

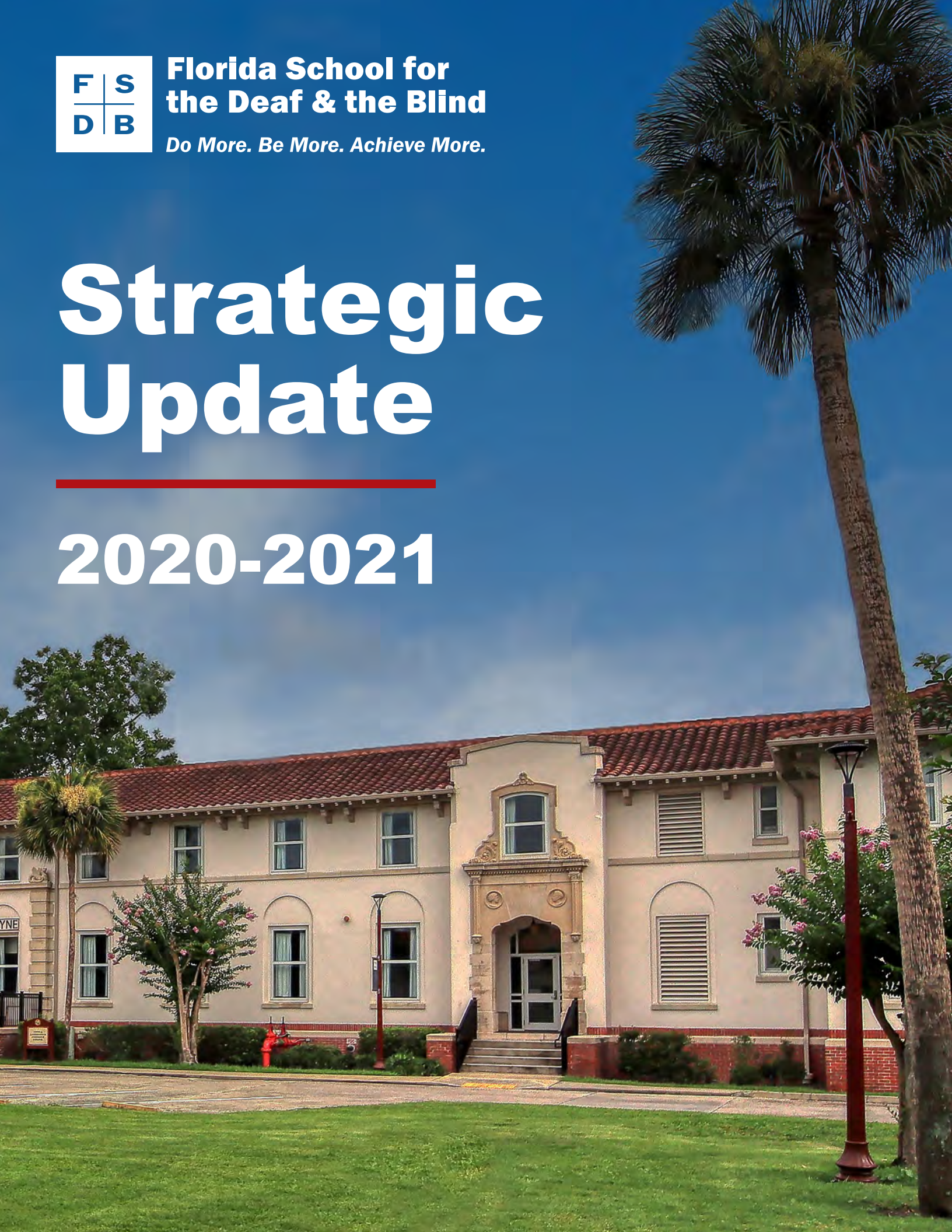
**Florida School for  
the Deaf & the Blind**

*Do More. Be More. Achieve More.*

# Strategic Update

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## 2020-2021







# Welcome

I would like to take the opportunity to express my gratitude for your ongoing support of the Florida School for the Deaf and the Blind (FSDB). At the start of the 2021-2022 academic year, FSDB celebrated 136 years of services to eligible pre-K and K-12 students residing in Florida who are deaf/hard of hearing, blind/visually impaired or deafblind.

We are proud to be a parent choice school for educating Florida students. FSDB is an accredited state public school that is nationally recognized for its specialized educational programs, services, and advanced technologies, serving more than 1,000 students each year—through statewide parent-infant/family programs in addition to a pre-K Montessori early learning center and five K-12 elementary, middle and high schools on its 80+ acre campus in historic St. Augustine. We believe that the learning and educational experiences our students receive are unlike any other school in Florida. At FSDB, students gain the edge to do more, be more and achieve more, fulfilling our vision of preparing them for a lifetime of success.

As required by Section 1002.36 of the Florida Statutes, FSDB maintains a master plan, adopted by the Board of Trustees, which specifies the mission and purpose of the school. This Strategic Plan is for a five-year period from 2017-2022 and we are in the last year of the current cycle. We are actively planning for the 2022-2027 Strategic Plan cycle which will be implemented at the start of the next school year.

The continued and vital support of the Florida legislature has made these many years of exceptional student educational services possible. We also look to the Florida legislature to ensure that FSDB, as a significant state asset, is kept up to date, safe and sound. The sustained success of FSDB students is made possible through your support, and we thank you for your dedication to them and their families.

We value your commitment to our mission and assure you that we will continue to use all available talent, energy, and resources to provide high-quality academic programs and services to the students entrusted to our care and who have chosen FSDB to be part of their educational journey.

Sincerely,

Tracie C. Snow  
President

# FSDB Snapshot 2020-21



## Campus and Statewide Students Served

**1,424** Deaf/Hard of Hearing, Blind/Visually Impaired and DeafBlind (Dual Sensory Impaired)

**60** Florida Counties Represented

## 569 FSDB Pre-K and K-12 Campus Students Served

**63%**

Deaf/Hard of Hearing

**34%**

Blind/Visually Impaired

**3%**

Deaf/Blind

### Students in Florida Served at FSDB

**8%** Deaf/Hard of Hearing

**14%** Blind/Visually Impaired

**18%** DeafBlind (Dual Sensory Impaired)

### Race/Ethnicity Status

**46.0%** White

**18.8%** Black/African-American

**25.7%** Hispanic

**5.0%** Asian

**4.3%** Multiracial

### Graduation Rate

**90.6%**

High School Students

### Subgroups

**100%** Students with Disabilities

**80.3%** Economically Disadvantaged

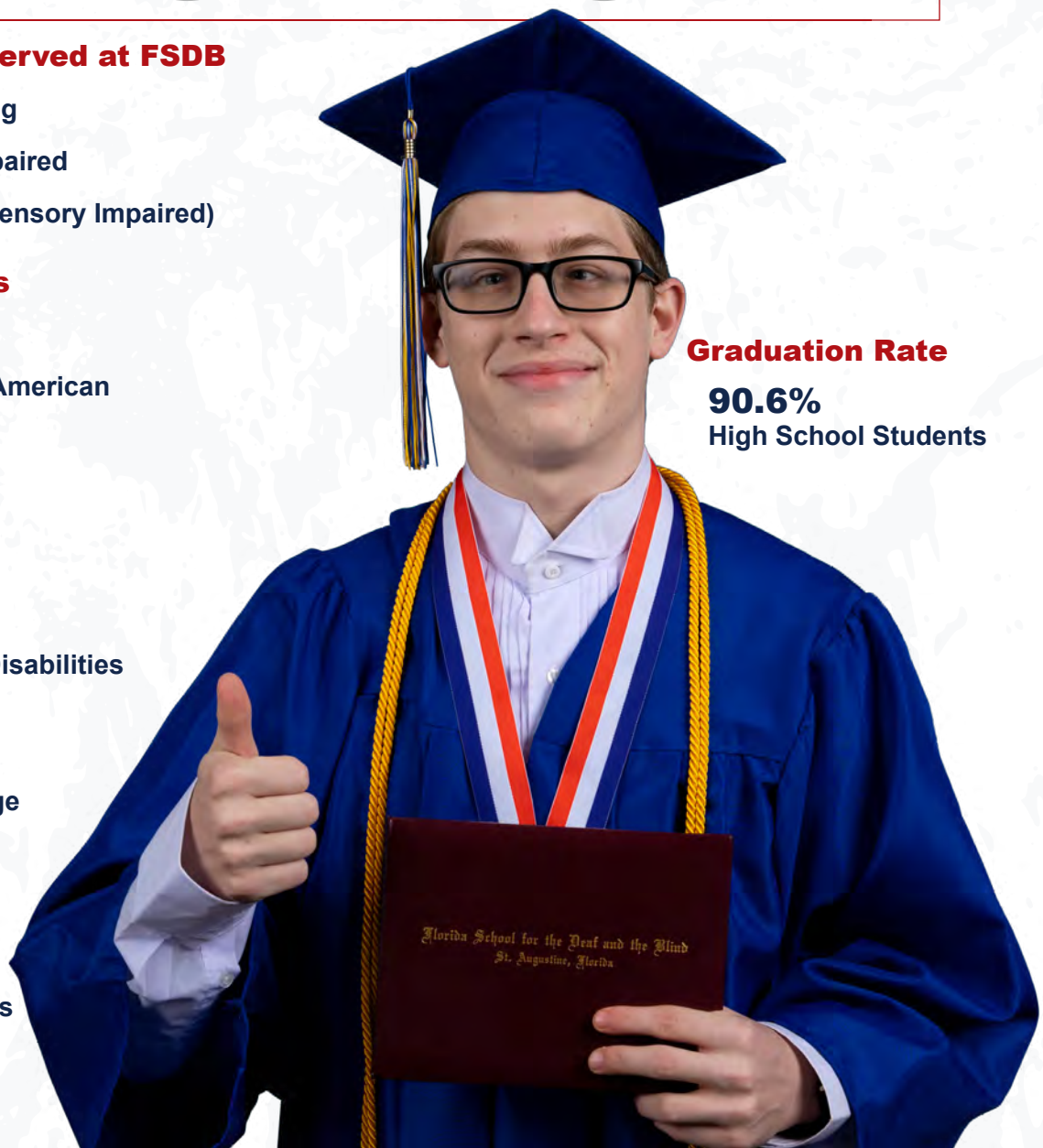
**6.6%** English Language Learners

**3.7%** Homeless

### Enrollment Status

**61%** Boarding Students

**39%** Day Students





## Vision

FSDB will prepare each student for a lifetime of success.

## Mission

The mission of the Florida School for the Deaf and the Blind is to utilize all available talent, energy, and resources to provide free appropriate public education for eligible sensory-impaired students of Florida. As a school of academic excellence, the school shall strive to provide students an opportunity to access education services in a caring, safe, unique learning environment to prepare them to be literate, employable, and independent lifelong learners. The school shall provide outreach services that include collaboration with district school boards and shall encourage input from students, staff, parents, and the community. As a diverse organization, the school shall foster respect and understanding for each individual. (Section 1002.36, Florida Statutes)

## Values

FSDB is committed to carrying out its mission with emphasis on high-quality education, diversity, integrity and respect, safety and security, and innovation.

## Accreditation

FSDB is accredited by two prestigious national entities:

Cognia (formerly AdvancED), 2021. Recognized as a Cognia™ School of Distinction (<https://www.cognia.org/distinction>).

Conference of Educational Administrators of Schools and Programs for the Deaf (CEASD), 2018.



## Strategic Oversight

FSDB operates under the leadership and direction of its Board of Trustees, pursuant to Section 1002.36, Florida Statutes. The Board consists of seven members who are appointed by the Governor and confirmed by the Senate. The Board is invested with full power and authority to appoint the President of the School.

The President serves as the educational leader of the school, under the direction of the Board.





# Strategic Goals

The FSDB Strategic Plan 2017-2022 cycle identifies five priority goals of importance, with emphasis on strengthening internal and external stakeholder communications in support of these goals. The plan also identifies four secondary goals that are carried forward from the previous strategic plan due to their importance.

## Priority Goals

- Ensure that students are prepared for college and career as literate, employable and independent life-long learners.
- Provide staff members opportunities to grow professionally, enhancing their ability to support student's growth.
- Manage student enrollment across grade levels and schools to ensure the appropriate use of resources while providing optimal benefit to the community.
- Provide a safe and secure social and digital environment for students, enabling them to become responsible citizens in a technology-rich world.
- Maintain good working relations with the Florida Department of Education and the Florida Legislature, ensuring that legislators, legislative staff members, and department personnel are well-informed about the work of FSDB and confident in the school's performance and stewardship of resources.

## Secondary Goals

- Maintain good relations with stakeholders—parents, faculty and staff, students, alumni, donors and the community.
- Manage staff resources efficiently and effectively.
- Manage campus infrastructure responsibly with attention to maintenance and planning for the future.
- Actively seek and acquire support of private donors to provide resources that supplement those provided by the state.

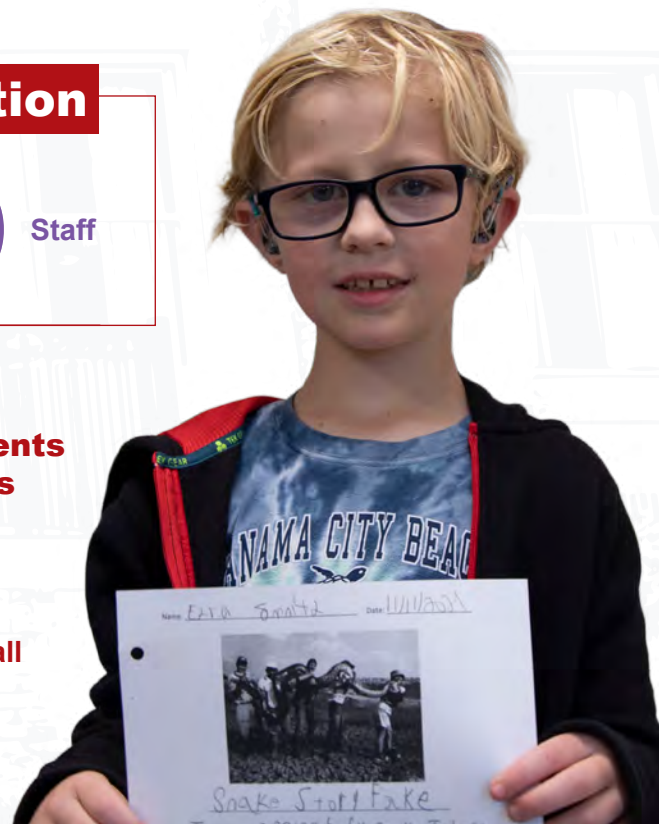
## Satisfaction with Overall Instruction



## Employee Job Satisfaction



## Satisfaction by Parents of Enrolled Students





# Pre-K and K-12 Education

## Early Learning Center

FSDB provides an Early Learning Center and a Toddler Program on the school campus at no cost to families. Both Montessori programs are designed to promote language and literacy in toddlers 18 to 36 months old and children ages three to five.



**20 Pre-K Students Served (Survey 5)**

## Elementary, Middle and High Schools

As students progress through the five FSDB K-12 schools, they learn to read actively, write clearly, think critically, engage in meaningful dialogue and act responsibly in today's changing world. Students also learn from each other, grow together and are a part of a dynamic and vibrant educational community.



**549 K-12 Students Served (Survey 5)**





## Teacher-Student Class Ratios

**1:4** Pre-K

**1:6** K-Grade 3

**1:8** Grades 4-8

**1:10** Grades 9-12

## Classroom Technologies

**100%** Smartboards in Classrooms

**1:1** Student to Laptop/Tablet Ratio

- Also Individualized for Students' Assistive Technology Needs

## Instructional Personnel



**Dual  
Certifications  
or More**



**Advanced Degrees**  
(48% Masters, 18% Masters + 30)

**8,469** Hours of Professional  
Development Logged

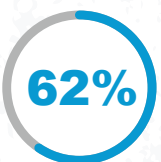
**15** Average Years of  
Experience

Small class sizes, highly qualified and dual certified teachers and specialists, adherence to Florida state educational standards, individualized instruction and progress monitoring, evidence-based practices specialized professional support services and advanced technologies at FSDB create a solid foundation for student achievement and success.

## Measures of Academic Progress

Instructional personnel continually track learning gains and mastery of state educational standards using Measures of Academic Progress (MAP) so they can tailor instruction and interventions to meet the specific needs of each student.

### Reading Growth



**FSDB  
Overall**



**Blind  
Academics**

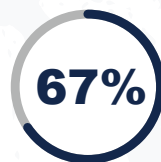


**Deaf  
Academics**

### Mathematics Growth



**FSDB  
Overall**



**Blind  
Academics**



**Deaf  
Academics**





# Pre-K and K-12 Education

## Career and Technical Education

Career and Technical Education courses are offered both on campus and through partnerships with postsecondary schools and businesses.



### CTE Opportunities

- 30** FSDB and Off Campus Programs
- 16** Campus Courses and **32** On the Job Training
- 14** Off-Campus Courses and **14** On the Job Training
- 51** Industry Certificates Earned (SafeStaff Food Handling, OSHA Construction, OSHA Agriculture)

## Learning Opportunity Center

Students can take advantage of dual enrollment courses at a postsecondary school for credit; they are also able to take virtual courses for credit on campus through the Florida Virtual School.

### Dual Enrollment

**26** College Courses Taken

### Virtual Enrollment

**8** Middle School Courses Taken

**134** High School Courses Taken





# Comprehensive Services

Students benefit from a range of professional support services in the areas of adaptive physical education, American Sign Language, assistive technology, braille, educational diagnostics, English language learner services, interpreting, mathematics, orientation and mobility, and reading. Health care and related professional support services include audiology, occupational and physical therapy, psychology, school counseling, social work, speech-language and vision.

96%

**Satisfaction by Parents with Access to Support Services**

**Boarding services** begin with the youngest students at age five and continue to adult students up to age 21, focusing on teaching age-appropriate life skills essential for successful transition to the adult world of independent living, employment, postsecondary training and community involvement.

97%

**Satisfaction by Parents of Boarding Students**

**Nutritious meals** are provided for students free of charge using three kitchens and two dining rooms that serve 1,400 meals each day, prepared mostly from scratch.

**115,366** **Total Meals Served**  
(Monday Breakfast through Friday Lunch)

**Transportation** is free of charge for day and boarding students. Local students who live in St. Augustine and surrounding areas are transported daily. Students who live throughout the state go home every Friday after school and return to campus on Sunday.

**9** **Day Bus Routes, 157,575 Total Miles**

**11** **Weekend Bus Routes, 190,698 Total Miles**

**FSDB** is a member of the Florida High School Athletic Association (FHSA) and the Southern States Athletic Conference (SSAC). Students can choose to compete in 23 team sports with public and private schools across the state and nation.

**113** **Student Participation in Athletics (One or More Teams)**

**Students** have a wide variety of choices for enrichment and growth through extracurricular clubs and groups, including a variety of performing arts opportunities. Recreation activities for boarding students also promote a well-rounded and healthy lifestyle.

**50+** **Extracurricular & Recreation Activities**



# School Safety



## Completion of Campus-Wide School Safety Initiatives

- Mass Notification System Installation and Programming
- Accessibility Assurances for DHH and BVI Students/Staff
- Fire System Upgrades
- Building Key/Card Access Upgrades
- Camera System Integration

FSDB takes a proactive approach to ensuring the safety and security of students and their families, staff members, volunteers, contractors and visitors. School emergency management efforts are designed to prevent or reduce adverse impacts of a potential or actual critical incident.

Campus Police personnel ensure security and access control for the campus on 24 hours/seven days a week basis. Thirteen sworn law enforcement officers are also trained and certified as School Resource Officers. The School Safety Officer oversees the implementation of campus-wide drills for lockdown, shelter in place and evacuation, in line with Florida Safe Schools preparedness requirements.

Installation of and extensive upgrades to the school's Mass Notification System involved campus-wide, multi-year and multi-disciplinary efforts in cooperation with the Fire Marshal's office, which culminated in the creation of a state-of-the art notification program customized to the identified needs of stakeholders. The integrated system employs a multitude of audio and visual notifications to all corners of the campus, both inside and outdoors. All systems were commissioned by the Fire Marshal with high commendations; and training was provided to campus personnel.

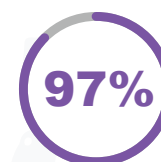
## Satisfaction with Overall School Safety



Parents



Students



Staff



# Statewide Services & Engagement

FSDB serves as a trusted resource throughout the state of Florida, providing comprehensive programs and services for students and their families, and the professionals who serve them. Program partners include the Florida Department of Health, the Florida Department of Education, the Division of Blind Services and many Florida state discretionary projects.

## Early Intervention-Family Centered Opportunities

Overall	Blind/Visually Impaired	Deaf/Hard of Hearing
<b>854</b>	<b>277</b>	<b>577</b>

FSDB partnership with the Florida Department of Health has led to two additional program offerings: the Deaf Mentors and Parent to Parent programs.

## Parent-Family Engagement & Training Opportunities

**45** Parent Engagement Participants  
(All Day Workshops with Multiple Topics/Presenters)

**205** Parent University Participants  
(Classes in ASL, Braille and Orientation & Mobility)

## Expanded Core Curriculum Interactive Series

**89** Non-Enrolled Students  
(More Than 50% Subsequently Enrolled at FSDB)

## Events & Meeting Representation

**28** Events & Meetings Representation, 2,860 Total Attendees  
(Larger Conferences Bypassed Due to COVID-19)

## Student Evaluations for School Districts

**3** Completed  
(Due to COVID-19; Ten Evaluations Completed in Prior Year)

## Campus Tours for Prospective Students/Families

**109** Tours for **327** Participants







# Florida School for the Deaf & the Blind

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**[www.fsdbk12.org](http://www.fsdbk12.org)**



**@fsdbk12**



## Notice of Nondiscrimination

The Florida School for the Deaf and the Blind (FSDB) does not discriminate on the basis of age, race, color, sex, religion, national origin, political opinion, affiliation, marital status, genetic information, disability, veteran status or any other basis as mandated by federal and state law in its educational programs, services or activities, or in its hiring or employment practices. FSDB also provides equal access to the Boy Scouts and other designated youth groups as required by law.