



ABOUT US

The Jacksonville Public Education Fund is an independent think-and-do tank that believes in the potential of all students. We work tirelessly to close the opportunity gap for low-income students and students of color. We convene educators, school system leaders, and the community to pilot and help scale evidence-based solutions that advance school quality in Duval County. For more information: www.jaxpef.org.



JACKSONVILLE
**PUBLIC
EDUCATION
FUND**

Powering Potential



2022 IMPACT REPORT



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OUR MISSION

We spark innovation, relationships and resources to power the potential within and around our public schools to achieve excellent outcomes for all students.

Core Values

These principles guide our decisions and actions:

.....
COMMUNITY-FOCUSED
.....

DATA-DRIVEN AND TRANSPARENT
.....

COLLABORATIVE
.....

INCLUSIVE AND RESPECTFUL
.....

LONG-TERM COMMITMENT
.....

STUDENT-CENTERED
.....

OUR VISION

Every student is inspired and prepared for success in college or a career and life.

Strategic Levers

RESEARCH & ADVOCACY

CONVENING PARTNERS

STRATEGIC INITIATIVES

The Jacksonville Public Education Fund made great strides in driving equitable outcomes in public schools in the last year. Nearly one year after committing to help recruit, support, and retain 1,000 diverse male teachers by 2025, JPEF and its partners in the initiative are proud to have recruited 148 male teachers of color for the 2022-2023 school year, surpassing the initiative's goal of 64 new teachers. Literacy also remained a critical priority. Alongside Kids Hope Alliance, we successfully launched READ JAX, the local campaign for grade-level reading, and we convened a group of impact partners dedicated to significant literacy improvements in Duval County.

But as we navigated public education in the new post-pandemic era, challenges to closing the opportunity gap persisted. As we embarked on our strategic framework to build a diverse teacher pipeline, improve 3rd grade literacy rates, and offer impactful professional learning experiences to teachers and school leaders, Duval County schools were experiencing the worst teacher shortage in 5 years. That's why JPEF is proud to have stood beside Duval County Public Schools to advocate for increased compensation for teachers. We led a community-wide campaign alongside Duval Citizens for Better Schools in support of a 'yes' vote for the 1 mill property tax referendum, which passed with 53% of the vote.

Our progress reaffirms the important work we are doing to achieve excellent outcomes for all students, and the hard work of educators do each day gives us hope for the future. Yet more work remains to create the long-term, sustained impact the students in our community need. We invite you to join us as we prepare to launch our next strategic plan and address the top priorities in education to put Duval County's students on the pathway to success.



Kevin Hyde
2022 Chairman
Board of Directors



Rachael Tutwiler Fortune
President



Empowered and effective principals and teacher leaders

Professional learning can help educators adopt proven practices for education equity, making a measurable impact in schools.



Recruiting and retaining diverse teachers

Research shows diverse male teachers have a profound impact. In Duval County, teachers of color make up 36 percent of instructors, while students of color represent about 64 percent of our student body.



Closing the literacy gap

Third-grade reading is one of the best predictors of success in school and life. But in 2019, more than 35,000 Black students were reading below grade level.



TOP PRIORITIES FOR EDUCATION EQUITY



Increasing teacher compensation

According to JPEF's research, teachers say compensation is the most important factor for staying in the profession.



Supporting the whole child

Cognitive science has revealed that learning is rooted in social and emotional well-being. Trauma-informed care, inclusive schools, and restorative practices can help.



Student skills for the future

The economy is changing, and students need new skills for the jobs of the future, including critical thinking, collaboration, science, and technology.

RESEARCH & ADVOCACY

Powering Potential THROUGH RESEARCH

In 2021, JPEF's research showed a growing diversity gap between the student and teacher populations. We partnered with Duval County Public Schools and the University of North Florida's College of Education and Human Services to begin the 1,000 by 2025 initiative. The goal: to recruit, support and retain 1,000 Black male and Latino teachers by 2025.

Informed by our research that indicated current Black male and Latino teachers felt a lack of support at multiple levels, two affinity groups – The Ones and Los Unos – were established. These groups provide a sense of community for diverse male teachers through convenings and networking. In addition, JPEF established a peer-to-peer mentoring program to give new teachers additional support in their first year in the classroom.

Powering Potential THROUGH ADVOCACY

Increased teacher compensation has been a pillar of JPEF's strategic framework since our inception. Leaning into our library of research on the impact higher compensation has on teacher retention, particularly veteran teachers in Title 1 schools, and public perception polls dating back over a decade, JPEF led the way on advocating on behalf of a one mill property tax increase.

We held three public forums on the issue, created an information page in our Advocacy Center on the JPEF website, and created and distributed informational graphics to help voters understand what was at stake. In response, 53% of Duval County voters approved the one mill property tax increase for increased teacher compensation which will take effect in the 2023-2024 school year.



"...I just want us to be able to be put in a position so that we're mentoring, and we are actually the teacher development specialists for those Black males...I just don't want those 1,000 Black males to come in and experience what I experienced."

- JPEF's "Teacher Diversity Research Brief," 2022



What's True Today? Counties Passing It



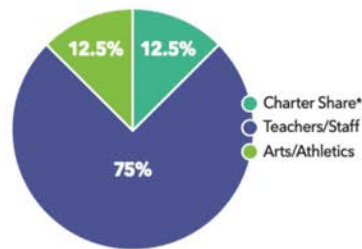
Millage referendums have been successfully implemented in 20 counties in Florida and all but one large district besides Duval.

According to a 2020-2021 state report, Duval is ranked 40th out of 69 school districts in Florida with an average teacher salary of \$47,458 a year. That rank is last among Florida's seven large urban school districts.

Hillsborough County is the only other large district in Florida that has not implemented a millage referendum. Hillsborough's school district also has a 1-mil referendum on the August 23rd ballot to increase teacher pay among other priorities to improve schools.

What Happens if We Pass the 1-Mil Referendum?

The tax will raise an estimated \$81.8 million per year. Here is how it will be spent:



How Much Will It Cost?



One mill equals \$1 for every \$1,000 of assessed value, minus the \$25,000 homestead exemption. For example, a home with a value of \$300,000 will pay \$275 a year, or about \$23 a month.

Vote YES for our Teachers on or Before August 23



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As part of the advocacy for the one mill referendum, JPEF produced this one-page explainer of the issue.

STRATEGIC INITIATIVES



“I am grateful for JPEF because they helped me to bring my STEM/Literacy class to life. As a Title 1 School, this would have been impossible to do without JPEF’s support.”

— **Barbara Wright, JPEF Teacher Leader Fellow, Long Branch Elementary**

The Jacksonville Public Education Fund works to help pilot and scale proven solutions for schools. The School Leadership Initiative and the Teacher Leadership Initiative serve some of Duval’s most promising principals and teacher leaders, helping retain great teachers in Duval public schools, like Barbara.

When Barbara was just 14 years old volunteering with Special Olympics, she knew she wanted to be a teacher.

“Working with children and seeing them having fun, learning how to swim, and race, and compete – it made me feel really blessed to have the opportunity to encourage them and see them smile.”

This year, Barbara entered her 30th year of teaching. She is the K-5 STEM Robotics and literacy teacher at Long Branch Elementary School.

When she returned to Jacksonville after teaching for

12 years in Orange County, she noticed that there were not many professional development trainings available. That is until she read about JPEF’s Teacher Leadership Initiative.

“I read about JPEF and I decided to apply. I received a whole year of different types of trainings. And that’s what I love. I love to be trained and I love to go share.”

Through the Teacher Leadership Initiative, Barbara received one-of-a-kind training from leading experts to implement a Reading Menu complete with research-based reading strategies and steps for teachers to utilize it within their own classrooms.

This year, she received a \$1,000 grant to extend her project and implement a curriculum that infuses literacy into STEM lessons. Not only are her 3rd graders improving their literacy skills, but they’re also developing skills for the future.

Teacher Leadership Initiative Impact 2021-2022

Direct Impact of Teachers: **200+**

Secondary Impact of Students: **125,000+**

Secondary Impact of Teachers: **8,000+**

WOLFBURG FELLOWSHIP FOR SOCIAL JUSTICE IN EDUCATION



“The pursuit of that noble, yet too often elusive, promise of full and equal participation in society is personal to our family, as it is to millions more. Every year educators make a real and lasting difference in the lives of their students that ripples through the community.”

— **Brian and Jake Wolfburg**



THE CINDY EDELMAN
EXCELLENCE
in Teaching Fellowship



Jake and Brian Wolfburg established the Wolfburg Fellowship for Social Justice in Education at the Jacksonville Public Education Fund to advance the work of public school teachers committed to social justice in Duval County. In 2021, the Fellowship expanded to include an additional awardee thanks to a generous gift from Liz and Ken Babby, the owner of the Jacksonville Jumbo Shrimp.



Shaneka Ferrell (above) has been an educator at Douglas Anderson School for the Arts for 6 years. Ferrell plans to attend conferences for school counselors to deepen their knowledge in the field and strengthen the community.

The Cindy Edelman Excellence in Teaching Fellowship is an unprecedented opportunity for K-12 Duval County public school teachers to elevate their teaching careers through a professional development activity of their choosing.

Scott Fretz (left) is an 18 year old teacher at Duncan Fletcher Middle School. Fretz is going to the Badlands National Park in South Dakota to study conservation efforts as well as history.

Stephanie Montoya (right) is a 21-year veteran science teacher at LaVilla School of the Arts. Montoya is joining the Earthwatch Institute to further their environmental research and conservation efforts.



— **Cindy Edelman, Former Board Chair,
Jacksonville Public Education Fund**

“When I was teaching AP Art History, my husband Dan saw how important professional development was to my growth as a teacher. This fellowship recognizes the need for public school teachers in Duval County to have opportunities for professional growth. Having The Community Foundation for Northeast Florida and the Jacksonville Public Education Fund as partners has also added to the high quality of the experience.”

CONVENING PARTNERS

Systemic problems require collective solutions. That's why the Jacksonville Public Education Fund connects research to action, bringing partners together to work toward common goals and adopt aligned strategies.

Research has shown that teacher diversity benefits all students, especially low-income African-American boys. But in Duval County, Black students make up about 45 percent of our public school students, while Black teachers make up only 29 percent of the teacher workforce.

Disparities are also apparent in third-grade reading. For example, 63 percent of Black third-graders were reading below grade level in 2018-2019, while only 34 percent of white students were below grade level that same year.

Powering Potential THROUGH CONVENINGS

Third grade reading scores are one of the best predictors of success in school and life. Yet, an alarming number of children nationwide—about 65 percent in total and more than 75 percent from low-income families—are not reading on grade level by the end of third grade. In Duval County, data shows we are failing too many children, especially children of color. Based on state test results, more than 35,000 Black students were reading below grade level in Duval County in 2019.

With The Community Foundation for Northeast Florida's support, JPEF developed a collective understanding of the literacy shortfalls on why students are reading below grade level in our public schools, catalyzed action among education leaders and partners, and convened a group of impact partners dedicated to systemwide literacy improvements.



Common Goals, Collective Impact

○ EDDY AWARDS

The EDDY Awards, Jacksonville's Teacher of the Year celebration, has become a time-honored tradition. Now, it's also a celebration of education's impact. In partnership with WJXT/Channel 4, JPEF televised the EDDYs, broadcasting success stories and best practices in public schools.

○ CLOSING THE LITERACY GAP

Across the nation, communities have committed to improving third-grade reading, a critical factor for future success in school and life. In Jacksonville, JPEF partnered with the Kids Hope Alliance to co-lead this effort using JPEF's convening power.

○ TEACHER DIVERSITY

Following the release of JPEF's research on teacher recruitment and retention, JPEF brought together leading partners to discuss teacher diversity, including Duval County Public Schools, Teach for America, City Year, the University of North Florida, Florida State College at Jacksonville, and many others. JPEF Impact Partners will work toward shared goals in the coming years.

○ CHARTER PARTNERS

To close the opportunity gap, all students in public schools must be supported. JPEF convenes charter school leaders to discuss unique challenges and successes. Our strategic initiatives also connect educators from traditional and charter schools to share knowledge.

THANK YOU

On behalf of the students and educators you support, we want to extend our deepest gratitude to our students.

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Consortium of Florida Education Foundations and Florida Legislature

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