I. Call to Order

II. Pledge of Allegiance

III. Roll Call

IV. Public Comments
   Limited to three minutes per person with a maximum of 45 minutes per meeting for all public comments.

V. National Champion - Goalball Teams & Coaches Recognition

VI. Deaf History Workshop
   Branden Murphy “BP” FSDB Historian

VII. Approval of Meeting Minutes
   Minutes, Board of Trustees Meeting, October 28, 2022

VIII. President’s Reports
   President’s Report – President Snow
   Legislative Update – Ms. Eccles

IX. Department Updates
   Allied Health Services – Dr. Gustetic
   Boarding Program – Ms. Grunder
   Business Services – Ms. Mintzer
   Blind Department – Ms. Bogue
   Communications & Public Relations – Mr. Johnson
   Deaf Department – Ms. Wallace
   Human Resources – Ms. Bucca
   Instructional Services – Mr. Trejbal
   Outreach, Parent Services and Technology Services – Ms. Ardis

X. Strategic Plan Update – President Snow (December and January’s Updates)

Action Items
1. Surplus Property (Including Surplus property from December 2022)
2. 2022-2023 Reallocation of Excess or Unused Funds
3. Continuation of Business Prior to Approval of the FY 2023-2024 Operating Budget
4. FY 2023-2024 Out-of-State Tuition Rate

XI. New Business
   President’s Performance Expectations – Ms. Bucca

XII. Unfinished Business
   No Unfinished Business

XIII. Board Comments

XIV. Adjournment
Attendance
Present: Mrs. Christine Chapman, Mr. Terry Hadley, Mr. Matthew Kramer, Mrs. June Ann LeFors, Mr. Owen McCaul, Dr. Thomas Zavelson.

Mr. McCaul announced that Mrs. Sigular has officially resigned from the Board of Trustees, her letter was sent to the Governor, President Snow, and the Board.

Call to Order
Mr. Owen McCaul, Board Chair, called to order the meeting of the Board of Trustees of the Florida School for the Deaf and the Blind at 9:22 a.m. The meeting was held in Moore Hall, Center for Learning and Development (CLD), on the FSDB campus.

Pledge of Allegiance
Blind High School student Logan Cake and Deaf High School post-grad student Dylan Davis led the Board and the audience in the Pledge of Allegiance.

Public Comment
Ms. Gina Gilmore, FSDB Education Association (EA) President, explained to the Board that the EA has been working on training teachers and specialists on the changes to the evaluation system since the Collective bargaining agreement was ratified.

Fall Sports Recognition
President Snow introduced Donna Johnson the Assistant Principal of PE and the Athletic Director who is retiring after 35+ years of service to the students here at FSDB. She also then introduced Billy Lang the Assistant Athletic Director. Mr. Lang will be the interim Athletic Director after Ms. Johnson retires this November until the end of this school year.

President Snow introduced the coaches of the fall sports teams. She also mentioned students who beat either a school record or their personal best.

<table>
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<tr>
<th>Football</th>
<th>Cross Country</th>
<th>Volleyball</th>
<th>Swimming</th>
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<tr>
<td>Eric LeFors</td>
<td>Anna Tutuk</td>
<td>Joy Fraychineaud</td>
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<td>Assistant Coaches</td>
<td>David McFee</td>
<td>Christian Rivera</td>
<td>Brooke Stanfield</td>
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<td>Franklin Smith</td>
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<td>Sunshine Wilson</td>
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<td>Nicholas Stanfield</td>
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<td>Zachary William</td>
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Coaches were at the State meet and unable to be at the Board meeting.
Approval of Meeting Minutes

Mr. Hadley moved to approve the minutes from the Regular Board of Trustees Meeting held on September 23, 2022, and the minutes from the Workshop held on September 23, 2022. The motion was seconded by Mrs. LeFors and approved unanimously by the Board.

Informational Workshop

Blind Awareness – Presented by James Crozier, O&M Instructor, and Blind High School students Logan Cake and Madison Wardell.

Mr. Crozier introduced Logan and Madison who are both in the Student Leadership Council that he sponsors. He let them explain their role in Leadership Council and how long they have attended FSDB. He and the students talked about the upcoming Blind Homecoming Week events.

Mr. Cozier talked about Blind Awareness Month and White Cane Day, and the videos created for Blind Awareness that can be viewed on our Facebook and other social media pages. He explained the real-world learning experiences and opportunities, the innovative learning environments, and Expanded Core Curriculum, that are provided to the Blind FSDB students every day.

President’s Report

Ms. Tracie Snow, President, updated the Board with additional information not covered in her written report.

- President Snow has plans to travel to Tallahassee in December which Ms. Eccles is preparing for by scheduling appointments with legislators.
- The President’s house will be turned into a Haunted House for Halloween as a student activity on Monday, October 31.
- The Vocabulary Parade will also take place on Monday, October 31. This is the 10th year for this event.
- President Snow will travel to Salt Lake City, UT in November to attend the CASE Conference where she will also be attending the CEASD Board Meeting. The CASE Board and the CEASD Board will also have a meeting together.
- Finally, President Snow announced the passing of Ms. Cindy Day who was the Executive Director of Parent Services. Ms. Day worked at FSDB for over 40 years, and she was an amazing employee, colleague, mentor, and advocate for the students and the work FSDB does. Ms. Day touched so many lives and she will be missed.

Department Updates

Business Services

Ms. Julia Mintzer, Administrator of Business Services, provided a follow-up report from the Endowment Committee meeting. The Advancement department reports the average gift size this fiscal year was $98.38 which is up by 13.9% from last year. In 2021 the average gift was $86.31.

Communications and Public Relations

Michael Johnson, Executive Director of Communications and Public Relations explained that his department has just hired a new Web Media Specialist. He also has an opening for a Social Media Specialist, and he is working on filling that position. Also in the works is a more robust redesign of the website.
Break
The Board meeting recessed at 10:08 a.m. for a short break and reconvened at 10:16 a.m.

Strategic Plan Update
Strategic Plan Champions
Ms. Julia Mintzer, Administrator of Business Services, provided an update on the ERRE (Employment Recruitment, Retention and Engagement) Committee which held its first meeting in September. The committee is a representation across campus from ten departments. These individuals were selected through an application process. She explained their goals and how they are working to achieve them.

Scott Trejbal, Administrator of Instructional Services, explained the Boarding Program’s Independent Living curriculum will now be included in the Skyward system. This will help to see where students have gaps and are missing skills.

Shelley Ardis, Administrator of Outreach, Parent Services, and Technology, explained we are focusing on getting out our name by attending conferences, setting up booths at them, and networking with stakeholders and people who don’t know about FSDB.

Events, Conferences, and Updates
- Attended the National Federation of the Blind Conference
- Attended and had a booth at the Southeast Regional Institute on Deafness
- Attended The Florida Council for Exceptional Children
- During the National Goalball Tournament, we will have an FSDB Expo on Saturday while the campus is open.
- The Parent Infant Program held a Trunk and Treat event that was received very well by everyone who attended.

Tours
- We have a group of doctors from Nemours Orlando coming in November for a tour. We meet annually with Nemours Jacksonville and present at their main event each year.

Action Items
Action Item #1 - Surplus Property
Board approval was requested for the disposal of surplus property. All items had an original purchase value in excess of $1,000.00.

Mr. Hadley moved to accept Action Item #1, as presented. The motion was seconded by Mrs. Chapman and carried unanimously by the Board.

Action Item #2 – FY 2022-23 Operating Budget, Revision #1
Board approval is requested for FY 2022-23 Operating Budget, Revision #1.

Revision #1 reflects the distribution of appropriation adjustments by the Executive Office of the Governor (EOG) for the following reasons:
• Risk Management Casualty Insurance Realignment,
• Human Resources Services Appropriation Adjustments,
• State Employee Retirement Adjustments, and
• Pay Increase Distributions
Revision #1 reflects an internal budget realignment to support increases to the Professional Supplement Schedule approved by the Board of Trustees on September 23, 2022.

Mr. Kramer moved to accept Action Item #2, as presented. The motion was seconded by Mr. Hadley and carried unanimously by the Board.

Action Item #3 – 2022 - 2023 School Improvement Plans
Board approval is requested for FSDB’s 2022-2023 School Improvement Plans
● Blind PreK - 8 School
● Blind High School
● Deaf Elementary
● Deaf Middle School
● Deaf High School
Note: According to Section 1001.42, the School Improvement Plan shall be approved annually. The purpose of the School Improvement Plan is to improve outcomes for all students through strategic problem-solving, capacity building, and the implementation of sustainable systems. The problem-solving process is accomplished through the review of various data for purposeful planning. The plans are intended to support an equitable learning environment focused on improving student outcomes and closing the achievement gap. Plans have previously been reviewed by school-level teams, sub-School Advisory Councils, and district-wide School Advisory Council and have been submitted to the Bureau of School Improvement’s Ungraded School Contact for additional review.

Mrs. Chapman moved to accept Action Item #3, as presented. The motion was seconded by Dr. Zavelson and carried unanimously by the Board.

New Business
Endowment and Investment Committee
Mr. Hadley, Chair of the Endowment and Investment Committee, gave an overview of the committee meeting. There were no action items from the committee meeting requiring Board approval.

Unfinished Business
President’s Performance Evaluation
Mr. McCaul explained the process of how the President’s Performance Evaluation scores are compiled. He announced each Trustee’s score and allowed each the opportunity to make additional comments.

The overall score was 4.5; Mr. McCaul asked for a motion to accept the overall score.

Mr. Hadley moved to accept the President’s Performance Evaluation overall score of 4.5. The motion was seconded by Dr. Zavelson and carried unanimously by the Board.
Mr. McCaul then explained that the Board also needs to approve an additional year added to the President’s contract and asked for a motion.

Dr. Zavelson moved to accept an additional year to be added to the President’s contract. The motion was seconded by Mrs. LeFors and carried unanimously by the Board.

**Board Comments**
The Trustees all spoke regarding the passing of Ms. Cindy Day, each stated what a terrible loss it is for FSDB. They each commented on how they appreciated seeing the coaches and student-athletes today and having the Blind Awareness workshop.

**Adjournment**
Meeting adjourned at 11:13 a.m.

I hereby certify that the foregoing minutes are accurate and complete to the best of my knowledge.

Tracie C. Snow
President

Owen B. McCaul
Board Chair
Hoping you and yours had a wonderful November full of family, friends, and thanks.

I want to start by expressing my gratitude to the resiliency of our FSDB staff, students, and families as we once again closed the campus due to a hurricane. Our beautiful campus was spared damage from substantial flooding from Nicole, and we were able to bring our students back for the start of a school week. However, we will need to make up the two school days we lost due to campus closure to ensure we are providing the required number of hours for instruction. These make-up days have been communicated to our FSDB community. I am very grateful that by the time we have this Board meeting, hurricane season will have ended for the year.

Congratulations to our girls’ and boys’ goalball teams for being national champions! The tournament hosted by FSDB from November 3rd through the 5th was outstanding. It was a thrill to see 14 teams of student-athletes, but it was also incredible to watch our students take the gold on Saturday. The athletes, coaches, officials, fans, color commentators, and FSDB staff were so positive and professional. Proud of everyone involved.

While Hurricane Nicole was visiting Florida, I was in the Beehive State attending both the CEASD (Conference of Educational Administrators of Schools and Programs for the Deaf) Board of Directors meeting as well as the Council for Exceptional Children, annual CASE (Council of Administrators of Special Education) Conference at the Salt Palace Convention Center in Salt Lake City. With over 800 participants attending, this conference was a rich professional development and networking opportunity. Workshops and keynote sessions were informative, innovative, and inspirational, focusing on diversity, equity, promoting belonging for students with disabilities, collaboration, data analysis, parent engagement, student well-being, and legal topics. Always appreciative of the chance to continue learning and growing in my school leader role.

We wish our students, families, staff, community partners, neighbors, and Board of Trustees a blessed holiday season and a very happy new year.

#ThisisFSDB
Happy New Year!

Our month of December may have only been comprised of three weeks of school, but they were jam-packed with learning and celebrating. Our students were busy finishing their first-semester classwork, with our DHS students wrapping up their courses due to block scheduling and the remainder of our schools tying up the year’s first half. Some of December was spent taking progress monitoring assessments and course-required tests. We are proud of their resilience and grit.

Congratulations to our students who also finished their journey at FSDB, whether due to accepting their standard diploma by graduating early or completing their time as a deferred student. It was an honor to personally give these students their diplomas in front of their peers during class time, at a small assembly in a lounge, in the middle of lunchtime in the cafeteria, or even outside on the last day of class with their family. Every student starts their path when they join FSDB, and it is a joy to recognize their accomplishments on the stage at graduation and, for some, a second time when they leave after their time as a post-grad. We wish them the best of luck!

Below is a short list of some of the highlights from the month, which illustrates how our students, staff, and families are engaged at FSDB:

- Parent Engagement Workshop was held towards the beginning of the month. Misty Porter, Parent Liaison, always sets the stage for our families to not only network with each other but also to learn from our expert staff members. I, of course, love PEW because it gives me a chance to interact with our families. This year we tossed “snowballs” into a basket as we dialogued about parent engagement – what works, what they wish we would do, and what they are grateful for.
- Boys and Girls Basketball keeps fans on their feet and cheering loudly, especially when a 2-point lay-up wins the game at the last second! We love having our cheer team at the games to raise the spirit in the gymnasium up a few notches. Remember, you can always watch our games via Livestream if you cannot come to the campus. “Like” our FSDB Athletics page on social media or check out our website.
- Holly Jolly Celebration was a huge success, with students performing Christmas carols, Dance Troupe dancing, and visits by the Grinch and Mr. & Mrs. Clause along with their elves. It was wonderful seeing families come to the campus and enjoy the fun.
- Blind Department had two concerts with the Blind Elementary and Middle School students having an entertaining performance. A few days later, the Blind High School chorus and band amazed us with beautiful holiday songs.
• Dance Troupe performed twice and brought in holiday cheer and laughter.
• Our 8th grade students from the Deaf Department bundled up and went to Washington, D.C. annual trip to learn about the government at the capital and other notable landmarks.
• Our entire school participated in Winter Spirit week the last week before the break. Seeing students and staff dress up in holiday sweaters, Santa hats, reindeer headbands, festive feet, and holiday quotes was fun.
• Lots of holiday potlucks for breakfast and lunch were held across the campus. It was wonderful that we were back to gathering and celebrating together as schools and departments.

Finally, I had the opportunity to speak before our Legislative Delegation here in St. Augustine. It is always an honor for me to go before our local Senate and Representatives to thank them for their ongoing support, bring to light areas of need, and invite them to the campus. FSDB is blessed to have such positive engagement with our Legislators over the years.

#ThisisFSDB
The elections are over, and the Legislature and the Governor are now ready to get back to work!

The Organizational Session for the Legislature’s 2023 and 2024 legislative sessions is scheduled for November 22, 2022. The Organizational Session is held to officially elect the presiding officers of the Florida Senate and the House of Representatives. Often, the leadership of and assignment of members to legislative committees is announced at this meeting and, if not, will follow shortly.

As to leadership announcements already made, the incoming President of the Senate, Kathleen Passidomo, has appointed six senators to her team: three members are intimately familiar with and supportive of FSDB. Senator Travis Hutson, member of the St. Johns County legislative delegation; Senator Doug Broxson, mentored by Dr. Bill Proctor, legislator and longtime advocate for FSDB; and Senator Dennis Baxley, parent of FSDB alumnus. With the incoming Speaker of the House, Representative Paul Renner, another local legislative delegation member, FSDB is positioned to be recognized and its needs understood by legislative leadership. Introducing FSDB to new legislators will be one of FSDB’s legislative tasks in this session.

Governor Ron DeSantis stated at a news conference on November 15 that he still intends to call a Special Legislative Session in December 2022 and maybe two more special sessions in January and/or February before the start of the regular 2023 Legislative Session on March 7, 2023. At that conference, he stated that he had additional proposals for promoting more teacher recruitment in Florida but gave no specifics.

State revenue collections for the month of September continue to exceed prior projections. These collections do not yet account for impacts from the two hurricanes recently impacting Florida.

**REFERENCE NOTES:** (To allow board members to follow along in the state budget development process, with each FSDB Legislative board report, I will include the following outline with a highlighted event indicating where the Legislature is that month in the overall process.)

- The Legislative Budget Commission issues the Long-Range Financial Outlook.
- **State Agencies submit their 2023-24 Legislative Budget Requests.**
- The Legislature reviews the agencies’ budget requests and receives status reports on last session issues.
The Governor makes his budget recommendations 30 days prior to the onset of the legislative session.
House & Senate committees workshop the budget.
Each chamber passes an independent appropriations bill.
The differences between the bills are resolved through a budget conference by members of the House and Senate.
Once both chambers adopt the GAA, the Governor has line-item veto authority as he signs the bill.
The Governor, with the consensus of the House & Senate, executes the budget and develops the base for the next cycle.
Fiscal Analysis, in Brief, is released in August.
Final Budget Report released in December.

Submitted by:
Patsy Eccles, Legislative Specialist
The Florida Constitution directs the Legislature to redraw district boundaries at its Regular Session in the second year following each decennial census. On February 3, 2022, the Florida Legislature passed CS/SJR 100, which contains state house and state senate districts for the qualification, nomination, and election of members of the Florida Legislature in the primary and general elections held in 2022 and thereafter. On March 3, 2022, the Florida Supreme Court deemed the state house and state senate map valid pursuant to their constitutional review. As a result of this redistricting, St. Johns County has a new fourth legislator added to the county’s Legislative Delegation. Representative Bobby Payne from Palatka, Florida, whose legislative district includes Clay, Marion, Putnam, and St. Johns counties.

As noted in the President’s report, the St. Johns Legislative Delegation met on December 19, 2022, to hear constituent concerns and status. President Snow attended and represented FSDB before this body.

The Legislature used the first interim committee meeting week to hold a Special Session. Beginning the week of January 3-6, the legislature holds interim committee weeks with committees meeting to workshop bills and budgets. In preparation for the 2023 Regular Legislative Session, the dates for the interim committee meetings are as follows:

- December 12 – December 16, 2022 (this week was used for Special Session)
- January 3 – January 6, 2023
- January 17 – January 20, 2023
- January 23 – January 27, 2023
- February 6 – February 10, 2023
- February 13 – February 17, 2023
- February 20 – February 24, 2023

**REFERENCE NOTES:** (To allow board members to follow along in the state budget development process, with each FSDB Legislative board report, I will include the following outline with a highlighted event indicating where the Legislature is that month in the overall process.)

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- House & Senate committees workshop the budget.
- Each chamber passes an independent appropriations bill.
- The differences between the bills are resolved through a budget conference by members of the House and Senate.
• The product of the conference process is the Conference Report of the General Appropriations Act.
• Once the GAA is adopted by both chambers, the Governor has line-item veto authority as he signs the bill.
• The Governor, with the consensus of the House & Senate, executes the budget and develops the base for the next cycle.
• Fiscal Analysis, in Brief, is released in August.
• Final Budget Report released in December.

Submitted by:
Patsy Eccles, Legislative Specialist
# Health Care Center Report

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<td>(*Total includes all students that were assessed in the ACU clinic as a &quot;Walk-ins&quot;, &quot;Scheduled Appts.&quot;, &quot;Physicals&quot;, &quot;Vision Screenings&quot;, and &quot;Miscellaneous.&quot;)</td>
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<td>(*Total includes all students that were admitted to the TCU.)</td>
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<td>(*ER visits, Ophthalmology, Home)</td>
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Board of Trustees Meeting, January 13, 2023
Page 13
Training and Conferences
In October, Erica Wortherly presented at the Southeastern Regional Institute on Deafness (SERID) Conference in Altamonte Springs, FL. The target audience includes health professionals, employers, consumers, educators, and other persons interested in issues affecting individuals who are deaf, hard of hearing, deaf-blind, and/or late-deafened; and to further knowledge concerning these issues through publications, studies, and educational programs. The focus of the presentation was the experience of being new to working with DHHDB youth including topics such as emotional and language development, mental health, expression, and communication. Erica and Lt. Arline Lagasse attended the Inaugural School Safety Specialists and Mental Health Coordinators Convening in Seminole, Florida. The purpose of the Convening was to facilitate collaborative conversations that support the safety and mental health of students and families as well as strengthen resiliency in our schools. The Convening took place at St. Petersburg College-Seminole Campus in Pinellas County. School Safety Specialists and Mental Health Coordinators from each county in Florida participated in the event, with approximately 120 people. They participated in activities and discussions about legislative changes and worked together to exchange ideas that align with the proposed changes.

Department Happenings
Wendy Williams and Kathrine Pittman took the lead on the Deaf High School Thanksgiving Food Drive and collected specific food items to build 15 Thanksgiving Meal Boxes (minus Turkey) for our families in need. The boxes went home so that families will have time to prepare their Thanksgiving meals. The McKinney-Vento Team -Wendy Williams, Jeannine Lawrence, Jessica Friedman, Laura Pamer, and Lucy Mitchell- is preparing students classified as homeless for the cool months during the fall shopping trip. The team takes students to Target to shop for Fall/Winter clothing and shoes. MV students go shopping twice a year, in the Fall and Spring. Laura Pamer, Silke Douglas, and Ileana Ruiz have been joined by other staff including IAs and residential staff to make the Art Expressions group a dynamic experience for middle and high school students in the Blind Department. They have done papier-mache, painted birdhouses, and clay projects. The group has averaged 12 students per week on Tuesdays after school.

Speech & Audiology
Fall and winter are always full of fun, seasonal-related activities in the Speech and Audiology department! Therapeutic activities revolve around pumpkins, scarecrows, falling leaves, turkeys, snowmen, and gift-giving! The speech-language pathologists (SLP) in all departments are adept at using seasonally-based activities to work on social language, articulation, spoken and written language, etc.

Mary Hanson (SLP) has been working with students in the Deaf High School and Blind Department to create Micro Museums for display in FSDB libraries. Two DHS students researched and wrote details about six deaf schools in the USA. One 7th grade class of students in the Blind department created the Limerick Museum while researching information about St. Augustine, Morocco, and Ireland.

Sally Satin (SLP) has earned her second Award for Continuing Education (ACE) from the American Speech-Language-Hearing Association. To meet the requirements of the ACE award you must earn seven ASHA
Continuing Education Units (CEUs) which is the equivalent to 70 contact hours in a thirty-six-month period! She joins a select group of individuals who have made a concerted, personal effort to continue professional learning beyond an academic degree.

On November 4th, the Nemours Children’s Health Cochlear Implant Team - Orlando took a tour of our campus and met with members of the Speech & Audiology Department. The group consisted of the medical director of the cochlear implant program, audiologists, speech-language pathologists, a social worker, and a medical assistant. The group asked many thoughtful questions regarding the services that are provided here at FSDB to our students who use cochlear implants and how to facilitate a good working relationship with the deaf community.

**OT/PT**

November has ushered days of gratitude into the OT/PT gyms. We have dedicated the month to acknowledging all the reasons we are grateful.

A fall forest has taken root in the OT/PT hallway. The Thankfulness National Forest contains all of the students’ handcrafted fall gratitude trees. All of the leaves on each tree contain the gratitude that lives within the students' hearts. Some of the leaves that have fallen from the trees decorate the border of the forest. On the fallen leaves you can read what is most near and dear to the kids' hearts. They are thankful for so many things like their family, friends, pets, and even their upcoming Thanksgiving turkeys!
We have a new OT/PT student of the month! November belongs to Daniel Diaz from Blind Elementary School! Physical therapy nominated Daniel for the student of the month based on his enthusiasm to participate, his sunny disposition, practicing his physical therapy exercises at home, and most of all for achieving his PT goals. We could not be happier for Daniel! He is extremely excited about graduating from physical therapy.

The PT department is utilizing a NEW tool to help students with their balance! With a securely suspended therapy harness (thank you FSDB maintenance and construction dept), students can safely practice balancing on one foot, stepping and jumping, and improving their overall stability for safe and independent travels on campus. This is also used for some of our students who walk very slowly while unassisted - it allows them to practice on the treadmill without using the handrails for support!
OT/PT is looking forward to the holiday season at FSDB. We have all kinds of festive activities in the works for next month in OT, along with new balance equipment in the PT gym. The OT/PT area will be transformed into a winter wonderland for the month of December! We plan to decorate extensively with a faux fireplace, winter village, snow, lights, and of course stockings that will be hung by the chimney with care. The students will be participating in the decorating process by making all kinds of holiday crafts. They will exercise all of their OT skills in an effort to make the various projects.

We wish each of you and your families a very happy, healthy, and safe holiday season and best wishes for the new year!

Staff: Lucy Cuda, Leslie Magre, Arlyn Jackson, Rebecca Bowman, Michelle Hart-Claytor, and Sheyna Myntti.

Stan Gustetic

Stan Gustetic
Administrator Allied Health Services
### Health Care Center Report

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Mental Health

FSDB’s Mental Health Department, the Blind/VI Academic and Blind/VI Residential Department have all teamed up to create a space for students to come to express themselves using art! “Art Expressions’ began on October 11th and has met every Tuesday from 3:45-4:45 pm since! This group is in our Blind/VI department and open to grades 6-12. So far, the students have painted, created clay sculptures, painted their sculptures, created sand art, made ornaments, decorated bird houses, and soon they will be experiencing the art of cookie decorating! We all believe that art is a great way to express ourselves, cope, build self-confidence and feel the freedom to be ourselves. We hope that by exposing our students to different forms of art, they will learn an art, or many arts, that really speak to them. We have two major goals: #1 learning that creativity is a great outlet to deal with the stressors in life in a healthy way. Or...#1 utilizing creativity as a healthy coping skill to deal with life’s stressors and #2 to build self-esteem by experiencing accomplishment and talent through art.

On Wednesday, December 7th, 2022, Jeremy Saling and Dan Binder met with a deaf psychologist from France who was visiting Florida and wanted to learn more about FSDB and the role of our psychologists on this campus. The visitor's primary language was French Sign Language. Although there were some evident language barriers, they were able to be overcome through the use of gesturing, universal sign language concepts, and some fingerspelling in ASL. The visitor was also able to briefly meet with students from both the Deaf Elementary and Deaf High School departments and teach them some signs in French Sign Language. FSDB psychologists plan to maintain correspondence with the visitor going forward so we can continue to learn more from each other.

Lucy Mitchell, Jessica Friedman, Jeannine Lawrence, and Wendy Williams worked with McKinney-Vento students and any student staff recommended for Angel Tree assistance. They met with the students and/or spoke with the families/guardians to determine their needs. The Angel Tree is coordinated by the Advancement Office. They are responsible for collecting donations and gifts, etc. from donors for the students who have been referred for the "Angel Tree". Gifts have been sent home with students for the holidays!

Staff in the academic departments (school counselors, behavior specialists, and student support coordinator) were invited to our monthly Mental Health Gathering on December 12th. The purpose was to proactively strengthen relationships to specifically address interdepartmental concerns and work together in pursuit of common objectives. It was an opportunity for everyone to get to know each other better and discover how the roles overlap. One of the activities was small group interviews. People who do not typically work together shared what led to their current role at FSDB, how they describe their responsibilities, and how they use their strengths at work. A person from each group presented to the whole group. It appeared that everyone enjoyed having that time to know each other better. Everyone was encouraged to take what they learned, reach out to others for support, and to exchange ideas for supporting students, families, and colleagues. To top it off, each team member was given a Thank You keychain, ornament and holiday treats!
**Speech & Audiology**

The month of December is always a fun and festive time of the year! The Speech and Audiology Department enjoys incorporating seasonal themes into their activities!

Lizzy Gordon (speech-language pathologist) reports that it has been a busy month in the ELC. Birthday parties, class parties, and field trips can be used to incorporate language experiences in a fun and meaningful ways. The students were enthralled by the fire station and Lizzy took the opportunity to work on vocabulary building. On a trip to Publix, the students learned how to find the ingredients necessary to bake cookies. They then helped to pay the cashier. Such an experience is wonderful for vocabulary development, encouraging the use of spoken and sign language, developing math skills, etc. As an added bonus, the person who helped bag the groceries was a fellow FSDB alumnus.

Nancy Pye (speech-language pathologist) has been taking online classes on assessing dyslexia. She has been consulting with other professionals outside of FSDB regarding dyslexia and how it can impact the deaf population. The Deaf Middle School students she works with have been working on Winter-related idioms and Winter-themed analogies.

Melissa Johnson's (speech-language pathologist) Deaf Middle School students are following directions and learning new vocabulary as they make holiday ornaments. They are also using their receptive/expressive language skills to identify/label holiday objects and answer questions about winter-themed scenes.

In Deaf High School, Mry Hanson's (speech-language pathologist) students participated in a hands-on vocabulary task related to "entertainment" and "restaurant".

Can you turn the following run-on sentence into a clear, grammatically correct passage:

“teenagers don’t sleep well at all we need much sleep but we get too little sleep because we want to hang out with our friends and have fun but we have two homework and school” Some of Sally Satin's students in the Deaf High School love to correct her (intentionally) deplorable sentence structure and total disregard for the conventions of written English. In fact, some have been willing to dig deep into their knowledge of written English to create their own “fiendish” passages for Sally to correct. Turnabout is fair play...

**OT/PT**

The month of December was bursting with activities and exciting times in the OT/PT department. We decked our hall with all kinds of festive trimmings. The students made custom ornaments to adorn the OT/PT Christmas tree. The ornaments made their way home with the
students before the holiday break. There were many other festive moments throughout the month like creating custom lists for Santa, using butter knives to spread frosting on cookies (a very difficult OT skill), and lots of holiday puzzles addressing visual-motor/perceptual skills. The therapists are fantastic at creating relevant activities to keep the students engaged during their sessions.

We hope you all had a fantastic holiday season and that 2023 brings with it a whole host of beautiful life moments.

2023 in OT/PT will be fun-filled and fast-paced. We have many exciting activities up our sleeves for the second half of the school year, but the month of January will be a time to re-group from the holidays and get back to basics. The students will be working hard to reach their OT/PT goals through more traditional therapy methods. An OT internship from the University of St. Augustine also begins in January. We are thrilled about having a fresh perspective in the OT gym.

Stan Gustetic
Administrator Allied Health Services
Apartment Program

Young Men
This month was an exciting month working with the young men in Ray Charles Hall. We focused on the topic of Bullying and discussed things like, “Have you ever been bullied?” or “Have you ever bullied someone?” Some young men have been bullied, and some have bullied others. FSDB recognized October 27 as a day of unity to prevent bullying campus-wide.

This past month we have discussed
1. How to apply for credit cards
2. How to budget
3. How to open a checking and/or savings account
4. How to determine the best rates for loans.
We have begun working on budgeting when we go shopping with each student individually, and we are getting to know each student independently, such as their likes and dislikes and things that inspire them.

In Step 3, students went off-campus to Dunkin Donuts and Vinny's convenience store. They are still working to improve their independent living skills (cooking, communicating, etc.). After this venture, we went to the Haunted House at President Snow’s house on campus. The students had a good time getting scared by the monsters.

After a month of acclimation to their “new home” in the Apartments, our students are getting out more frequently. They enjoy these outings, whether it is a recreational activity, going to the store, or just hanging out at the playground. Our students especially loved the playground because they can feel like kids again.

We discussed and created meal plans. We also were looking for special deals, BOGOs, or “quick sales” at the grocery store to help make our budget go a little further. Each time we shop, we learn what to look for, what to spend a little more money on, and what a bargain deal is.

We put together new chore charts, and the students worked together as a team on each chore. This way, they can hold each other accountable. It was very nice to see them interact with each other and work together.

This month, we have a new student who has been acclimating very well to the Apartment Program. He will be encouraged to apply to Step 3 once he has completed one month on Step 2.

Staff are impressed that all these young men are proactively communicating their work schedules. They share that they will not be in the Apartment by 4 p.m. because of after-school activities. This is a responsible group of young men.

Additionally, we have been working on laundry skills, meal plans, and budget shopping, and we are still working on kitchen skills and safety. Staff’s role in the meal preparation and household tasks has become less hands-on and more supervisory as the students demonstrate the ability to perform these tasks independently. If they ask, staff assist; otherwise, we observe and offer to help if needed.
Several students have jobs and routinely show that they can balance work with their apartment responsibilities, keep up with their studies, and participate in extra-curricular activities such as Drone Club and Culinary Club without a problem.

**Young Ladies**

October was a relatively slow month for the ladies, except for the Halloween Haunted House at The President’s House. This brought a lot of thrills and chills to our younger population. Several of our Apartment students volunteered to dress up as the ghosts and goblins in the Haunted House to receive community hours for senior credits! All thoroughly enjoyed the event!

This November, we will be reinstating an old tradition. We are bringing back our annual Thanksgiving dinner. The young ladies and men in the Apartment Program will prepare a meal in fellowship together. Dinner will take place in Knowles Hall on November 16. Students with staff assistance will prepare side dishes and desserts. We will help alleviate some of the cooking responsibilities by purchasing a cooked turkey and ham from a local restaurant. There are a variety of foods on the signup list: mashed sweet potatoes, broccoli casserole, brussels sprouts, apple pie, pumpkin brownies, and banana pudding, to name a few. This will make for a delicious feast! Lessening cooking responsibilities will ensure students can focus on small dishes they cook at home with their families.

We will conduct a fall deep-cleaning, which is different from our routine cleaning. Students will learn the importance of keeping areas clean, sanitized, and safe. We strongly encourage students to clean up after themselves and to work as a team, so there is less to clean for everyone. Working smarter makes the job easier! Adults know cleaning an entire house before guests arrive is not fun. Our goal is to teach this to our students. In addition, we hope to clean thoroughly now and have less to clean before Winter Break.

**Blind Department**

**Kramer Hall**

- October was full of exciting fun and learning opportunities for our Kramer students.
- We focused on organizational skills this month. We encouraged our students to keep their personal belongings neat and in an area where they could find them independently. We teach our students that good organizational skills lead to greater independence in all aspects of daily living.
- We also enjoyed leisure activities that included movies and popcorn, a video game competition, a trip to McDonald’s and the movies, relay racing on the playground, and we celebrated birthdays for the month.
- We ended October with a Halloween party that included a healthy meal, arts/crafts, and a glow-in-the-dark dance party with a costume and dance contest.

**Cary White**

- In Pod 228, we have been discussing Respect this month. We have been using many life lessons as examples relating to how important Respect is and how necessary it is in various aspects of life. We are also using it in preparation for high school. The girls have shown growth in this area.
- This week in Pod 229, we asked our girls if they knew the meaning of Respect. They were also asked to give an example of how respectful they were to someone in the past, along with an example of how disrespectful they had been. Many shared their stories, and one made a
rap song. It became apparent that they understood how to be respectful to others. They voiced that they would always be kind, think about other people's feelings, and treat others as they would like to be treated.

- Respect is an ongoing topic in Pod 231. The basic rules that we are working on are:
  - 1. Speak respectfully to staff (and adults in general). Say Ms. and Mr. Do not say "yeah" or "huh?" Do not yell questions or requests – go to the staff. If a staff calls you, turn to them; if they are not near, go towards them; acknowledge that you heard them. Say please and thank you to everyone – staff, students, parents, bus drivers, etc.
  - 2. Do not leave your belongings out where they might become a problem for others. This is also a way of respecting yourself: take care of your belongings and know where they belong when needed.
  - 3. Basic hygiene practices are a way of respecting yourself and others. Use a tissue, wash your hands, do not touch other people's belongings, bathe thoroughly, and brush your teeth regularly. Do these things automatically without prompting. Aretha Franklin said it best: all FSDB staff and students are asking for a little R-E-S-P-E-C-T.

- The students in Pod 232 know exactly what Respect means. They are respectful of each other and the dorm staff. They show kindness to each other, are non-judgmental, and are quick to help.

- This month in Pod 233, we had the opportunity to practice Respect while playing a game of Scattergories. Each team had to wait their turn to speak. They were not permitted to talk over one another or interrupt. The staff can also model this month's PBIS (Positive Behavioral Interventions and Supports) highlight when speaking with the students and each other. This allowed the students to see respect in action and use it accordingly.

Koger Hall
- Koger Hall and MacWilliams Hall came together on October 27 to celebrate “Unity Day.” Students and staff in both dorms wore the unity color orange to show anti-bullying support. A few group pictures were taken to mark the day.
- Koger Hall celebrated our first Student of The Quarter for the 2022-23 school year. Serenity is in her junior year here at FSDB. Since arriving in the dorm during her freshmen year, Serenity has grown into an incredibly well-rounded student. Serenity portrays a compassionate presence around the dorm by helping her peers when in need and going out of her way to attain community service hours and give back to others. We are fortunate to have her, and we are excited to see the success her future holds.

MacWilliams Hall
- I am proud of the young men of MacWilliams Hall for their community service, and Character counts effort in October (Respect). Our young men created Halloween treat “goodie bags” that we gave to Koger Hall staff & students, Health Care Center nurses, and Campus Police on Halloween evening before heading to the Haunted House at President Snow’s home.
- Our November community service project involved collecting non-perishable items for Thanksgiving meals. These were donated to our local community efforts to help those in need of a Thanksgiving meal. We collected traditional items such as stuffing mix, canned string beans, canned corn, instant mashed potatoes, cranberry sauce, canned yams, etc. We collected these items through November 16 and delivered them the next day.
- On Thursday, November 10, Campus Police met with MacWilliams Hall students and staff to provide a community education “Crime-Watch” presentation. We are grateful to FSDB Police services for providing this beneficial and timely presentation to our staff and young men as we head into the holiday season.
• Since my last report, Mr. Gabriel has returned from his deployment, helping those affected by Hurricane Ian on the west coast of Florida. He has shared his experience with many of the staff and students of MacWilliams Hall.

Deaf Department Elementary and Middle School

Vaill Hall
• On October 4, Vaill Hall Students attended National Night Out, hosted by the Saint Augustine Beach Police department. Students and staff enjoyed dinner, visiting educational booths, and meeting local first responders. Two Vaill Hall students won bicycles in the raffle. The students had a good time and learned a lot about local authorities.
• Our 5th-grade girls’ pod completed community service by making s’mores pies for our Health Care Center staff, and this month they will be making them for the Cafeteria Staff. We love to teach the girls to give back to the community.
• Some of our pods acquired whiteboards from Gregg Hall, and staff have been using them to write the daily schedule for our students. All our students have greatly benefited from seeing the plan posted, as they know what to expect every day and do not always have to rely on staff to find out. Some of our students enjoy writing the next day’s schedule. In our 2nd Floor North pod, writing the next day’s schedule has become a curriculum and enjoyable activity for students. This is a great way to teach them about scheduling and managing time.
• For the month of October, our focus was on Respect. We have and will continue to guide and teach our students to treat others with respect, and staff will also be role models of the behavior we wish to see in students. Vaill Hall had many opportunities for growth during October, which we could utilize as teachable moments for our students to learn appropriate behavior.
• During November, we focus on Citizenship by discussing, modeling and storytelling. At the end of November, we ask each student to write or draw what they think makes a good citizen on paper apples, and we will use them to decorate our tree.

Bloxham Hall
• The month of October proved to be an interesting one for our students. Volleyball season wrapped up, and while our win/loss record wasn’t what the girls wanted to see, they understood that this was the time to learn and develop their skills before moving on to JV and varsity teams in the future. They played with heart and determination, and we’re proud of their efforts.
• Halloween is always a holiday favorite. This year we held a door decorating contest. The girls worked in pairs and showed some fantastic creativity. Mathew Ward and Mel Botterbusch-Goodall served as our judges, and prizes were awarded to our winners.
• October also brought the end of the first quarter and time to award our first house points prizes. Congratulations to Ravenclaw for winning the first quarter in our house points program! Jordan from Ravenclaw was our individual points leader for the quarter.
• Finally, several girls were involved in a community service project this month. They dug up an overcrowded group of flower bulbs, separated them, sorted them by size, and will be replanting them around Bloxham. Extra bulbs will be given to the D&B Garden Center.

McLane Hall
• This past month has been busy for our McLane boys. We went off campus to hang out at a playground next to the public library. After that, we went to Dunkin Donuts for some sweets.
• During the past few weeks, the boys have continued to work on their cooking skills. They made cookies and cupcakes. When they do not have homework, they go outside to play basketball or participate in after-school recreational activities. FSDB President Tracie opened
her house for Halloween the last week of October. For Thanksgiving in the FSDB cafeteria, administrators (Mel Botterbusch-Goodall and Mathew Ward) served a Thanksgiving feast to the students.  
- After Thanksgiving break, we visited Flagler College to watch their basketball team practice.  
- The boys also enjoyed a kickoff party for the middle school boys’ mentorship program. Some McLane Hall boys were paired up with a high school boy for a mentorship program. The boys met their mentor during the kickoff and enjoyed food and games.

**Deaf Department High School**

**James Hall**
- The girls were busy this month, ending their volleyball season and tryouts for basketball. We also have girls who have been trying out for the girls’ weightlifting team. Girl’s weightlifting is new to FSDB. We are cheering for our 1st-time lifters.  
- For Halloween, the girls enjoyed food, fun, and movies in the dorm. We could visit the President’s Haunted House at the end of the evening.  
- James Hall continues with our Student of the Week Program, and these students have shown Respect, Responsibility, and Cooperation. They are Arianna, Ellen, Rachel, Skylar, Cassidy, and Mariska. Our Students of the Month are Ja’Niyah and Vanessa. When the students are awarded student of the month for showing good Character, their picture is hung on the wall, and they receive a $10 gift card.  
- The James Hall community service for October was making and distributing Halloween bags of treats to the Blind Elementary dorms.

**Rhyne Hall**
- The boys have been busy in October and November. The Rhyne Hall boys were very excited about Halloween. They brought their costumes and were ready for a night of fun. They enjoyed going to President Snow’s Haunted House for trick-or-treating and then going to the rec activity for more fun.  
- The Juniors with the best behavior were selected for the mentorship/big brother program. These boys will be working with the middle school boys to help mentor them. The boys enjoyed a mentorship kickoff celebration. During this celebration, they were paired up with their younger “brother” and then enjoyed Mexican street corn, hamburgers, and “little Hug Barrel Juice.” The boys were socializing with their middle school partners to get to know the person they would be working with. They also enjoyed grilling food with staff and their “younger brothers.” This also involves Citizenship and shows the boys that getting involved and giving back to the community is important. For curriculum, the staff are teaching the boys teamwork. We want our students to know that it is important to work together and for everyone to do their share.  
- The students and staff are currently planning the dorm holiday festivities, deciding if they want a holiday party and how they want to decorate the dorm.  
- Most of the boys have moved up to Level 3 on the dorm level system, which they earned by getting checks every day for good behavior. Now that the boys are on Level 3, they will have more freedom and a chance to move up to Level 4 – the highest level on our behavior level system.  
- For a curriculum, staff took the students off campus to explain how to navigate and read street signs. Staff also discussed what to do in an emergency while off campus. The boys took the off-campus test and will now be allowed to walk off campus with their friends to visit various stores and restaurants.
Recreation Department
The recreation department planned two events for the Halloween season. First, with the help of the Flagler College Deaf Awareness Club, the elementary students from the blind and deaf departments went to the college to “Trick or Treat” throughout the dorms. The students had a great time. Many thanks to Mackenzie F. and all the members of the DAC for hosting us and the Flagler professors. Thanks as well to our very own June Ann LeFors for making this happen!

On Halloween, the recreation department set up a “Haunted Trail” that the elementary and middle school students participated in. Several of our student workers helped create this fun event.

FSDB Elementary Dance Program
Dance continues to be a fun activity for the students. A date has been set for the spring recital: Thursday, May 11, 2023.

Learn to Swim
This new program identifies students who are not proficient swimmers and helps them become water safe. In place are instructors with previous swim coaching experience and swim instruction experience. The first 6-week session began the week of November 14.

Respectfully submitted by:
Kathleen Grunder
Administrator of Residential Services
Apartment Program

Young Men
We are looking forward to a fantastic community service project for the holiday season: the “Need-To-Feed” charity. Students and staff will bring in non-perishable foods to make the holidays of the less fortunate a little brighter.

Several apartment students enjoy employment as student workers here at FSBD. This is a great learning experience for students and builds young men’s self-confidence to new heights.

The students recently went to the St. Johns Town Center for holiday shopping. Students enjoyed the freedom to choose different stores to shop at and pick the items to purchase for their loved ones. After shopping at a few stores, the group had enough time to sit down and enjoy a meal at a restaurant. This event was an excellent opportunity to teach the students how to interact in a community setting and to put their life skills to work. Each young man did a great job staying safe and lending a helping hand to his peers.

Santa’s Village was another huge success at our annual holiday festivities. Our Apartment students enjoy being Santa’s elves and seeing the impact this has on their elementary and middle school peers. Many students left Santa and Mrs. Claus with heartfelt joy and big smiles on their faces.

One of our students wanted to learn how to make pigs-in-a-blanket, so a staff member assisted, and it was a wonderful experience for them both. During shopping, they bought the crescent rolls and the miniature sausage links, and the staff member explained what pigs in a blanket are and that they can be used as a covered dish when asked to bring something to a party. The student and staff read the instructions, preset the oven temperature, then opened the can of crescents and rolled out the dough. The staff explained that the triangle for the crescents had to be cut in half. The sausage is put on the wider side first, rolled to the end, and then placed on the baking dish. The student was surprised at how easy it was to make this dish! We checked the oven within 12 to 15 minutes, and they came out perfectly. He was very happy with what he learned and thanked the staff for teaching him how to bake them. It was fun seeing the excitement on his face; he took a picture of what he baked and sent it to his mom’s cell phone.

Young Ladies
To set the tone for the upcoming holiday season, high school students went on a shopping outing to the St. Johns Town Center. Students had fun shopping at stores of their choosing and interacting with friends. Students learned time management skills, how to navigate, and practiced communicating with store personnel independently. At the end of the trip, bus seats were filled with many shopping bags. When we returned to the buses, the students were tired.
and happy. Students and staff thoroughly enjoyed having the opportunity to get off campus and shop.

During our trip, we had a character-building moment. After paying for her items, one student did not understand that she had purchased an item she did not want. This young lady repeatedly stated, "not mine," while holding an item. The staff explained the total amount and total items purchased and that she did pay for the item. To solve the problem, we had to go back to the register and make a return. The lessons learned are: if you do not want an item, do not give it to the cashier to pay for it, and remember to review your items before you pay.

Our Apartments Thanksgiving dinner was held on November 16. Feedback from several students was positive, and we obtained several requests to do it again in December. We, therefore, held our Apartments Holiday dinner in Knowles Hall on December 21. We ordered rotisserie chicken from a restaurant, but students cooked the side dishes and desserts. This method allows food to be ready, so dinner starts on time. The dinner was a great way to close the first semester on a positive note.

**Blind Department**

**Kramer Hall**

- During November, students in Kramer Hall stayed busy with numerous fun activities and important lessons. Students enjoyed a Thanksgiving dinner with their fellow dorm mates. Before this holiday dinner, staff sat down with the students and talked about proper and improper table conversations that should be had while enjoying their meal. Staff then spoke with the students about appropriate etiquette before, during, and after the meal. Staff explained the importance of thanking those who cook and serve the food and making all dinner guests feel welcome and comfortable during a meal. Students dressed in their Thanksgiving outfits and demonstrated what they learned while enjoying a meal with their peers.
- Students also took time to celebrate any birthdays that happened during the month of November. One by one, each student told the birthday boy or girl one thing they liked about the individual. Students sang happy birthday and celebrated with cupcakes and a dance party.
- Students also enjoyed numerous video game tournaments and relay races. The staff explains the importance of teamwork and good sportsmanship during these events.
- November was a great month in the dorm for learning valuable lessons while simultaneously enjoying fun group activities.

**Cary White**

- This month’s Character Education word was **citizenship**. Staff expressed to each pod: Do you share to make your school and community better? Do you get involved in community affairs? Are you a good neighbor? Do you obey the policies and rules of the dorm? How do you respect authority? These are excellent traits of citizenship. So, to practice what we are taught, our boys and girls handed out early holiday gifts to the homeless on Granada Street, and we went around FSDB caroling for everyone! The people felt that extra boost of happiness and their hearts were filled with holiday joy!
• At Cary White, we motivate our students to set challenging goals. According to an article by Todd Zakrajsek on IDEAedu.org*, well-constructed and challenging goals to motivate students to put in effort and achievement beyond standard expectations. This past month we emphasized the following goals – some simple and others more complex: making beds, tying shoes, reading labels, time management, personal hygiene, better study habits, independence, communication, and organization.


**Koger Hall**

• For community service this month, the juniors filled up travel coffee mugs with hot cocoa mix and some treats to pass out to the staff that came to pick up and wash our dorm linen. A coffee mug was also left for Ms. Sherie, our dorm's custodial person, as a “Thank You” for keeping our dorm looking good. The girls also got to make one give to a person of their choosing on campus.

• We celebrated our upcoming winter break and the end of the first semester with a dorm get-together. We had an ugly sweater contest, a white elephant exchange, hot chocolate, and good food, and we had a great time just being together.

• Staff Spotlight: This is Megan Dartley’s second full school year with FSDB, and she has proven to be an excellent addition. She is great with the students and works well with her co-workers. This year she is working with the 11th graders, and they cook dinner in the dorm for their group every day and grocery shop every two weeks. Megan was a bit nervous about taking over the group because of the cooking and shopping, but she is doing a great job. She doesn’t hesitate to ask questions or make suggestions. She also has taken over baking birthday cakes for our students. She helps one of the juniors bake a cake for a peer’s birthday, and the student earns time towards their community service.

**MacWilliams Hall**

• The end of the semester and the dawn of a wonderful New Year is upon us. MacWilliams students (along with the young ladies of Koger Hall) recently had an opportunity to venture to the St. Johns Town Center for a long-awaited holiday shopping trip. The students have been excited to go since it was announced and very much appreciate the opportunity. Staff report that our students behaved well and were good ambassadors of FSDB. The students came back excited and a little tired from all the shopping.

• MacWilliams students and staff spent the first week back from Thanksgiving break preparing the dorm for the holidays. They have done a great job decorating to make the season look festive.

• On December 21, we celebrated the spirit of cooperation for our Character Counts initiative. We held our traditional (previously before Thanksgiving) dorm meal. Our juniors were responsible for preparing the entrée and main side dish. Our sophomores prepared a second side dish, and our freshmen prepared the dessert course. This has become a favorite tradition for the dorm staff, as well as the students, because we all have a hand in preparing the meal and being able to enjoy it together before the holidays.

• We at MacWilliams Hall hope you all had a joyous holiday season and a happy New Year.
Deaf Department Elementary and Middle School

Vaill Hall
- To make this time memorable for our students, we did several activities, including making bracelets to share with friends, crafting holiday ornaments to give to their families, and crafting and decorating snowmen. Students all made their pizza in the dorm. We also had cookies, hot cocoa, and popcorn on different nights.
- One pod decorated and filled treat bags to give to Police Services, the Healthcare center, and the cafeteria staff to show our appreciation for all they do for us.
- We held our celebration of good behavior recognitions and allowed students to use their saved PBiS tickets in the dorm store and use them in a raffle to win prizes.
- We prioritize a game night in every pod to strengthen relationships and practice interpersonal skills.
- Cooperation is our PBiS Character education focus for December. Cooperation is a trait we continuously focus on in Vaill Hall. We guide and teach our students to get along with others and work together daily to accomplish our responsibilities. We focus on this trait during activities and game nights and utilize all teachable moments.
- During November, we focused on Citizenship through discussion, modeling, and storytelling. At the end of November, we asked each student to write or draw what they think makes a good citizen on paper apples, and we used them to decorate our tree.

Bloxham Hall
- December is a busy month for the girls in Bloxham! The girls have enjoyed decorating the dorm for the holiday season. Our first-quarter winners finally got to enjoy our restaurant trip to Sonny's. They were wonderful ambassadors for our school and showed great behavior in public. One of our 6th graders, Jordan S., even asked the staff to interpret so she could personally thank our server for how hard she worked to take care of our large party. Seeing one of our girls recognize our server’s effort was heartwarming – what a great start to the holiday season!
- Our 8th-grade girls went to Washington, D.C., to learn more about our nation's history and government. They came back full of stories to tell the staff. They learned a lot and had fun in the process. Our first and second-floor girls decorated their doors for a holiday decorating contest. Our DSLs served as judges once the girls put on the finishing touches. McLane and Bloxham Halls also got together for a holiday party before we left for break. As usual, several girls are also busy with basketball, and we have one student, Juliana S., on the wrestling team. Free time is spent cheering for our Lady Dragons at home games and meets.
- Our girls have been looking forward to our winter break so they can rest up before returning “raring to go” in January. The students and staff of Bloxham hope you all had a happy, restful, and safe holiday season.

McLane Hall
- November and December were busy for McLane Hall. The Flagler College basketball team invited us to practice basketball with them. Meeting the college basketball players was a surreal experience, said the students.
- The boys were excited to decorate our dorm for the holidays using holiday lights, holiday trees, and many holiday posters. During the first week of December, many of our 8th graders went on a trip to Washington, D.C.! That same week, the 6th and
7th graders enjoyed dinner at Sonny’s restaurant, which they earned as a reward for their positive behavior in the dorm the past quarter. We had a Holiday Event at FSDB where our students met Mr. and Mrs. Santa Claus! They watched the dance troupe’s Singing Carols and enjoyed a chocolate chip cookie and a cup of hot cocoa.

- On December 13, we attended a workshop where our very own FSDB officer O’Brien gave a presentation titled "Stop Bullying Now." Many things happened last month as we prepared for our two-week winter break! Happy Holidays!

Deaf Department High School

James Hall

- In James Hall, we have had several students show good behavior. We have recognized the following students for Student of the Week: Victoria D.; Haley M.; Katrina K.; and Jahnea H. The girls always show respect to their staff and peers. We recognized Raiyanah R. and Carrington B. for November as our Students of the Month. These two girls have shown outstanding respect, cooperation, and responsibility.
- For community service, some of our girls went to the elementary dorm to make Christmas ornaments with the younger students. The kids really enjoyed it.
- On December 21, we rode on the St. Augustine Trolley to view the Night of Lights celebration. We all had the same T-shirts, and D&B Designs designed them for us.
- The curriculum has been ongoing daily this year. Everyday activities are all teachable moments for our students. The students are learning kitchen safety. They are learning to read recipes and follow them. They are learning to set a timer when cooking and not to cross-contaminate when cooking.
- James Hall students and staff hope everyone had a safe and happy holiday season.

Rhyne Hall

- The last two months have been busy in Rhyne Hall. The boys were excited to come back from Thanksgiving break. They have been in the holiday spirit and are excited to decorate the dorm. Because students were so festive for the holiday, we purchased more decorations so the boys could continue to decorate.
- The boys also enjoyed the events over the last month, including our recreation trip to the Town Center. This allowed the students to shop for the holidays and have a fun night out of the dorm. The school had its annual Holly Jolly Holiday event. The students enjoyed socializing with their peers and visiting with Santa and Mrs. Claus. For the holiday event, we went to Kirk Auditorium for a performance, Settles Gym for a basketball game, and the Dragon’s Lair for refreshments. Most of the boys went to the performance by the Dance Troupe and elementary students, then went to the basketball game. They went to the Dragon’s Lair for cookies and hot chocolate during halftime.
- Our students have been showing school spirit and enjoying watching the basketball games and wrestling matches – they like to cheer on their classmates. Staff set up a projector, showed the students the teen dating violence video for curriculum, and discussed the proper way to treat a sweetheart and what to do during a breakup.
- The students have been very excited about winter break, and we always look forward to hearing their stories of what they did during the break, their family time, and the gifts they received.
- The PBiS character education goal for December is cooperation. The boys showed cooperation during all the different holiday events. Before the Town Center trip, staff met
with all the students to review the rules and expectations, and the boys and girls behaved great on the trip. We reminded them that they represent FSDB when they are shopping or going to an off-campus event. They displayed positive behavior while shopping, and we were very proud of their behavior.

Recreation Department

The students have been participating in various activities such as arts/crafts, team games, swimming, weight training, board games, and social activities. The elementary students from the Deaf and Blind departments have been rehearsing for the Holly Jolly Celebration, which was held on December 8. The students did a great job!

FSDB Elementary Dance Program

The Dance students were invited to the Dance Alive National Ballet’s Nutcracker in Gainesville. The students were treated to a close-up performance from a dress rehearsal. They met and talked with the dancers and received a goody bag.

Learn to Swim

The students have been working with the elementary students who have been identified. They are progressing and becoming more confident each week.

Respectfully submitted by:
Kathleen Grunder
Administrator of Residential Services
General: Fiscal Year 2021-2022 – The agency’s Management Representation letters to the CFO for Statewide Financial Reporting and for Federal Awards were submitted on November 2, 2022. All forms, reports, and letters submitted to the State CFO for the closing of the fiscal year are available in the Comptroller’s office for review.

Accounting: Prompt Payment – Section 215.422, Florida Statutes, compliance (Prompt Payment of Vendor Invoices) – For the mid-month of October 2022, 96.56% of invoices were paid in accordance with the statute (compliance minimum is 95%). MFMP software upgrade issues created recent delays in payment.

Donations for October 2022
- Number of Donors = 509
- Number of Gifts = 523
- Dollars Received = $52,143.91

Donations for October 2021
- Number of Donors = 522
- Number of Gifts = 527
- Dollars Received = $71,276.49

Current FY To Date
- Number of Donors = 924
- Number of Gifts = 1234
- Dollars Received = $498,215.43

Previous Year to Date – Last FY to Date
- Number of Donors = 939
- Number of Gifts = 1232
- Dollars Received = $605,834.28

Comparison of 20/21 to 21/22
All key fundraising metrics are showing a steady trend. The following large estate and foundation gifts were received during this time in 20/21.

- $100,000.00
- $42,008.47
- $29,000.00
- $27,831.33
AUDIT
Julia Mintzer, Administrator of Business Services

**Internal Audit:** In October, the Mauldin & Jenkins team completed fieldwork associated with Annual Reviews, Pay Raises, and Fingerprinting/Background Checks. These areas are within the scope of the approved annual audit plan. The team was efficient and completed fieldwork within the designated timeframe established.

**Financial Statement Audit:** The Comptroller’s Office has begun financial statement preparation for the Auditor General’s financial audit that began in September 2022.

**Operational Audit:** The audit report is in review and the Auditor General intends to hold an exit conference in December. They were not able to hold the exit conference in October as originally shared as they were still completing the written report.

BUSINESS SERVICES BULLETIN
Julia Mintzer, Administrator of Business Services

To keep campus stakeholders updated on the latest and greatest in Business Services, status updates on initiatives and projects will be periodically posted on Yammer. The **October 10th** posting included the following information:

**Accounting, Budget Management, and Student Bank:** Several service contract requests are currently being processed. Based on the complexity of the services requested and the dollar value thresholds, executing a contract may be a lengthy process. Please start early if you need a service contract. Forms and instructions may be found on the FSDB Intranet in the Purchasing folder. For questions, please reach out to Kim Whitwam, Director of Purchasing, or John Wester, Comptroller.

**Advancement:** As of September 2022, FSDB has received $445,871.10 in donations. As we continue to be good stewards of donated funds, please continue to implement your privately funded projects and document program highlights to include in your year-end report. Our donors and foundations enjoy learning about our value-added initiatives.

**Emergency Management:** The FSDB Incident Command Team continues to gather feedback as we prepare the Hurricane Ian after-action report. Hurricane season extends until December 1st so we will continue to keep hurricane response and recovery checklists handy. Thank you for your contributions to our emergency management efforts.

**Police Services:** The number of false alarm badge alerts has diminished. Thank you for utilizing the new badge covers and carrying your Alyssa’s Alert badge with care.
**Safety and Facility Operations:** FSDB is in the middle of the competitive selection process to enter into a contract with a Design Build firm for Gregg Hall construction. We are very excited about the progress of this project, even with the understanding that supply chain challenges will require us to maintain a sense of humor throughout the build.

The SaFO department continues to manage projects in alignment with the Campus/Facilities Master Plan and Public Education Capital Outlay (PECO) Legislative Budget Request. In addition, they are addressing the recovery efforts after Hurricane Ian, which are largely comprised of roofing repairs. Thank you for your patience as we clean up and make repairs.

**Transportation:** The Transportation team remains committed to the hiring process in the hopes of being fully staffed this fall. In the meantime, please submit field trip requests as early as possible. They are fulfilled on a first come first serve basis and resources are limited. Thank you for your understanding as we manage the same staffing shortages that are experienced by districts across the state.

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**EMERGENCY MANAGEMENT**  
**Julia Mintzer, Administrator of Business Services**

Hurricane season does not technically end each year until December 1st. Although it is not common to experience storms in November, it can happen. In November 2020, we responded to Tropical Storm Eta, and November 10th of this year brought us Tropical Storm Nicole. The FSDB Incident Command Team leaped into action, just as we have witnessed many times before. The campus was prepared, students were transported, and timely communication was provided to stakeholders. Immediately after the storm, the recovery team assessed the campus and found minimal flooding, wind debris, and buildings without significant damage. Many thanks to the team for masterfully executing their roles in support of efficient emergency management on our campus.

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**INVESTMENT PERFORMANCE**  
**Lacey Connor, CRPC, Vice President-Wealth Management: UBS**

**Endowment I:** During the month of October, the endowment increased +$785,293.18 (+4.67%), and decreased -12.15% Year to Date, and -11.09% for the trailing 12 months with a closing portfolio value of $17,767,521.04. Dividends and interest income totaled +$25,692.04 and accrued interest increased $5,466.75. During the same period, the Benchmark increased +2.93%, decreased -16.67%, and decreased -16.67% respectively. The S&P 500 increased +8.10%, -17.70%, and -14.61% respectively. Furthermore, $23,931.57 was withdrawn during the month. According to Bloomberg, the average moderate portfolio is down -18.80%, as of, October 27th.

During 2022, there have been five separate months where the S&P 500 has increased or decreased by 7.5% or more. Volatility continues to remain unabated as the S&P 500 bounced back +8.10% during the month. The news reel continues to spin but the same topics of geopolitical
risks, The Fed, inflation, economic fears, and the mid-term elections remain uncertain. In the UBS base case, we expect market volatility to remain high in the short term but urge patience as this trend will subside over time as we gain clarity with these issues. Furthermore, we currently view higher yields in select US investment-grade corporate and high-quality bonds more favorably and remain defensive with equity allocations. Our central scenario forecast for the S&P 500 is 4,200 (+8.47%) by June 30th, 2023.

Endowment II: During the month, the endowment increased +$456,620.85 (+4.62%), decreased -12.85% Year to Date, and –12.31% for the trailing 12 months with a closing portfolio value of $10,481,384.18. Dividends and interest income totaled +$18,481.52 and accrued interest increased +$279.65. The S&P 500 increased +8.10%, -17.70%, and -14.61% respectively. Additionally, $12,189.47 was withdrawn during the month.

SAFETY AND FACILITIES OPERATIONS
Guy Maltese, Executive Director of Safety and Facilities Operations

Project Management
- Hurricane Ian roofing repairs are underway.
- The campus is being prepared for Tropical Storm Nicole and a campus closure.
- The Gregg Hall project has qualified one respondent: Gilbane.
- Campus roofing projects continue according to the contract.
- The Alfred Douglas tree replacement contract is activated.
- The football field bleacher project is in the advertisement stage.
- SAFO continues to manage projects in alignment with the Campus/Facilities Master Plan and Public Education Capital Outlay (PECO) Legislative Budget Request. Project Management meetings are held regularly concerning safety/security, Essential Equipment Maintenance, Technology, and Facility Infrastructure Repairs. Meetings focus on new projects, the progress of existing projects, and budget management.

TRAINING AND QUALITY ASSURANCE
Trish McFadden, Executive Director of Training and Quality Assurance

The Training and Quality Assurance Department held, or will hold, the following training classes between October 30, 2022, and December 9, 2022: one CPI full course, one CPI Refresher course, seven CPR courses, one QPR course, two Youth Mental Health First Aid (YMHA) courses, two New Employee Onboarding sessions, and one AlerT Training class.

TQA will be launching the following Moodle Courses in mid-January:
- Bloodborne Pathogens
- General Workplace Safety
- Hazard Communication
- QPR Annual Review
- Identifying and Reporting Fraud
• MFMP Information Security Training
• Threat Assessment Process Annual Review

TQA will partner with Human Resources to create an Employee Performance Evaluation Training for supervisors. In addition, TQA will be completing a review and update of the Drug-Free Workplace Training. Both supervisory courses will be available in Spring 2023.

Respectfully Submitted,
Julia Mintzer
Administrator of Business Services
Performance review
as of November 30, 2022

Sources of portfolio value

Portfolio value and investment results

Portfolio and selected benchmark returns

Net Time-weighted returns annualized

Time weighted rates of return (net of fees)
Additional information about your portfolio
as of November 30, 2022

Inception to date net time-weighted returns (annualized > 1 year)

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<th>Performance</th>
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Benchmark composition

Consolidated

**Blended Index**

Start - Current: 2% BBG US Short TSY (1-3 M); 45% BBG USAgg GvtCr 5-10 Y; 24% Russell 1000; 9% Russell 2500 Equal Wtd; 6% Russell 2000 Growth; 2% MSCI Emerging Markets-NR; 12% MSCI EAFE Curr (USD)
Consolidated report prepared for Board Of Trustees For
NX XX189 Fixed Income  NX XX190 QGABP
NX XX181 ESg  NX XX182 Small Cap
NX XX191 Div Ruler  NX XX186 MID CAP
NX XX187 Fixed Income  NX XX183 Board Of Trustees For
NX XX185 QEI

Financial Markets Summary
as of November 30, 2022

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This section contains important disclosures regarding the information and valuations presented here. All information presented is subject to change at any time and is provided only as of the date indicated. The information in this report is for informational purposes only and should not be construed as the basis of an investment or liquidation decision. UBS FS account statements and official tax documents are the only official record of your accounts and are not replaced, amended or superseded by any of the information presented in these reports. You should not rely on this information in making purchase or sell decisions, for tax purposes or otherwise.

UBS FS offers a number of investment advisory programs to clients, acting in our capacity as an investment adviser, including fee-based financial planning, discretionary account management, non-discretionary investment advisory programs, and advice on the selection of investment managers and mutual funds offered within our investment advisory programs. When we act as your investment adviser, we will have a written agreement with you expressly acknowledging our investment advisory relationship with you and describing our obligations to you. At the beginning of our advisory relationship, we will give you our Form ADV brochure(s) for the program(s) you selected that provides detailed information about our advisory service, the advisory services we provide, our fees, our personnel, our other business activities and financial industry affiliations and conflicts with our interests and yours.

In our attempt to provide you with the highest quality information available, we have compiled this report using data obtained from recognized statistical sources and authorities in the financial industry. While we believe this information to be reliable, we cannot make any representations regarding its accuracy or completeness. Please keep this guide as your Advisory Review. Please keep in mind that most investment objectives are long term. Although it is important to evaluate your portfolio’s performance over multiple time periods, we believe the greatest emphasis should be placed on the longer period returns.

We recommend you review the report content carefully and contact your Financial Advisor with any questions.

Client Accounts: This report may include all assets in the accounts listed and may include eligible and ineligible assets in a fee-based program. Since ineligible assets are not considered fee-based program assets, the inclusion or exclusion of such assets will distort the actual performance of your accounts and does not reflect the performance of your accounts in the fee-based program. As a result, the performance reflected in this report can vary substantially from the individual account performance reflected in the performance reports provided to you as part of those programs. For fee-based programs, fees are charged on the market value of eligible assets in the accounts and assessed quarterly in advance. Each quarter, you will receive one return objective, or a primary risk profile. If you have questions regarding these objectives or wish to change them, please contact your Financial Advisor to update your account records.

Performance: This report presents account activity and performance depending on which inception type you’ve chosen. The two options are: (1) All Assets (Since Performance Start): This presents performance for all assets since the earliest possible date; (2) Advisory Assets (Advisory Strategy Start) for individual advisory accounts: This presents Advisory level performance since the Latest Strategy Start date. If an account that has never been managed is included in the consolidated report, the total performance of that unmanaged account will be included since inception.

Time-weighted Returns for accounts / SWP/AAP sleeves: It is calculated using the Modified Dietz Method. This calculation uses the beginning and ending portfolio values for the month and weights each cash contribution and withdrawal based upon the day the cash flow occurred. Periods greater than one month are calculated by linking the monthly returns. The TWR gives equal weighting to every return regardless of amount of money invested, so it is an effective measure for returns on a fee based account. All periods shown which are greater than 12 months are annualized. This applies to all performance for all assets before 09/30/2010, Advisory assets after 12/31/2010 and SWP sleeves before 04/30/2018.

Time-weighted Returns for accounts / SWP/AAP sleeves (Daily periods): The report displays a time weighted rate of return (TWR) that is calculated by dividing the portfolio’s daily gain/loss by the previous day’s closing market value plus the value of cash flows that occurred during the day, if it was positive. The TWR gives equal weighting to every return regardless of amount of money invested, so it is an effective measure for returns on a fee based account. Periods greater than one day are calculated by linking the daily returns. All periods shown which are greater than 12 months are annualized. For reporting purposes, the performance calculations used the account’s end of day value on the performance inception (listed in the report under “Strategy Start Date”) and all cash flows were posted at end of day. As a result of the change, the overall rate of return (TWR) and beginning market value displayed can vary from prior generated reports. This applies to all performance for all assets on or after 09/30/2010, Advisory assets on or after 12/31/2010, SWP sleeves before 04/30/2018 as well as all Asset Class and Security level returns.

Money-weighted returns: Money-weighted return (MWR) is a measure of the rate of return for an asset or portfolio of assets. It is calculated by finding the daily Internal Rate of Return (IRR) for the period and then compounding this return by the number of days in the period being measured. The MWR incorporates the size and timing of cash flows, so it is an effective measure of returns on a portfolio.

Annualized Performance: All performance periods greater than one year are calculated (unless otherwise stated) on an annualized basis, which represents the return on an investment multiplied or divided to give a comparable one year return.

Cumulative Performance: A cumulative return is the aggregate amount that an investment has gained or lost over time, independent of the period of time involved.

Net of Fees and Gross of Fees Performance: Performance is presented on a “net of fees” and “gross of fees” basis, where indicated. Net returns do not reflect advisory fees or other expenses prior to 10/31/10 for all accounts that are billed separately via invoice through a separate account billing arrangement. Gross returns do not reflect the deduction of fees, commissions or other charges. Advisory fees and expenses will reduce a client’s return. The compound effect of such fees and expenses should be considered when reviewing returns. For example, the net effect of the deduction of fees on annualized performance, including the compounded effect over time, is determined by the relative size of the fee and the account’s investment performance. It should also be noted that where gross returns are compared to an index, the index performance also does not reflect any transaction costs, which would lower the performance results. Market index data maybe subject to review and revision.

Benchmark/Major Indices: This presents the performance of an index is not a guarantee of future results. Any benchmark is shown for informational purposes only and relates to historical performance of market indices and not the performance of actual investments. Although most portfolios use indices as benchmarks, portfolios are actively managed and generally are not restricted to investing only in securities in the index. As a result, your portfolio holdings and performance may vary substantially from the benchmark index. Each index reflects an unmanaged universe of securities without any deduction for advisory fees or other expenses that would reduce actual investment returns. Overall rate of return (TWR) and begins market value displayed can vary from prior generated reports. This applies to all performance for all assets on or after 09/30/2010, Advisory assets on or after 12/31/2010, SWP sleeves before 04/30/2018 as well as all Asset Class and Security level returns.

Net Deposits/Withdrawals: When shown on a report, this information represents the net addition of all cash and securities contributions and withdrawals, program fees (including wrap fees) and other fees added to or subtracted from your account for the specified period of time only. As a result, only a portion of your account’s activity and performance information is presented in the performance report, and, therefore, presents a distorted representation of your account’s activity and performance.

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Board of Trustees Meeting, January 13, 2023
Page 42
Disclosures applicable to accounts at UBS Financial Services Inc. (continued)

are delivered in or out of the accounts. Wrap fees will be included in this calculation except when paid via an invoice or through a separate accounts billing arrangement. When shown on Client summary and/or Portfolio review report, program fees (including wrap fees) and any deposit/withdrawals. A PACE Program Fee rebate that is not reinvested is treated as a withdrawal.

Dividends/Interest: Dividend and interest earned, when shown on a report, does not reflect your account’s tax status or tax requirements. Use only official tax reporting documents (i.e. 1099) for tax reporting purposes. The classification of private investment distributions can be determined by referring to the official year-end tax-reporting document provided by the issuer.

Change in Accrued Interest: When shown on a report, this information represents the difference between the accrued interest at the beginning of the period from the accrued interest at the end of the period.

Change in Value: Represents the change in value of the portfolio during the reporting period, excluding additions/withdrawals, dividend and interest income earned and accrued interest. Change in Value may include programs fees (including wrap fees) and other fees.

Fees: Fees represented in this report include program and wrap fees. Program and wrap fees are paid through October 1, 2010 for accounts that are billed separately via invoice through an individual account billing arrangement are not included in this report.

Performance Start Date Changes: The Performance Start Date for accounts marked with a ‘^’ have changed. Performance figures of an account with a changed Performance Start Date may not include the entire history of the account. The new Performance Start Date will generate performance returns and activity information for a shorter period than is available at UBS FS. As a result, the overall performance of these accounts may generate better performance than the period of time that would be included if the report used the inception date of the account. UBS FS recommends reviewing performance reports that use the inception date of the account because reports with longer time frames are usually more helpful when evaluating investment programs and strategies. Performance reports may include accounts with inception dates that precede the new Performance Start Date and will show performance and activity information from the earliest available inception date.

The change in Performance Start Date may be the result of a performance gap due to a zero-balance that prevents the calculation of continuous returns from the inception of the account. The Performance Start Date may also change if an account has failed one of our performance reporting requirements. In such instances, the account will be labeled as “Review Required” and performance prior to that failure will be restricted.

Finally, if the Performance Start Date has changed if you have explicitly requested a performance restart. Please contact your Financial Advisor for additional details regarding your new Performance Start Date.

Closed Account Performance: Accounts that have been closed may be included in the consolidated performance report. When closed accounts are included for groupings of accounts, the performance report will only include information for the time period the account was active during the consolidated performance reporting time period.

Important information on options-based strategies: Options involve risk and are not suitable for everyone. Prior to buying or selling an option investors must read a copy of the Characteristics & Risks of Standardized Options, also known as the options disclosure document (ODD). It explains the characteristics and risks of exchange traded options. The options risk disclosure document can be accessed at the following web address: www.optionsclearing.com/about/publications/cr-risk.

Concentrated Equity Solutions (CES) managers are not involved in the selection of the underlying stock positions. The manager will evaluate the asset allocation in the options selection in order to pursue the strategy in connection with the underlying stock position(s) deposited in the account. It is important to keep this in mind when evaluating the manager’s performance since the account’s performance will include the performance of the underlying equity position that is not being managed. CES use options to seek to achieve your investment objectives regarding your concentration stock position. Options strategies change the potential return profile of your stock. In certain scenarios, such as call writing, the call position will limit your ability to participate in any potential increase in the underlying equity position upon which the call was written. Therefore, in some market conditions, particularly during periods of significant appreciation of the underlying equity position(s), the CES account will decrease the performance that would have been achieved had the stock been held long without implementing the CES strategy.

Portfolio: For purposes of this report “portfolio” is defined as all of the accounts presented on the cover page or the header of this report and does not necessarily include all of the client’s accounts held at UBS FS or elsewhere.

Pricing: All securities are priced using the closing price reported on the last business day preceding the date of this report. Every reasonable attempt has been made to accurately price securities; however, we make no warranties with respect to any security’s price. Please refer to the back of the first page of your UBS FS account statement for important information regarding the pricing assumptions for certain types of securities, the sources of pricing data and other qualifications concerning the pricing of securities. To determine the value of securities in your account, we generally rely on third party quotation services. If a price is unavailable or believed to be unreliable, we may determine the price in good faith and may use other sources such as the last recorded transaction. When securities are held at another custodian or you hold illiquid or restricted securities for which there is no published price, we will generally rely on the value provided by the custodian or issuer of that security.

Ineligible Assets: We require that you hold and purchase only eligible managed assets in your advisory accounts. Please contact your Financial Advisor for a list of the eligible assets in your program. These reports may provide performance information for eligible and ineligible assets in a fee-based program. Since ineligible assets are not considered fee-based program assets, the inclusion of such securities will distort the actual performance of your advisory assets. As a result, the performance reflected in this report can vary substantially from the individual account performance reflected in the performance reports provided to you as part of those programs. For fee-based programs, fees are charged on the market value of eligible assets in the accounts and assessed quarterly in advance, prorated according to the number of calendar days in the billing period. Neither UBS nor your Financial Advisor will act as your investment advisor with respect to Ineligible Assets.

Variable Annuity Asset Allocation: If the option to unbundled a variable annuity is selected and if a variable annuity’s holdings data is available, variable annuities will be classified by the asset class, subclass, and style breakdown for their underlying holdings. Where a variable annuity contains equity holdings from multiple equity sectors, this report will proportionately allocate the underlying holdings of the variable annuity to those sectors measured as a percentage of the total variable annuity’s asset value as of the date shown.

This information is supplied by Morningstar, Inc. on a weekly basis to UBS FS based on information supplied to the variable annuity which may not be current. Portfolio holdings of variable annuities change on a regular (often daily) basis. Accordingly, any analysis that includes variable annuities may not accurately reflect the current composition of these variable annuities. If a variable annuity’s underlying holding data is not available, it will remain classified as an annuity. All data is as of the date indicated in the report.

Accounts Included in this Report: The account listing may or may not include all of your accounts with UBS FS. The accounts included in this report are listed under the “Accounts included in this review” shown on the first page or listed at the top of each page. If an account number begins with “Q” this denotes assets or liabilities held at another financial institution. Information about these assets, including valuation, account type and cost basis, is based on the information you provided to us, or provided to us by third party data aggregators or custodians. We do not verify, and are not responsible for, the accuracy or completeness of this information.

Account name(s) displayed in this report and labels used for groupings of accounts can be customizable “nicknames” chosen by you to assist you with your recordkeeping or may have been included by your financial advisor for reference purposes only. The names used have no legal effect, are not intended to reflect any strategy, product, recommendation, investment objective or risk profile associated with your accounts or any group of accounts, and are not a promise or guarantee that wealth, or any financial results, can or will be achieved. All investments involve the risk of loss, including the risk of loss of the entire investment.

For more information about account or group names, or to make changes, contact your Financial Advisor.

Account changes: At UBS, we are committed to helping you work toward your financial goals. So that that is consistent with your investment objectives, please directly if you would like to impose or change any restrictions regarding the management of your account? It is possible to discuss these changes. For MAC advisory programs, an advisory program and related fees is available through a separate account billing arrangement are not included in this report.

Start Date for accounts marked with a ‘^’ have changed. Performance figures of an account with a changed Performance Start Date may not include the entire history of the account. The new Performance Start Date will generate performance returns and activity information for a shorter period than is available at UBS FS. As a result, the overall performance of these accounts may generate better performance than the period of time that would be included if the report used the inception date of the account. UBS FS recommends reviewing performance reports that use the inception date of the account because reports with longer time frames are usually more helpful when evaluating investment programs and strategies. Performance reports may include accounts with inception dates that precede the new Performance Start Date and will show performance and activity information from the earliest available inception date.

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Disclosures applicable to accounts at UBS Financial Services Inc. (continued)

information nor do we make any representations or
warranties as to the accuracy or completeness of that
information and will not be liable to you if any such
information is unavailable, delayed or inaccurate.

For insurance, annuities, and 529 Plans, UBS FS relies on
information obtained from third party services it believes
to be reliable. UBS FS does not independently verify or
guarantee the accuracy or validity of any information
provided by third parties. Information for insurance,
annuities, and 529 Plans that has been provided by a
third party service may not reflect the quantity and
market value as of the previous business day. When
available, an “as of” date is included in the description.

Investors outside the U.S. are subject to securities and
tax regulations within their applicable jurisdiction that
are not addressed in this report. Nothing in this report
shall be construed to be a solicitation to buy or offer to
sell any security, product or service to any non-U.S.
investor, nor shall any such security, product or service
be solicited, offered or sold in any jurisdiction where
such activity would be contrary to the securities laws or
other local laws and regulations or would subject UBS to
any registration requirement within such jurisdiction.

Performance History prior to the account’s inception at
UBS Financial Services, Inc. may have been included in
this report and is based on data provided by third party
sources. UBS Financial Services Inc. has not
independently verified this information nor does UBS
Financial Services Inc. guarantee the accuracy or validity
of the information.

Important information about brokerage and
advisory services. As a firm providing wealth
management services to clients, UBS Financial Services
Inc. offers investment advisory services in its capacity as
an SEC-registered investment adviser and brokerage
services in its capacity as an SEC-registered broker-
dealer. Investment advisory services and brokerage
services are separate and distinct, differ in material ways
and are governed by different laws and separate
arrangements. It is important that clients understand the
ways in which we conduct business, that they carefully
read the agreements and disclosures that we provide to
them about the products or services we offer. For more
information, please review client relationship summary
provided at ubs.com/relationshipssummary.

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Performance review
as of November 30, 2022

Sources of portfolio value

$ Millions

Portfolio value and investment results

Performance returns (annualized > 1 year)

<table>
<thead>
<tr>
<th></th>
<th>MTD 10/31/2022 to 11/30/2022</th>
<th>YTD 11/30/2021 to 12/31/2021</th>
<th>1 Year 11/30/2021 to 12/31/2021</th>
<th>2021 12/31/2020 to 12/31/2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opening value</td>
<td>10,481,274.77</td>
<td>12,027,125.37</td>
<td>11,712,570.17</td>
<td>10,002,772.69</td>
</tr>
<tr>
<td>Net deposits/withdrawals</td>
<td>97.53</td>
<td>-51,717.37</td>
<td>-51,851.63</td>
<td>1,285,681.64</td>
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<tr>
<td>Div./interest income</td>
<td>14,961.38</td>
<td>235,659.71</td>
<td>264,910.08</td>
<td>191,734.92</td>
</tr>
<tr>
<td>Change in accr. interest</td>
<td>8,028.33</td>
<td>2,620.56</td>
<td>-3,968.06</td>
<td>30,328.12</td>
</tr>
<tr>
<td>Change in value</td>
<td>461,839.75</td>
<td>-1,247,486.51</td>
<td>-955,458.80</td>
<td>516,608.01</td>
</tr>
<tr>
<td>Closing value</td>
<td>10,966,201.76</td>
<td>10,966,201.76</td>
<td>10,966,201.76</td>
<td>12,027,125.37</td>
</tr>
<tr>
<td>Net Time-weighted ROR</td>
<td>4.63</td>
<td>-8.82</td>
<td>-6.37</td>
<td>6.20</td>
</tr>
</tbody>
</table>

Net deposits and withdrawals include program and account fees.

Portfolio and selected benchmark returns

Net Time-weighted returns annualized

<table>
<thead>
<tr>
<th></th>
<th>MTD 10/31/2022 to 11/30/2022</th>
<th>YTD 11/30/2021 to 12/31/2021</th>
<th>TRAILING_1_YEAR 11/30/2021 to 12/31/2021</th>
<th>2021 12/31/2020 to 12/31/2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your portfolio (%)</td>
<td>4.63</td>
<td>-8.82</td>
<td>-6.37</td>
<td>6.20</td>
</tr>
<tr>
<td>Consolidated Blended Index</td>
<td>4.31</td>
<td>-13.08</td>
<td>-11.37</td>
<td>5.82</td>
</tr>
<tr>
<td>BBG USAgg GvCr Intr Aor&gt;</td>
<td>1.95</td>
<td>-7.74</td>
<td>-7.92</td>
<td>-1.60</td>
</tr>
<tr>
<td>MSCI EAFE-NR</td>
<td>11.26</td>
<td>-14.52</td>
<td>-10.14</td>
<td>11.26</td>
</tr>
<tr>
<td>Russell 2000</td>
<td>2.34</td>
<td>-14.91</td>
<td>-13.01</td>
<td>14.82</td>
</tr>
<tr>
<td>Return objective: 5.50%</td>
<td>0.44</td>
<td>5.02</td>
<td>5.50</td>
<td>5.50</td>
</tr>
</tbody>
</table>

Time weighted rates of return (net of fees)

Performance returns (annualized > 1 year)

<table>
<thead>
<tr>
<th></th>
<th>MTD 10/31/2022 to 11/30/2022</th>
<th>YTD 11/30/2021 to 12/31/2021</th>
<th>1 Year 11/30/2021 to 12/31/2021</th>
<th>2021 12/31/2020 to 12/31/2021</th>
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</thead>
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<td>5.50</td>
<td>5.50</td>
</tr>
</tbody>
</table>

Consolidated Blended Index Start - Current: 2% BBG US Short TSY (1-3 M); 45% BBG USAgg GvCr 5-10 Y; 24% Russell 1000; 9% Russell 2500 Equal Wtd; 6% Russell 2000 Growth; 2% MSCI Emerging Markets-NR; 12% MSCI EAFE Curr (USD)
Past performance does not guarantee future results and current performance may be lower/higher than past data presented.

Report created on: December 07, 2022
Additional information about your portfolio
as of November 30, 2022

Inception to date net time-weighted returns (annualized > 1 year)

<table>
<thead>
<tr>
<th>ITD Performance</th>
<th>Start date to</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Start date</td>
</tr>
<tr>
<td>Consolidated</td>
<td>12/04/2020</td>
</tr>
<tr>
<td></td>
<td>-1.59%</td>
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</tbody>
</table>

Benchmark composition

Consolidated

Blended Index
Start - Current: 2% BBG US Short TSY (1-3 M); 45% BBG USAgg GvtCr 5-10 Y; 24% Russell 1000; 9% Russell 2500 Equal Wtd; 6% Russell 2000 Growth; 2% MSCI Emerging Markets-NR; 12% MSCI EAFE Curr (USD)
<table>
<thead>
<tr>
<th>Cash Alternatives</th>
<th>0.53</th>
<th>1.17</th>
<th>0.63</th>
<th>1.17</th>
<th>0.98</th>
<th>0.69</th>
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</thead>
<tbody>
<tr>
<td><strong>US - Fixed Income</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>BBG Agg Bond</td>
<td>2.33</td>
<td>-12.84</td>
<td>-2.59</td>
<td>0.21</td>
<td>0.91</td>
<td>1.09</td>
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<tr>
<td>BBG Muni 1-10Y 1-12Y</td>
<td>2.64</td>
<td>-5.16</td>
<td>-0.15</td>
<td>1.41</td>
<td>1.44</td>
<td>1.57</td>
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<tr>
<td>BBG Muni 5 Yr 4-6 TR</td>
<td>2.58</td>
<td>-5.56</td>
<td>-0.33</td>
<td>1.23</td>
<td>1.23</td>
<td>1.42</td>
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<tr>
<td>BBG Muni 7 Yr 6-8 TR</td>
<td>2.99</td>
<td>-6.38</td>
<td>-0.36</td>
<td>1.51</td>
<td>1.60</td>
<td>1.76</td>
</tr>
<tr>
<td>BBG Muni Bond</td>
<td>3.81</td>
<td>-8.64</td>
<td>-0.76</td>
<td>1.40</td>
<td>1.75</td>
<td>1.97</td>
</tr>
<tr>
<td>BBG US Agg Gvt &amp; CR 1-3 Y</td>
<td>0.70</td>
<td>-4.02</td>
<td>-0.30</td>
<td>0.89</td>
<td>0.91</td>
<td>0.87</td>
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<tr>
<td>BBG US Gov/Corp Inter TR</td>
<td>1.72</td>
<td>-8.19</td>
<td>-1.16</td>
<td>0.79</td>
<td>1.10</td>
<td>1.12</td>
</tr>
<tr>
<td><strong>Global/International - Fixed Income</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BBG GblAgg</td>
<td>3.99</td>
<td>-16.82</td>
<td>-4.46</td>
<td>-1.69</td>
<td>0.12</td>
<td>-0.53</td>
</tr>
<tr>
<td>BBG GblAgg ex-USD</td>
<td>5.43</td>
<td>-19.81</td>
<td>-6.01</td>
<td>-3.27</td>
<td>-0.60</td>
<td>-1.82</td>
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<tr>
<td><strong>US Equity</strong></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dow Jones Ind Avg</td>
<td>20.96</td>
<td>2.48</td>
<td>9.49</td>
<td>9.70</td>
<td>12.57</td>
<td>12.85</td>
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<tr>
<td>NAREIT Equity</td>
<td>9.58</td>
<td>-13.44</td>
<td>2.13</td>
<td>5.44</td>
<td>6.59</td>
<td>8.03</td>
</tr>
<tr>
<td>Russell 1000</td>
<td>13.86</td>
<td>-10.66</td>
<td>10.55</td>
<td>10.69</td>
<td>11.92</td>
<td>13.16</td>
</tr>
<tr>
<td>Russell 1000 Growth</td>
<td>10.67</td>
<td>-21.64</td>
<td>11.78</td>
<td>12.91</td>
<td>13.99</td>
<td>15.00</td>
</tr>
<tr>
<td>Russell 1000 Value</td>
<td>17.14</td>
<td>2.42</td>
<td>8.39</td>
<td>7.86</td>
<td>9.41</td>
<td>10.97</td>
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<tr>
<td>Russell 2000 Growth</td>
<td>11.27</td>
<td>-20.96</td>
<td>3.68</td>
<td>4.91</td>
<td>7.36</td>
<td>10.23</td>
</tr>
<tr>
<td>Russell 2000 Value</td>
<td>16.03</td>
<td>-4.75</td>
<td>8.32</td>
<td>5.34</td>
<td>8.43</td>
<td>9.66</td>
</tr>
<tr>
<td>Russell 2500</td>
<td>14.22</td>
<td>-10.36</td>
<td>7.91</td>
<td>7.26</td>
<td>9.30</td>
<td>10.98</td>
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<td>Russell 3000</td>
<td>13.85</td>
<td>-10.80</td>
<td>10.27</td>
<td>10.32</td>
<td>11.66</td>
<td>12.94</td>
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<tr>
<td>Russell Mid Cap</td>
<td>15.42</td>
<td>-9.02</td>
<td>8.67</td>
<td>8.49</td>
<td>10.04</td>
<td>11.82</td>
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<td>Russell Mid Cap Growth</td>
<td>13.73</td>
<td>-21.77</td>
<td>6.42</td>
<td>9.10</td>
<td>10.56</td>
<td>12.29</td>
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<td>Russell Mid Cap Value</td>
<td>16.37</td>
<td>-1.50</td>
<td>8.75</td>
<td>7.09</td>
<td>9.04</td>
<td>10.97</td>
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<tr>
<td>S&amp;P 400 Mid Cap</td>
<td>17.28</td>
<td>-3.29</td>
<td>10.29</td>
<td>7.97</td>
<td>10.16</td>
<td>11.65</td>
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<td><strong>Global/International - Equity</strong></td>
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<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>MSCI ACWI USA-NR</td>
<td>15.15</td>
<td>-11.87</td>
<td>1.75</td>
<td>4.63</td>
<td>4.23</td>
<td></td>
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<tr>
<td>MSCI EAFE-NR</td>
<td>17.25</td>
<td>-10.14</td>
<td>1.92</td>
<td>1.85</td>
<td>4.31</td>
<td>4.99</td>
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<tr>
<td>MSCI Emerging Markets-NR</td>
<td>11.27</td>
<td>-17.43</td>
<td>0.14</td>
<td>-0.42</td>
<td>5.04</td>
<td>2.06</td>
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<td>MSCI Emerging Markets-PR</td>
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<td>-2.22</td>
<td>-2.80</td>
<td>2.56</td>
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<td>MSCI World</td>
<td>14.72</td>
<td>-10.42</td>
<td>8.04</td>
<td>7.90</td>
<td>9.49</td>
<td>10.11</td>
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<tr>
<td><strong>Commodities</strong></td>
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<tr>
<td>DJ UBS Commodity</td>
<td>4.78</td>
<td>23.20</td>
<td>15.45</td>
<td>7.60</td>
<td>6.39</td>
<td>-1.30</td>
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<tr>
<td>Goldman Sachs Commodity</td>
<td>4.89</td>
<td>37.45</td>
<td>13.51</td>
<td>7.67</td>
<td>5.88</td>
<td>-3.23</td>
</tr>
<tr>
<td><strong>Non-Traditional</strong></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>HFRI Equity Hedge</td>
<td>4.07</td>
<td>-8.88</td>
<td>6.57</td>
<td>4.78</td>
<td>5.68</td>
<td>5.72</td>
</tr>
<tr>
<td>HFRI FO FOF Diversified</td>
<td>2.10</td>
<td>-1.94</td>
<td>5.12</td>
<td>3.84</td>
<td>3.54</td>
<td>3.87</td>
</tr>
<tr>
<td>HFRI Eqty Hdg-EqMktneu</td>
<td>0.12</td>
<td>0.08</td>
<td>-1.64</td>
<td>-1.97</td>
<td>-1.75</td>
<td>-0.20</td>
</tr>
<tr>
<td>HFRI Event Driven</td>
<td>-1.81</td>
<td>-8.15</td>
<td>1.23</td>
<td>-0.17</td>
<td>2.10</td>
<td>1.86</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>S&amp;P 500 40% /BBG Agg 60%</td>
<td>7.01</td>
<td>-11.07</td>
<td>3.03</td>
<td>4.76</td>
<td>5.58</td>
<td>6.08</td>
</tr>
<tr>
<td>S&amp;P 500 50% /BBG Agg 50%</td>
<td>8.19</td>
<td>-10.70</td>
<td>4.39</td>
<td>5.85</td>
<td>6.71</td>
<td>7.31</td>
</tr>
<tr>
<td>S&amp;P 500 60% /BBG Agg 40%</td>
<td>9.37</td>
<td>-10.35</td>
<td>5.74</td>
<td>6.92</td>
<td>7.83</td>
<td>8.53</td>
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<tr>
<td><strong>Miscellaneous</strong></td>
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<td></td>
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<td></td>
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<td></td>
</tr>
<tr>
<td>Consumer Price Index</td>
<td>0.41</td>
<td>7.22</td>
<td>5.03</td>
<td>3.85</td>
<td>3.30</td>
<td>2.61</td>
</tr>
</tbody>
</table>
This section contains important disclosures regarding the information and valuations presented here. All information is subject to change at any time and is provided only as of the date indicated. The information in this report is for informational purposes only and should not be used as a basis for the purposes of investment or liquidation decision. UBS FS account statements and official tax documents are the only official record of your accounts and are not replaced, amended, or superseded by any of the information presented in these reports. You should not rely on this information in making purchase or sell decisions, for tax purposes or otherwise.

UBS FS offers a number of investment advisory programs to clients, acting in our capacity as an investment adviser, including fee-based financial planning, discretionary account management, non-discretionary investment advisory programs, and advice on the selection of investment managers and mutual funds offered through the investment advisory programs. When we act as your investment adviser, we will have a written agreement with you expressly acknowledging our investment advisory relationship with you and describing our obligations to you. At the beginning of our advisory relationship, we will give you Form ADV brochure(s) for the program(s) you selected that provides detailed information about the program(s) and the advisory services we provide, our fees, our personnel, our other business activities and financial industry affiliations and conflicts between our interests and yours. In our attempt to provide you with the highest quality information available, we have compiled this report using data obtained from recognized statistical sources and authorities in the financial industry. While we believe this information to be reliable, we cannot make any representations regarding its accuracy or completeness. Please keep this guide as your Advisory Review.

Please keep in mind that most investment objectives are long term. Although it is important to evaluate your portfolio’s performance over multiple time periods, we believe the greatest emphasis should be placed on the longer period returns.

Please review the report content carefully and contact your Financial Advisor with any questions.

**Client Accounts:** This report may include all assets in the accounts listed and may include eligible and ineligible assets in a fee-based program. Since ineligible assets are not considered fee-based program assets, the inclusion of such assets will distort the actual performance of your accounts and does not reflect the performance of your accounts in the fee-based program. As a result, the performance reflected in this report may vary substantially from the individual account performance reflected in the performance reports provided to you as part of those programs. For fee-based programs, fees are charged on the market value of eligible assets in the accounts and assessed quarterly in advance as a result of the number of calendar days in the billing period. When shown on a report, the risk profile and return objectives describe your overall goals for these accounts. For each account you manage or account that we manage on your behalf, the performance is measured from the first day to the last day of the period. When fees are shown separately, the distribution of fees is shown via invoice through a separate account billing arrangement. Fees do not reflect the deduction of fees, commissions or other charges. This means that net returns is a measure of the rate of return for an asset or portfolio of assets. It is calculated by finding the daily Internal Rate of Return (IRR) for the period and then compounding this return by the number of days in the period being measured. The MWR incorporates the size and timing of cash flows, so it is an effective measure of returns on a portfolio.

**Money-weighted returns:** Money-weighted return (MWR) is a measure of the rate of return for an asset or portfolio of assets. It is calculated by finding the daily Internal Rate of Return (IRR) for the period and then compounding this return by the number of days in the period being measured. The MWR incorporates the size and timing of cash flows, so it is an effective measure of returns on a portfolio.

**Performance:** This report presents account activity and performance depending on which inception type you’ve chosen. The two options are: (1) All Assets (Since Performance Start). This presents performance for all assets since the earliest possible date; (2) Advisory Assets (Advisory Strategy Start) for individual advisory accounts. This presents Advisory level performance since the Latest Strategy Start date. If an account that has never been managed is included in the consolidated report, the total performance of that unmanaged account will be included since inception.

**Time-weighted Returns for accounts / SWP/AAP sleeves:** The report displays a time weighted rate of return (TWR) that is calculated using the Modified Dietz Method. This calculation uses the beginning and ending portfolio values for the month and weights each cash flow based on the day the cash flow occurred. Periods greater than one month are calculated by linking the monthly returns. The TWR gives equal weighting to every return regardless of amount of money invested, so it is an effective measure for returns on a fee based account. All periods shown which are greater than 12 months are annualized. This applies to all performance for all assets before 09/30/2010, Advisory assets before 12/31/2010 and SW sleeves before 04/30/2018.

**Time-weighted Returns for accounts / SWP/AAP sleeves (Daily periods):** The report displays a time weighted rate of return (TWR) that is calculated by dividing the portfolio’s daily gain/loss by the previous day’s closing market price of cash flows that occurred during the day, if it was positive. The TWR gives equal weighting to every return regardless of amount of money invested, so it is an effective measure for returns on a fee based account. Periods greater than one day are calculated by linking the daily returns. All periods shown which are greater than 12 months are annualized. For reporting periods prior to 01/26/2018, the performance calculations used the account’s end of day value on the performance inception (listed in the report under the column “ITD”) and all cash flows were posted at end of day. As a result of the change, the overall rate of return (TWR) and beginning market value displayed can vary from prior generated reports. This applies to all performance for all assets on or after 09/30/2010, Advisory assets on or after 12/31/2010, SWP sleeves before 04/30/2018 as well as all Asset Class and Security level returns.

**Money-weighted returns:** Money-weighted return (MWR) is a measure of the rate of return for an asset or portfolio of assets. It is calculated by finding the daily Internal Rate of Return (IRR) for the period and then compounding this return by the number of days in the period being measured. The MWR incorporates the size and timing of cash flows, so it is an effective measure of returns on a portfolio.

**Annualized Performance:** All performance periods greater than one year are calculated (unless otherwise stated) on an annualized basis, which represents the return on an investment multiplied or divided to give a comparable one year return.

**Cumulative Performance:** A cumulative return is the aggregate amount that an investment has gained or lost over time, independent of the period of time involved.

**Net of Fees and Gross of Fees Performance:** Performance is presented on a “net of fees” and “gross of fees” basis, where indicated. Net returns do not reflect the deduction of fees, commissions or other charges. This means that net returns is a measure of the rate of return for an asset or portfolio of assets. It is calculated by finding the daily Internal Rate of Return (IRR) for the period and then compounding this return by the number of days in the period being measured. The MWR incorporates the size and timing of cash flows, so it is an effective measure of returns on a portfolio.

**Custom Time Periods:** If represented on this report, the performance calculations used the account’s end of day value on the performance end date which have been selected by your Financial Advisor in order to provide performance and account activity information for your account for the specified period of time only. As a result, only a portion of your account’s activity and performance information is presented in the performance report, and, therefore, presents a distorted representation of your account’s activity and performance.

**Net Deposits/Withdrawals:** When shown on this report, the performance calculations used the net end of period value of cash and securities contributions and withdrawals, program fees (including wrap fees) and other fees added to or subtracted from your account beginning on the first day to the last day of the period. When fees are shown separately, net deposits / withdrawals does not include program fees (including wrap fees). When investment return is displayed net of fees, fees may also include program fees (including wrap fees). For security contributions and withdrawals, securities are calculated using the end of day UBS FS price on the day securities were purchased or transferred.
Disclosures applicable to accounts at UBS Financial Services Inc. (continued)

are delivered in or out of the accounts. Wrap fees will be included in this calculation except when paid via an invoice or through a separate accounts billing arrangement. When shown on Client summary and/or Portfolio review report, program fees (including wrap fees) may not be included in net deposits/withdrawals. PACE Program fees paid from sources other than your PACE account are treated as a contribution. A PACE Program Fee rebate that is not reinvested is treated as a withdrawal.

Dividends/Interest: Dividend and interest earned, when shown on a report, does not reflect your account’s tax status and federal requirements. Use only official tax reporting documents (i.e. 1099) for tax reporting purposes. The classification of private investment distribution data can be determined only in accordance with the official year-end tax-reporting document provided by the issuer.

Change in Accrued Interest: When shown on a report, this information represents the difference between the accrued interest at the beginning of the period from the accrued interest at the end of the period.

Change in Value: Represents the change in value of the portfolio during the reporting period, excluding additional withholdings, dividend and interest income earned and accrued interest. Change in Value may include programs fees (including wrap fees) and other fees.

Fees: Fees represented in this report include program and wrap fees. Program and wrap fees prior to October 1, 2010 for accounts that are billed separately via invoice through a separate account billing arrangement are not included in this report.

Performance Start Date Changes: The Performance Start Date for accounts marked with a ‘^’ have changed. Performance figures of an account with a changed Performance Start Date may not include the entire history of the account. The new Performance Start Date will generate performance returns and activity information for a shorter period than is available at UBS FS. As a result, the overall performance of these accounts may generate better performance than the period of time that would be included if the report used the inception date of the account. UBS FS recommends reviewing performance reports that use the inception date of the account because reports with longer time frames are usually more helpful when evaluating investment programs and strategies. Performance reports may include accounts with inception dates that precede the new Performance Start Date and will show performance and activity information from the earliest available inception date.

The change in Performance Start Date may be the result of a performance gap due to a zero-balance that prevents the calculation of continuous returns from the inception of the account. The Performance Start Date may also change if an account has failed one of our underwriting or performance quality criteria. In such instances, the account will be labeled as “Review Required” and performance prior to that failure will be restricted. Finally, the performance return in this report may be less than the actual performance return if you have explicitly requested a performance restart. Please contact your Financial Advisor for additional details regarding your new Performance Start Date.

Closed Account Performance: Accounts that have been closed may be included in the consolidated performance report. When closed accounts are included in the calculation, the performance report will only include information for the time period the account was active during the consolidated performance reporting time period.

Important information on options-based strategies: Options involve risk and are not suitable for everyone. Prior to buying or selling an option investor must read a copy of the Characteristics & Risks of Standardized Options, also known as the options disclosure document (ODD). It explains the characteristics and risks of exchange traded options. The options risk disclosure document can be accessed at the following web address: www.optionsclearing.com/about/publications/character-risks.

Concentrated Equity Solutions (CES) managers are not involved in the selection of the underlying stock positions. The Manager records all options in the options selection in order to pursue the strategy in connection with the underlying stock position(s) deposited in the account. It is important to keep this in mind when evaluating the manager’s performance since the account’s performance will include the performance of the underlying equity position that is not being managed. CES use options to seek to achieve your investment objectives regarding your concentration stock position. Options strategies change the potential return profile of your stock. In certain scenarios, such as call writing, the call position will limit your ability to participate in any potential increase in the underlying equity position upon which the call was written. Therefore, in some market conditions, particularly during periods of significant appreciation of the underlying equity position(s), the CES account will decrease the performance that would have been achieved had the stock been held long without implementing the CES strategy.

Portfolio: For purposes of this report “portfolio” is defined as all of the accounts presented on the cover page or the header of this report and does not necessarily include all of the client’s accounts held at UBS FS or elsewhere.

Pricing: All securities are priced using the closing price reported on the last business day preceding the date of this report. Every reasonable attempt has been made to accurately price securities; however, we make no warranties, representations or guarantees that wealth, or any financial results, can or will be achieved. All investments involve the risk of loss, and may not be included in net deposits/withdrawals. The price of pricing data and other qualifications concerning the pricing of securities. To determine the value of securities in your account, we generally rely on third party quotation services. If a price is unavailable or believed to be unreliable, we may determine the price in good faith and may use other sources such as the last recorded transaction. When securities are held at another custodian or you hold illiquid or restricted securities for which there is no published price, we will generally rely on the value provided by the custodian or issuer of that security.

Ineligible Assets: We require that you hold and purchase only eligible managed assets in your advisory accounts. Please contact your Financial Advisor for a list of the eligible assets in your program. These reports may provide performance information for eligible and ineligible assets in a fee-based program. Since ineligible assets are not considered fee-based program assets, the inclusion of such securities will distort the actual performance of your advisory assets. As a result, the performance reflected in this report may be substantially different from the individual account performance reflected in the performance reports provided to you as part of those programs. For fee-based programs, fees are charged on the market value of eligible assets in the accounts and assessed quarterly in advance, prorated according to the number of calendar days in the billing period. Neither UBS nor your Financial Advisor will act as your investment advisor with respect to Ineligible Assets.

Variable Annuity Asset Allocation: If the option to unbundle a variable annuity is selected and if a variable annuity’s holdings data is available, variable annuities will be classified by the asset class, subclass, and style breakdown for their underlying holdings. Where a variable annuity contains equity holdings from multiple equity sectors, this report will proportionately allocate the underlying holdings of the variable annuity to those sectors measured as a percentage of the total variable annuity’s asset value as of the date shown.

This information is supplied by Morningstar, Inc. on a weekly basis to UBS FS based on data provided by the variable annuity which may not be current. Portfolio holdings of variable annuities change on a regular (often daily) basis. Accordingly, any analysis that includes variable annuities may not accurately reflect the current composition of these variable annuities. If a variable annuity’s underlying holding data is not available, it will remain classified as a variable annuity. All data is as of the date indicated in the report.

Accounts Included in this Report: The account listing may or may not include all of your accounts with UBS FS. The accounts included in this report are listed under the “Accounts included in this review” shown on the first page or listed at the top of each page. If an account number begins with ‘@’ this denotes assets or liabilities held at another financial institution or may have been included by your financial advisor for reference purposes only. The names used have no legal effect, are not intended to reflect any strategy, product, recommendation, investment objective or risk profile associated with your accounts or any group of accounts, and are not a promise or guarantee that wealth, or any financial results, can or will be achieved. All investments involve the risk of loss, including the risk of loss of the entire investment.

For more information about account or group names, or to make changes, contact your Financial Advisor.

Account changes: At UBS, we are committed to helping you achieve your financial goals. If you have any questions regarding the management of your account? If the answer to either question is “yes,” it is important that you contact your Financial Advisor as soon as possible to discuss these changes. For MAC advisory accounts, please contact your investment manager directly if you would like to impose or change any investment restrictions on your account.

ADV disclosure: A complimentary copy of our current Form ADV Disclosure Brochure that describes the advisory program and related fees is available through your Financial Advisor. Please contact your Financial Advisor if you have any questions.

Important information for former Piper Jaffray and McDonald Investments clients: As an accommodation to former Piper Jaffray and McDonald Investments clients, these reports include performance history for their Piper Jaffray accounts prior to August 12, 2006 and McDonald Investments accounts prior to February 9, 2007, the date the respective accounts were converted to UBS FS. UBS FS has not independently verified this.
Disclosures applicable to accounts at UBS Financial Services Inc. (continued)

information nor do we make any representations or warranties as to the accuracy or completeness of that information and will not be liable to you if any such information is unavailable, delayed or inaccurate.

For insurance, annuities, and 529 Plans, UBS FS relies on information obtained from third party services it believes to be reliable. UBS FS does not independently verify or guarantee the accuracy or validity of any information provided by third parties. Information for insurance, annuities, and 529 Plans that has been provided by a third party service may not reflect the quantity and market value as of the previous business day. When available, an “as of” date is included in the description.

Investors outside the U.S. are subject to securities and tax regulations within their applicable jurisdiction that are not addressed in this report. Nothing in this report shall be construed to be a solicitation to buy or offer to sell any security, product or service to any non-U.S. investor, nor shall any such security, product or service be solicited, offered or sold in any jurisdiction where such activity would be contrary to the securities laws or other local laws and regulations or would subject UBS to any registration requirement within such jurisdiction.

Performance History prior to the account’s inception at UBS Financial Services, Inc. may have been included in this report and is based on data provided by third party sources. UBS Financial Services Inc. has not independently verified this information nor does UBS Financial Services Inc. guarantee the accuracy or validity of the information.

Important information about brokerage and advisory services. As a firm providing wealth management services to clients, UBS Financial Services Inc. offers investment advisory services in its capacity as an SEC-registered investment adviser and brokerage services in its capacity as an SEC-registered broker-dealer. Investment advisory services and brokerage services are separate and distinct, differ in material ways and are governed by different laws and separate arrangements. It is important that clients understand the ways in which we conduct business, that they carefully read the agreements and disclosures that we provide to them about the products or services we offer. For more information, please review client relationship summary provided at ubs.com/relationshipssummary.

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ACCOUNTING
Alison Crozier, Executive Director of Budget Management

Budget Management: FY 2023-24 Legislative Budget Request is complete, and on file in the Office of the Executive Director of Budgets and Grants

ADVANCEMENT
Traci Anderson, Executive Director of Advancement

<table>
<thead>
<tr>
<th>Donations for November 2022</th>
<th>Donations for November 2021</th>
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<tbody>
<tr>
<td>Number of Donors = 283</td>
<td>Number of Donors = 300</td>
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<tr>
<td>Number of Gifts = 290</td>
<td>Number of Gifts = 298</td>
</tr>
<tr>
<td>Dollars Received = $66,299.12</td>
<td>Dollars Received = $77,513.60</td>
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</table>

<table>
<thead>
<tr>
<th>Current FY To Date</th>
<th>Previous Year to Date – Last FY to Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of Donors = 1,070</td>
<td>Number of Donors = 1,105</td>
</tr>
<tr>
<td>Number of Gifts = 1,526</td>
<td>Number of Gifts = 1,530</td>
</tr>
<tr>
<td>Dollars Received = $564,530.80</td>
<td>Dollars Received = $683,347.88</td>
</tr>
</tbody>
</table>

Comparison of 20/21 to 21/22
“Number of gifts” is showing a steady trend. For the slight decline in the number of donors, we have implemented several strategies to reactivate lapsed donors and retain current donors, including a lapsed donor mailing, extra informational inserts for new donors, redesign of the donor survey to obtain additional information from donors, and hand-written thank you to special attention donors.

AUDIT
Julia Mintzer, Administrator of Business Services

Financial Statement Audit: The Comptroller’s Office has begun financial statement preparation for the Auditor General’s financial audit that began September 2022.

Operational Audit: The exit conference for the Operational Audit was held on Tuesday, November 29, 2022. The preliminary and tentative findings were shared with FSDB in writing on Friday, December 9, 2022. By Friday, December 16, 2022, FSDB responded to the office of the Auditor General with the FSDB management response associated with the three preliminary and tentative findings. It is anticipated that the formal audit report will be issued during the week of December
19, 2022. FSDB will then provide a six-month response in June 2023 to share progress made toward achieving the corrective actions in alignment with the proposed recommendations.

**BUSINESS SERVICES BULLETIN**

Julia Mintzer, Administrator of Business Services

To keep campus stakeholders updated on the latest and greatest in Business Services, status updates on initiatives and projects will be periodically posted on Yammer. The **November 11th** posting included the following information:

**Accounting, Budget Management, and Student Bank:** Please be sure to reference the Tropical Storm Nicole Situation Report when completing timesheets for the pay period beginning November 11, 2022.

**Advancement:** Trish McFadden, Director of Training and Quality Assurance provided updated training dates for endowment training as Tropical Storm Nicole impacted the schedule. Please plan to attend training if you are a current custodian of private dollars or if you plan to request dollars for 2023-2024. The registration link [is] [FSDB - TQA - Private Funding Requests (google.com)].

**Emergency Management:** Please make some time to periodically review the FSDB Emergency Management Plan so that you may remain knowledgeable of emergency protocols. [It can be found in Yammer on] [FSDB Intranet - Emergency Management Plan - All Documents (sharepoint.com)]

**Safety and Facility Operations:** Please remember to reprogram keys regularly in order to maintain access to safe spaces during emergencies. Information about locations of programmers and using keys may be found in the SaFO News and Tips folder [found in Yammer on] [FSDB Intranet - SaFO News and Tips - All Documents (sharepoint.com)]

**Training and Quality Assurance:** Please complete the required Moodle trainings by the December 2nd deadline. New employees since July 1, 2022, should have received an email invitation to an upcoming Onboarding session. Please use [this] link to register for one of the two sessions: [FSDB - TQA - New Employee Onboarding (google.com)]

**Transportation:** Please submit field trip requests as early as possible. They are fulfilled on a first come first serve basis and resources are limited. Thank you for your understanding as we manage the same staffing shortages that are experienced by districts across the state.

**EMERGENCY MANAGEMENT**

Julia Mintzer, Administrator of Business Services

The FSDB Incident Command Team engaged in multiple reunification workshops in November and December. These workshops allowed team members to understand their respective roles and
identify tasks that will further enhance our ability to implement the reunification plan more fully. The team will meet in January to conduct a debrief of the workshops and identify outstanding tasks in need of attention. Future training will include a tabletop exercise in April 2023, a practical exercise in Summer 2023, and a full-scale exercise in Spring 2024.

**INVESTMENT PERFORMANCE**

David Hanvey, First Vice President-Wealth Management: UBS

**Endowment I:** During the month of November, the endowment increased +$758,831,59 (+4.49%), and decreased -8.21% Year-to-Date (YTD), and –5.82% for the trailing 12 months with a closing portfolio value of $18,533,757.05. Dividends and interest income totaled +$33,064.45 and accrued interest increased $1,013.95. The Benchmark increased +4.31%, decreased -13.08%, and decreased -11.97% while the S&P 500 increased +5.59%, -13.10%, and -9.21% respectively. During the same period, $26,460 was withdrawn. Additionally, according to Bloomberg, the average moderate portfolio is down -13.00% YTD, as of December 1st.

The S&P 500 has rallied over 13% since October 1st. However, the UBS central scenario forecast for the S&P 500 has been downgraded over the past month to 3,700 (-9.30%) by June 30th, 2023. During the month, we have been rebalancing the portfolio by selling some equity positions while taking advantage of higher yields in select US investment-grade corporate and high-quality bonds with longer durations while remaining defensive with equity allocations.

**Endowment II:** During the same month, the endowment increased +$461,839.75 (+4.63%), decreased -8.82% Year to Date, and –6.37% for the trailing 12 months with a closing portfolio value of $10,966,201.76. Dividends and interest income totaled +$14,961.38 and accrued interest increased +$8,028.33. The Benchmark increased +4.31%, decreased -13.08%, and decreased -11.97% while the S&P 500 increased +5.59%, -13.10%, and -9.21% respectively. During the same period, $97.53 was deposited.

**SAFETY AND FACILITIES OPERATIONS**

Guy Maltese, Executive Director of Safety and Facilities Operations

**Project Management**
- The roofing tile assessment and replacement continue.
- Walker Hall’s roof tiles have been cleaned and sealed.
- The Chapel’s roof has been repaired and sealed.
- The Moore Hall fence replacement project is underway.
- Annual service, testing, and preventive maintenance of the switchgear has been completed.
- Annual service, testing, and preventive maintenance of fourteen campus-wide transformers have been completed.
- Gregg hall negotiations are underway with Gilbane.
- The football field bleacher project mandatory site visit is scheduled for December 29, 2022.
• SaFO continues to manage projects in alignment with the Campus/Facilities Master Plan and Public Education Capital Outlay (PECO) Legislative Budget Request. Project Management meetings are held regularly concerning safety/security, Essential Equipment Maintenance, Technology, and Facility Infrastructure Repairs. Meetings focus on new projects, the progress of existing projects, and budget management.

**TRAINING AND QUALITY ASSURANCE**

Trish McFadden, Executive Director of Training and Quality Assurance

The Training and Quality Assurance Department held or will hold, the following training classes between December 9, 2022, and January 12, 2023: one CPI Full Course, one CPI Refresher course, one CPR course, two Private Funding Training classes, and one AlerT Training class.

TQA will launch the following Moodle Courses in mid-January:

- Bloodborne Pathogens
- General Workplace Safety
- Hazard Communication
- QPR Annual Review
- OPP 10.49 Transgender Policy
- Identifying and Reporting Fraud
- MFMP Information Security Training
- Threat Assessment Process Annual Review

TQA held two New Employee Onboarding (NEO) sessions for the 2022-2023 school year at the end of November. Nearly forty new employees attended this event. The NEO program was designed to provide staff with an overview of the school and student services, the 2022-2027 Strategic Plan, and Emergency Management Training. The final presentation of the day was “Speed Information” meetings with department administrators and President Snow rotating amongst the staff tables. These brief, yet informative chats provided the school’s leaders with the opportunity to meet with new staff one-on-one, share their team’s role and services provided, and ask questions within a small group. From the survey responses, the staff really enjoyed these fast-paced information sessions, getting to know our school’s leaders, and understanding their roles in supporting FSDB’s mission. The next NEO program will be held in Spring 2023.

**TRANSPORTATION**

Kevin Greene, Executive Director of Transportation

During the month of December, the Transportation Department wrapped up the 2nd quarter of the PBiS program. The themes represented in the 2nd quarter were Respect, Citizenship, and Cooperation. One student from each Yellow Bus/SHOW route that exemplifies these themes was chosen as the 2nd quarter winner.
Staffing continues to be an opportunity for the Transportation Department. Certified Bus Drivers specifically are in desperate need. We currently have four bus operator vacancies. To staff all routes, we utilize OPS bus operators, licensed administrative staff members, and maintenance staff members. Due to the recent resignation of our OPS bus operators, we were forced to eliminate route 24. The students that currently ride on route 24 will be assigned to different routes. Assignments that minimally affect drop-off/pick-up times and locations were created to mitigate disruptions to students and families. The changes took effect immediately following the winter break. As soon as staffing levels improve, we will recreate bus routes that were eliminated.

Respectfully Submitted,
Julia Mintzer
Administrator of Business Services
Performance review

as of November 30, 2022

Sources of portfolio value

$ Millions

Portfolio value and investment results

Performance returns (annualized > 1 year)

<table>
<thead>
<tr>
<th></th>
<th>MTD 10/31/2022 to 11/30/2022</th>
<th>YTD 11/30/2022 to 12/31/2021</th>
<th>1 Year 11/30/2021 to 12/31/2020</th>
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</thead>
<tbody>
<tr>
<td>Opening value</td>
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<td>18,533,757.05</td>
<td>19,803,275.49</td>
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<tr>
<td>Net deposits/withdrawals</td>
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<td>-228,260.85</td>
<td>2,187,782.02</td>
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<tr>
<td>Div./interest income</td>
<td>33,064.45</td>
<td>387,262.93</td>
<td>420,205.62</td>
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<tr>
<td>Change in accr. interest</td>
<td>1,013.95</td>
<td>-5,746.01</td>
<td>1,775.63</td>
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<tr>
<td>Change in value</td>
<td>758,831.59</td>
<td>-1,999,678.17</td>
<td>-1,524,717.84</td>
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<tr>
<td>Closing value</td>
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<td>18,533,757.05</td>
<td>20,380,179.16</td>
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<tr>
<td>Net Time-weighted ROR</td>
<td>4.49</td>
<td>-8.21</td>
<td>-5.82</td>
</tr>
<tr>
<td></td>
<td></td>
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<td></td>
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</table>

Net deposits and withdrawals include program and account fees.

Portfolio and selected benchmark returns

Net Time-weighted returns annualized

<table>
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<tr>
<th></th>
<th></th>
<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Your portfolio</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Consolidated Blended Index</td>
<td>4.49</td>
<td>-8.21</td>
<td>-5.82</td>
<td>10.35</td>
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<tr>
<td>BBG USAgg GvtCr Intr Aor&gt;</td>
<td>4.31</td>
<td>-13.08</td>
<td>-11.97</td>
<td>5.82</td>
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<tr>
<td>MSCI EAFE-NR</td>
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<td>-1.60</td>
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<td>Russell 2000</td>
<td>2.34</td>
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<tr>
<td>Return objective</td>
<td>0.44</td>
<td>5.02</td>
<td>5.50</td>
<td>5.50</td>
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</tbody>
</table>

Consolidated Blended Index Start - Current: 2% BBG US Short TSY (1-3 M); 45% BBG USAgg GvtCr 5-10 Y; 24% Russell 1000; 9% Russell 2500 Equal Wtd; 6% Russell 2000 Growth; 2% MSCI Emerging Markets-NR; 12% MSCI EAFE Curr (USD)

Past performance does not guarantee future results and current performance may be lower/higher than past data presented.

Report created on: December 07, 2022
Additional information about your portfolio as of November 30, 2022

**Inception to date net time-weighted returns** (annualized > 1 year)

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<thead>
<tr>
<th>ITD Performance</th>
<th>Start date to</th>
</tr>
</thead>
<tbody>
<tr>
<td>Start date</td>
<td>11/30/2022</td>
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<tr>
<td>Consolidated</td>
<td>12/08/2014</td>
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**Benchmark composition**

**Consolidated**

**Blended Index**

Start - Current: 2% BBG US Short TSY (1-3 M); 45% BBG USAgg GvtCr 5-10 Y; 24% Russell 1000; 9% Russell 2500 Equal Wtd; 6% Russell 2000 Growth; 2% MSCI Emerging Markets-NR; 12% MSCI EAFE Curr (USD)
## Financial Markets Summary

as of November 30, 2022

<table>
<thead>
<tr>
<th>Cash Alternatives</th>
<th>Quarter</th>
<th>1 Year</th>
<th>3 Year</th>
<th>5 Year</th>
<th>7 Year</th>
<th>10 Year</th>
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<tbody>
<tr>
<td>US Treasury Bill - 3 Mos</td>
<td>0.53</td>
<td>1.17</td>
<td>0.63</td>
<td>1.17</td>
<td>0.98</td>
<td>0.69</td>
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<tr>
<td>BBG Agg Bond</td>
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<td>-12.84</td>
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<td>0.21</td>
<td>0.91</td>
<td>1.09</td>
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<tr>
<td>BBG Muni 1-10Y 1-12Y</td>
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<td>-0.15</td>
<td>1.41</td>
<td>1.44</td>
<td>1.57</td>
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<tr>
<td>BBG Muni 5 Yr 4-6 TR</td>
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<td>-0.33</td>
<td>1.23</td>
<td>1.23</td>
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<tr>
<td>BBG Muni 7 Yr 6-8 TR</td>
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<td>1.76</td>
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<td>BBG Muni Bond</td>
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<td>-0.76</td>
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<td>1.75</td>
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<td>BBG US Agg Gvt &amp; CR 1-3 Y</td>
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<td>BBG US Gov/Corp Inter TR</td>
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<thead>
<tr>
<th>Global/International - Fixed Income</th>
<th>Quarter</th>
<th>1 Year</th>
<th>3 Year</th>
<th>5 Year</th>
<th>7 Year</th>
<th>10 Year</th>
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<tbody>
<tr>
<td>BBG GblAgg</td>
<td>3.99</td>
<td>-16.82</td>
<td>-4.46</td>
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<td>BBG GblAgg ex-USD</td>
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<table>
<thead>
<tr>
<th>US Equity</th>
<th>Quarter</th>
<th>1 Year</th>
<th>3 Year</th>
<th>5 Year</th>
<th>7 Year</th>
<th>10 Year</th>
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<tr>
<td>Dow Jones Ind Avg</td>
<td>20.96</td>
<td>2.48</td>
<td>9.49</td>
<td>9.70</td>
<td>12.57</td>
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<td>NAREIT Equity</td>
<td>9.58</td>
<td>-13.44</td>
<td>2.13</td>
<td>5.44</td>
<td>6.59</td>
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<td>Russell 1000</td>
<td>13.86</td>
<td>-10.66</td>
<td>10.55</td>
<td>10.69</td>
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<td>Russell 1000 Growth</td>
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<td>11.78</td>
<td>12.91</td>
<td>13.99</td>
<td>15.00</td>
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<tr>
<td>Russell 1000 Value</td>
<td>17.14</td>
<td>2.42</td>
<td>8.39</td>
<td>7.86</td>
<td>9.41</td>
<td>10.97</td>
</tr>
<tr>
<td>Russell 2000 Growth</td>
<td>11.27</td>
<td>-20.96</td>
<td>3.68</td>
<td>4.91</td>
<td>7.36</td>
<td>10.23</td>
</tr>
<tr>
<td>Russell 2000 Value</td>
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<td>-4.75</td>
<td>8.32</td>
<td>5.34</td>
<td>8.43</td>
<td>9.66</td>
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<td>Russell 2500</td>
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<td>7.26</td>
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<td>Russell 3000</td>
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<td>10.32</td>
<td>11.66</td>
<td>12.94</td>
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<tr>
<td>Russell Mid Cap</td>
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<td>8.67</td>
<td>8.49</td>
<td>10.04</td>
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<td>Russell Mid Cap Growth</td>
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<td>12.29</td>
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<td>Russell Mid Cap Value</td>
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<td>10.97</td>
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<tr>
<td>S&amp;P 400 Mid Cap</td>
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<td>10.29</td>
<td>7.97</td>
<td>10.16</td>
<td>11.65</td>
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<table>
<thead>
<tr>
<th>Global/International - Equity</th>
<th>Quarter</th>
<th>1 Year</th>
<th>3 Year</th>
<th>5 Year</th>
<th>7 Year</th>
<th>10 Year</th>
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<tr>
<td>MSCI ACWI +USA-NR</td>
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<td>-11.87</td>
<td>1.75</td>
<td>1.48</td>
<td>4.63</td>
<td>4.23</td>
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<td>4.99</td>
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<th>Commodities</th>
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<th>5 Year</th>
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<th>10 Year</th>
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<tr>
<td>DJ UBS Commodity</td>
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<td>Goldman Sachs Commodity</td>
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<tr>
<td>HFRI Equity Hedge</td>
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<td>6.57</td>
<td>4.78</td>
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<td>HFRI FOF Diversified</td>
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<td>5.12</td>
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<tr>
<td>HFRIX Eqty Hdg-EqMktNeu</td>
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<td>0.08</td>
<td>-1.64</td>
<td>-1.97</td>
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<td>-0.17</td>
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<th>Balanced</th>
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<th>3 Year</th>
<th>5 Year</th>
<th>7 Year</th>
<th>10 Year</th>
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</thead>
<tbody>
<tr>
<td>S&amp;P 500 40% /BBG Agg 60%</td>
<td>7.01</td>
<td>-11.07</td>
<td>3.03</td>
<td>4.76</td>
<td>5.58</td>
<td>6.08</td>
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<td>S&amp;P 500 50% /BBG Agg 50%</td>
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<td>4.39</td>
<td>5.85</td>
<td>6.71</td>
<td>7.31</td>
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<tr>
<td>S&amp;P 500 60% /BBG Agg 40%</td>
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<td>5.74</td>
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<tr>
<td>Consumer Price Index</td>
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<td>5.03</td>
<td>3.85</td>
<td>3.30</td>
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</table>
This section contains important disclosures regarding the information and valuations presented here. All information presented is subject to change at any time and is provided only as of the date indicated. The information in this report is for informational purposes only and should not be used as the sole basis for any investment or liquidation decision. UBS FS accounts and official tax documents are the only source of your accounts and are not replaced, amended or superseded by any of the information presented in this report. You should not rely on this information in making purchase or sell decisions, for tax purposes or otherwise.

UBS FS offers a number of investment advisory programs to clients, acting in our capacity as an investment adviser, including fee-based financial planning, discretionary account management, non-discretionary investment advisory programs, and advice on the selection of investment managers and mutual funds offered through our investment advisory programs. When we act as your investment adviser, we will have a written agreement with you expressly acknowledging our investment advisory relationship with you and describing our obligations to you. At the beginning of our advisory relationship, we will give you our Form ADV brochure(s) for the program(s) you selected that provides detailed information on how we do business with other than the advisory services we provide, our fees, our personnel, our other business activities and financial industry affiliations and conflicts between our interests and yours.

In our attempt to provide you with the highest quality information available, we have compiled this report using data obtained from recognized statistical sources and authorities in the financial industry. While we believe this information to be reliable, we cannot make any representations regarding its accuracy or completeness. Please keep this guide as your Advisory Review.

Please keep in mind that most investment objectives are long term. Although it is important to evaluate your portfolio’s performance over multiple time periods, we believe the greatest emphasis should be placed on the longer period returns.

Please review the report content carefully and contact your Financial Advisor with any questions.

Client Accounts: This report may include all assets in the accounts listed and may include eligible and ineligible assets in a fee-based program. Since ineligible assets are not considered fee-based program assets, the inclusion of such assets will not distort the actual performance of your accounts and does not reflect the performance of your accounts in the fee-based program. As a result, the performance reflected in this report can vary substantially from the individual account performance reflected in the performance reports provided to you as part of those programs. For fee-based programs, fees are charged on the market value of eligible assets in the accounts and assessed quarterly in advance at the start of each calendar day in the billing period. When shown on a report, the risk profile and return objectives describe your overall goals for these accounts. For each account you manager or are responsible for, there may be one return objective or a primary risk profile. If you have questions regarding these objectives or wish to change them, please contact your Financial Advisor to update your account records.

Performance: This report presents account activity and performance depending on which inception type you’ve chosen. The two options are: (1) All Assets (Since Performance Start). This presents performance for all assets since the earliest possible date; (2) Advisory Assets (Advisor-Sorted Start) for individual advisory accounts: This presents Advisory level performance since the latest Advisory Start date. If an account that has never been managed is included in the consolidated report, the total performance of that unmanaged account will be included since inception.

Time-weighted Returns for accounts / SWP/AAP sleeves: Time-weighted is a performance calculation method that is considered the industry standard by the advisory industry. The calculation uses the beginning and ending portfolio values for the month and weights each cash inflow/withdrawal based upon the day the cash flow occurred. Periods greater than one month are calculated by linking the monthly returns. The TWR gives equal weighting to every return regardless of the amount of money invested, so it is an effective measure for returns on a fee based account. All periods shown which are greater than 12 months are annualized. This applies to all performance for all assets before 09/30/2010, Advisory assets before 12/31/2010 and SWP sleeves before 04/30/2018.

Time-weighted Returns for accounts / SWP/AAP sleeves (Daily periods): The report displays a time weighted rate of return (TWR) that is calculated by dividing the portfolio’s daily gain/loss by the previous day’s closing market value of cash flows that occurred during the day, if it was positive. The TWR gives equal weighting to every return regardless of the amount of money invested, so it is an effective measure for returns on a fee based account. Periods greater than one day are calculated by linking the daily returns. All periods shown which are greater than 12 months are annualized. For reporting periods prior to 1/26/2018, the performance calculations used the account’s end of day value on the performance inception (listed in the report under “ Beginning Market Value”) of all inflows and outflows posted at end of day. As a result of the change, the overall rate of return (TWR) and beginning market value displayed can vary from prior generated reports. This applies to all performance for all assets on or after 09/30/2010, Advisory assets on or after 12/31/2010, SWP sleeves on or after 04/30/2018 as well as all Asset Class and Security level returns.

Money-weighted returns: Money-weighted return (MWR) is a measure of the rate of return for an asset or portfolio of assets. It is calculated by finding the daily Internal Rate of Return (IRR) for the period and then compounding this return by the number of days in the period being measured. The MWR incorporates the size and timing of cash flows, so it is an effective measure of returns on a portfolio.

Annualized Performance: All performance periods greater than one year are calculated (unless otherwise stated) on an annualized basis, which represents the return on an investment multiplied or divided to give a comparable one year return.

Cumulative Performance: A cumulative return is the aggregate amount that an investment has gained or lost over time, independent of the period of time involved.

Net of Fees and Gross of Fees Performance: Performance is presented on a “net of fees” and “gross of fees” basis, where indicated. Net returns do not reflect the deduction of fees prior to 10/31/10, or fees, if accounts that are billed separately via invoice through a separate account billing arrangement. Gross returns do not reflect the deduction of fees, commissions or other charges that may reduce a client’s return. The compound effect of such fees and expenses should be considered when reviewing returns. For example, the net effect of the deduction of fees on annualized performance, including the compounded effect over time, is determined by the relative size of the fee and the account’s investment period. It should also be noted that where gross returns are compared to an index, the index performance also does not reflect any transaction costs, which would lower the performance results. Market index data maybe subject to review and revision.

Benchmark/Major Indices: The past performance of an index is not a guarantee of future results. Any benchmark is shown for illustrative purposes only and relates to historical performance of market indices and not the performance of actual investments. Although most portfolios use indices as benchmarks, portfolios are actively managed and generally are not restricted to investing only in securities in the index. As a result, your portfolio holdings and performance may vary substantially from the index. Each index reflects an unmanaged universe of securities without any deduction for advisory fees or other expenses that would reduce actual returns, such as the reinvestment of all income and dividends. An actual investment in the securities included in the index would require an investor to incur transaction costs, which would lower the performance results. Indices are not actively managed and investors cannot invest directly in the indices. Market index data maybe subject to review and revision. Further, there is no guarantee that an investor’s account will meet or exceed the stated benchmark. The benchmark performance information shown has been used by third parties deemed to be reliable. We have not independently verified this information, nor do we make any representations or warranties to the accuracy or completeness of this information.

Blended Index – For Advisory accounts, Blended Index is designed to reflect the asset categories in which your account is invested. For Brokerage accounts, you have the option to select any benchmark from the list.

For certain products, the blended index represents the investment style corresponding to your client target allocation. If you change your client target allocation, your blended index will change in step with your change to your client target allocation.

Blended Index 2 - 8 - are optional indices selected by you which may consist of a blend of indices. For advisory accounts, these indices are for informational purposes only. Depending on the selection, the benchmark selected may not be an appropriate basis for comparison of your portfolio based on it’s holdings.

For strategies that are highly customized, such as Concentrated Equity Solutions (CES), benchmarks are broad market indices included for general reference and are not intended to show comparative market performance or potential portfolios with risk or return profiles similar to your account. Benchmark indices are shown for illustrative purposes only.

Custom Time Periods: If represented on this report, the performance start date / the performance end date have been selected by your Financial Advisor in order to provide performance and account activity information for your account for the specified period of time only. As a result, only a portion of your account’s activity and performance information is presented in the performance report, and, therefore, presents a distorted representation of your account’s activity and performance.

Net Deposits/Withdrawals: When shown on a report, this information represents the net deposit / withdrawal for the performance end date and relates to historical performance of market indices and not the performance of actual investments. Although most portfolios use indices as benchmarks, portfolios are actively managed and generally are not restricted to investing only in securities in the index. As a result, your portfolio holdings and performance may vary substantially from the index. Each index reflects an unmanaged universe of securities without any deduction for advisory fees or other expenses that would reduce actual returns, such as the reinvestment of all income and dividends. An actual investment in the securities included in the index would require an investor to incur transaction costs, which would lower the performance results. Indices are not actively managed and investors cannot invest directly in the indices. Market index data maybe subject to review and revision. Further, there is no guarantee that an investor’s account will meet or exceed the stated benchmark. The benchmark performance information shown has been used by third parties deemed to be reliable. We have not independently verified this information, nor do we make any representations or warranties to the accuracy or completeness of this information.
Disclosures applicable to accounts at UBS Financial Services Inc. (continued)

are delivered in or out of the accounts. Wrap fees will be included in this calculation except when paid via an invoice or through a separate accounts billing arrangement. When shown on Client summary and/or Portfolio review report, program fees (including wrap fees) are not re-invested. Use only official tax reporting documents (i.e. 1099) for tax reporting purposes. The classification of private investment distribution can be determined by referring to the official year-end tax-reporting document provided by the issuer.

Change in Accrued Interest: When shown on a report, this information represents the difference between the accrued interest at the beginning of the period from the accrued interest at the end of the period.

Change in Value: Represents the change in value of the portfolio during the reporting period, excluding additions/withdrawals, dividend and interest income earned and accrued interest. Change in Value may include programs fees (including wrap fees) and other fees.

Fees: Fees represented in this report include program and wrap fees. Program and wrap fees are charged on the market value of eligible assets in the accounts and assessed quarterly in advance, prorated according to the number of calendar days in the billing period. Neither UBS nor your Financial Advisor will act as custodian of your accounts.

Closed Account Performance: Accounts that have been closed may be included in the consolidated performance report. When closed accounts are included in the performance report, the performance report will only include information for the time period the account was active during the consolidated performance reporting time period.

Important information on options-based strategies: Options involve risk and are not suitable for everyone. Prior to buying or selling an option investors must read a copy of the Characteristics & Risks of Standardized Options, also known as the options disclosure document (ODD). It explains the characteristics and risks of exchange traded options. The options risk disclosure document can be accessed at the following web address: www.optionsclearing.com/about/publications/character-risks.

Concentrated Equity Solutions (CES) managers are not involved in the selection of the underlying stock positions. The Manager's assets in the options selection in order to pursue the strategy in connection with the underlying stock position(s) deposited in the account. It is important to keep this in mind when evaluating the manager's performance since the account's performance will include the performance of the underlying equity position that is not being managed. CES use options to seek to achieve your investment objectives regarding your concentration stock position. Options strategies change the potential return profile of your stock. In certain scenarios, such as call writing, the call position will limit your ability to participate in any potential increase in the underlying equity position upon which the call was written. Therefore, in some market conditions, particularly during periods of significant appreciation of the underlying equity position(s), the CES account will decrease the performance that would have been achieved had the stock been held long without implementing the CES strategy.

Portfolio: For purposes of this report “portfolio” is defined as all of the accounts presented on the cover page or the header of this report and does not necessarily include all of the client's accounts held at UBS FS or elsewhere.

Pricing: All securities are priced using the closing price reported on the last business day preceding the date of this report. Every reasonable attempt has been made to accurately price securities; however, we make no warranty regarding the performance, returns or other aspects of the securities. Please refer to the back of the first page of your UBS FS account statement for important information regarding the pricing of securities. The sources of pricing data and other qualifications concerning the pricing of securities. To determine the value of securities in your account, we generally rely on third party quotation services. If a price is unavailable or believed to be unreliable, we may determine the price in good faith and may use other sources such as the last recorded transaction. When securities are held at another custodian, it is possible that the custodian does not own the securities for which there is no published price, we will generally rely on the value provided by the custodian or issuer of that security.

Ineligible Assets: We require that you hold and purchase only eligible managed assets in your advisory accounts. Please contact your Financial Advisor for a list of the eligible assets in your program. These reports may provide performance information for eligible and ineligible assets in a fee-based program. Since ineligible assets are not considered fee-based program assets, the inclusion of such securities will distort the actual performance of your advisory assets. As a result, the performance reflected in this report can vary substantially from the individual account performance reflected in the performance reports provided to you as part of those programs. For fee-based programs, fees are charged on the market value of eligible assets in the accounts and assessed quarterly in advance, prorated according to the number of calendar days in the billing period. Neither UBS nor your Financial Advisor will act as your investment adviser with respect to Ineligible Assets.

Variable Annuity Asset Allocation: If the option to unbundle a variable annuity is selected and if a variable annuity’s holdings data is available, variable annuities will be classified by the asset class, subclass, and style breakdown for their underlying holdings. Where a variable annuity contains equity holdings from multiple equity sectors, this report will proportionately allocate the underlying holdings of the variable annuity to those sectors measured as a percentage of the total variable annuity’s asset value as of the date shown.

This information is supplied by Morningstar, Inc. on a weekly basis to UBS FS. Any analysis that includes variable annuities may not accurately reflect the current composition of these variable annuities. If a variable annuity’s underlying holding data is not available, it will remain classified as an annuity. All data is as of the date indicated in the report.

Accounts Included in this Report: The account listing may or may not include all of your accounts with UBS FS. The accounts included in this report are listed under the "Accounts included in this review" shown on the first page or listed at the top of each page. If an account number begins with "09" this denotes assets or liabilities held at another financial institution. Information about these assets, including valuation, account type and cost basis, is based on the information you provided to us, or provided to us by third party data aggregators or custodians. We have not verified, and are not responsible for, the accuracy or completeness of this information.

Account name(s) displayed in this report and labeled used for groupings of accounts can be customizable "nicknames" chosen by you to assist you with your recordkeeping or may have been included by your financial advisor for reference purposes only. The names used have no legal effect, are not intended to reflect any strategy, product, recommendation, investment objective or risk profile associated with your accounts or any group of accounts, and are not a promise or guarantee that wealth, or any financial results, can or will be achieved. All investments involve the risk of loss, including the risk of loss of the entire investment.

For more information about account or group names, or to make changes, contact your Financial Advisor.

Account changes: At UBS, we are committed to helping you think towards your financial goals. If you feel that we may continue providing you with financial advice that is consistent with your investment objectives, please consider the following two questions:

1) Have there been any changes to your financial situation or investment objectives?
2) Would you like to implement or modify any restrictions regarding the management of your account? If the answer to either question is "yes," it is important that you contact your Financial Advisor as soon as possible to discuss these changes. For MAC advisory accounts, please contact your investment manager directly if you would like to impose or change any investment restrictions on your account.

ADV disclosure: A complimentary copy of our current Form ADV Disclosure Brochure that describes the advisory program and related fees is available through your Financial Advisor. You may also contact your Financial Advisor if you have any questions.

Important information for former Piper Jaffray and McDonald Investments clients: As part of the acquisition to former Piper Jaffray and McDonald Investments clients, these reports include performance history for their Piper Jaffray accounts prior to August 12, 2006 and McDonald Investments accounts prior to February 9, 2007, the date the respective accounts were converted to UBS FS. UBS FS has not independently verified this
Disclosures applicable to accounts at UBS Financial Services Inc. (continued)

information nor do we make any representations or warranties as to the accuracy or completeness of that information and will not be liable to you if any such information is unavailable, delayed or inaccurate.

For insurance, annuities, and 529 Plans, UBS FS relies on information obtained from third party services it believes to be reliable. UBS FS does not independently verify or guarantee the accuracy or validity of any information provided by third parties. Information for insurance, annuities, and 529 Plans that has been provided by a third party service may not reflect the quantity and market value as of the previous business day. When available, an “as of” date is included in the description.

Investors outside the U.S. are subject to securities and tax regulations within their applicable jurisdiction that are not addressed in this report. Nothing in this report shall be construed to be a solicitation to buy or offer to sell any security, product or service to any non-U.S. investor, nor shall any such security, product or service be solicited, offered or sold in any jurisdiction where such activity would be contrary to the securities laws or other local laws and regulations or would subject UBS to any registration requirement within such jurisdiction.

Performance History prior to the account’s inception at UBS Financial Services, Inc. may have been included in this report and is based on data provided by third party sources. UBS Financial Services Inc. has not independently verified this information nor does UBS Financial Services Inc. guarantee the accuracy or validity of the information.

Important information about brokerage and advisory services. As a firm providing wealth management services to clients, UBS Financial Services Inc. offers investment advisory services in its capacity as an SEC-registered investment adviser and brokerage services in its capacity as an SEC-registered broker-dealer. Investment advisory services and brokerage services are separate and distinct, differ in material ways and are governed by different laws and separate arrangements. It is important that clients understand the ways in which we conduct business, that they carefully read the agreements and disclosures that we provide to them about the products or services we offer. For more information, please review client relationship summary provided at ubs.com/relationshipssummary.

UBS FS All Rights Reserved. Member SIPC.
Performance review

as of November 30, 2022

Sources of portfolio value

$ Millions

Portfolio value and investment results

Performance returns (annualized > 1 year)

<table>
<thead>
<tr>
<th></th>
<th>MTD</th>
<th>YTD</th>
<th>1 Year</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opening value</td>
<td>10,481,274.77</td>
<td>12,027,125.37</td>
<td>11,712,570.17</td>
<td>10,002,772.69</td>
</tr>
<tr>
<td>Net deposits/withdrawals</td>
<td>97.53</td>
<td>-51,717.37</td>
<td>-51,851.63</td>
<td>1,285,681.64</td>
</tr>
<tr>
<td>Div./interest income</td>
<td>14,961.38</td>
<td>235,659.71</td>
<td>264,910.08</td>
<td>191,734.92</td>
</tr>
<tr>
<td>Change in accr. interest</td>
<td>8,028.33</td>
<td>2,620.56</td>
<td>-3,968.06</td>
<td>30,328.12</td>
</tr>
<tr>
<td>Change in value</td>
<td>461,839.75</td>
<td>-1,247,486.51</td>
<td>-955,458.80</td>
<td>516,608.01</td>
</tr>
<tr>
<td>Closing value</td>
<td>10,966,201.76</td>
<td>10,966,201.76</td>
<td>10,966,201.76</td>
<td>12,027,125.37</td>
</tr>
<tr>
<td>Net Time-weighted ROR</td>
<td>4.63</td>
<td>-8.82</td>
<td>-6.37</td>
<td>6.20</td>
</tr>
</tbody>
</table>

Net deposits and withdrawals include program and account fees.

Portfolio and selected benchmark returns

Net Time-weighted returns annualized

<table>
<thead>
<tr>
<th></th>
<th>MTD</th>
<th>YTD</th>
<th>1 Year</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your portfolio (%)</td>
<td>4.63</td>
<td>-8.82</td>
<td>-6.37</td>
<td>6.20</td>
</tr>
<tr>
<td>Consolidated Blended Index</td>
<td>4.31</td>
<td>-13.08</td>
<td>-11.97</td>
<td>5.82</td>
</tr>
<tr>
<td>BBG USAgg GvtCr Intr Aor&gt;</td>
<td>1.95</td>
<td>-7.74</td>
<td>-7.92</td>
<td>-1.60</td>
</tr>
<tr>
<td>MSCI EAFE-NR</td>
<td>11.26</td>
<td>-14.52</td>
<td>-10.14</td>
<td>11.26</td>
</tr>
<tr>
<td>Russell 2000</td>
<td>2.34</td>
<td>-14.91</td>
<td>-13.01</td>
<td>14.82</td>
</tr>
<tr>
<td>Return objective: 5.50%</td>
<td>0.44</td>
<td>5.02</td>
<td>5.50</td>
<td>5.50</td>
</tr>
</tbody>
</table>

Consolidated Blended Index Start - Current: 2% BBG US Short TSY (1-3 M); 45% BBG USAgg GvtCr 5-10 Y; 24% Russell 1000; 9% Russell 2500 Equal Wtd; 6% Russell 2000 Growth; 2% MSCI Emerging Markets-NR; 12% MSCI EAFE Curr (USD)

Past performance does not guarantee future results and current performance may be lower/higher than past data presented.
Additional information about your portfolio
as of November 30, 2022

**Inception to date net time-weighted returns** (annualized > 1 year)

<table>
<thead>
<tr>
<th>ITD</th>
<th>Start date to</th>
<th>12/04/2020</th>
<th>-1.59%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Performance</td>
<td>Start date</td>
<td>11/30/2022</td>
<td></td>
</tr>
</tbody>
</table>

**Benchmark composition**

**Consolidated**

**Blended Index**
**Start - Current:** 2% BBG US Short TSY (1-3 M); 45% BBG USAgg GvtCr 5-10 Y; 24% Russell 1000; 9% Russell 2500 Equal Wtd; 6% Russell 2000 Growth; 2% MSCI Emerging Markets-NR; 12% MSCI EAFE Curr (USD)
## Financial Markets Summary

**as of November 30, 2022**

### Consolidated report prepared for Board Of Trustees For

NX XX516 F2 Fixed Income
NX XX519 F2 OEI
NX XX517 F2 ESG
NX XX518 F2 LT Themes
NX XX188 Div Ruler 2

<table>
<thead>
<tr>
<th>Quarter</th>
<th>1 Year</th>
<th>3 Year</th>
<th>5 Year</th>
<th>7 Year</th>
<th>10 Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>09/30/2022 to 11/30/2022</td>
<td>11/30/2021 to 11/30/2022</td>
<td>11/30/2019 to 11/30/2022</td>
<td>11/30/2017 to 11/30/2022</td>
<td>11/30/2015 to 11/30/2022</td>
<td>11/30/2012 to 11/30/2022</td>
</tr>
</tbody>
</table>

#### Cash Alternatives
- **US Treasury Bill - 3 Mos**: 0.53, 1.17, 0.63, 1.17, 0.98, 0.69
- **BBG Agg Bond**: 2.33, -12.84, -2.59, 0.21, 0.91, 1.09
- **BBG Muni 1-10Y 1-12Y**: 2.64, -5.16, -0.15, 1.41, 1.44, 1.57
- **BBG Muni 7 Yr 6-8 TR**: 2.58, -5.56, -0.33, 1.23, 1.23, 1.42
- **BBG Muni 7 Yr 6-8 TR**: 2.99, -6.36, -0.36, 1.51, 1.60, 1.86
- **BBG Muni Bond**: 3.81, -8.64, -0.76, 1.40, 1.75, 1.97
- **BBG US Agg Gvt & CR 1-3 Y**: 0.70, -0.42, -0.30, 0.89, 0.91, 0.87
- **BBG US Gov/Corrplnt TR**: 1.72, -8.19, -1.16, 0.79, 1.10, 1.12

#### Global/International - Fixed Income
- **BBG GlobAgg**: 3.99, -16.82, -4.46, -1.69, 0.12, -0.53
- **BBG GlobAgg ex-USD**: 5.43, -19.81, -6.01, -3.27, -0.60, -1.82

#### US Equity
- **Dow Jones Ind Avg**: 20.96, 2.48, 9.49, 9.70, 12.57, 12.85
- **NAREIT Equity**: 9.58, -13.44, 2.13, 5.44, 6.59, 8.03
- **NASDAQ Composite**: 8.44, -26.19, 9.78, 10.77, 12.24, 14.30
- **Russell 1000**: 13.86, -10.66, 10.55, 10.69, 11.92, 13.16
- **Russell 1000 Growth**: 10.67, -21.64, 11.78, 12.91, 13.99, 15.00
- **Russell 1000 Value**: 17.14, 2.42, 8.39, 7.86, 9.41, 10.97
- **Russell 2000 Growth**: 11.27, -20.96, 3.68, 4.91, 7.36, 10.23
- **Russell 2000 Value**: 16.03, -4.75, 8.32, 5.34, 8.43, 9.66
- **Russell 2500**: 14.22, -10.36, 7.91, 7.26, 9.30, 10.98
- **Russell 3000**: 13.85, -10.80, 10.27, 10.32, 11.66, 12.94
- **Russell Mid Cap**: 15.42, -9.02, 8.67, 8.49, 10.04, 11.82
- **Russell Mid Cap Growth**: 13.73, -21.77, 6.42, 9.10, 10.56, 12.29
- **Russell Mid Cap Value**: 16.37, -1.50, 8.75, 7.09, 9.04, 10.97
- **S&P 400 Mid Cap**: 17.28, -3.29, 10.29, 7.97, 10.16, 11.65
- **S&P 500**: 14.14, -9.21, 10.89, 10.97, 12.16, 13.33

#### Global/International - Equity
- **MSCI AC World - NR**: 14.26, -11.62, 6.62, 6.41, 8.43, 8.65
- **MSCI ACWI Japan-NR**: 15.15, -11.87, 1.75, 1.48, 4.63, 4.23
- **MSCI EM-EAFE-NR**: 17.25, -10.14, 1.92, 1.85, 4.31, 4.99
- **MSCI Emerging Markets-NR**: 11.27, -17.43, 0.14, -0.42, 5.04, 2.06
- **MSCI Emerging Markets-PR**: 11.02, -19.81, -2.22, -2.80, 2.56, -0.35
- **MSCI World**: 14.72, -10.42, 8.04, 7.90, 9.49, 10.11

#### Commodities
- **DJI UBS Commodity**: 4.78, 23.20, 15.45, 7.60, 6.39, -1.30
- **Goldman Sachs Commodity**: 4.89, 37.45, 13.51, 7.67, 5.88, -3.23

#### Non-Traditional
- **HFRI Equity Hedge**: 4.07, -8.88, 6.57, 4.78, 5.68, 5.72
- **HFRI FoF Diversified**: 2.10, -1.94, 5.12, 3.84, 3.54, 3.87
- **HFRI Eqty Hedg-EqMktNeu**: 0.12, 0.08, -1.64, -1.97, -1.75, -0.20
- **HFRI Event Driven**: -1.81, -8.15, 1.23, -0.17, 2.10, 1.86

#### Balanced
- **S&P 500 40% / BBG Agg 60%**: 7.01, -11.07, 3.03, 4.76, 5.58, 6.08
- **S&P 500 50% / BBG Agg 50%**: 8.19, -10.70, 4.39, 5.85, 6.71, 7.31
- **S&P 500 60% / BBG Agg 40%**: 9.37, -10.35, 5.74, 6.92, 7.83, 8.53

#### Miscellaneous
- **Consumer Price Index**: 0.41, 7.22, 5.03, 3.85, 3.30, 2.61
Disclosures applicable to accounts at UBS Financial Services Inc.

This section contains important disclosures regarding the information and valuations presented here. All information presented is subject to change at any time and is provided only as of the date indicated. The information in this report is for informational purposes only and should serve as general information on the basis of the investment or liquidation decision. UBS FS account statements and official tax documents are the only official record of your accounts and are not amended, replaced, superseded or updated by any of the information presented in these reports. You should not rely on this information in making purchase or sell decisions, for tax purposes or otherwise.

UBS FS offers a number of investment advisory programs to clients, acting in our capacity as an investment adviser, including fee-based financial planning, discretionary account management, non-discretionary investment advisory programs, and advice on the selection of investment managers and mutual funds offered through our investment advisory programs. When we act as your investment adviser, we will have a written agreement with you expressly acknowledging our investment advisory relationship with you and describing our obligations to you. At the beginning of our advisory relationship, we will give you our Form ADV brochure(s) for the program(s) you selected that provides detailed information about the services the advisory services we provide, our fees, our personnel, our other business activities and financial industry affiliations and conflicts between our interests and yours.

In our attempt to provide you with the highest quality information available, we have compiled this report using data obtained from recognized statistical sources and authorities in the financial industry. While we believe this information to be reliable, we cannot make any representations regarding its accuracy or completeness. Please keep this guide as your Advisory Review.

Please keep in mind that most investment objectives are long term. Although it is important to evaluate your portfolio’s performance over multiple time periods, we believe the greatest emphasis should be placed on the longer period returns.

Please review the report content carefully and contact your Financial Advisor with any questions.

Client Accounts: This report may include all assets in the accounts listed and may include eligible and ineligible assets in a fee-based program. Since ineligible assets are not considered fee-based program assets, the inclusion or exclusion of such assets will not distort the actual performance of your accounts and does not reflect the performance of your accounts in the fee-based program. As a result, the performance reflected in this report can vary substantially from the individual account performance reflected in the performance reports provided to you as part of those programs. For fee-based programs, fees are charged on the market value of eligible assets in the accounts and assessed quarterly in advance and prorated as of the first day of each calendar day in the billing period. When shown on a report, the risk profile and return objectives describe your overall goals for these accounts. For each account you manage or for which you report one return objective and one primary risk profile. If you have questions regarding these objectives or wish to change them, please contact your Financial Advisor to update your account records.

Performance: This report presents account activity and performance depending on which inception type you’ve chosen. The two options are: (1) All Assets (Since Performance Start): This presents performance for all assets since the earliest possible date; (2) Advisory Assets (Advisory Strategy Start) for individual advisory accounts: This presents Advisory level performance since the latest Strategy Start date. If an account that has never been managed is included in the consolidated report, the total performance of that unmanaged account will be included since inception.

Time-weighted Returns for accounts / SWP/AAP sleeves: The TWR uses the Modified Dietz Method. This calculation uses the beginning and ending portfolio values for the month and weights each contribution/withdrawal based upon the day the cash flow occurred. Periods greater than one month are calculated by linking the monthly returns. The TWR gives equal weighting to every return regardless of amount of money invested, so it is an effective measure for returns on a fee based account. All periods shown which are greater than 12 months are annualized. This applies to all performance for all assets before 09/30/2010, Advisory assets before 12/31/2010 and SWP sleeves before 04/30/2018.

Time-weighted Returns for accounts / SWP/AAP sleeves (Daily periods): The report displays a time weighted rate of return (TWR) that is calculated by dividing the portfolio’s daily gain/loss by the previous day’s closing market value of cash flows that occurred during the day, if it was positive. The TWR gives equal weighting to every return regardless of amount of money invested, so it is an effective measure for returns on a fee based account. Periods greater than one day are calculated by linking the daily returns. All periods shown which are greater than 12 months are annualized. For reporting purposes, TWR reflects the performance calculations used the account’s end of day value on the performance inception (listed in the report unless otherwise stated) as of the last trading day of all intervals posted at end of day. As a result of the change, the overall rate of return (TWR) and beginning market value displayed can vary from prior generated reports. This applies to all performance for all assets on or after 09/30/2010, Advisory assets on or after 12/31/2010, SWP sleeves before 04/30/2018 as well as all Asset Class and Security level returns.

Money-weighted returns: Money-weighted return (MWR) is a measure of the rate of return for an asset or portfolio of assets. It is calculated by finding the daily Internal Rate of Return (IRR) for the period and then compounding this return by the number of days in the period being measured. The MWR incorporates the size and timing of cash flows, so it is an effective measure of returns on a portfolio.

Annualized Performance: All performance periods greater than one year are calculated (unless otherwise stated) on an annualized basis, which represents the return on an investment multiplied or divided to give a comparable one year return.

Cumulative Performance: A cumulative return is the aggregate amount that an investment has gained or lost over time, independent of the period of time involved.

Net of Fees and Gross of Fees Performance: Performance is presented on a “net of fees” and “gross of fees” basis, where indicated. Net returns do not reflect deduction of fees or other expenses that would reduce a client’s return. The compound effect of such fees and expenses should be considered when reviewing returns. For example, the net effect of the deduction of fees on annualized performance, including the compounded effect over time, is determined by the relative size of the fee and the account’s investment period. It should also be noted that where gross returns are compared to an index, the index performance also does not reflect any transaction costs, which would lower the performance results. Market index data maybe subject to review and revision.

Benchmarks: This report compares portfolio performance with benchmark indices. These indices are designed to reflect the asset categories in which your account is invested. For Brokerage accounts, you have the option to select any benchmark from the list.

For certain products, the blended index represents the investment style corresponding to your client target allocation. If you change your client target allocation, your blended index will change in step with your change to your client target allocation.

Blended Index 2 - 8 - are optional indices selected by you to your client target allocation. For strategies that are highly customized, such as Concentrated Equity Solutions (CES), benchmarks are broad market indices included for general reference and are not intended to show comparative market performance or potential portfolios with risk or return profiles similar to your account. Benchmark indices are shown for illustrative purposes only.

Custom Time Periods: If represented on this report, the performance and return information presented is the performance end date and period have been selected by your Financial Advisor in order to provide performance and account activity information for your account for the specified time period of time only. As a result, only a portion of your account’s activity and performance information is presented in the performance report, and, therefore, presents a distorted representation of your account’s activity and performance.

Net Deposits/Withdrawals: When shown on a report, this information represents the net change in all cash and securities contributions and withdrawals, program fees (including wrap fees) and other fees added to or subtracted from your account. Net deposits / withdrawals do not include program fees (including wrap fees). When investment return is displayed using the end of the period, the net deposits / withdrawals do not include program fees (including wrap fees). For security contributions and withdrawals, securities are calculated using the end of day UBS FS price on the day securities

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Board of Trustees Meeting, January 13, 2023

Page 4 of 6
are delivered in or out of the accounts. Wrap fees will be included in this calculation except when paid via an invoice or through a separate accounts billing arrangement. When shown on Client summary and/or Portfolio review report, program fees (including wrap fees) may not be included in these calculations. PACE Program fees paid from sources other than your PACE account are treated as a contribution. A PACE Program Fee rebate that is not reinvested is treated as a withdrawal.

Dividends/Interest: Dividend and interest earned, when shown on a report, does not reflect your account’s tax status or reporting requirements. Use only official tax reporting documents (i.e. 1099) for tax reporting purposes. The classification of private investment distributions can be determined by reference to the official year-end tax-reporting document provided by the issuer.

Change in Accrued Interest: When shown on a report, this information represents the difference between the accrued interest at the beginning of the period from the accrued interest at the end of the period.

Change in Value: Represents the change in value of the portfolio during the reporting period, excluding additional withdrawable dividend and interest income earned and accrued interest. Change in Value may include programs fees (including wrap fees) and other fees.

Fees: Fees represented in this report include program and wrap fees. Program and wrap fees prior to October 1, 2010 for accounts that are billed separately via invoice through a separate accounts billing arrangement are not included in this report.

Performance Start Date Changes: The Performance Start Date for accounts marked with a ‘*’ have changed. Performance figures of an account with a changed Performance Start Date may not include the entire history of the account. The new Performance Start Date will generate performance returns and activity information for a shorter period than is available at UBS FS. As a result, the overall performance of these accounts may generate better performance than the period of time that would be included if the report used the inception date of the account. UBS FS recommends reviewing performance reports that use the inception date of the account because reports with longer time frames are usually more helpful when evaluating investment programs and strategies. Performance reports may include accounts with inception dates that precede the new Performance Start Date and will show performance and activity information from the earliest available inception date. The change in Performance Start Date may be the result of a performance gap due to a zero-balance that prevents the calculation of continuous returns from the inception of the account. The Performance Start Date may also change if an account has failed one of our performance reporting requirements. If this occurs, the account will be labeled as ‘Review Required’ and performance prior to that failure will be restricted. Finally, the Performance Start Date will change if you have explicitly requested a performance restart. Please contact your Financial Advisor for additional details regarding your new Performance Start Date.

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Important information on options-based strategies: Options involve risk and are not suitable for everyone. Prior to buying or selling an option investors must read a copy of the Characteristics & Risks of Standardized Options, also known as the options disclosure document (ODD). It explains the characteristics and risks of exchange traded options. The options risk disclosure document can be accessed at the following web address: www.optionsclearing.com/about/publications/character-risks.

Concentrated Equity Solutions (CES) managers are not involved in the selection of the underlying stock positions. The Manager's focus is on the options selection in order to pursue the strategy in connection with the underlying stock position(s) deposited in the account. It is important to keep this in mind when evaluating the manager's performance since the account's performance will include the performance of the underlying equity position that is not being managed. CES use options to seek to achieve your investment objectives regarding your concentration stock position. Options strategies change the potential return profile of your stock. In certain scenarios, such as call writing, the call position will limit your ability to participate in any potential increases in the underlying equity position upon which the call was written. Therefore, in some market conditions, particularly during periods of significant appreciation of the underlying equity position(s), the CES account will decrease the performance that would have been achieved had the stock been held long without implementing the CES strategy.

Portfolio: For purposes of this report “portfolio” is defined as all of the accounts presented on the cover page or the header of this report and does not necessarily include all of the client’s accounts held at UBS FS or elsewhere.

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Ineligible Assets: We require that you hold and purchase only eligible managed assets in your advisory accounts. Please contact your Financial Advisor for a list of the eligible assets in your program. These reports may provide performance information for eligible and ineligible assets in a fee-based program. Since ineligible assets are not considered fee-based program assets, the inclusion of such securities will distort the actual performance of your advisory assets. As a result, the performance reflected in this report can vary substantially from the individual account performance reflected in the performance reports provided to you as part of those programs. For fee-based programs, fees are charged on the market value of eligible assets in the accounts and assessed quarterly in advance, prorated according to the number of calendar days in the billing period. Neither UBS nor your Financial Advisor will act as your investment adviser with respect to Ineligible Assets.

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Blind High School Homecoming Week to be Magical

It has been some time since we have been able to celebrate homecoming in the traditional manner. This year’s homecoming events seemed extra special. I must say the joy on everyone’s faces left no doubt. Our high school students, staff members, family, alumni, and the entire student body joined in the celebration. Everything was methodically planned with no detail too small, and the class sponsors ensured that each aspect was truly student lead and driven. It was an extra special, magical week.

The students chose a Harry Potter theme for the festivities, with each class representing one of the Harry Potter houses. On Monday, everyone dressed up for Halloween. Floats were served by the student leadership counsel during the Blind High School lunch. Tuesday was the scavenger hunt. Each high school class assembled in their class meeting locations. Scavenger hunt teams (4-8 members from each class) started their journey at five-minute intervals to minimize contact on the journey. Staff members played various roles during the hunt throughout the campus, including a troll, a 3-headed monster, and a dragon. Harry Potter theme music played through the football field speakers and created ambiance and got everyone into character. Each team had to pass through three “doors” to reach their first destination. Obstacles were presented, and teams were provided with methods to overcome those obstacles. Once team members reached their first destination, they received their house flag and a list of clues to their remaining destinations and artifact locations. When class teams collected all five artifacts, they returned to Bryant Hall, their final destination, to complete their scavenger hunt. The BHS office provided updates on each team’s progress, and these updates were announced via the intercom so all students were engaged and could cheer on their class.

Wednesday was an entire day of festivities. In the morning, the students gathered in the music building for a trivia contest. Each class had a representative team for the contest, which was an exciting competition. The trivia contest was followed by a live chess competition held on the basketball court! When each team’s player made a chess move on a tactile chess board, their move was replicated by someone on the corresponding live chess board on the basketball court. I ended up being a fill-in pawn for the sophomore CLASS. Many students were unfamiliar with the game of chess, the rules, and how each piece may move. It was great to see them developing their understanding and strategy. The competition was student-led; staff members/class sponsors could not assist with the decision-making process of each team. Wednesday evening, there was a Homecoming Dance in the Music Building. Hours D’oeuvres were served in the lobby, and the theme for the dance was outer space. The dress was formal, and the students danced the night away.

The homecoming parade came on Thursday, led by the Hogwarts train! Each class dressed in their respective house colors garb and in a homecoming spirit event. The parade culminated at Kirk auditorium, where the students hosted a pep rally for our goalball teams. Each member of our boys’ and girls’ goalball teams was honored as students prepared for the National goalball championship beginning that evening. All of the events were an enormous success!

Carol Bogue – Principal

National Goalball Championships

From Thursday, November 3rd through Saturday, November 5th, FSDB hosted the National goal championships. Teams from all over the country participated, traveling by bus or plane from as far away as
Washington state. An opening ceremony for all the teams was held in the Music Building. The FSDB Show Choir performed and sang the national anthem. It was a big moment for Cobra fans as our first ever Cobra Mascot, Cecil Striker, was revealed. Cecil is one good-lookin’ snake! During the games, FSDB alumni served as excellent commentators and ensured we were up to date with each play.

The games were live-streamed, and a large screen was set up outside the gym in the Copeland lobby. This allowed spectators to catch up with one another and not lose a moment of the action. Student enterprises, D&B Designs, created a wide variety of Cobra and FSDB gear which they sold in the Copeland lobby throughout the tournament. As a result, team jerseys and t-shirts were donned in enormous numbers, and some visitors went on quite a shopping spree. For those who got hungry, snacks were sold at the concessions stand and the deaf department café; the Dragon’s Lair provided incredible meals for the staff and players of all the teams. FSDB staff from all departments assisted everywhere, and the crowd included many staff, students, family members, and alumni. Everyone worked hard to ensure that all the guest teams felt welcome and appreciated. It was the perfect ending to a magical homecoming that ushered our boys’ and girls’ teams to victory as both teams became national champions!

Congratulations to our teams, their coaching staff, and their families. Your hard work, commitment, and sacrifice, especially those 6:00 am practices, paid off. We are grateful and proud of you and the whole FSDB family.
Carol Bogue – Principal

**Girls Goalball Highlights**

At the beginning of the month, November 3-5th, 2022, the Girls’ Goalball team took on the challenge of continuing a legacy that has been in place for quite a while. Going into this year’s High School U.S. National Tournament, the girls were attempting to defend the National Title for the 7th year in a row. We went into this tournament with only three veteran players who had been to a National Tournament and three first-year players who had never seen a tournament, let alone a National Tournament.

We began the tournament on Thursday, November 3rd, 2022, at 5:00 p.m. with the opening game against Washington State. The players were nervous, which was noticeable as it is always harder to play at home in front of your friends and family. The girls let their nerves get the best of them and lost to Washington 4-1. They had never lost the first game of a tournament, and for some, their first loss in years. Some of our girls were defeated. However, our team captain Alexandra “Sofia” Lopez, stepped up to her captain role and rallied the team with a great pep talk.

The following day, Friday, November 4th, 2022, we were right back at it. We were scheduled to have the 3rd game of the day. As we know, things don’t always work out how they should. Upon arriving at Copeland Gym, the team was informed that our game would be moved up due to another team’s transportation difficulties. The girls had no time to waste! They had to suit up and began stretching and warming up. Our captain, Sofia, took this time to give her teammates a great pep talk, motivating them to go out and play their game the way they know how and win their next game. The girls were ready. They looked like the Florida Girls' Goalball team everyone was used to seeing. They won! They beat Atlanta 12-2, ending the game early by mercy. Mercy is when your team is up by 10 points against your opponent. It was great; they felt like themselves again. But it wasn’t over. They still had at least two more games for the day. We won our next two games, beating Georgia 6-3 and South Carolina 9-1 in the Quarterfinals.

On the final morning of the tournament, Saturday, November 5th, 2022, we prepared for our semifinal game. This game would determine if we play for gold or bronze. The girls went into this game levelheaded but confident and won against Alabama 11-3. They were once again going for gold! Their final game of the tournament would be against Texas. It was déjà vu. Last year, they played Texas in Texas for the gold medal
and won. Could they do it again? They could, and they did! The Florida girls also did it again when they won Gold for their 7th consecutive National Title, five under the previous coach James Crozier and two under the current Coach Katrina De Sue. The legacy continues!

Katrina DeSue – Girls Goalball Coach

2022 US National High School Goalball Championships - Boys Goalball Team

On November 3rd to 5th, the Boys’ Goalball Team participated in the 2022 US National High School Goalball Championships at FSDB in Copeland Gym. The team had three experienced returning players led by team captains Tristan Brennan and Hussam Itani. Three new players were participating in their first Goalball tournament as well. On Thursday, November 3rd, the Boys’ Goalball Team start the competition with a 14 to 4 victory over Atlanta. Some of the boys were nervous and let a few goals go into their net because of the ambient noise from a packed crowd in the bleachers. On Friday, November 4th, the Boys' Goalball Team defeated Arizona 13 to 3 and South Carolina 12 to 2. This day allowed our new players to compete and get the nerves out.

Going undefeated in the round-robin pool play, the Boys' Goalball Team earned a bye into the semifinals. On Saturday, November 5th, the Boys’ Goalball Team faced a longtime rival in Utah. The team won against Utah with a final score of 16 to 6. In the championship final, the Boys' Goalball Team faced another longtime rival in Texas. Every player on the team got to play in this game while coming out with another national championship victory of 14 to 4. Last year, the Boys' Goalball Team won with the 10-point gap victories except for one game. This year, all the victories were by a 10-point gap. This is the first time in the US National High School Goalball Championships history that a team accomplished this.

Hussam Itani was named the Male Most Outstanding Player (Tyler Merren Award) and named to the All-American Team. Tristan Brennan was named to the All-American Team. Three players (Hussam Itani, Tristan Brennan, and Khayree Lofton) have been invited to compete on the 2023 USA Youth Boys National Goalball Team at the Youth Para Pan American Games in Bogota, Columbia, and the IBSA World Youth Goalball Championships in Sao Paulo, Brazil.

School O&M Student Stars

Ms. Lang selected Erik Taylor as her O&M star. Erik recently celebrated his first anniversary as an FSDB student. In his time here, Erik truly blossomed and grew more confident. He acted as an advocate for himself on numerous occasions. Erik is a hardworking, responsible student who is always up for a challenge. We are so excited to see how Erik will continue to thrive during his time with us. Congrats Erik!

Congratulations to Jasen McDaniel for being Ms. Lukic's O&M Star. Despite being new to BHS, Jasen has done a wonderful job navigating the FSDB campus. He is determined to learn the layouts of new buildings and routes throughout the entire campus. During lessons, Jasen is confident, attentive, and highly motivated while traveling. He has shown incredible growth in the areas of self-correction, recognizing landmarks, and using proper cane techniques. Keep up the great work, Jasen!

Addison Burgess is Mr. Puch’s Star of the Month. During O&M instruction, she continually works hard to hone her skills while applying previously learned concepts. While out in the community, Addison demonstrates the ability to travel independently and possesses very good environmental awareness. As a Junior, Addison is an example to other students, both in her class and throughout BHS. Congratulations, Addison, on being one of our November O&M Stars of the Month.

Congratulations, Dwayne, for being Mr. Crozier’s O&M Student of the Month. Dwayne always does a great job during O&M lessons and has excellent foundational skills. A particularly challenging curb structure, street corner, and street crossing were making it difficult for Dwayne to have his typical success during a lesson this
month. However, Dwayne never gave up and continued to ask to go to this area during lessons until he mastered it. We are happy to report that Dwayne conquered "the beast" (the nickname we gave this corner) this month. Well done, Dwayne!
Samantha Lang – O&M Specialist

Winter Sports Club Update
The FSDB Ski & Winter Sports Club announced the top ten students going on the ski club trip to Whitefish, Montana. Students have been competing for the top ten spots since the beginning of the school year. The students must participate in all meetings and monthly workouts. The students are also asked to obtain two recommendation letters, write an essay about why they should go, and write thank you letters to our donors. The students will experience many different winter sports during the trip to Montana. This year the students will participate in downhill skiing, cross-country skiing, snowshoeing tour, an ice climbing experience, a sleigh ride with Clydesdale horses, ice skating, and just playing in the snow! The trip is always an exciting time filled with empowering activities that give our students confidence as they transition to the adult world.
Jennifer Enache - O&M Specialists

Civics Education Project
Our third graders became very interested in civics education when they learned about our government. The class discussed responsibility and how this extends from home and school to other areas of our lives. We wanted to show responsibility within our community, and through deep conversations, we decided to help the needy of Saint Augustine. We joined forces with Officer Michele Anderson, who helps run the Epic Food Bank, and in two weeks, we collected over 300 cans and non-perishable items. We hope to have another 100 items by next week when everything is turned over to the bank. Students created flyers, presented the information to other classrooms, and helped with the data collection of grade-level numbers to instill some excitement throughout BEMS about this initiative.
Michelle Garay – 3rd-grade teacher

High School HOPE Classes
High School HOPE classes completed a unit on mental and emotional challenges. Suicide awareness and prevention were discussed. Topics included community support and resources as well as available treatment methods. Blind department school social worker Lucy Mitchell visited HOPE classes to discuss her career and work with the mental health department on campus. Students also began a unit focusing on healthy relationships and discussed stereotyping, bullying, hazing, prejudice, and tolerance.
Anna Tutak - Physical Education Teacher

Physical Education Snowmen
Our elementary physical education classes participated in a snowman-building activity. Students paired up with partners and worked together to create a snowman out of physical education equipment. Students used hula hoops, cones, bean bags, balls, twirling batons, tennis rackets, and many other types of equipment to create a snowman. One group used a jump rope for glasses and gave their snowman a cane!
Anna Tutak - Physical Education Teacher

Music Department Holiday Festivities
The month of December is always a busy one for the Music Department. In addition to regular academic classes, the holiday hustle and bustle requires logistics planning to bring holiday joy and cheer to those around us. Music students start working on songs for their first performance early in the school year. This means learning Christmas and Hanukkah music that teaches the foundations of music theory, instrumental technique, and performance skills while still entertaining and enjoyable for an audience. The students are involved in voicing the songs, especially in the band, where students may pick up a second instrument to
learn in addition to their primary instrument to cover the musical needs of the songs. In the chorus, they learn intricate harmonies and how chord progressions naturally lead to each other.

This year, the band members put in an amazing amount of work to learn above grade-level songs that involved time signature changes and world rhythms with a percussion break played by wind players. Some advanced individual members also created arrangements and showcased their instruments, ear training, and playing abilities. One of their songs, a nod to the Ukrainian Bell Carol, forced students to confront their instrument nemesis, such as going over the break smoothly on the clarinet and completing difficult fingering changes on the flute.

The chorus had a unique situation this year where they wanted to perform a particular children’s Hanukkah song which had not previously been arranged or released for choral performance. Mrs. Wohl reached out to the writer/performer of the song, the Laurie Berkner Band, and was granted permission to arrange and perform the song. The arrangement of Candle Chase, by the Laurie Berkner Band, was dedicated to the FSDB Chorus, and they were able to provide the World Premiere of the piece at our Through the Ages concert on December 15, 2022, along with Sleigh Ride, a popular song by Leroy Anderson.

The Blind Elementary and Middle School (BEMS) students performed in their holiday program, ‘Twas the Night Before Christmas, on December 13, 2022. The elementary students performed their mini-musical by the same name, with kindergarten and 1st grade dressed as reindeer, 2nd grade as Sugar Plums, 3rd grade as Santa and his elves, and 4th and 5th grade as sleepy narrators. Following the elementary school performance, Ms. Julia and Ms. Bartlett’s classes performed two songs using Boomwhackers, sleigh bells, tambourines, and claves. The Show Band, a new performance group in the Blind Middle School, debuted during the BEMS Holiday Program. This group consists of 10 eighth-graders and one seventh-grader. They learn rhythm keyboards, bass guitar, drum set, auxiliary percussion, and vocals. The band performs cover songs, much like “garage bands,” while learning about the many decisions that go into performances, such as how to pronounce vocals in a group setting (is “pumpkin” pronounced pump-kin, pun-kin, or pum-kin), how to count off a song, how to perform vocal health, and how to blend dynamics in a group properly.

The other group that debuted this season is the Blinding Lights Show Choir. The Show Choir has been very busy. Starting with a performance in Daytona, the group was requested for several other outings. During the week of December 12, the Blinding Lights Show Choir had four performances. They performed at St Augustine Health and Rehab, the NEFEC Winter Workshop in Palatka, and both the BEMS and the BHS Holiday Programs. The students were presented with a beautiful plaque to hang on the wall of the Music Building to commemorate this amazing event. They were lavished with praise for their vocal and behavioral attributes.

Two students made FSDB history this month by attending and competing in our first-ever International Thespian Society District Festival at Tocoi Creek High School. For this competition, each student entered the Solo Musical category. Each category is given a score or ranking – poor, fair, good, excellent, or superior. Maxx Ray performed “Calm” from the musical Ordinary Days and scored an Excellent! Madison Wardell performed “See, I’m Smiling” from The Last Five Years. Madison scored a Superior! Both students scored high enough to earn an invitation to compete at the State Level! We will be attending the state competition in March 2023.

To finish off the month of December, the Blind High School Class of 2024, with class sponsors Leslie Costello, Laurie Wohl, and Brigit Jensen, completed two fundraisers. The first was candy grams. These candy grams were cards in the shape of gingerbread men and women, penguins, stockings, trees, or reindeer. They held a candy cane or a Lindt Truffle. This year’s sales hit an all-time high of 185 candy grams! The second fundraiser was Carol-grams. The class chose 7 seven song options that could be purchased to be sung to the recipient.
This sale also hit an all-time high of 48 carols! The Junior Class members self-selected to participate on either the Candygram team or the Carol-o-gram team, with many of the music students choosing the carol-o-gram team and thus adding more performances to their schedule! The recipients of both the candygrams and the carols were thrilled, and the Junior Class had a very successful fundraising campaign. They next turn their sights on planning for Prom.

To celebrate the time and effort the students dedicated to the program this month, the music teachers sponsored a “Hot Cocoa Bar” during class on an exemption day. Students enjoyed camaraderie, relaxation, and warm cups of cocoa with all the fixin’s and cookies on the side!
#FSDBarts is alive and well at FSDB!
Leslie Costello and Laurie Wohl – Music Teachers

Art Update
Art students in Blind High School learned about The Elements of Art throughout the first semester while exploring various materials and techniques. Sculpture 1 students recently created papier mache masks, focusing on Shape, Form, and Texture. Students incorporated materials such as wire, fabric, and tile, adding dimension, texture, and personality to their relief sculptures. 2-D Studio students created mixed-media projects on canvas and wood panels. Students enjoyed experimenting with collage and frottage techniques while working to create works of art that have personal meaning or convey a message, idea, or emotion.
Lori Hall – Art Teacher

Parenting Class Update
Students in Parenting have been learning about the Stages of Human Growth and Principles of Child Development. A recent focus has been on Cognitive Development, including Piaget’s Four Periods of Intellectual Development, Methods of Learning, and Promoting Language Skills. Students enjoyed applying what they learned by reading to K-2 students in BEMS, assisting on the playground, and working with elementary music students. This has been a wonderful way for students to build positive relationships and serve as role models while continuing to develop their own literacy skills.
Lori Hall – Blind High School

Respectfully Submitted by:
Carol Bogue
Blind Department Principal
Communications and Public Relations

Board of Trustees Report

December 9, 2022

This report summarizes department activities and accomplishments, working in collaboration with campus personnel during October 2022.

Earned Media

- No earned media in the month of October.

Public Service Announcements

504 PSA radio spots (totaling 23,250 seconds) for the month of October.

Aired by Cox Media on WAPE-FM, WEZI-FM, WJGL-FM, WOKV-AM, and WXXJ-FM, voiced by FSDB alums Trent Ferguson and Marcus Roberts.

School-Level Newsletters

Schools continue to highlight student achievement - academics, athletics, boarding/recreation, extracurricular activities, parent services, and related topics. Newsletters are also shared with the campus community via Yammer and posted on the Parent Services webpage and individual school web pages.

Marketing Collateral

Videography

October was a busy month of videography, with the Orientation & Mobility department celebrating Blindness Awareness Month and White Cane Day. We created a series of five short videos demonstrating the skills and independence of students ranging from EOC-1st grade through high school. Topics included O&M Early Beginnings, Mental Mapping, All Quiet-All Clear, Monocular Optical Device, and Tactile Mapping. Four additional segments were recorded in the community and will be distributed in the following months.

The celebration continued with recording a student-created:30 second audio Public Service Announcement for radio station distribution. We came out to the Parent Infant Program sponsored Jeep ‘r Treat event in the Moore parking lot and photographed all the cute kids in costumes engaged in fun activities. Further, in October, we taped highlights of the DES Fall Festival, planned and taped a social media promo for November’s Goalball Championship, and provided technical camera/streaming support for the Vocabulary Parade event in Kirk Auditorium.
The “Where’s Walter?” social media series made tracks again with the release of a new episode about the FSDB Cross Country team, particularly answering the question, “how do blind cross-country runners see to navigate?” Finally, we delivered the first of five Mental Health Bullying videos revised for the 2022-23 school year. Each school will receive a custom version for its students.

**Graphic Design**

Motion Graphics for all Team Sports at FSDB

Lil’ Dragons and Lil’ Cobras Logo Design

Created Harry Potter themed poster for Blind Homecoming Spirit Week

Created logo and banner for Blind Awareness Month for T-Shirt production and other promotional needs for the Blind Departments Parade.

Created logo for FSDB Arts

Completed joint Cobra and Dragons Mascot logo for Non-Athletic Use.

Designed branded print and digital collateral for the following departments:

- Athletics—Goalball tournament Banners, Brackets, Graphics & and t-shirt designs, Tournament Awards, Volleyball Records Plaque.
- Dorm & Recreations – Designed Dept. Brochure
- ESOL – Event Flyer
- LOC – Created Flyers for FCTC and SJRSC for Dual Enrollment
- Parent Services—ASL Workshop Flyer
- Outreach – Expo Flyer

Designed and implemented daily posts for a yearlong social media campaign (explained above) recognizing students, staff, departments, history, and more. Individual posts involve photographs and infographics with the body text explanation and/or background describing the focus areas for each day.

**Photography**

Swim Team, Girls Goalball Team, FSDB vs. Alabama Football Game, Blind Independence Walk, LOC Students, TOY pictures for Blind Department, Dorm & Recreation Students, Blind Department Spirit Week.

**Social Media**

**Website**

8,363 visitors (7,160 new), with 29,917 page-views with an average viewing time of 1:55 minutes. The most viewed page other than the home page was the Athletics page, with 2,922 pageviews.

**Facebook**

14,834 likes, 51 posts with a reach of 135,260, and 4,124-page visits. The top post was a photo of the football bleachers that reached 74,846 people with 708 reactions (613 likes, 45 comments, and 50 shares).

**Instagram**

2,526 followers, 39 posts, 2,761 accounts reached, 1,497 profile visits, and 37,746 impressions (2,553 likes, 42 comments, 87 shares). The top post with 280 likes was a photo of DHS senior Kendall Colon-Moore getting ready to sign the National Anthem at the Jacksonville Jaguars game.
Twitter
No new followers, three tweets, 608 impressions, 650 profile visits, and nine mentions. The top tweet was an FSDB Update on 9/30/22 with 96 impressions.

YouTube
Seven videos were uploaded, 18,475 channel views, 847 hours watched, 31 new subscribers, 38,598 impressions, and 10,788 unique viewers. The top video was the Star-Spangled Banner in ASL.

Vimeo/Livestreaming
25 videos uploaded (8 events live-streamed), 2,822 views, 475 hours watched, 18,569 impressions, and 1,062 unique viewers.

Museum
109 people visited the museum, which included 26 alumni during the FSDB vs. Alabama football game, 26 staff members from the Transportation Department for training session, six Deaf Elementary students for history class, 24 Blind High School (two history classes), and 20 visitors toured by the Outreach department on various dates.
Deaf Department updates:

The second quarter has brought the excitement of the upcoming holidays, the need for flexibility with two storms impacting Florida, and PBIS activities for students. We also keep the school's priorities and goals at the forefront of our planning and activities.

The first priority goal for our school is employee retention, recruitment, and engagement. Our departments have been assessing the morale of the staff to find ways to support the well-being of our teachers. Thankful walls have been implemented, employee kudos and recognition, surprise snack carts, mini breakfasts, and increased attempts at cohesive and positive communications. The Deaf Department has a weekly newsletter sent out, our “Dragon Tales Weekly,” that provides upcoming events, guidance on required instruction and upcoming topics, PBIS topics, and positive encouragement. Every newsletter contains a link to an educational article to guide the academic team on the weekly topics. These are sent to the school team emails, filed in the Teams channel, and posted on Yammer. Each school has a daily newsletter to guide their academic teams on important information to prepare them for the day.

We have been hosting two interns and three practicum students from Flagler College and one intern and three practicum students from the University of North Florida. This has been a good way for us to recruit individuals who have shown their growth potential as they learn from our teachers. It is also a good way for them to get to know the excellence that is FSDB and to fall in love with our campus. We have one teacher position in high school and an associate teacher position in elementary school. We have applicants and are hoping to have these filled soon.

Our second priority is success for our students. The schools hosted individual school advisory committee meetings (Sub-sac), and we have had our first school-wide School Advisory Council meeting in which our Assistant Principals presented their school goals and plan to the group. Our next School Advisory Meeting will take place on December 2nd, in which we will look at the goals and provide information to our school stakeholders.

Our required instructions for October and November were respect and citizenship. The first two weeks of October were recognized as disability history and awareness weeks. The Deaf Department had a chance to line up and celebrate our Blind/Visually Impaired counterparts in their parade on White Cane day. It was great to see the school in that cohesive moment. The ASL specialists also provided information to the teachers and students. On October 28th, we had our “wear orange for bullying prevention to promote kindness, compassion, and respect.” Students and staff celebrated with our Orange attire, some made by our D&B designs. During the last week in October, our Deaf Elementary and Blind Elementary schools put on their annual vocabulary parade. This kicked off our Blind Department’s spirit week as they prepared for their homecoming.
All staff and students were encouraged to dress as a chosen vocabulary word. This is always so fun to see and a great learning experience for the students. In November, our students will participate in watching a video on Mental Health and Wellness created by our mental health department to meet this Florida state requirement.

We continue to prepare our students for a lifetime of success through hands-on and experiential learning. Our Elementary department students have had some amazing learning showcases. Our fifth graders put on the most recent one. The students researched a famous individual. They created a display board showcasing their person, dressed as the selected person, and gave presentations as their chosen person. This was one of several showcases that involved multiple grade levels in which students were the presenters, teaching classroom visitors about their topics through written and sign demonstrations. In the Deaf Middle School, students had the opportunity to go to the Jacksonville Icemen School Day game on November 8th. The students received educational workbooks, lunch, and a gift. The 8th-grade students had their annual Kennedy Space Center trip to close out their space unit. The 7th graders plan a walkathon to earn money to support their trip to Washington, DC, in 8th grade. Current 8th graders are planning their trip to DC December 5th-9th. Sixth graders are in the process of planning their annual “Swim with the Manatees” trip after our Winter Break. The High School students are working diligently in their classes. The block classes will end during the semester, and students will get a new schedule. The next few weeks will consist of End of Course exams and FAST Progress Monitoring. Our students attending First Coast Technical College continue to develop career readiness skills. These include a Post-Grad student in the automotive program who is learning to build a truck from scratch using an old frame with a rear differential. It is a year-long process. Right now, they are working on the brake system. Our cosmetology students are completing service hours in manicure and hair designs. Our St. John’s River State College students are busy signing up for second-semester classes as their courses end on December 9th. Our Aerospace Honors III student is learning about air traffic patterns and working on a flight simulator.

Our students receive interpreting services, and new students who are learning ASL receive Language Facilitators who interpret ASL into spoken English for students with limited sign and residual hearing. The following report is from our interpreter services director, Mrs. Katie Bechtold:

Interpreter Services is excited to welcome a third new staff interpreter to our team. Alvina Malcolm joined us in October from the Louisiana School for the Deaf. She comes to us with a wide range of experience interpreting experience, and she has family ties to FSDB. She has received a warm welcome, and we are excited to have Alvina on our team. Back in September, we welcomed our new Staff Assistant, Charlotte Price. Charlotte relocated from California, she has an extensive background working as an administrative assistant in various companies. She has jumped in and is learning the school, department, and ASL! We're happy to have her on our team.
St. Johns River State College classes have been busy. It's nice to see the students taking classes in person again, and we have already seen several registrations for the spring semester. We expect to be busy again in the spring.

Staff ASL classes have enjoyed learning outside the classroom by visiting the FSDB museum. Not only did they learn some school history, but they practiced their receptive ASL skills by watching short presentations. Students have also been practicing their expressive ASL skills by practicing individual retellings of the well-known "T-I-M-B-E-R" ASL story.

The SLPI: ASL program completed over 25 staff interviews and ratings this fall. With many newly hired staff, there were many requests for appointments. Assessments are ongoing, and the team is continually working to complete ratings in a timely manner.

With our priority goal of Everyone Knows our Name, we want to showcase the learning and skills our students receive in our care. This is often done in our extracurricular activities. Our High School Academic Bowl team in Deaf High School and our Battle of the Books team in Deaf Middle School are going to the regional playoffs. We are excited for our students to showcase their skills. Our dance troupe performed over two days to groups of ASL students from other schools. We hope these opportunities inspire students in the public schools to develop an appreciation for the talent and skills of our students and potentially lead to future career interests in Deaf Education and bring them back to us!

Respectfully Submitted,

Angela Wallace
Principal- Deaf Department
Deaf Department updates:

The month of December has been a quick one with little to report. In all of our schools, our teachers have been busy progress monitoring student IEP goals, providing assessments to collect data on growth, and End of Course Exams are happening in the high school. The data will be assessed in January to see how our students are making progress within their classes.

Our counselors have been busy preparing Deaf High School schedules for the second semester. The block structure of the Deaf High School program allows students to complete four full courses during the first half of the year, and then transfer to four new courses for the second half of the year. The off-campus students have been enrolling in second-semester classes at St. John’s River State College. They celebrated the close of the first half of the year with a Winter Festival, sponsored by our Jr. National Association for the Deaf club. The students participated in a variety of games and activities to end the testing and semester. The Deaf Middle School students will have a new Career and Technical Education class in the new semester. Our Deaf Elementary students will continue in the new quarter, following their assigned schedules.

We are currently recruiting two Instructional Assistants for the Deaf Elementary School along with a teacher, a Dean/Coordinator of Student Conduct, and a Behavior Program Specialist to run our In-School Suspension program. Ms. Dottie Smith, our current In School Suspension Behavior Program Coordinator, is retiring on December 31st after 36 years with the Florida School for the Deaf and the Blind. She has served our school as a Teacher Aide, Instructional Assistant, and Behavioral Program specialist. She has also worked with our recreational program, Dance Troupe has coordinated the annual Black History Program and Pageant. She has found a way to be involved in every aspect of FSDB life. We are excited for her opportunity to start her retirement. She will truly be missed.

The Deaf Department is looking forward to the successes and challenges that 2023 will bring.

Respectfully Submitted,

Angela Wallace
Principal- Deaf Department
Class Code Count

- Board of Trustees Administrator Positions: 72
- Teacher Positions: 106
- Specialist Positions: 61
- Select Exempt Service Positions: 41
- Career Service Positions: 400

General Revenue Positions: 647
Grant Funded Positions: 33

Add/Delete

08647 Instructional Assistant I - Career Service, 10-months to Maintenance Mechanic (Carpenter), Career Service, 12-months

08087 Rank II, Teacher-BOT, 10-months to Digital/Social Media Specialist, Career Service, 12-months

08687 Staff Interpreter/Translator – SES, 10-months to Career Service

Service Awards
November and December

20 Years
Angela McCutcheon

15 Years
Dessie Oxendine
Lori Smith

10 Years
Kerri Dunne
Class Code Count

- Board of Trustees Administrator Positions: 72
- Teacher Positions: 106
- Specialist Positions: 61
- Select Exempt Service Positions: 41
- Career Service Positions: 400
- General Revenue Positions: 647
- Grant Funded Positions: 33

Add/Delete
08613, Director of Outreach – BOT to Executive Director of Outreach – BOT
08531, Instructional Assistant I – Career Service, 10 months to Associate Teacher – Career Service, 10 months

Service Awards

- 20 Years
  Deanna Scala

- 15 Years
  Trina Bennett
  Darvin Felicien

- 10 Years
  Misty Porter
  Regina Gilmore

- 5 Years
  Brandon Call
  Samantha Lang
Career and Workforce Development Department

Submitted by Nick Solomon, Executive Director of Career Development

Priority 1: Employee Retention, Recruitment, and Engagement

- The Career Development Center will soon wish our very beloved Print Shop expert Lorelee Bundrick a very happy and well-deserved retirement. Lorelee will exit during the winter break. Additionally, the Vocational Instructor responsible for overseeing the After School Work Program and Career Development Center Mock Interviews is now vacant. Both positions have been advertised and are currently in the interview process.

Priority 2: Success for Students

- D&B Garden Center is on a roll. People are starting to shop at the garden center. We are teaching the students how to operate the cash register. We are also showing students how to sell the plants and help customers get what they want. We are currently stepping up our marketing efforts to get more customers to clear out our inventory for further propagation. Our 1st block class came up with a wonderful marketing idea – advertising the 50 cents vegetables. We have also sent the marketing material to the D&B Garden Center mailing list. We are expecting an influx of customers for our students to work with. In class, the students are working on completing OSHA-Ag certification training. It has been a steady progress. It is our goal to get everyone to pass the course. We have completed four modules so far, with ten modules left to go. We hope we will be able to certify everyone in OSHA-Ag by the end of 1st semester. OSHA-Ag is a federal standard for safety that the horticulture and agriculture industries follow. It will make our students more desirable applicants if they choose to pursue the field of employment.

- Elsewhere on campus, we are continuing to meet with Pre-K students. These experiences have been wonderful for our students. They enjoy being able to mentor and demonstrate citizenship skills with younger students. Plus, there’s a lot of laughing and smiling! D&B Garden Center hosted an internal field trip by 1st graders. The 1st graders learned about plant parts and plant lifecycles and hunted for flowers in D&B Garden Center with support from our students. The 1st graders also took marigolds with them home.

- In our Culinary I class for Deaf Middle School and Deaf High School, students learn about kitchen workflow, preparation, and cooking equipment. All students understand how to use all machines safely, maintain and clean equipment properly, and turn off and unplug the machine for cleaning in this classroom. Every Friday, we do the SafeStaff review. Students will take the exam in December before leaving for winter break. Students are all
making a variety of cookies and cakes for lunchtime and DL at night. The more advanced high schoolers make pizza dough, sauces, and cheese, while middle school students start by making chocolate chip cookies, homemade pasta, and donuts. Most middle school students love to cook and learn safety and cleaning in the kitchen.

- October has been an exciting month for upper-level Culinary Arts students! They have been learning to prepare quickbreads, pie doughs, and cookies paired with sweet and savory accompaniments. They began the month with Chicken and Waffles with a Spicy Maple Glaze and catered the Teacher of the Year banquet, practicing their service skills and preparing a sweet and savory waffle bar. Students even prepared Chicken Pot Pie with Side Salad and Apple Cider Vinaigrette. Students then got in the Halloween spirit and practiced some garde manger (pantry chef) vegetable carving skills with pumpkins and learned the creaming method and royal icing decorating skills with Halloween sugar cookies. Through the pie dough, sugar dough, and vinaigrette recipes, students are learning the art and creative potential of ratio recipes. They also apply real-world math skills and execute important measuring and portioning skills. In the classroom, students have been preparing for their National Registry of Foodservice Professionals Food Safety Manager certification exam, focusing on Receiving and Storing/Preparing and Presenting Foods and Cleaning and Sanitizing. Students have prepared study tools such as Quizlet flashcards, a graphic organizational chart of the Flow of Food, and a master cleaning schedule for our lab.

- In the Dragon’s Lair (DL), the students are learning about the fast-food/Cafe industry. 1st block students do salad, and deli prep work, then set up the salad bar and deli station. This can range from cutting up vegetables, portioning the cheese and lunchmeat, and grilling the chicken for the chicken salad we offer. They also ensure each station is well stocked with all items needed for our service times. They count the money going into the cash register for the day with support. Then 3rd Block is our serving time; the students prepare the salad or sandwiches and plate up the chef’s special items that culinary class students have prepared for our menu. We have students in each station, rotating weekly. They learn how to make cold and hot sandwiches, make a salad, stock the areas, greet and cashier. They also follow a ticket the customer submitted online to fulfill the order. Meanwhile, 4th block students learn to store food properly. They also work on washing, rinsing, and sanitizing the tools and all surfaces, essentially closing the DL down for the day.

- One student from the Blind Work Experience Class deserves a lot of recognition. This student has been working with us since the start of school this year. He has been a great addition to the DL team, and as soon as he arrived, he hit the kitchen “running.” He sets up the Salad Bar and Deli Station areas himself daily as well as the beverage cooler and point of sale counter. He has started making sandwiches at the deli station on his own and is doing an excellent job. He shows up every day with a smile and a can-do attitude.
● Deaf High and Middle School Art class has completed Character Flipbook, 3D Printing, Papier-Mache Mask, and Pop Art. Soon they will be starting Perspective Art. On Fridays, they create digital artwork using the Procreate app on the iPad with an apple pencil.

● Deaf High school Animation class went through all of the Elements of Art, Principles of Design, and Principles of Animation. Students are currently working on a creative project. They are also starting to do character design, storyboarding, and rotoscoping.

● Blind High School on-campus work experience are very proud to announce the launch of “Cobras, at your service.” This is an in-class work initiative for students who are interested in diverse work opportunities on campus and need supervision and working towards being more independent. “Cobras, at your service” exists to provide students with meaningful work experience by assisting professionals in our community while making it a better place. We are an on-call / odd-job service for teachers and on-campus staff to utilize for anything they might need. Our current regular jobs include pickups and deliveries for the braille lab and D&B designs, simple braille transcribing for the Blind library, shredding pickup and disposal for department admins, and classroom recycling pickups. We are always interested in new tasks teachers and staff might have for us to expand our collective resume.

● Meanwhile, Blind High school work experience class has several students who currently work off campus, but one who deserves extra recognition is our September employee of the month. He works off-campus at the Alpha & Omega thrift store. After only a month of work there, management has requested to keep him after school until closing and give him paid status. Juan is a continuing education student and already has a reasonably diverse resume and plans to continue that trend by adding an internship with Northrup Grumman in the coming months. We are extremely proud of his work ethic and professionalism. He represents our program and our school extremely well.

● D&B Design students have been learning about the design elements used to create appealing graphic designs using Photoshop. There are many new terms and concepts, so vocabulary building and development are critical. After defining and agreeing on a sign for the words, one lesson took us on a scavenger hunt through the Photoshop menu bar to discover the newly learned vocabulary. Students were able to apply that new information while working with Photoshop files.

Priority 3: Everyone Knows our Name

● In partnership with the Athletics Department and Dance Troupe, the after-school work program students work, Culinary Students, and D&B Designs students have been representing FSDB in a big way. During the Goalball tournament, our after-school workers, culinary students, and D&B design students showed our out-of-state guests amazing hospitality in the VIP room for the coaches and referees and all the great swag and memorabilia sold. The D&B Design classes have also been at the dance troupe
performances for all of the local area ASL classes who have come to visit to see our student performances. Our Career Development students have been proudly representing FSDB at the local, state, and national levels for visitors we have had recently.

Curriculum and Professional Development Department

Submitted by Randi Mitchell, Executive Director of Curriculum and Professional Development

Priority 1: Employee Retention, Recruitment, and Engagement

● Several Academic Specialists attended NEFEC’s Coaches’ Cadre #1 on October 19, 2022, to learn skills in coaching and to make an impact when working with teachers.

● Several academic specialists attended the Union County Learning Walk through NEFEC on November 2, 2022, to learn the process of a Learning Walk and support Union County on their journey.

● The Literacy Specialists from both departments attended the 2022 Council of Language Arts Supervisors (CLAS) fall conference in Orlando, FL. The focus of this conference was to share new FLDOE Reading Initiatives and Policies, maximizing instruction for the B.E.S.T. K-12 ELA standards, literacy coaching, and state assessment updates and policies.

● The Literacy Specialists continued PLCs in both departments focusing on high-leverage practices (HLPs) and instructional strategies requested by the teachers.

● The Deaf Department Literacy Specialists have collaborated with the Bilingual Specialist weekly to create resources that support ASL and English in the classroom.

● The Blind Department Literacy Specialists have collaborated with the Braille Specialists and volunteers to facilitate tiered instruction.

● The Math specialists from both departments held a campuswide professional development on November 4th. The intent and focus of this PD was to have teachers collaborate on ideas of how to include the Mathematical Thinking and Reasoning Standards (MTRS) into their specific content areas.

● The secondary Math Specialists from both departments provided professional learning to all the secondary math teachers on the Power of MFAS (Mathematics Formative Assessment System).

● Blind Department Math Specialists are continuing data and high-leverage practices PLC’s, continuing to monitor curriculum to revise and supplement materials until our newly adopted curriculum arrives, continuing to provide support and coaching to both new and veteran staff as needed, supporting teachers with RTI (response to intervention)/ intensive intervention, and supporting, revising and developing a plan for refreshers on the correct implementation of MFAS progress monitoring.

● DHS Math teachers continue to meet as PLC teams monthly by course for Algebra and Geometry to check in on pacing and analyze progress monitoring data. Two teachers are
currently participating in coaching cycles seeking support, resources, and approaches for engaging students with large gaps in math prerequisite skills.

- DMS Math teachers are progress monitoring with the aligned MFAS in the student portfolios. PLCs will continue to analyze the tier 2 instructional needs based on those Math Formative Assessment System (MFAS) tasks administered.
- DES Math teachers meet monthly in PLC to focus on high-leverage practices and current data trends. Teachers are provided the opportunity to analyze their data and identify the next steps. Select teachers are participating in coaching cycles and being supported by the DES Math Specialist.
- Bilingual Specialist developed the ASL Coaching Calendar to provide an easy-to-use schedule so teachers can more easily make appointments with me.
- Bilingual Specialist provided coaching, lesson modeling, and support to Deaf Elementary teachers, ASL Lab teachers, and the Early Learning Center.
- Bilingual Specialists attended a webinar by Laurene Simms, “The Effectiveness of Teaching Literacy for ASL and English Bilingual Learnings: Part 2,” and a webinar by the National Deaf Center, “Attitudes and Biases as Barriers for Deaf Students.”

**Priority 2: Success for Students**

- BES and DES notified eligible families of the reading scholarship called the New Worlds Reading Scholarship.
- BES and DES are collecting and preparing data to send home K-3 Reading Deficiency Letters to families.
- Students from DHS came to teach DES students how to do the Signed Reading Fluency process. DES students loved seeing their older role models teach them how to translate texts from English to ASL with a focus on new vocabulary, facial expressions, and chunking phrases with conceptual sign accuracy.
- Bilingual Specialists gathered children’s books written by Deaf authors and/or have Deaf characters so that teachers can choose from selections to share with their students in DES to promote Deaf culture/awareness.
- Bilingual Specialists support school initiatives related to an ASL chant video, fall festival, vocabulary showcase, ASL stories, mock interviews, and mock trial jury.

**Priority 3: Everyone Knows our Name**

- Literacy Specialist, Elisha Zuaro, attended FSDB’s expo on Saturday, November 5, 2022.
- Math Specialists and Bilingual Specialists met with a member of the CPALMs team to tour the campus and provide information on accessibility.
- Bilingual Specialist met with the ASL Specialist in Maryland to collaborate on ASL curriculum and writing.
English Language Learners Department  
Submitted by Jacqueline Provoost, Director of English Language Learning (ELL) Program

Priority 1: Employee Retention, Recruitment, and Engagement
- The ESOL department is hiring an additional ELL Language Facilitator for Spanish/ASL. She will begin working in the month of November. ELL Language Facilitators participated in a PBIS overview training with the Director of ESOL services.

Priority 2: Success for Students
- The ESOL department celebrated Hispanic Heritage Month with a luncheon for the ELL students in Deaf and Blind High Schools on October 14th. The luncheon included authentic Spanish chicken and rice, Tortilla Española, and Palmeritas (Spanish pastry) and followed by a week-long Spanish-speaking country presentation project and Spain PPT in the high school ESOL courses.
- The ESOL department will begin planning for the Holidays Around the World celebration.

Priority 3: Everyone Knows our Name
- The ESOL Department has documented 69 communications with parents and completed 44 written translation requests!

Respectfully submitted by:
Scott Trejbal  
Administrator of Instructional Services
Career and Workforce Development Department
Submitted by Nick Solomon, Executive Director of Career Development

Priority 1: Employee Retention, Recruitment, and Engagement
- The Career Development Center recently saw our long-time Print Shop extraordinaire, Lorelee Bundrick, retire after many years at FSDB. Luckily, we have already found her replacement, who has some big shoes to fill. But he is eager to pick up where she left off and continue to enhance what Lorelee started. We are also currently interviewing for a Vocational Instructor (V.I.) and Career Experience Teacher for Blind High School and hope to have those positions filled very soon. Career Development also recently celebrated the holidays with a department potluck with one rule; all dishes shared must be homemade. The team did not disappoint and showed out by sharing a wide variety of homemade cultural dishes.

Priority 2: Success for Students
- Coming in the new year, all our student enterprises have a new credit card system required by the state of Florida’s treasury department. You will soon see new computers and card-swiping devices at all our student enterprises that will better provide us with secure credit card charges, including the swipe, tap, and chip options.
- Our after-school program is going strong with half the year gone, and student workers continuing across various positions on campus are working hard to earn work experience and a well-earned paycheck. As always, the students, parents, and areas across campus they support are incredibly grateful for the endowment dollars received, as many students would not otherwise receive this paid work opportunity while in high school.
- D&B Garden Center is doing very well in the middle of the holiday and poinsettia sale. The D&B Garden Center, not long ago, weathered Tropical Storm Nicole very well and will now prepare and brace for a very cold “bomb cyclone” headed our way this winter break. We are continuing to sell many plants along with dish gardens. We did a small marketing drive right before Thanksgiving to clear out some inventory, which was also very successful. Regarding the Horticulture coursework, we recently had students who have been laser-focused on completing OSHA-ag certifications. We are incredibly proud to announce that many have passed and earned certificates.
- For Construction courses, they have been running through the course of Romex electric installation at the mockup structure in class; then, the class moved on to a unit in Drywalling. This is the fun part because an individual project and effort will ensure fun for each student. They put drywall mud (joint compound) on the seam and sand it to a high-quality finish to a point where you can’t see the seam anymore. Prior to that, the class went on a service-learning field trip with Habitat for Humanity here in West St. Augustine- they did exterior siding painting. The other class did zip-board and taping-
these are the real world construction the students experienced that will be truly beneficial to them.

- Students in the daytime on-campus work program have been very busy lately! Last week, students created resumes using a guiding template. Students worked on them independently, and the teacher met with each student to help with grammar, spelling, punctuation, and wording. Prior to that activity, students participated in mock interviews. They were required to dress appropriately and interview a staff member they may or may not have known. The documents they are preparing now lead into our final activity – a work portfolio that they will be able to take with them when they leave FSDB to help them look for and obtain employment.

- Culinary Arts students have been combining their skills in preparing baked goods and savory items as they get into the holiday spirit! Students learned to prepare two types of pie dough and various fillings, including a quiche Lorraine. For Thanksgiving, students practiced bread and quick bread preparation techniques, making French bread and cornbread, then turning that into stuffing with spinach and cranberries. This stuffing was used to stuff turkey breast, and students prepared mashed potatoes, Brussels sprouts, apple-pear pie with a lattice top, and salted caramel pumpkin pie. Students then learned to make laminated doughs with a savory filling, including puff pastry vol au vent with shrimp and mushrooms. This lesson taught students preparation techniques for a la carte meals prepared a la minute (cooked to order), such as blanching vegetables and organizing workstations. Next, students prepared fresh croissants and shrimp salad sandwiches, learning the fundamentals of salad classification and creative potential. Lessons also included baked and boiled custards, which students paired with their specials, including crème Brulee and lemon crumb ice cream. In the Culinary classroom side, students have been preparing for the National Registry of Food Service Professionals (NRFSP) Food Safety Manager certification exam, specifically looking at the fundamentals of kitchen design for the safety of workflow, water and drainage, electricity and gas, lighting, ventilation, and air conditioning, and food-contact materials. Students were assigned the task of designing a safe kitchen and preparing a master cleaning schedule for our lab. Students have also learned integrated pest control management.

- For Middle school and Culinary 1, students learned about using knives and smallware. All students must know how each knife is constructed in this class. All students understand how to learn to use a machine safely, maintain and clean equipment properly, and turn off and unplug the machine before cleaning. Every Friday, we learn to read the SafeStaff review. We will arrive before the students leave for Christmas break on Dec 23. For the lab side, middle school and Culinary 1 have made Christmas cookies, and cakes for Lunchtime and DL night.

- For Deaf Middle and High School Art, students have completed Perspective Art and Comic Books. They have also been working on Holiday Door Decorations. Next, we plan to do a project on Clay Sculpting. On Fridays, we still create digital artwork using the Procreate app on the iPad with an apple pencil.

- The Deaf High School 3D Animation class is working on Creative Project 1 (pre-post production). They worked on a “Ball Obstacle Course” project on the iPad Pro. We
learned about 3D modeling with Tinkercad and 3D printed our 3D objects. We start rotoscoping this week.

Priority 3: Everyone Knows our Name

- Our first student from Blind High School has begun their internship with Northrop Grumman. The Career Experience Director continues to collaborate and work with other districts as part of the Northeast Florida Education Consortium as it relates to Career and Technical Education by sharing best strategies and ideas with neighboring directors. FSDB students are also currently planning and starting to sign up to participate in regional and state competitions organized by SkillsUSA.

Curriculum and Professional Development Department
Submitted by Randi Mitchell, Executive Director of Curriculum and Professional Development

Priority 1: Employee Retention, Recruitment, and Engagement

- The Academic Specialists hosted a panel during the Parent Engagement Workshop. Parents were able to submit questions related to the Academic Department, and the Academic Specialists provided answers and guidance to those questions.
- The Academic Specialists collaborated to create the December high-leverage practice post, promoting student engagement (HLP 18) in the FSDB Learning Network Microsoft Team.
- The DHS and BHS Literacy Specialists have been working with teachers and specialists to prepare for and pass state certification exams, such as General Knowledge, Professional Education, English 6-12, Deaf/Hard of Hearing K-12, and Teacher of the Visually Impaired K-12.

Priority 2: Success for Students

- Andrea Binder (Math Specialist), Sidney Keith (Assessment and Accountability Coordinator), Randi Mitchell (Executive Director of Curriculum and Professional Development), and April Wallace (Literacy Specialist) attended the Northeast Florida Education Consortium (NEFEC) Progress Monitoring Training. This training is ongoing that started in July 2022, and will continue until July 2023. The group of individuals is attending the training to bring back content to support the goals of FSDB and in alignment to state initiatives.
- During one-on-one coaching time, Literacy Specialists have been modeling how to use MAP data to guide instruction and group students, as well as utilize the skill plans in IXL to “teach with an example” and use the gradual release of responsibility.
- DES students continue to participate in the 100 Book Challenge program coordinated by Deaf Elementary School Literacy Specialists. 42 students have reached 100 reading log lines (25 hours of reading), 23 students have reached 200 reading log lines (50 hours of reading), 10 students have reached 300 reading Log lines (75 hours of reading), and 2 students have reached 400 reading log lines (100 hours of reading).
- Literacy Specialists have hosted Professional Learning Communities to revisit teacher-directed goals on adjusting instruction for optimal student growth.
- DES teachers have been working closely with the Literacy Specialist to use IRLA toolkits when appropriate. IRLA toolkits are intensive minilesson that are used during reading conferences to help students make growth on their independent reading level.
- The Literacy Specialists in the Blind Department are collaborating to host our first-semester literacy celebrations to recognize students in grades K-8 who have met their independent reading goals or Achieve3000 goals.
- The DES, DMS, and DHS Literacy Specialists have been collaborating with the Bilingual Specialist about how to align the BEST K-12 ELA Standards and the K-12 ASL Content Standards. This document will have hyperlinks to additional resources and videos.
- Bilingual Specialists provide coaching and co-teaching opportunities with teachers in Deaf Elementary and Early Learning Center.
- Bilingual Specialist met with teachers in the content area to provide support and resources to the teachers to further develop students’ exposure to academic vocabulary, expand overall literacy, and to further develop high-order questioning techniques that can be used regularly across content areas.
- Bilingual Specialist curated content for the November post on “Higher Learning Practice- Data Collection & Comprehensive Learner Profiles,” along with follow-up questions about reflections and implementations in the FSDB Learning Network.
- In Deaf Elementary Schools, teachers have been participating in Unit Planning meetings. With the support of the math specialist, teachers reviewed the curriculum MAP, aligned MFAS tasks, and adjusted their instruction to continue supporting student learning.
- Teachers were provided one-on-one support by the Math Specialists in areas specific to their individualized needs, including MFAS implementation. Teachers have been participating in PLCs to review student MFAS data and track student progress.
- Math teachers in the blind department attended professional development directed at the mathematical thinking and reasoning standards and instructional techniques, emphasizing reducing egocentric bias in their own learning.
- Students in the blind department continued pull-outs with math specialists to provide individualized analysis and support.
- The secondary Math Specialist for the Deaf Department did collaborative lesson planning with math teachers in the high school.

Priority 3: Everyone Knows our Name
- Randi Mitchell, Executive Director of Curriculum and Professional Development, attended the Northeast Florida Education Consortium (NEFEC) Board of Directors to share the work that is being done by the Curriculum and Professional Development Department on High Leverage Practices. She connected the work to the NEFEC Progress Monitoring Training and the 2022-2027 Strategic Plan.
- Janelle Berry, the Bilingual Specialist, met with an ASL specialist from Maryland School for the Deaf via zoom to discuss the topic of ASL Comprehension Assessment and develop a strong network.
- Blind department specialists (both departments) met with parents during the sub-sac meeting and addressed their specific needs when it comes to social media and communication.
- The Literacy Specialists prepared for and participated in sub-SAC meetings to share data and answer parent questions regarding testing, programs, and curriculum.
- In DMS, students participated in preliminary matches against other schools for the Deaf in Gallaudet’s Battle of the Books with the coordination of the Deaf Middle School Literacy Specialists. The Buff team advanced to the playoffs and is waiting to hear if they will go to the Nationals.

English Language Learners Department
Submitted by Jacqueline Provoost, Director of English Language Learning (ELL) Program

Priority 1: Employee Retention, Recruitment, and Engagement
- The ESOL department officially welcomed Amarilys Gonzalez-Montalvo as ASL/English/Spanish ELL Language Facilitator! She is one of five fully trilingual staff members! The ELL Language Facilitators will participate in a departmental PD titled “Go-To
Strategies, Scaffolding Options for ELLs K-12” on December 8th. The ESOL Specialist and Teacher will continue to receive guidance from the ESOL Director regarding the connection of the WIDA ELD Standards Framework 2020 and Florida’s B.E.S.T. Standards for ELA in specific Language Arts/English through ESOL courses in high school, as well as processes for ELL Student Plans.

Priority 2: Success for Students

- ELL students will participate in MAP testing as determined by the state/district. ELL students will participate in a Holidays Around the World learning opportunity highlighting three countries’ Holiday traditions. The countries studied this year will be Israel, Mexico, and Russia, with a bonus being America’s Kwanzaa. Students will read a chosen text highlighting each celebration and complete a craft activity. The learning will culminate with a Holiday Breakfast!

- ELL students participate in various competitions and athletics. An ELL student participated in an Orienteering competition against other HS students across the state while camping at Leon County Park with the Deaf Outdoor club. Another ELL student participated in a meet at St. Augustine HS alongside her FSDB Weightlifting Team!

Priority 3: Everyone Knows our Name

- The ESOL department hosted an ELL Parent Leadership Council meeting on November 4, 2022. We had one parent attend in person and two through video conference. The ESOL department has documented 40 communications with parents and completed 44 written translation requests.

Respectfully submitted by:
Scott Trejbal
Administrator of Instructional Services
Parent Services Department
Respectfully submitted by the Parent Services Department Team Members

Parent Services

Parent University funding through IDEA has been approved, and Parent University class planning is in full force. Parent ASL classes, levels I, II, and III, are offered virtually to enrolled FSDB families. The next series of classes will be offered face-to-face on the FSDB campus.

December 2nd will be a very busy day for our department! The Parent Engagement Workshop will be held for FSDB parents and caregivers during the school day. This workshop will focus on how parents can support their students’ academic achievement from home. FSDB specialists will provide information and answer questions. Our special guest in the afternoon, Amy Lane, Education/Training Specialist from UF Health, will present the importance of working collaboratively with school staff and the positive impact on student success in school and throughout life. Once school is over, Ms. Lane will present to our FSDB Academic Department the importance of working with our FSDB families, encouraging two-way communication, and overcoming obstacles when working with families.

FSDB Parent Liaison, Misty Porter, was reappointed as a Rehabilitation Council for the Blind member. This will be her second term serving on the council. The Parent Services Department welcomed a new staff assistant, Kristin Gentile, on November 18.

Admissions

Status of On-Campus Enrollment 498 as of 11/15/22
- 20 ELC
- 308 Deaf Department
- 170 Blind Department

Withdrawal Reasons (16)
- 3 Accepted Diploma
- 2 Exit to Work
- 10 Registered at another school in-state
- 5 Moved out-of-state

Admissions in Process (45)
- 31 In the application process
- 11 Scheduled
Parent Infant Program Enrollment 590 as of 11/15/22

- PIP Blind 275
- PIP Deaf 355
- 12 children and families participating in the campus Toddler Stay-and-Play program

L. Daniel Hutto Early Learning Center

“The child is both a hope and a promise for mankind.” Maria Montessori

Month in Review

In November, the ELC children learned about friendship, community helpers, fall, and Thanksgiving. They read stories about friendship and Thanksgiving and completed fun activities, including making, smelling, and tasting many delicious Thanksgiving treats. The children learned new vocabulary and practiced new skills like cutting with scissors. Our classes have been enjoying the cooler fall weather. Learning about fall with leaf hunts and finding acorns. Our field trip to the fire station was postponed due to Hurricane Nicole, but we look forward to visiting when we return from Thanksgiving Break.

On November 17, the ELC celebrated Thanksgiving potluck lunch with our families. The children prepared decorations and some food to share and their families.

Monthly focus: Gratitude

November is the month when we focus on giving thanks and gratitude. Gratitude involves being sensitive and empathetic to others and appreciating what others do for you. While children can quickly learn to say please and thank you, it takes time and guidance to help them truly learn to be grateful. The ELC Montessori teaches and practices gratitude and grace daily.

In our Practical Life curricular area, the children are specifically taught how to politely get someone’s attention, how to politely observe when someone is working and how to ask for help. These lessons are taught and reinforced multiple times each day to help the young child adapt to working within a group and to build his/her awareness of socially acceptable behavior.

“Teaching children to be grateful and show appreciation takes patience. Gratitude is a quality that needs cultivating over time. But encouraging children to be grateful and modeling its importance is well worth the effort as it lays the foundation for children to develop a positive, optimistic outlook on life. (North American Montessori Center, 2013).”

Parent Infant Program Deaf/Hard of Hearing

Staff Updates

- There are 66 individuals in various stages of the hiring process for the three programs (Mentors, Parent Advisors, and Parent Leaders).
- We anticipate 15 new Parent Leaders with virtual/face-to-face hybrid training in January.
• The cohort of new mentors is being hired for both Snapshots and Deaf Mentor Curriculum groups. Training will happen no later than March 2022. A contract with the SKI-HI Deaf Mentor Trainers is being developed.
• Parent Advisor positions are also being filled. One has been approved for the St. Augustine area, two are ready for HR orientation (Brevard and Broward), and several are under review.
• We are addressing staffing shortages with creative measures such as piloting the Stay and Play program in Tampa with considerations to establish 2-3 additional pilots in other cities across the state. PEP Talks and Café con Apoyo chat meet-ups for families provide SKI-HI content in group settings.

Networking/Program Awareness
• Melanie Anastasio Hernandez attended the online Conferencia 2022 through the American Society of Deaf Children (ASDC) Conviviendo en Familia on November 5th.
• Jennifer Cato has been requested to present on DHH PIP services to the Treasure Coast Early Steps.
• PEP Rally Parent/Professional event and the FEDHH conference has been rescheduled to Jan.
• SKI-HI training dates have been moved to Feb and March.

Regional Events and Statewide Events
• East Regional Event at the corn maze in Mt. Dora had no attendees and was canceled.
• North Central Event at Aunt Louise’s Farm on Oct. 29
• West Region Family Event at the Horse Camp will take place on Nov. 18
• ASL Literacy Event was held in October, Good Night Moon, and was presented at two time slots in English and Spanish
• Café Con Apoyo, Spanish Parent Chat, was hosted on Oct. 4

Parent Infant Program Blind/Visually Impaired
• Monthly meeting was held with Division of Blind Services (DBS) children’s counselors to discuss changes and updates to the program.
• Conducted the 2nd half of INSITE training
• Attended the Florida Rehabilitation Council meeting in Miami.
• Held a monthly meeting with Regional Coordinators and Parent Advisors.
• Attended Interagency meetings.
• Prepared monthly reports for the Division of Blind Services (DBS).

Outreach Events for Families
The Trunk-or-Treat in West Palm was a great event with other agencies serving children with disabilities and their families. They had a special light box activity which the children enjoyed, and the families learned from.

The Family Adaptive Trunk-or-Treat event took place in St. Augustine on the FSDB Campus. The Old City Jeepers donated resources and served as volunteers for the event. There was dancing, trick or
treated, sensory arts and crafts, and food and drinks for the families in our program to enjoy. This was a great event that catered to their needs and was limited to the families in our program instead of an activity serving the public.

Outreach by Regional Coordinators

Regional Coordinators engaged with various stakeholders to establish partnerships and share information about programs offered.

- Visited Kids and Nurses Prescribed Pediatric Extended Care (PPEC) in Vero Beach and left brochures.
- Contacted 3 PPECs by email or phone and sent a brochure or scheduled a visit.
- Visited Sparks PPEC and discussed both programs and exchanged materials.
- Visited the Rehabilitation Center for Children and Adults preschool and provided brochures.
- Attended the Family Care Council meeting.
- Attended the Palm Beach Interagency Council for Young Children with Special Needs.
- Attended the Connecting the Dots Conference and distributed the following materials: business cards, flyers, brochures, and promotional items.
- Attended the Marion Interagency meeting.

Outreach Services Department

Campus Tours: Campus tours are scheduled daily throughout the week for families of prospective students and other FSDB stakeholders.

- 110 requests for tours have come in through the web form since July 1st. Requests also come in through the Outreach Email form on the website.
- Some large groups (such as ASL Classes) were referred to attend performances from the Dance Troupe on November 7th and 14th. We are planning large group events to take place during the spring semester to accommodate these kinds of community partners.

Expanded Core Curriculum (ECC) Interactive Learning Series: The Interactive Learning Series is specially designed for students in Florida ages 6-14 who are deaf/hard of hearing (D/HH) or blind/visually impaired (B/VI) or dual sensory impaired (DSI).

- The next event will be December 10th with the theme “family traditions” and will focus on holiday foods and celebrations. Registration opened in early November for this virtual event.

ASL Interactive: Online American Sign Language (ASL) classes serve parents and educators of deaf/hard-of-hearing students across Florida.

- The Fall session ended on November 19th. The Winter session will begin in January 2023. New and returning participants are eagerly awaiting the next session.
**Statewide Community Braille Course:** The Braille course is designed for non-enrolled families with potential FSDB students. Participants include family members, community members, and professionals in the field across the state of Florida.

- The Fall Community Braille Course ended the week of Nov. 4th. Plans are underway for the Spring session. We will be implementing new instructional materials.

**FSDB Expo:** FSDB campus event held with exhibit booths featuring FSDB programs.

- The first 2022-2023 FSDB Expo was held on November 5th during the final day of the National Goalball Championships. We had 36 registered participants and some overflow of goalball attendees. Participants explored the services and programs on exhibit-style tables manned by FSDB staff. The topics covered included blind department curriculum and services, assistive technology, admissions and parent infant programs, and boarding services, and there was an opportunity for participants to enjoy a mini-Goalball experience. The Outreach Services department also provided a variety of ECC student make-and-take kits for children to take home.

**Conference Exhibits:** FSDB Ambassadors provide representation at a variety of external events.

- Southeastern Orientation & Mobility Association (SOMA) will take place in Tampa December 10-13, 2022. We have multiple FSDB Ambassadors (O&M staff members) exhibiting and attending this event.
- The Deaf/Hard-of-Hearing Programs Contact Meeting and Summit on Childhood Deafness were planned the week Hurricane Nicole impacted the state. These meetings have been rescheduled to take place in January 2023.

**Technical Assistance and Referrals:** FSDB serves as a trusted resource as the Outreach department receives emails and calls from stakeholders across the state seeking information.

- The Outreach team has been reviewing the process used to track technical assistance since the 2019-2020 school year to analyze opportunities to improve data collection and reporting. Below are the counts per year of technical assistance provided. More information will be presented as we dig into the data to understand the types of assistance provided and referrals made.
  - 2022 – 2023: 50 requests (July 1 – November 15, 2022)

**Materials Dissemination:** FSDB Outreach collaborates with the Communications and Public Relations Department to produce and disseminate materials for internal and external activities.

- The Outreach team has been reviewing the form used to request materials to analyze opportunities to improve our data collection and reporting.
- We are updating the form to track materials dissemination. Materials were disseminated at each exhibit FSDB Ambassadors attended, as well as the Parent Engagement Workshops, the FSDB Job Fair, Community Work Program Folders, Police Community Event, and FSDB New Employee Onboarding.
Resource Materials & Technology Center for the Deaf/Hard of Hearing
Respectfully submitted by the RMTC-D/HH Team

RMTC-D/HH **produced/**updated or assisted in the production of the following instructional products to support professional learning for all staff working with students who are deaf/hard of hearing at the request of the Bureau of Exceptional Education and Student Services (BEESS), or as indicated by needs assessments.

- Updated - *IXL - Progress Monitoring Part 2 Question & Answers* - video edited and modified with the addition of captions (statewide)
- Updated - *Language and Reading Connection for Deaf/Hard of Hearing* - (statewide/BEESS PD Portal Course)
- Updated - *Supporting Students who are DHH Virtually* - (school-based)
- Updated - *Supporting the Development of Spoken Language for Students who are DHH* (school-based)
- Updated - *Assistive Technology: Building Capac-i-TREE* (statewide)
- Updated - *Introduction to Students who are DHH and B/VI* (statewide)

RMTC-D/HH **presented** information to promote awareness and to provide information regarding hearing loss to increase the knowledge and skills of related service professionals, teachers, paraprofessionals, educational leaders, and other staff working with students, as well as family caregivers.

- *Assistive Technology: Building Capac-i-TREE* - presented as part of the SLD Contacts Meeting (in-person, statewide)

RMTC-D/HH offered the following **professional development** opportunities to school district personnel working with students who are deaf/hard of hearing for the purposes of providing in-depth instruction through online courses, webinars, virtual trainings/meetings, and in-person instruction.

- *IXL - Progress Monitoring and Specially Designed Instruction, Questions and Answers.* - Virtual (Statewide)
- *Deafness 101* - Columbia County - Virtual (district-wide)
- *Deafness 101* - Levy County - Virtual (district-wide)
- Districts participating in PLCs:
  - **Expanded Skills Community of Practice** - 10/13 - Bay, Dade, Hillsborough, Indian River, Manatee, Nassau, Okaloosa, Polk

RMTC-D/HH responded to requests for assistance from school district staff regarding **on-site observations and consultations, screening, evaluations, and/or assessments** for students who are deaf/hard of hearing:

- Bay, Onsite Observation
- Duval, Assessments - Fairview Flash and Running Record Diagnostic Assessment for 2 Students
- Okaloosa, Assessment - ASL-EST
RMTC-D/HH responded to requests from school districts and other stakeholders and provided technical assistance through coaching and mentoring, consultation, support, and/or the sharing of information and resources, as well as through PLCs, and materials borrowed from the RMTCD/HH Media & Materials FREE Loan Library:

- **Districts/Agencies receiving coaching and mentoring, consultation, and/or support:**
  - **Districts:**
    - Alachua, Brevard, Broward, Collier, Columbia, Dixie, Duval, Gilchrist, Hardee, Hendry, Hernando, Hillsborough, Indian River, Lake, Leon, Levy, Manatee, Martin, Miami-Dade, Monroe, Okaloosa, Okeechobee, Orange, Palm Beach, Pinellas, Polk, Sarasota, St. Johns, Taylor, United Cerebral Palsy, Washington
  - **Other Agencies/States**
    - BEESS, DECSEA Listserv, Florida Instructional Materials Center for the Visually Impaired, HEAL, Problem Solving Response to Intervention - Technology and Learning Center

- **District staff utilizing the RMTC-D/HH Media & Materials Free Loan Library created 3 new accounts and returned 18 borrowed materials:**
  - **Districts**
    - Duval, Hernando, Marion, Nassau, Okaloosa, St. Johns, Sumter, Washington

**Leadership** responsibilities of RMTC-D/HH include engaging in activities to support the needs of the project, school districts, and the Florida Department of Educational/Bureau of Exceptional Education and Student Services (FLDOE/BEESS). Activities include the following:

**Conference or Meeting Attendance**
- *Gallaudet Bilingual Lecture Series, Fall Lecture Series #1* (webinar)
- *ISRD Regional ESE/Student Services Meeting* (Tallahassee)
- *ISRD Regional ESE/Student Services Meeting* (Sebring)
- *Florida Educators of Students who are DHH Board Meetings* - (x2 - virtual)
- *FDOE BEESS Onsite Monitoring Visit Planning Meetings* (virtual)

**Conference Exhibits**
- *Florida Council for Exceptional Children* in collaboration with the PS/RtI:TLC project - RMTC-D/HH joined in the PS/RtI project to collaboratively host the hands-on Assistive Technology Lab during the CEC conference held in Daytona Beach, FL
- *BEESS Disability Awareness Month Assistive Technology Lab* at the FDOE in Tallahassee in collaboration with PS/RtI: TLC, FIMC, and Access.

**Collaborative Efforts**
- *Best Practices for Including Students with Disabilities: Including Students who are Deaf/Hard of Hearing* - RMTC-D/HH and the Florida Inclusion Network (FIN) - RMTC-D/HH collaborated with FIN to develop a tip sheet for including students who are DHH in regular education classes. This resource can be provided to educators providing instruction to students who are DHH. It outlines important classroom considerations that are unique to this specialized population.
• **Assistive Technology in the Classroom: Lesson Integration Planning Meeting** - RMTC-D/HH, Access, Problem-Solving/Response to Intervention: Technology and Learning Connections (PS/RtI: TLC)- RMTC-D/HH collaborates with Access and PS/RtI: TLC to develop, update, coordinate, and facilitate Assistive Technology in the Classroom: Lesson Integration, a hands-on, immersive professional development designed to provide attendees with theory and practice related to the implementation of assistive technologies with students with the most significant cognitive disabilities.

• **Assistive Technology: Building Capaci-TREE Presentation Revision** - PS/RtI: TLC, FIMC-VI, RMTC-D/HH - RMTC-D/HH collaborated with PS/RtI: TLC and FIMC-VI to revise this presentation to be delivered at the SLD Contacts Meeting at the request of the FDOE BEESS.

• **Introduction to Students who are DHH and BVI Presentation Revision** - RMTC-D/HH and FIMC-VI - RMTC-D/HH collaborated with FIMC-VI to revise this presentation to be delivered collaboratively at the 2022 Summit on Childhood Deafness.

**Workgroup/Committee Participation**

• **National Deaf Center on Postsecondary Outcomes for Students who are Deaf/Hard of Hearing, Work Based Learning (WBL) Committee** - RMTC-D/HH specialist was invited to represent the state of Florida on this national committee to learn from model programs and to develop resources to support states to develop and/or improve existing WBL programs for students who are DHH to improve post school outcomes. Eleven states participated: Alabama, Arizona, Florida, Idaho, Indiana, Maryland, Minnesota, New Mexico, Ohio, Utah, and Virginia.

• **BEESS ELA Strategic Planning Meeting** - RMTC-D/HH participates as part of the BEESS ELA Strategic Planning team, where team members identify and support districts in need of improving BEESS indicator targets.

**BEESS Indicator 5 (Inclusion) Strategic Planning Meeting** - RMTC-D/HH participates as part of the BEESS Strategic Planning team, where team members identify and support districts in need of improving BEESS indicator targets.

**Technology Services Department**

- The network and infrastructure team updated equipment in the data centers both on-site and at the off-site disaster recovery location. Follow up programming has been done to integrate the equipment.
- Assistive technology refresh projects are underway as the team assesses student assigned assistive devices as well as the equipment placed within dorms and schools. Student laptop and iPads are also being reviewed to determine if any replacement or upgraded equipment is needed this year.
- Staff workstations are being inventoried to update our refresh plan for non-academic equipment.
- A total of 1239 technology workorders have been completed and closed since July 1, 2022
  - 51 Accounts and Passwords
  - 116 Applications
15 Assistive Technology
50 Audio/Video, Event Set Up, Video Conferencing and Broadcast System
92 Cabling and Internet
80 Communications and Phones
259 Desktop, Laptop, and Mobile Devices
129 Miscellaneous
49 Peripheral Devices
241 Printers
65 SMART Boards
19 Television
64 Wireless Connections

Respectfully Submitted by Shelley Ardis
Administrator of Outreach, Parent, and Technology Services
Parent Services Department
Respectfully submitted by the Parent Services Department Team Members

Parent Services

Our Parent Liaison continues to focus on the power of partnership across the FSDB campus to support our students and families. Our 2nd Parent Engagement Workshop was held on 12/2/22 for FSDB parents and caregivers. This workshop was amazing! Our entire team of FSDB specialists joined us and provided information and answered questions during the morning panel. President Snow popped in to host an interactive game. During this time, she lead a Q&A style discussion on the school-home partnership. Participants were then encouraged to throw a snowball into a basket, earning a book and activity to take home to their families. Parents were eager to share their thoughts and opinions and enjoyed the activity. Our specialists then hosted department-specific conversations in smaller groups to provide more individualized strategies to support student achievement.

Our special guest in the afternoon, Amy Lane, Education/Training Specialist from UF Health, presented the importance of working collaboratively with school staff and the positive impact on student success in school and throughout life. Ms. Lane’s presentation style and passion guaranteed an entertaining and educational afternoon for our families.

Ms. Lane also presented to our FSDB Academic Department the importance of working with our FSDB families, encouraging two-way communication, and overcoming obstacles when working with families. Again, Ms. Lane captivated her audience using humor and realism to educate participants on working with families to support student success. A hot cocoa and cookie bar was provided to staff on their way out the door. Many staff shared that this presentation was their favorite so far!

Here on campus, we are working together to schedule events so parents can attend multiple things during each visit. December 13th was a wonderful experience for many of our Blind Elementary and Middle School families. BEMS Assistant Principal Ellen Fertch and our Parent Liaison Misty Porter hosted the first face-to-face Title I and Sub-SAC meeting for the school year. Many families traveled from out of town to attend. A delicious lunch was shared, and parents felt welcome and openly shared suggestions and praise for BEMS. Following the meeting, parents were invited to attend the BEMS Holiday performance.

Parent University Virtual ASL classes were successful. We will resume face-to-face classes after the new year. Participating parents were provided with ASL books and workbooks to use during the break as a part of our Family Friendly Parent programming through IDEA.

We will partner with the Training and Quality Assurance Department to offer a Parent University CPR certification class for our enrolled families on January 30th. Lunch will be provided. Parents are
being encouraged to make plans to meet with Dorm staff the evening prior to the CPR class and with teachers after the class is over.

**Admissions**

**Status of On-Campus Enrollment 498 as of 11/15/22**
- 20 ELC
- 308 Deaf Department
- 170 Blind Department

**Withdrawal Reasons (16)**
- 3 Accepted Diploma
- 2 Exit to Work
- 10 Registered at another school in-state
- 5 Moved out-of-state

**Admissions in Process (45)**
- 31 In the application process
- 11 Scheduled

**Parent Infant Program Enrollment 590 as of 11/15/22**
- PIP Blind 271
- PIP Deaf 353
- 12 children and families participating in the campus Toddler Stay-and-Play program

**L. Daniel Hutto Early Learning Center**

“The child is both a hope and a promise for mankind.” Maria Montessori

**Month in Review**

In November the ELC children learned about friendship, community helpers, fall, and Thanksgiving. They read stories about friendship and Thanksgiving and completed fun activities including making, smelling, and tasting lots of delicious Thanksgiving treats. The children learned new vocabulary and practiced new skills like cutting with scissors. Our classes have been enjoying the cooler fall temperatures and learning about fall with leaf hunts and finding acorns. Our field trip to the fire station was postponed due to Hurricane Nicole but we are looking forward to going to visit when we return from Thanksgiving Break.

On Nov. 17, the ELC celebrated a family Thanksgiving potluck lunch with our families. The children prepared decorations and some food to share and their families.

**Monthly focus: Gratitude**

November is the month when we focus on giving thanks and gratitude. Gratitude involves being sensitive and empathetic to others, and truly appreciating what others do for you. While children can quickly learn to say please and thank you, it takes time and guidance to help them truly learn to be grateful.

The ELC Montessori teaches and practices gratitude and grace daily. In our Practical Life curricular area, the children are specifically taught how to politely get someone’s attention, how to politely observe someone working and how to ask for help. These lessons are taught and reinforced.
Multiple times each day in order to help the young child adapt to working within a group and to build his/her awareness of socially acceptable behavior.

“Teaching children to be grateful and show appreciation takes patience. Gratitude is a quality that needs cultivating over time. But encouraging children to be grateful and modeling its importance is well worth the effort as it lays the foundation for children to develop a positive, optimistic outlook on life. (North American Montessori Center, 2013).”

**Parent Infant Program Deaf/Hard of Hearing**

**Staff Updates**

- 22 new staff members are either in People First or ready for HR Orientation. 44 remain in the hiring process for all three programs (Mentors, Parent Advisors, and Parent Leaders).
- Parent Leader training has been scheduled. We are working hard to include the last several individuals we aim to hire. Training will begin on January 11 and will conclude on January 25. The training will consist of a two-hour introduction, four 3-hour virtual training blocks, and face-to-face training prior to the PEP Rally in Orlando.
- SKI-HI Institute has been contacted regarding the anticipated Snapshots and Deaf Mentor Training contract that we hope to have in place for training this February or March.
- The Parent Advisor shortage is currently being relieved by the addition of new staff, returning staff, and staff requesting larger caseloads. This is an optimistic change.
- The stay-and-Play pilot in Tampa is attended by 2-3 families regularly who have reported a positive impact in their practices with their children. A Stay-and-Play pilot has been requested in the Ft. Lauderdale/Miami area and is under consideration.
- PEP Talks have been on hold due to staff capacity. Anticipating that they will resume in 2023.
- Lunch and Learn were canceled due to the holiday schedule for Nov. and Dec. and will resume in January.
- Café con Apoyo chat meet-ups for Spanish-speaking families are continuing. Attendance has been lower than anticipated. Positive reports have been provided by staff.

**Networking/Program Awareness**

- PEP Rally Parent/Professional event and the FEDHH conference will take place during the rescheduled meeting at the end of January.
- Plans for newsletter distribution are underway as are Social Media plans for both the PIP and PEP Facebook Pages.

**Regional Events**

- 11/18- West Region Family Event at the Horse Camp near Tampa
- 1/21- South Region will host a day at the Miami Zoo

**Statewide**

- ASL Literacy Event was held in November and December in both English and Spanish

**Parent Infant Program Blind/Visually Impaired**

- The monthly meeting was held with the Division of Blind Services (DBS) children’s counselors to discuss changes and updates to the program.
- Held a monthly meeting with Regional Coordinators and Parent Advisors.
• Attended Interagency meetings, the Florida Interagency Coordinating Council for Infants and Toddlers, and the Florida and Virgin Islands (FAVI) Deaf-Blind Collaborative meeting.
• Prepared monthly reports for the Division of Blind Services (DBS).

Outreach Events for Families
• Diamond D Ranch Field Trip - Families met at the Diamond D ranch and experienced a hayride, petting zoo, cow feeding and milking, and pony rides. A sensory station was also available with items that had various textures for the kids to touch.
• Play Date - A play date at a carefully chosen community playground was planned for our families. They learned about issues related to balance and depth perception and community resources such as SSI and transportation by school bus.
• Retirement Home for Horses - Families of blind children of all ages came to meet and learn together. Children enjoyed being with their peers and parents enjoyed meeting other parents and talking about the challenges they face raising children with sensory impairment and services that are available to help (including local school system services, DBS, FSDB, and equine therapy, etc.). Families explored the farm and were able to touch and feed the horses. The farm did a fabulous job at taking time to talk to the families and had a special pony brought out for all kids to get up close and touch. They also shared some of the brushes used when taking care of the horse and passed those around.

Outreach by Regional Coordinators
Regional Coordinators engaged with a variety of stakeholders to establish partnerships and share information about programs offered.
• Tri-County Interagency meeting
• Bradford County Interagency meeting
• Family Care Council meeting
• Beach Interagency Council for Young Children with Special needs was cancelled due to a hurricane.
• Virtual Meetings with the Early Steps Case Managers to inform them of our program and generate referrals.
• Shared a website with a Handy Guide for understanding an eyeglass prescription with Regional Coordinators and Local Parent Advisors by email.
• Spoke with the representative of Advanced Pediatrics (PPEC) about PIP.

Outreach Services Department
Campus Tours: Campus tours are scheduled daily throughout the week for families of prospective students and other FSDB stakeholders.
• 132 requests for tours have come through since July 1st.
• 18 large groups (such as ASL Classes, professionals, and college students) have been referred to a future Open House Event.
• Three large group tours have been accommodated/completed including a group of audiologists from Nemours, potential educators from Valdosta University, and potential educators from Flagler College.
Expanded Core Curriculum (ECC) Interactive Learning Series: The Interactive Learning Series is specially designed for students in Florida ages 6-14 who are deaf/hard of hearing (D/HH) or blind/visually impaired (B/VI) or dual sensory impaired (DSI).
- The next event will be March 4th with the theme “Keep the Garden Growing” and will focus on edible and sustainable gardening as well as what the garden has to offer. We will focus on the programs here at FSDB that support this theme. Registration will open in February for this virtual event.

ASL Interactive: Online American Sign Language (ASL) classes serve parents and educators of deaf/hard of hearing students across the state of Florida.
- The Fall session ended on November 19th. The Winter session will begin on January 9th. New and returning participants are eagerly awaiting this session. We have four full ASL I classes and two full ASL II classes.

Statewide Community Braille Course: The Braille course is specially designed for non-enrolled families with potential FSDB students. Participants include family members, community members, and professionals in the field across Florida.
- The Fall Community Braille Course ended the week of Nov. 4, 2022.
- The Spring session will start March 22, 2023, registration will open in February.

FSDB Expo: FSDB campus event held with exhibit booths featuring FSDB programs.
- Plans are in process to host an Open house for large groups and schools, clubs, etc. sometime in February.
- FSDB Spring Expo is in the planning process for a “TechFest” to bring families, professionals, and educators to campus to see what FSDB has to offer.

Conference Exhibits: FSDB Ambassadors provide representation at various external events.
- The Deaf/Hard-of-Hearing Programs Contact Meeting and Summit on Childhood Deafness will be held January 25-28, 2023, in Orlando, FL. FSDB will be participating.
- FSDB Braille Challenge will be on February 3 on campus with the theme of “Candyland!”
- FSDB will be exhibiting at the Hillsborough County Family Day on February 4th, 2023.
- FSDB will be exhibiting at three other Braille Challenge events around the state in January and February.

Technical Assistance and Referrals: FSDB serves as a trusted resource as the Outreach department receives emails and calls from stakeholders across the state seeking information.
- We have had the opportunity to send out deafness and blindness awareness kits to homeschool groups, girl scout troops, and Sunday school classes.
- We have had the chance to collaborate, provide resources, and answer questions from professionals, educators, and families from all over the state.
- We are building relationships and networks by connecting people to resources here at FSDB and offering other general information as well.
- We have completed requests by various school districts asking for FSDB materials to distribute to families.

Coming Soon – Evenings with the Experts:
- This activity will include a panel of FSDB staff, community, and national partners sharing information on a variety of topics for potential families, current families, and professionals.
Resource Materials & Technology Center for the Deaf/Hard of Hearing
Respectfully submitted by the RMTC-D/HH Team
RMTC-D/HH created, updated, and/or disseminated materials, resources, and information regarding effective best practices, programs, and services through the following mediums:

- **Tech Notes** - November 2022 “High-Leverage Practices (HLP) 8: Positive & Constructive Feedback”
- Just In Time News & Information - 3 Volumes during the month of November
- ESE Director Reports - 57 reports were created and provided to ESE Directors to apprise them of related stakeholder participation in professional development opportunities offered by RMTC-D/HH

RMTC-D/HH produced/updated or assisted in the production of the following instructional and informational products to support professional learning for all staff working with students who are deaf/hard of hearing at the request of the Bureau of Exceptional Education and Student Services (BEESS), or as indicated by needs assessments.

- Updated - *Introduction to ASL/English Bilingual Programs for Students who are DHH* slide deck (statewide)
- New - Video - *TA-Live! HLP8 - Positive & Constructive Feedback* (statewide)
- New - FAQ - What accommodations are available to make a foreign language class accessible for students who are deaf or hard of hearing (DHH)?
- Updated Materials for distribution (statewide)
  - Customized PD for You!
  - Evidence-Based Literacy Interventions for Students who are Deaf/Hard of Hearing
  - Are you ready to learn ASL?
- New - ASL videos in HALO AR app (statewide)
  - Creating AIM with HALO AR app
  - The Great Kapok Tree
  - Spaghetti and Meatballs for All!
  - What Do Insects Do?

RMTC-D/HH presented information to promote awareness and to provide information regarding hearing loss to increase the knowledge and skills of related service professionals, teachers, paraprofessionals, educational leaders, and other staff working with students, as well as family caregivers.

- **Supporting the Development of Spoken Language for Students who are DHH** - Flagler College - virtual - regional - November 15, 2022
- **FLVS Supporting Students who are D/HH Virtually** - Florida Virtual School - virtual - statewide - November 17, 2022

RMTC-D/HH offered the following professional development opportunities to school district personnel working with students who are deaf/hard of hearing for the purposes of providing in-depth instruction through online courses, webinars, virtual trainings/meetings, and in-person instruction.

- **TA-Live! High-Leverage Practice (HLP) 8: Positive & Constructive Feedback** - virtual - statewide - November 16, 2022
• Districts participating in PLCs:
  o Expanded Skills Community of Practice - Dade, Hillsborough, Indian River, Manatee, Nassau, Okaloosa, and Polk
  o New Teacher of the Deaf & Hard of Hearing PLC - Bay, Brevard, Duval, Manatee, Washington

RMTC-D/HH responded to requests for assistance from school district staff regarding on-site observations and consultations, screening, evaluations, and/or assessments for students who are deaf/hard of hearing:
  • Levy County - Assessment - November 18, 2022

RMTC-D/HH responded to requests from school districts and other stakeholders and provided technical assistance through coaching and mentoring, consultation, support, and/or the sharing of information and resources, as well as through PLCs, and materials borrowed from the RMTC-D/HH Media & Materials FREE Loan Library:

• Districts/Agencies receiving coaching and mentoring, consultation, and/or support:
  o Districts:
    ▪ Alachua, Citrus, Dade, Duval, FSDB, Hardee, Hillsborough, Martin, Palm Beach, Pasco, Pinellas, St. Lucie, Sumter, Washington
  o Other Agencies/States
    ▪ Community Rehabilitation, FDLRS-MDC Jacksonville, New Jersey, University of Florida-Jacksonville, West Virginia

• District staff utilizing the RMTC-D/HH Media & Materials Free Loan Library created 12 new accounts and returned 9 borrowed materials:
  o Districts
    o Brevard, Broward, Dade, Hillsborough, Indian River, Lake, Marion, Martin, Nassau, Pasco, Saint Johns, Santa Rosa, Seminole

Leadership responsibilities of RMTC-D/HH include engaging in activities to support the needs of the project, school districts, and the Florida Department of Educational/Bureau of Exceptional Education and Student Services (FLDOE/BEESS). Activities include the following:

Conference or Meeting Attendance

• Florida Educators of Students who are DHH Board Meetings (x3)
• FDLRS Quarter 2 Webmaster Roundtable
• FDLRS Quarter 2 Tech Roundtable
• BEESS Onsite Monitoring Visit Planning Meeting
• Stronger Together: 2022 State Leadership Conference - Four RMTC-D/HH staff members attended sessions at the National Deaf Center on Postsecondary Outcomes National Convening Conference, "Stronger Together: 2022 State Leadership Conference with the National Deaf Center." Participation in these events allows RMTC-D/HH team members to increase their awareness of national initiatives and application of collected data that can be used to guide and advise districts with students who are DHH for improved service delivery, which leads to better postsecondary outcomes.
- **Gallaudet Bilingual Lecture Series, Challenges in Assessing Bilinguals** (webinar)
- **CEC Standards and HLPs: A Practice-Based Continuum for Teacher Development** (webinar)
- **Gallaudet PEN Distinguished Lecture Series in Educational Neuroscience 2022-2023 "The myths and truths of the creative brain"** (webinar)
- **Deaf Plus: Addressing the Needs of Students with Hearing Loss and Additional Challenges by Clarke Webinar Series for Professionals** (webinar)
- **Becoming Trauma Responsive When Working with Children and Families, Malibu Barron, MA, NCC.** (webinar)

**Collaborative Efforts**

- **TA-Live! Social/Emotional/Behavioral High-Leverage Practices Collaboration with Florida Positive Behavior and Supports Intervention Project (PBIS)** - RMTC-D/HH and FL PBIS staff are collaborating on the videos produced for RMTC-D/HH’s technical assistance live (TA-Live!) event. FL PBIS provides input for the videos developed for viewing before the discussion session. FL PBIS also participates in the live discussion sessions to provide technical assistance to stakeholders supporting students who are DHH and in need of information and support for social/emotional/behavioral strategies.

- **Usher Syndrome Screening Online Module Collaboration with the Florida and Virgin Islands Deaf-Blind Collaborative (FAVI)** - RMTC-D/HH staff met with staff from the Florida and Virgin Islands Deaf-Blind Collaborative (FAVI) for the purpose of discussing content and edits needed for the online module, "Usher Syndrome Screening" which is housed in the BEESS Portal to Professional Development. Meeting topics included current language and practices related to Usher syndrome screening as well as updated data and statistics. This type of collaboration ensures the most up-to-date content is delivered to districts completing online modules.

- **Passport to Learning Collaboration with the Florida Instructional Materials Center for the Visually Impaired (FIMC-VI)** - RMTC-D/HH collaborated with FIMC-VI to plan the Spring 2023 launch of the Vision and Hearing Strand of Passport to Learning. Topics included potential future changes to content and dates for virtual meetings. Collaborating ensures both disability categories are represented in this opportunity for educators to learn about assistive technology for students who are DHH and B/VI.

**Workgroup/Committee Participation**

- **University of North Florida (UNF) Deaf Education Steering Committee** - RMTC-D/HH specialists attended the committee meeting to provide feedback on the UNF program and provide information about what is happening around the state of Florida in Deaf Education to support the deaf education program at UNF to graduate high-quality deaf education professionals. Committee members include representatives from UNF, Florida District Staff in Deaf Education, OPTIONS staff, former UNF students, and RMTC-D/HH.
**Upcoming Events** in December:
- Expanded Skills Community of Practice - December 1
- Coffee with the Contacts - December 7
- Florida Individual Performance Profile (FLIPP) - December 7
- Martin County Onsite - December 8
- Get Your Sign On, December 9
- Administrators Management Meeting - December 13-15
- Passport to Learning Planning Meeting - December 15
- National Deaf Center Webinar - New Resource Launch: Interactive Data Dashboard! Learn how to collect data about deaf people in your state.

**Technology Services Department**
- Staff training has been scheduled for January 13th for instructional assistants and teachers in the blind department to learn more about our assistive technologies.
- On-going adjustments are made to phone accounts as staff join, separate, and change positions. Planning is underway for the third phase of the phone system upgrade.
- Fall infrastructure projects have wrapped up and planning is underway to coordinate the installations and programming for the Spring projects which will include upgrading some network switches on campus.
- The Boarding Department televisions upgrade project is on track. Cabling will be added to allow for emergency alert devices to be installed on the new televisions which have been ordered. This will allow for these spaces to have emergency messages displayed in ASL as well as text.
- The equipment for the CLD upgrade will be delivered and installation will be scheduled once all the equipment has arrived. We look forward to the increased capability of streaming and recording in this space.
- Computer refresh is ongoing. The laptops for blind students have arrived and will be prepared to assign later this year.

Respectfully Submitted by
Shelley Ardis
Administrator of Outreach, Parent, and Technology Services
The 2022-2027 Strategic Planning is underway and the champions for each Strategic Priority have been collaborating with their teams to bring the priorities to life and work toward implementation.

### 2022-2027 Strategic Plan

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The Priority Goals summaries that have been addressed since the last Board of Trustees Meeting are listed below.

**Strategic Priority 1: Employee Recruitment, Retention, and Engagement (ERRE)**  
(Champions: Lexi Bucca, Trish McFadden, and Julia Mintzer)

**Priority 1 - Goal 1**: FSDB will increase targeted recruitment activities to attract qualified applicants.

The second FSDB Job Fair is scheduled for Saturday, December 3, 2022, from 9:00 AM to 12:00 PM. An after-action review of the September job fair, including analyzing participant survey results, was conducted by team members representing campus-wide departments including Academics, Boarding Program, Business Services, Campus Police, Communications, Human Resources, Outreach/Parent Services/Technology, President’s Office, Safety and Facilities Operations, and Transportation.

The event will be marketed through social media and signage on or near the school. The Employee Recruitment, Retention, and Engagement Champions look forward to another successful event and meeting future FSDB team members.

**Priority 1 - Goal 2**: FSDB will enhance campus-wide personnel development and succession planning.

The Executive Director of TQA researched management and leadership programs and will attend the University of North Florida’s (UNF) Leaders Academy Certificate program which begins in February 2023. This professional development program will provide the basis for the
creation of an internal program for supervisory staff. Ongoing research will continue for succession and additional leadership training programs.

Priority 1 - Goal 3: FSDB will enhance a sense of community through increased employee engagement.

The multi-disciplinary focus group related to internal community involvement has met on three different occasions and has further refined the identified strengths and opportunities for consideration. After they collected data from interviews with other staff members, this data was reviewed collectively by the group and further classified into subject areas. At the last meeting, which was held on November 7, 2022, team members voted on the top five engagement ideas, and champions were identified for each topic. The final meeting for 2022 will focus on writing funding requests for the ideas that need financial support and developing action programs to move the ideas forward. The group’s commitment and enthusiasm to the committee’s objectives and willingness to share their feedback as we work through the process are amazing and in direct alignment with the school’s values.

Strategic Priority 2: Success for Students
(Champions: Scott Trejbal and Randi Mitchell)

Priority 2 - Goal 1: FSDB will provide academic accountability to prepare students for post-secondary education.

The Mathematics Specialists are collaborating with teachers on the development of Mathematics pacing and curriculum guides. Literacy specialists are working with other districts to determine how they have structured their pacing and curriculum guides for the English Language Arts (ELA) area. This will allow us to learn from their successes and challenges and provide teachers with excellent resources. Trainings have also continued for teachers on explicitly incorporating high-leverage practices into their classrooms.

Monthly meetings continue to be held with the Academic Leadership Team (ALT) to review data and provide professional development that will support them in guiding teacher skills and improvements.

Priority 2 - Goal 2: FSDB will increase career readiness at all grade levels to prepare students with the skills and experiences necessary to enter the workforce.

The Career Development Team is researching ways to track and monitor student skills and job-readiness assessments to be used for pre-and post-skills assessment. All work placements and work experiences are documented in Skyward which provides students and staff have a record of placements during their time in the work experience program.

We continue to monitor and strengthen relationships with community partners. One of our newest partners, Northrop-Grumman, has interviewed and accepted two of our students to
work as interns at their facility. We are awaiting additional information and a start date for these students.

**Priority 2-Goal 3:** FSDB will increase academic and boarding life-ready instruction to prepare students to be independent.

The Boarding Program continues to add new curriculum into Skyward as a standards-based program. This will provide staff information and the ability to track the standards being addressed and student performance in achieving these levels. Through this process, Boarding Program leadership has the ability to analyze the skills that need additional development and adjust their instruction to meet these needs. The program goals are still on track for this system in the 2nd semester.

New Individual Residential Plans (IRP) are being developed to show alignment with the skills progressions and provide a quarterly report for parents to understand their child's progress on these skills.

**Strategic Priority 3: Everyone Knows Our Name**
*(Champions: Michael Johnson and Shelley Ardis)*

**Priority 3 - Goal 1:** FSDB will provide targeted communication in order to inform and partner with external stakeholders to increase engagement with FSDB.

The Priority 3 team met to review the inventory of communications methods and the audience reached with each communication type. A communications strategy is being developed to enhance the reach of our communications and improve cross-audience publishing. New templates are being designed to include additional section headings for the FSDB Outreach Newsletter. This newsletter was redesigned to inform a broader audience to include not only perspective families but also alumni and other community stakeholders.

**Priority 3 - Goal 2:** FSDB will utilize comprehensive and cohesive communication platforms to strategically share events, programs, and news to engage and inform to increase internal stakeholder satisfaction.

A new webmaster has been hired for the Communications and Public Relations team and the group is working towards obtaining a new website platform. The team has a list of feature enhancements they are excited to add to a new website. A multi-disciplinary focus group will be created to solicit feedback from a variety of both internal and external stakeholders during the design process.

**Priority 3 - Goal 3:** As a trusted resource and leader in educating students who are deaf/hard of hearing, blind/visually impaired, and deafblind, FSDB will increase positive engagements with local, state, and national partners.
Materials disseminated to ESE Directors and school districts related to Outreach Evaluations and our admissions and staffing procedures are being updated. A mailing of various school information will be mailed to ESE Directors, Deaf/HH Contacts, and Blind/VI Contacts to inform them about FSDB services available to students and external school personnel as well as open campus events.

Area schools’ ASL classes and homeschool groups were invited to a Dance Troupe event in November. Planning for an “Open House” event during the second semester is now underway to host additional community stakeholders, which will provide an opportunity to see our students from both our deaf and blind departments perform.

The team has created instruments to measure new data elements associated with our provision of technical assistance, leadership activities, and our outcomes for both hosted events and those we go out to attend.
STRATEGIC PLANNING
Submitted by Trish McFadden, Executive Director of Training and Quality Assurance
January 13, 2023

The 2022-2027 Strategic Planning is underway, and the champions for each Strategic Priority have collaborated with their teams to bring the priorities to life and work toward implementation.

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(Champions: Lexi Bucca, Trish McFadden, and Julia Mintzer)

Priority 1 - Goal 1: FSDB will increase targeted recruitment activities to attract qualified applicants.

The second FSDB Job Fair was held on Saturday, December 3, 2022, from 9:00 am – 12:00 pm. FSDB Team members from Business Services (including Safety and Facilities, Police Services, Comptroller’s Office, Training and Quality Assurance, and Transportation), Human Resources, Instructional Services, both Blind and Deaf Academics, Parent Services, Mental Health, and Food Service were present to assist with attendees. It was a busy Saturday downtown with the Holiday Parade, but we were pleased with the quality of the 18 attendees that stopped by FSDB that morning. Each attendee received an FSDB gift bag with marketing materials. We were happy with the success of our second job fair.

Additionally, ERRE is excited to share that from the first Job Fair, seven attendees from September are now FSDB employees. They have been hired in Facilities, Parent Services, Transportation, Career Development, Accounting, and Residential Services.

Upon completion of the event, Human Resources reached out to attendees, thanking them for visiting our job fair and sharing the People First website so that they could explore the opportunity to apply for existing vacancies. The next job fair is scheduled for March 2023.
Priority 1 - Goal 2: FSDB will enhance campus-wide personnel development and succession planning.
The Executive Director of Training and Quality Assurance (TQA) researched management and leadership programs and met with representatives from the University of North Florida (UNF) to discuss various professional development program options. UNF submitted a program proposal for all current supervisors. Initial steps for consideration will include the Executive Director of TQA attending this program in 2023 and, if the program is selected, request additional funding. Ongoing research will continue for succession and leadership training programs.

Priority 1 - Goal 3: FSDB will enhance a sense of community through increased employee engagement.
The multidisciplinary focus group related to internal community involvement has held three meetings thus far (September 19, 2022, October 10, 2022, and November 7, 2022), with the fourth meeting scheduled for Monday, December 19, 2022.

For the October 10, 2022, meeting, focus group members were tasked with furthering the conversation campus-wide and gathering feedback from at least five FSDB staff members. They came to this meeting ready to provide ideas. At the November meeting, the ERRE champions categorized the feedback, and ideas were reviewed further with the committee. During the meeting, the focus group had five votes to vote for their top priorities. The top categories were Department Specific Employee Recognition, Meal Events, Wellness, and On-Campus Engagement. When we get together in December, ERRE will work with the focus group on completing Private Funding Requests for the initiatives.

The Business Services Leadership Team will revise the operational policy and procedure related to internal and external use of facilities, considering feedback from the community involvement team. This task will be completed at the start of the new calendar year and presented to the Strategic Leadership Team before PAT consideration and approval.

Strategic Priority 2: Success for Students
(Champions: Scott Trejbal and Randi Mitchell)

Priority 2 - Goal 1: FSDB will provide academic accountability to prepare students for post-secondary education.
The Mathematics and Literacy specialists are continuing to move forward on the development of Mathematics pacing and curriculum guides. Trainings continue for teachers on explicitly incorporating high-leverage practices into their classrooms. Specialists are working with the Career and Technical Education Department to link Job/Career or College Programs foundational skills with the other work that has been done to create a cohesive plan of focus. Monthly meetings continue to be held with the Academic Leadership Team (ALT) to review data and provide professional development that will support them in guiding teacher skills and improvements.
Priority 2 - Goal 2: FSDB will increase career readiness at all grade levels to prepare students with the skills and experiences necessary to enter the workforce.
The Career Development team has put a system in place to document all student work placements and work experiences. The team continues to research ways to track and monitor student skills and job-readiness assessments that can be used for pre-and post-skills assessments.

While four students applied and interviewed for an internship at Northrup-Grumman, only one student was selected, as the remaining students were unable to begin work due to scheduling and other conflicts. We will continue to work with our business partners and seek additional opportunities to meet the needs of our students.

Priority 2 - Goal 3: FSDB will increase academic and boarding life-ready instruction to prepare students to be independent.
The Boarding Program, after receiving feedback from online staff, has developed courses that will be offered in the dorm's new curriculum program. Courses have been broken down into individual skills, grouped by levels: basic, intermediate, and advanced. All courses and skills have been entered into FSDB's student information system, Skyward, as standards-based courses to allow for progress monitoring of skill development. Documentation has been sent to all dorm staff which will enable these employees to begin entering goals into the student's Individual Residential Plan during the month of December. Instruction in the new courses is set to start when students return from Winter Break.

Strategic Priority 3: Everyone Knows Our Name
(Champions: Michael Johnson and Shelley Ardis)

Priority 3 - Goal 1: FSDB will provide targeted communication in order to inform and partner with external stakeholders to increase engagement with FSDB.
The Executive Director of Communications and Public Relations is meeting with Cox Media Group to plan publishing digital media packages. Efforts are underway to hire a position in the Communications and Public Relations Department to coordinate social media and other content development.

Priority 3 - Goal 2: FSDB will utilize comprehensive and cohesive communication platforms to strategically share events, programs, and news to engage and inform to increase internal stakeholder satisfaction.
The team is analyzing the evolution of online forms to accommodate requests for photography, videography, and content/media publishing for campuswide and outreach events.

Priority 3 - Goal 3: As a trusted resource and leader in educating students who are deaf/hard of hearing, blind/visually impaired, and deafblind, FSDB will increase positive engagements with local, state, and national partners.
Materials disseminated to ESE Directors and school districts related to Outreach Evaluations and our admissions and staffing procedures are being updated. A variety of materials are being mailed to ESE Directors, Deaf/HH Contacts, and Blind/VI Contacts to inform them about FSDB services available to them and our admissions processes and open campus events. A few ASL classes and homeschool groups were invited to a Dance Troupe event in November. We are planning another “Open House” event during the second semester to host these community stakeholders to see our students from both our deaf and blind departments perform. The team created some instruments to measure new data elements associated with our provision of technical assistance, leadership activities, and our outcomes for both hosted events and those we go out to attend.
SUBJECT: Surplus Property (Includes December 2022 and January 2023 surplus property reports)

PROPOSED BOARD ACTION

Board approval is requested for the disposal of surplus property. All items had an original purchase value in excess of $1,000.00.


Presenter/Department: John Wester, Comptroller
Attention: Julia Mintzer, Business Services Administrator

Subject: Surplus Review Board Report

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<thead>
<tr>
<th>Line No.</th>
<th>FSDB Property Item No.</th>
<th>Property Description</th>
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<th>Acquisition Cost</th>
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In accordance with FSDB guidelines, the above list of surplus items exceeding $1,000.00 have been reviewed by the Surplus Review Board and have been deemed to be outdated, obsolete, irrepairable, and of no further use to this school. This list is being submitted for approval for proper disposal and removal from FSDB campus grounds.

**Review Board Members:**

Signed:

Kim Whitwam  Director of Purchasing

Signed:

Shelley Ardis  Director, Technical Services

Signed:

Corbett Owens  Technology Resource Coordinator
Attention: Julia Mintzer, Business Services Administrator

Subject: Surplus Review Board Report

<table>
<thead>
<tr>
<th>Line No.</th>
<th>FSDB Property Item No.</th>
<th>Property Description</th>
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</table>

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Signed:

- Shelley Ardis  Director, Technical Services

Signed:

- Corbett Owens  Technology Resource Coordinator
<table>
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Total: 992,696.47
SUBJECT: 2022-2023 Reallocation of Excess or Unused Funds

PROPOSED BOARD ACTION

Board approval is requested to reallocate excess or unused funds from external categories and/or projects that have balances to those having deficits for FY 2022-2023 for General Revenue and the Trust Funds.

Presenter/Department: Alison Crozier, Executive Director of Budget Management
FLORIDA SCHOOL FOR THE DEAF AND THE BLIND
Board of Trustees Meeting

SUBJECT: Continuation of Business Prior to Approval of the FY 2023-2024 Operating Budget

PROPOSED BOARD ACTION

Board approval is requested to continue the financial operations of the School from July 1, 2023, to the date of Board approval of the FY 2023-2024 FSDB Operating Budget. All expenditures shall be subject to retroactive ratification by the Board.

Presenter/Department: Alison Crozier, Executive Director of Budgets Management
SUBJECT: FY 2023-2024 Out-of-State Tuition Rate

PROPOSED BOARD ACTION

Board approval is requested to establish the Out-of-State Tuition rate for the 2023-2024 School Year at a cost of $19,616 annually. The Out-of-State Tuition charge offsets the added cost of providing services. This rate represents an increase of $1,636 from this year’s annual tuition rate. The School does not currently have any out-of-state students.

Presenter/Department: Alison Crozier, Executive Director of Budget Management