals for Individual Education Plans (IEPs) that link student outcomes directly to the B.E.S.T. standards and the best practices of tiered supports. Additionally, resources and guidance related to effective grading practices will be incorporated.



Finance and Performance

Thank you to Austin Tran, Julie Davis, Nancy Oleinik, and Arelys Farley for achieving another year of a perfect audit! Congratulations to our excellent Finance Team. We will also be starting the budget process earlier this year for the 23-24 school year as we review and compare current year allocations to current year UFTE and WFTE. We will be working with the schools to “right size” staffing levels based on actual UFTE and WFTE.

The MIS department has just completed Survey 2 and is working with the FLDOE to finalize any outstanding issues. Thank you to CJ, who has been assisting Payroll in working through some software issues related to the raises and retro payments that will be made December 15th.

Speaking of raises...they are done and ready to be paid on December 15th. Big thanks go out to Kaleena Rodrigues, Marta Cepero, Chelsea Bella DeLuna, and Debbie Henriquez for all their extremely hard work and long hours they have put in to make this happen for all the MCSD staff. If you get a chance, send a thank you to one or all of these wonderful ladies to let them know you appreciate them!

Here is to hoping everyone has a wonderful, relaxing break with family and friends. You all deserve it!!

Human Resources and Instructional Leadership

The Human Resources Elves held a Pancake Breakfast for their adopted school and staff at Marathon Middle/High School. The Department of Human Resources is busy planning for the upcoming 2022-2023 school year. To aid in job recruitment, HR is proactively recruiting teaching positions. A generic educator job posting is open in social media and in our Frontline applicant system to qualify and potentially contact applicants for positions that will soon open for next school year. To aid in retention of personnel, HR will be sending out Stay Interviews to learn the wants and needs that might benefit our staff at Monroe County School District. An Office Manager’s Meeting is scheduled this week in Marathon where HR will combine with district department leaders to share presentations to better processes throughout the district.

Operations and Planning

Happy Holidays from the Transportation Team! It is a hectic time of year for athletics and extracurricular activities. “We can support more trips from the creative and out-of-the-box approach our terrific team takes to offer solutions”, said Jason Thomason, Director of Transportation. He continued, “Very fortunate to have a dedicated team that works closely together shifting resources and making magic happen every day.” This creative approach allows drivers to be released from their assigned routes to transport athletic teams and extracurricular activities during the school day. It requires cooperation between different operational areas to shift resources that cover gaps in other areas. “It is an honor to work with such a dedicated team of professionals”, said Thomason.



Teaching and Learning

Math came alive in the Math Manipulative ERPD facilitated by Mark Leffler! You could hear great discussions and laughter down the hallway! Secondary Math teachers from Key Largo to Key West were fully immersed in creating great math moments using manipulatives, collaboration, and discussion.



Key West High School students in Kyla Shoemaker's class visited the Miami Botanical Gardens for a holocaust Memorial field trip where they experienced dynamic lessons firsthand from a Holocaust survivor, Saul Blau.



