

DRAFT - SUBJECT TO CHANGE
PALM BEACH COUNTY
BOARD OF COUNTY COMMISSIONERS

Agenda Item #:
B

WORKSHOP SUMMARY

Meeting Date: December 9, 2025
Department: County Administration

I. EXECUTIVE BRIEF

Title: Joint Board Workshop of Board of County Commissioners (BCC), School District of Palm Beach County (SDPBC), Children's Services Council of Palm Beach County (CSC) and Health Care District of Palm Beach County (HCDPBC)

Summary: At its August 19, 2025, meeting, the BCC directed staff to organize a joint meeting with representatives from the BCC, the CSC, the SDPBC, and the HCDPBC. The goal of this workshop is to explore how we coordinate our programs and funding sources to serve families across Palm Beach County. It has been over 12 years since the BCC, the CSC and the SDPBC held a joint meeting. The HCDPBC is included in this workshop, given that mental health has become an identified priority and the HCDPBC is an essential partner. This workshop will highlight the accomplishments since the original Infant, Child, Youth and Young Adult Symposium in September 2013 and the partnerships in the systems of care for residents. This workshop also will identify joint legislative priorities and action steps for issues of common interest. Countywide (JBR)

Background and Policy Issues: The BCC, the CSC and the SDPBC held a joint meeting in September 2013, after the 2012 Sandy Hook Elementary School shooting. The goal was to share information and identify actions and programs to support the healthy growth, development and education of children and youth prenatally to young adulthood. The United Way of Palm Beach County, CareerSource and other leaders participated. Through a collective impact model of collaboration, system partners and community members have achieved several positive outcomes since the symposium, including the BCC's creation of the Youth Services Department, the community's implementation of the Birth to 22: United for Brighter Futures (Birth to 22) initiative, and the development of the Youth Master Plan (YMP) and subsequent Youth Master Plan 2.0 (YMP 2.0), which serves as a blueprint for setting priorities and taking action to improve the lives of youth in Palm Beach County.

Attachment(s):

1. Joint Board Workshop PowerPoint presentation
2. Trends in Child and Youth Well-Being Indicators (November 2025)
[https://pbcbirthto22.com/pdf/2025 Trends in Child and Youth Well-Being Indicators.pdf](https://pbcbirthto22.com/pdf/2025_Trends_in_Child_and_Youth_Well-Being_Indicators.pdf)
3. **2025 Palm Beach County Indicators of Child, Family and Community Risk, Well-being and Access to Supports** (Birth to 22)
[https://pbcbirthto22.com/pdf/2025 Birthto22 Indicators-Final with Quarter Inch Bleed.pdf](https://pbcbirthto22.com/pdf/2025_Birthto22_Indicators-Final_with_Quarter_Inch_Bleed.pdf)
4. Health Care District statutorily required performance report
5. Health Care District presentation <https://spaces.hightail.com/space/ioluETkVti>
6. Children's Services Council FY23-24 Annual Report
<https://www.cscpbcc.org/sites/default/files/documents/2025-05/2023-24-Annual-Report.pdf>
7. School District of Palm Beach County Superintendent Annual Report 2024-2025
<https://www2.palmbeachschools.org/ebooks/superintendent24-25/>

Recommended by: N/A
Department Director Date

Approved by: _____
Deputy County Administrator Date

II. FISCAL IMPACT ANALYSIS

A. Five Year Summary of Fiscal Impact:

Fiscal Years	2026	2027	2028	2029	2030
Capital Expenditures					
Operating Costs					
External Revenue					
Program Income (County)					
In-Kind Match (County)					
NET FISCAL IMPACT	*see below				
No. ADDITIONAL FTE POSITIONS (Cumulative)					

Is Item Included in Current Budget?

Yes

No

Does this item include the use of Federal Funds?

Yes

No

Does this item include the use of State Funds?

Yes

No

Budget Account

Exp No:

Fund

Dept

Unit

Obj

Rev No:

Fund

Dept

Unit

Obj

B. Recommended Sources of Funds/Summary of Fiscal Impact:

*There is no fiscal impact associated with this item.

Departmental Fiscal Review: _____

III. REVIEW COMMENTS

A. OFMB Fiscal and/or Contract Dev. and Control Comments:

OFMB

Contract Development & Control

B. Legal Sufficiency:

Assistant County Attorney

C. Other Department Review:

Department Director

This summary is not to be used as a basis for payment.

Birth to 22 – Palm Beach County

Key Indicators of Child and Youth Well-Being in our Community

November 2025

Trends in Child and Youth Well-Being Indicators



The Birth to 22 collaborative came together in 2014 to create a collective of organizations and individuals committed to the betterment of children and youth in Palm Beach County.

Community level data has served as a beacon for informing and guiding community stakeholders on areas of focus. These efforts have been triangulated through involving parents, youth, and professionals to gain perspective, insight, and work together towards implementing solutions. In the years where the Birth to 22 data has been compiled and examined, Palm Beach County has **demonstrated improvements** in:

- **Child Poverty** – child poverty rates decreased from **22.2%** in 2015 to **15.4%** in 2023. ¹
- **Child Maltreatment** – children who were victims of verified abuse and neglect has steadily declined each year and demonstrated a **34% decrease** from 1,214 in 2019-2020 to 805 in 2023-2024. ²
- **Out-of-Home Placements** – children in out-of-home placements has steadily declined each year and demonstrated a **31% decrease** from 1,044 in 2019-2020 to 719 in 2023-2024. ²
- **Developmental Screening** – children 0-5yrs receiving an ASQ-3 screening – to learn whether developmental milestones are met – **increased 44%** from 9,856 children screened in 2014-2015 to 14,156 in 2023-2024. ³
- **Children Receiving Early Steps** – children 0-3yrs receiving Early Steps **increased by 17%** from 3,284 in 2016-2017 to 3,851 in 2023-2024. ⁴

¹ U.S. Census Bureau, American Community Survey 5-Year Estimates (2019-2023).

² Office of Child and Family Well-Being Dashboard: <https://www.myflfamilies.com/ocfw-dashboard>

³ Children's Services Council of Palm Beach County, Healthy Beginnings Data System

⁴ Treasure Coast Early Steps, Palm Beach County

- **Children Evaluated by Child Find** – children 3-5yrs evaluated by Child Find **increased by 33%** from 1,786 child evaluations in 2014-2015 to 2,371 in 2024-2025. ⁵
- **Higher Participation in VPK** – children in Palm Beach County have consistently had higher participation in the state funded voluntary pre-kindergarten (VPK) program as compared to the state overall. In 2023-2024, **73.2%** of Palm Beach County 4-year-olds participated in VPK versus **66.7%** in the state of Florida overall. ⁶
- **Grade Level Reading** – Students reading on grade level has increased nearly 8 points in grade 3 (48.9 to 56.5), 14 points in grade 6 (47.9 to 61.7), and 12 points in grade 10 (47.4 to 59.2) since the advent of the BEST standards in 2023. ⁷
- **Caring Adult** – Over the past 3 years students indicating there is an adult at school they can talk to about their problems increased approximately 5 percentage points.⁷
- **Out-of-School Time** – school age children who received scholarships to attend afterschool or summer camp **increased by 17%** from 14,459 in 2017-2018 to 16,930 in 2023-2024.⁸
- **Participation in School Clubs** – middle and high schoolers who report participation in school clubs increased from **29%** in 2016 to **36%** in 2024. ⁹
- **Youth who Smoke Cigarettes** – middle and high schoolers who report smoking cigarettes decreased substantially from **5%** in 2014 to **less than 1%** in 2024. ¹⁰
- **Youth who Drink Alcohol** – middle and high schoolers who report drinking alcohol decreased substantially from **25%** in 2014 to **12%** in 2024. ⁹
- **High School Graduation** – high school graduation rates have shown substantial and steady growth, increasing from **77.9%** in 2013-2014 to **92.1%** in 2023-2024. Palm Beach County consistently has higher graduation rates compared to the

⁵ School District of Palm Beach County, Department of Exceptional Student Education

⁶ Florida Office of Economic & Demographic Research. Early Learning Programs Estimating Conference

⁷ School District of Palm Beach County, Department of Research Evaluation & Assessment

⁸ Early Learning Coalition of Palm Beach County and Palm Beach County Youth Services

⁹ Florida Youth Substance Abuse Survey (FYSAS)

¹⁰ Florida Youth Tobacco Survey (FYTS)

state overall. In 2023-2024, **92.1%** of Palm Beach County youth graduated from high school versus **89.7%** in the state of Florida overall.¹¹

- **Youth Arrested** – the number of youths arrested **decreased 60%** from 3,869 in 2014-2015 to 1,542 in 2023-2024 in Palm Beach County.¹²

Child and youth well-being indicators that have **worsened** or **shown declines**:

- **Prenatal Care** – births receiving first trimester prenatal care decreased from **76%** in 2014 to **69%** in 2024 among Palm Beach County resident births. The receipt of first trimester prenatal care also declined in a similar fashion statewide from 79% in 2014 to 69% in 2024 among all Florida births.¹³
- **Low Birthweight** – infants born weighing less than 2500 grams in Palm Beach County increased from **8.5%** in 2014 to **9.2%** in 2024.¹³
- **Preterm Births** – infants born after less than 37 weeks of pregnancy increased from **9.3%** in 2014 to **11.1%** in 2024.¹³
- **Infant Mortality** – rates of infants dying before reaching one year of age in Palm Beach County increased from **4.8** in 2014 to **6.2** in 2024.¹³
- **Chronic Absenteeism** – There has been a substantial increase in chronic absenteeism post pandemic with the percentage of students absent 11+ days increasing from **23.6%** in 2018-2019 to **37.7%** in 2024-2025.⁷
- **Child Deaths** – the Palm Beach County medical examiner's office investigates all violent, sudden, unexpected, and suspicious deaths. Child deaths that were investigated rose in 2024 to **46** whereas the average number of deaths investigated between 2017 and 2023 was **33**.¹⁴
- **Physically Bullied** – the percentage of middle and high school students who report being physically bullied (i.e., hit, kicked, shoved, or had money or belongings taken) increased from **26.4%** in 2018 to **34.6%** in 2024.¹⁵

¹¹ School District of Palm Beach County, Florida Department of Education: www.fldoe.org/accountability/

¹² Florida Department of Juvenile Justice. Office of Research and Data Integrity, Delinquency Profile

¹³ Florida Department of Health, Bureau of Vital Statistics: www.flhealthcharts.gov/

¹⁴ Palm Beach County Medical Examiner: discover.pbcgov.org/medicalexaminer/Pages/Reports-Forms.aspx

¹⁵ Florida Youth Substance Abuse Survey (FYSAS), 2018-2024



Birth to 22 Palm Beach County United for Brighter Futures

Palm Beach County Indicators of Child, Family and
Community Risk, Well-being and Access to Supports



October 2025



Dear Community Advocate,

We all know the importance of having data and facts, so we can take informed action in supporting our communities' children. That's why we are proud to share the latest Birth to 22 United for Brighter Futures 2025 report: *Indicators of Child, Family and Community Risk, Well-Being and Access to Supports*.

This comprehensive, data-focused analysis looks deeply at children's health and wellness in Palm Beach County. While data cannot tell the whole story, it can illuminate our communities' strengths, challenges and gaps. This goes a long way in advancing our collective-impact purpose - that all Palm Beach County children have a real opportunity to thrive from cradle to career.

As we move forward together, this report acts as an important resource in helping us identify successes and continued challenges, especially related to issues highlighted by youth and families. These challenges include addressing persistent economic barriers, educational needs, a decreased sense of safety and increased mental health concerns.

We value your interest in this data and appreciate your continued support of our collective mission.

Sincerely,

Lisa Williams-Taylor

Dr. Lisa Williams-Taylor, CEO
Children's Services Council of Palm Beach County

Elisa Cramer

Elisa Cramer, Director
Youth Services Department, Palm Beach County

Thank You to Our Committee Members and Contributors

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This compilation of information is intended to illustrate the landscape for Palm Beach County children and families. Information is organized and presented to align with the Birth to 22 Palm Beach County Steps to Success. Data was obtained and prepared by Child Youth & Community Data Team of the Birth to 22 Palm Beach County Initiative and contributing partners.

Steps to Success

The Steps to Success represent six domains of child and youth development – physical health, behavioral health, academic readiness, social-emotional well-being, and connection and contribution to community and society. As children and youth make their way up these stairs, we track their progress or lack thereof. The indicators in green show things we are trying to

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Table of Contents by Stair Step

Steps to Success

- Community Context: Slides 6 -17
- Born Healthy: Slides 18-26
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Community Context

Indicators

- Population By Age
- Population By Race and Ethnicity
- Child Population By Race and Ethnicity
- Children Living in Poverty By Race
- SNAP Participation by Selected Household Characteristics
- Child Population by Age Group, Poverty Status & ZIP Code
- Food Insecurity Rate & Eligibility for Federal Nutrition Programs
- Food Pantries available by Municipality
- Homeless Students by Race/Ethnicity
- Homeless Students by Living Arrangement
- Homeless Students by Race and Living Arrangement

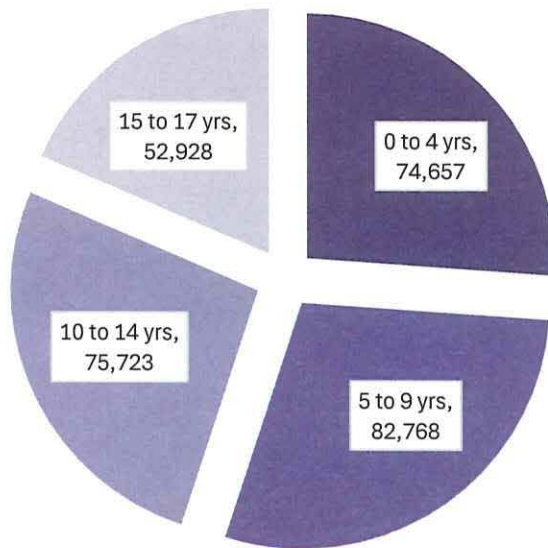


Community Context

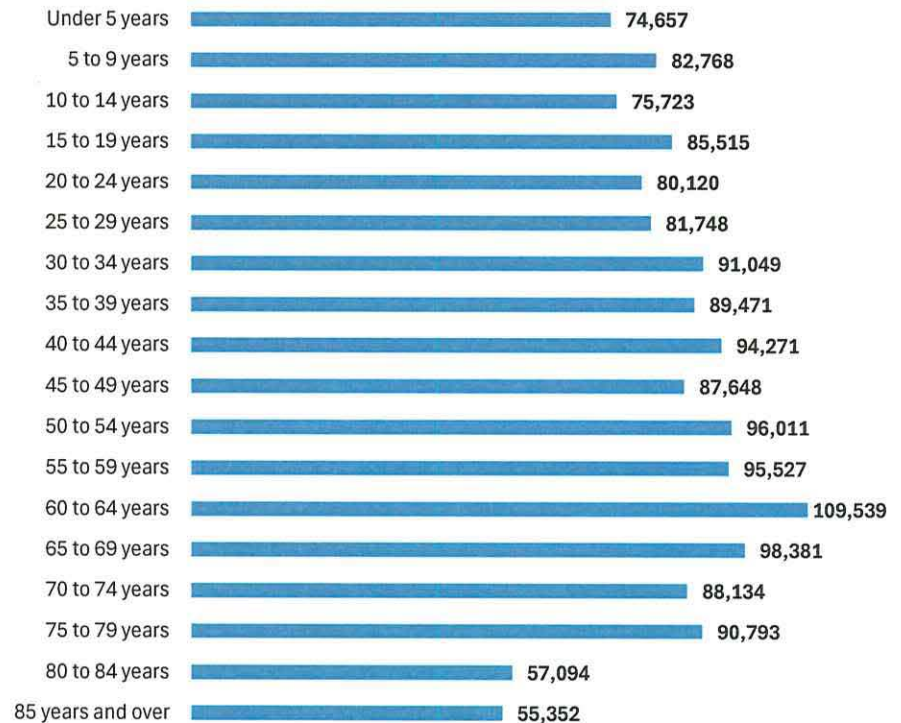
Palm Beach County, Florida is home to **1.5 million residents**.

Nearly one in five Palm Beach County residents are **children under 18 years old**.

Palm Beach County Child Population, 2023



Palm Beach County Population by Age, 2023



US Census Bureau, 2023, American Community Survey 1 Year Estimate (S0101)

Community Context

The three most prevalent racial identities of residents include **White (57%)**, **Black or African American (18%)**, and **Multiracial (15%)**. For ethnicity, almost one quarter of the population identified as **Hispanic or Latino (24%)**. Slightly over half of residents are **White, non-Hispanic (51%)**.

2023 Palm Beach County Overall Population by Race and Ethnicity

Race	Estimate	Percent
White	864,974	57%
Black or African American	278,621	18%
Two or More Races	218,936	15%
Some Other Race	97,780	6%
Asian	42,754	3%
American Indian and Alaska Native	3,715	<1%
Native Hawaiian or Pacific Islander	673	<1%
Ethnicity	Estimate	Percent
Hispanic or Latino of Any Race	358,640	24%
White, non-Hispanic or Latino	766,229	51%
Total Population	1,507,453	100%



Community Context

Among children the top three most prevalent racial groups are **White (43%)**, **Black or African American (25%)**, and **Multiracial (21%)**. Almost one third of Palm Beach County children are **Hispanic or Latino (31%)**. Slightly over a third of children in Palm Beach County are **White, non-Hispanic (34%)**.

2023 Palm Beach County Child Population by Race and Ethnicity

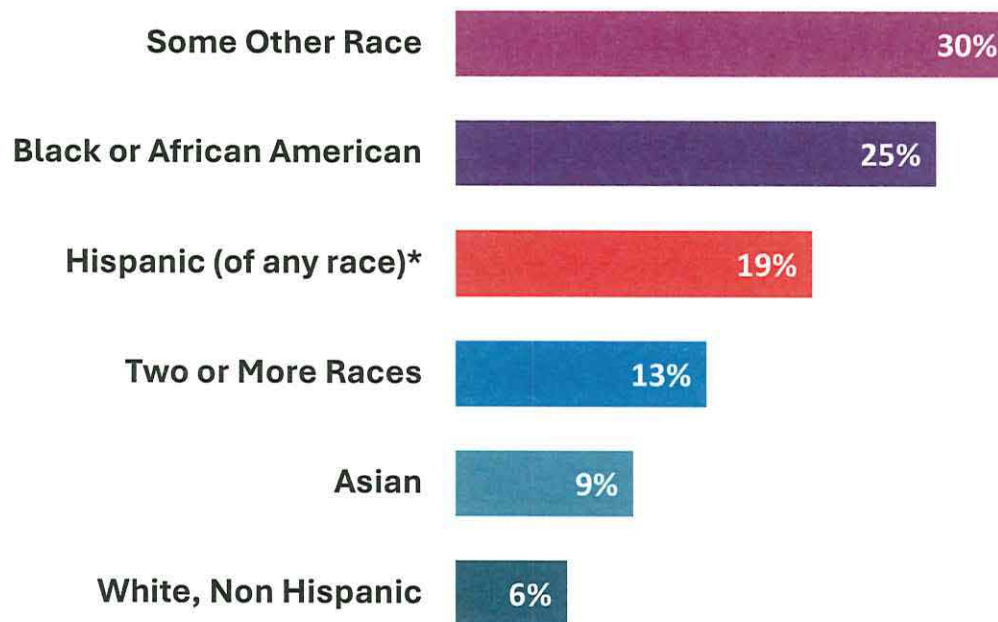
Race	Estimate	Percent
White	122,217	43%
Black or African American	71,589	25%
Two or More Races	58,553	21%
Some Other Race	23,767	8%
Asian	7,774	3%
American Indian and Alaska Native	694	<1%
Native Hawaiian or Pacific Islander	218	<1%
Ethnicity	Estimate	Percent
Hispanic or Latino of Any Race	88,287	31%
White, non-Hispanic or Latino	97,986	34%
Total Child Population	284,812	100%



Community Context

Overall, **15%** of Palm Beach County **children** are **living in poverty**. Children from the following racial groups are more apt to be living in poverty: **Some Other Race (30%)**, **Black or African American (25%)**, and **Hispanic or Latino (19%)**.

2023 Palm Beach County Children Living in Poverty By Race



* Hispanic or Latino is collected as an ethnicity by the U.S. Census Bureau, while White, Black or African American, Asian, Two or More Races, and Some Other Race are considered racial groups. Individuals with Hispanic identities also are identified in racial groups, which will cause percentages equal over 100. US Census Bureau, 2019-2023 American Community Survey 5 Year Estimate (B17020A-I). Providing this data requires downloading tables individually by race, which is indicated above by identification of tables A-I

Community Context

2023 Comparison of State and County SNAP Participation By Selected Household Characteristics

Subject	Florida		Palm Beach County	
	Total Households	Households Receiving SNAP Benefits	Total Households	Households Receiving SNAP Benefits
Households	8,550,911	12.6%	597,053	10.0%
With Children under 18 years	2,269,215	45.2%	152,052	46.3%
Below Poverty Level	12.6%	36.7%	11.0%	33.1%
Race/Ethnicity				
White	65.9%	43.2%	66.6%	32.1%
Black or African American	13.5%	27.2%	14.5%	36.9%
American Indian and Alaska Native	0.3%	0.3%	0.2%	0.4%
Asian	2.5%	1.3%	2.3%	1.9%
Native Hawaiian and Other Pacific Islander	0.0%	0.0%	0.0%	0.0%
Some Other Race	4.4%	7.5%	4.8%	11.4%
Two or More Races	13.4%	20.3%	11.5%	17.3%
Hispanic or Latino Origin (of any Race)	22.8%	36.8%	18.9%	34.7%
White Alone, Non-Hispanic	58.5%	32.3%	61.1%	24.7%



Source: US Census Bureau, 2019-2023 American Community Survey 5 Year Estimate (S2201)

Community Context

2023 Child Population by Age Group, Poverty Level and Geographic Area

Geographic Area	Primary Municipality	Total Population 0 - 5	Percent 0 - 5 in Poverty	Total Population 6 - 11	Percent 6 - 11 in Poverty	Total Population 12 - 17	Percent 12 - 17 in Poverty	Total Population 0 - 17	Percent 0 - 17 in Poverty
Florida		1,315,633	18.1%	1,409,646	17.1%	1,511,305	15.6%	4,236,584	16.9%
Palm Beach County		87,386	16.3%	92,629	16.6%	99,636	13.5%	279,651	15.4%
33476	Pahokee	723	34.9%	448	41.1%	842	68.8%	2,013	50.4%
33493	South Bay	217	15.7%	313	67.4%	297	30.0%	827	40.4%
33407	West Palm Beach	1,854	43.7%	2,609	43.1%	2,505	28.3%	6,968	37.9%
33430	Belle Glade	2,382	28.2%	1,610	50.6%	1,281	28.3%	5,273	35.1%
33401	West Palm Beach	1,917	27.9%	1,561	27.8%	1,449	44.4%	4,927	32.7%
33460	Lake Worth	2,671	25.9%	3,300	37.4%	2,908	30.4%	8,879	31.6%
33417	West Palm Beach	2,341	25.7%	2,098	34.6%	1,301	35.5%	5,740	31.2%
33435	Boynton Beach	2,011	24.1%	1,980	38.7%	2,368	23.0%	6,359	28.2%
33403	West Palm Beach	1,015	32.5%	904	30.3%	1,006	15.5%	2,925	26.0%
33461	Lake Worth	3,361	19.3%	3,362	31.9%	3,570	22.2%	10,293	24.4%
33404	Riviera Beach	2,305	23.5%	1,779	24.0%	1,960	23.7%	6,044	23.7%
33409	West Palm Beach	2,826	26.4%	2,242	20.0%	1,976	22.9%	7,044	23.4%
33463	Lake Worth	4,363	20.9%	5,915	24.7%	5,946	23.4%	16,224	23.2%
33444	Delray Beach	1,733	27.5%	1,138	17.0%	993	21.8%	3,864	22.9%
33415	West Palm Beach	4,524	22.0%	4,547	22.9%	3,874	20.2%	12,945	21.8%
33445	Delray Beach	1,841	24.9%	755	2.0%	1,217	22.1%	3,813	19.5%
33437	Boynton Beach	1,139	21.2%	1,381	27.7%	913	2.5%	3,433	18.8%
33405	West Palm Beach	1,200	24.5%	970	4.6%	1,295	22.9%	3,465	18.3%
33432	Boca Raton	712	27.4%	827	24.8%	900	4.7%	2,439	18.1%



Community Context

Food Insecurity in Palm Beach County, 2023

Insecurity Rates, Access to Nutrition Supports and Budgeting	How Much?
Food Insecurity Rate Overall	12.8%
Food Insecurity Rate for Children	17.6%
Number of Food Insecure Children	50,150
Income Eligible for Federal Nutrition Programs (incomes at or below 185% of poverty)	63%
Likely Ineligible for Federal Nutrition Programs (incomes above 185% of poverty)	37%
Annual Food Budget Shortfall	\$155,931,000

“Food insecurity refers to USDA’s measure of lack of access, at times, to enough food for an active, healthy life for all household members and limited or uncertain availability of nutritionally adequate foods. Food insecure children are those children living in households experiencing food insecurity.”

Food Budget Shortfall: Responses from food insecure households to the Current Population Survey questions about a food budget shortfall are calculated at the individual level and then averaged to create a weekly food budget shortfall. This national average weekly shortfall can be annualized by multiplying the estimate by 52 (weeks per year) and again by 7/12 (the average number of months in a year that food-insecure households experience food insecurity per the U.S. Department of Agriculture).



Source: <https://map.feedingamerica.org/county/2023/child/florida/county/palm-beach> accessed on May 2025

Community Context



Food Pantries in Palm Beach County, 2025

Location	Number of Pantries
West Palm Beach*	47
Lake Worth / Greenacres**	40
Glades***	13
Boynton Beach	13
Riviera Beach**	9
Jupiter / Tequesta	7
Delray Beach	12
Boca Raton	6
Palm Beach Gardens	2
Wellington*****	4
Total	153



Source: United Way of Palm Beach County. Notes: West Palm Beach* includes West Palm Beach, Haverhill, Palm Springs; Lake Worth / Greenacres** includes Lake Worth, Greenacres, Hypoluxo, and Lantana; Glades*** includes Belle Glade, Pahokee, Canal Point, and South Bay; Riviera Beach**** includes Riviera Beach and Lake Park; Wellington***** includes Wellington and Loxahatchee. Also see Palm Beach County Food Finder Map:

<https://www.google.com/maps/d/viewer?mid=1mKqslN49CLM8bXJWXF4ZnBC47gLNRhpN&femb=1&ll=26.66701948574969%2C-80.31328014525872&z=10>

Community Context

Homeless Students in Palm Beach County Public Schools By Race and Ethnicity FY2023-24 and FY2024-25

Race/Ethnicity	FY2024		FY2025	
	Number	Percent	Number	Percent
Asian	54	0.9%	59	1.1%
Black	2,650	43.9%	2,273	43.1%
Hispanic	2,548	42.2%	2,214	42.0%
Native American	38	0.6%	21	0.4%
Multi-Racial	124	2.1%	115	2.2%
White	618	10.2%	590	11.2%
Total	6,032	100%	5,272	100%



Data Source: FLDOE & School District of Palm Beach County Special Request 2025

Community Context

Homeless Students in Palm Beach County by Type of Living Arrangement FY2023-24 and FY2024-25

Living Arrangements of Homeless Student	FY2024		FY2025	
	Number	Percent	Number	Percent
Emergency/transitional shelters, FEMA trailers, abandoned in hospitals	361	6.0%	340	6.4%
Sharing the housing of other persons due to loss of housing, economic hardship or a similar reason; doubled-up.	4,977	82.5%	4,288	81.3%
Living in cars, parks, temporary trailer parks or campgrounds due to lack of alternative adequate accommodations, public spaces, abandoned buildings, substandard housing, bus or train stations, public or private place not designed for or ordinarily used as a regular sleeping accommodation for human beings or similar settings.	280	4.6%	283	5.4%
Living in hotels or motels.	414	6.9%	361	6.8%
Total	6,032	100%	5,272	100%



Data Source: FLDOE & School District of Palm Beach County Special Request 2025

Note: Awaiting foster care –The Every Student Succeeds Act of 2015 removed “awaiting foster care placement” from the definition of homeless children and youth under the McKinney-Vento Act.

Community Context

Student Homelessness in Palm Beach County By Race and Ethnicity and Type of Living Arrangement, FY2024-25

Type of Living Arrangement	Black	Hispanic	White	Other
Emergency/transitional shelters, FEMA trailers, abandoned in hospitals	9.2%	3.6%	5.9%	7.7%
Sharing the housing of other persons due to loss of housing, economic hardship or a similar reason; doubled-up.	73.2%	90.2%	80.8%	76.4%
Living in cars, parks, temporary trailer parks or campgrounds due to lack of alternative adequate accommodations, public spaces, abandoned buildings, substandard housing, bus or train stations, public or private place not designed for or ordinarily used as a regular sleeping accommodation for human beings or similar settings.	7.7%	3.0%	4.6%	8.2%
Living in hotels or motels.	9.9%	3.2%	8.6%	7.7%



Data Source: FLDOE & School District of Palm Beach County Special Request 2025

Born Healthy

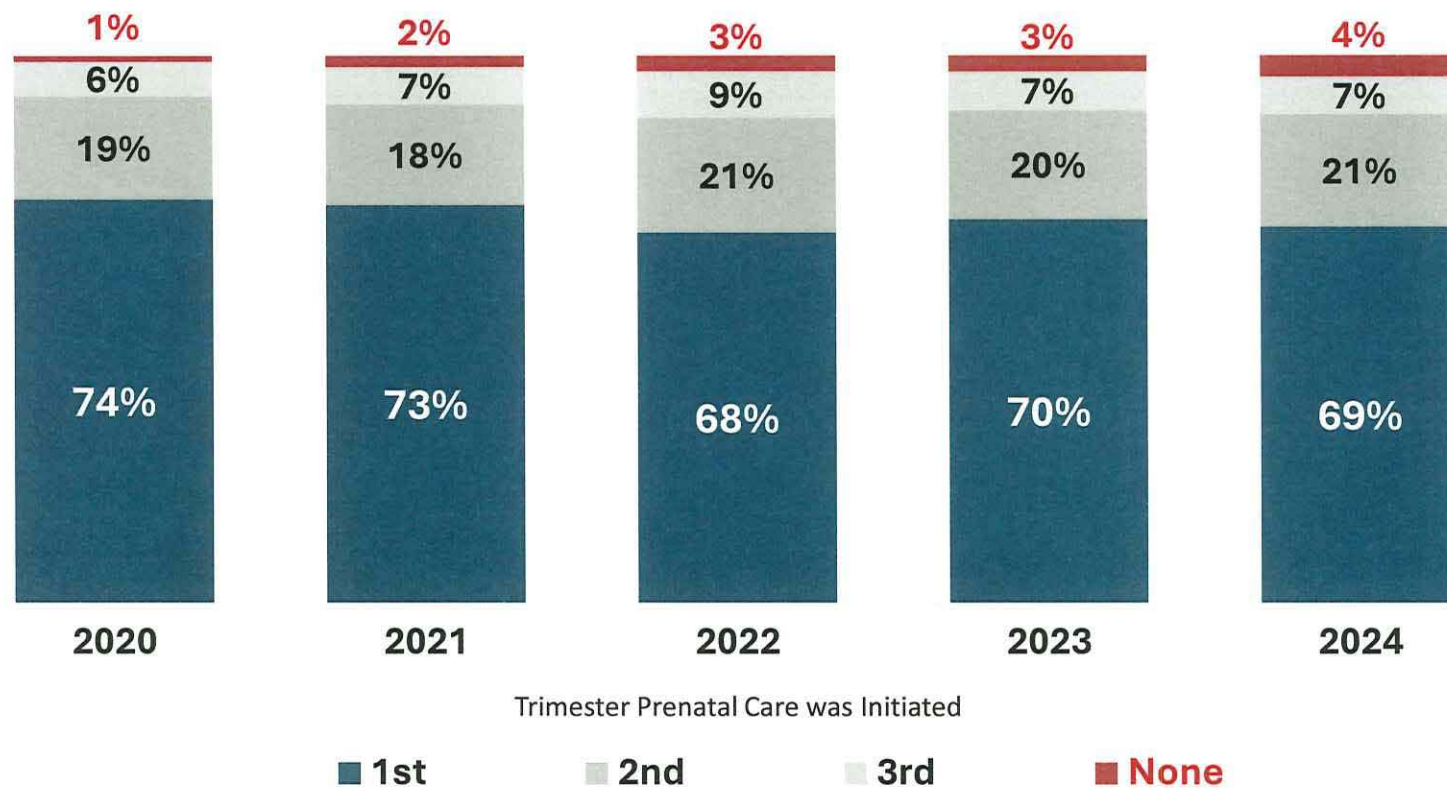
Indicators

- Births by Trimester when Prenatal Care was Initiated
- Births Receiving First Trimester Prenatal Care by Race/Ethnicity
- Low Birth Weight Babies by Race/Ethnicity
- Pre-term Births by Race/Ethnicity
- Teen Births by Race/Ethnicity
- Infant Mortality Rates by Race/Ethnicity
- Leading Causes of Infant Mortality
- Leading Causes of Infant Mortality by Race



Born Healthy

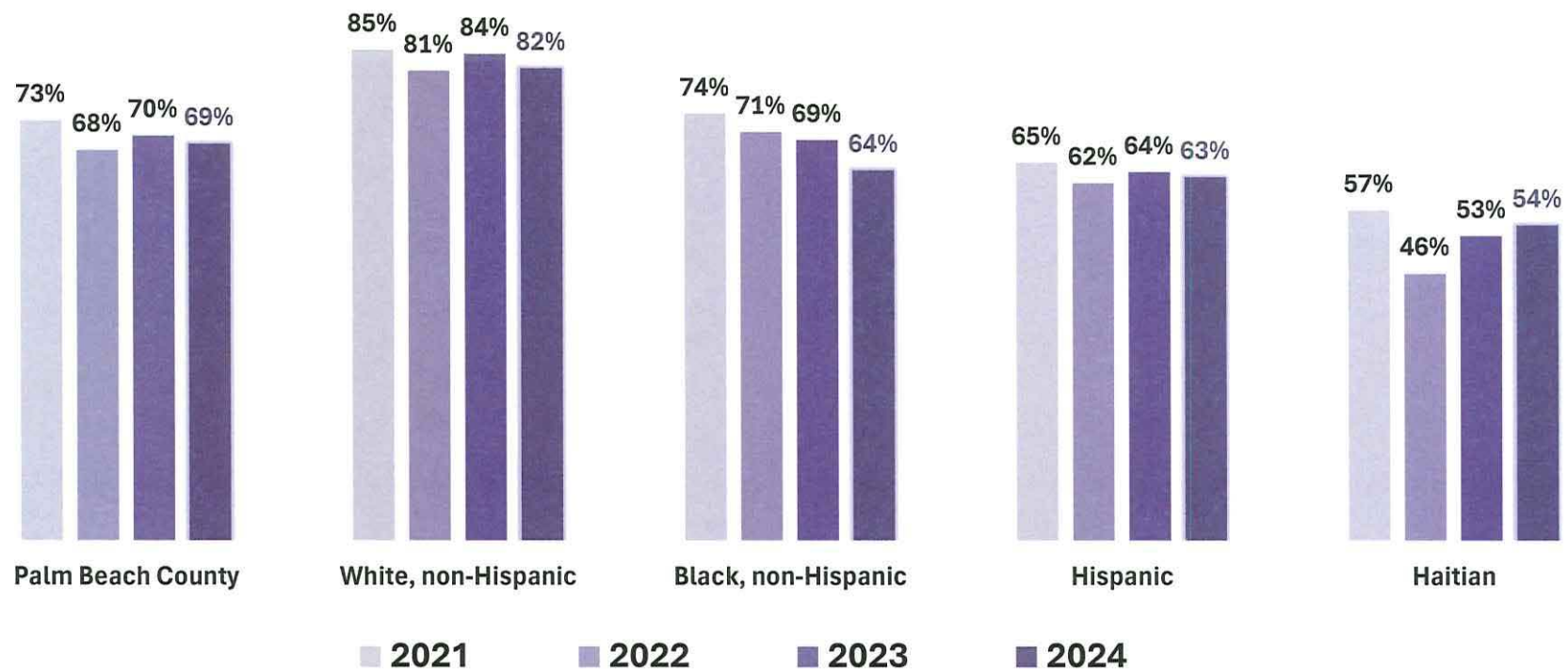
Births by Trimester when Prenatal Care was Initiated,
Palm Beach County 2020-2024



Source: Florida Department of Health; Division of Public Health Statistics & Performance Management; Florida CHARTS, accessed August 2025.
<http://www.flhealthcharts.com> Note: 2024 data was marked provisional on the date accessed. Percent in each trimester is only calculated on all mothers whose trimester of prenatal care is known

Born Healthy

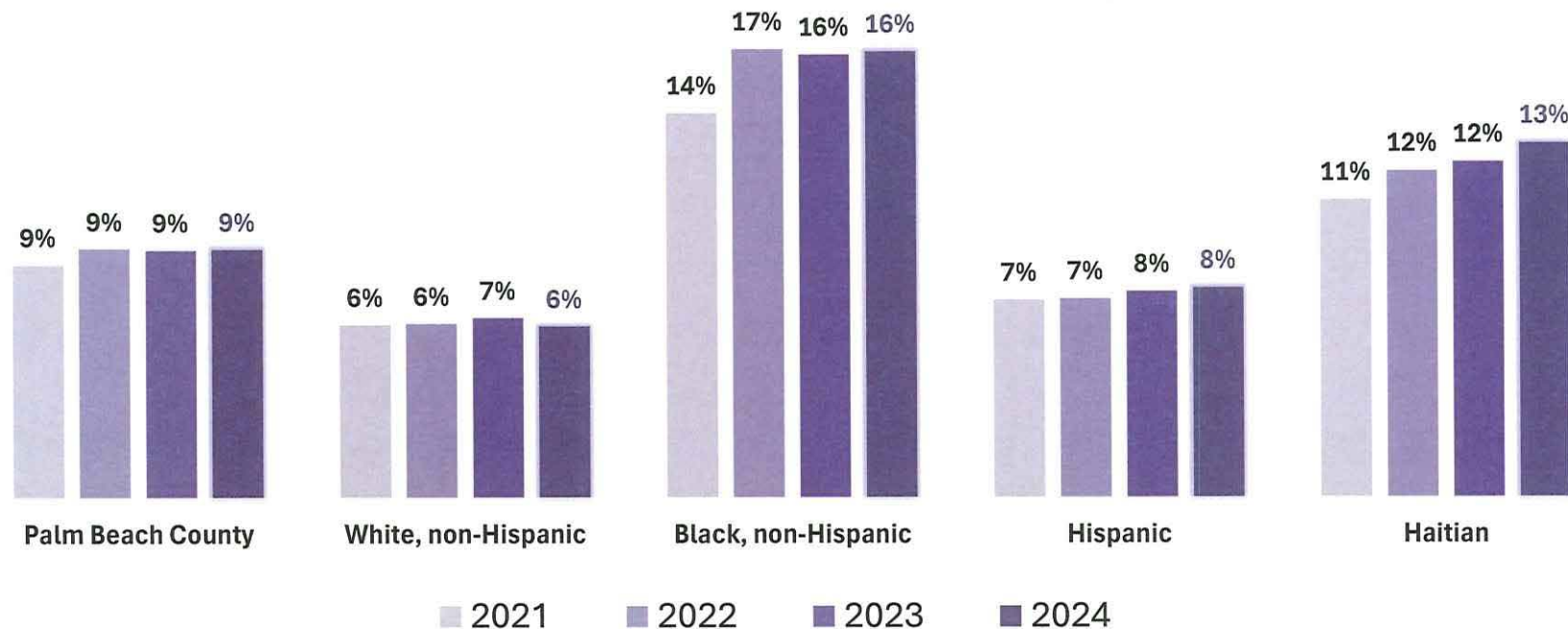
Percent of Births receiving **First Trimester Prenatal Care** in Palm Beach County by Race and Ethnicity for 2021-2024



Source: Florida Department of Health; Division of Public Health Statistics & Performance Management; Florida CHARTS, Accessed August 2025
<http://www.flhealthcharts.com> Note: 2024 data was marked provisional on the date accessed. 2024 data was provisional when accessed. Percent in each trimester is only calculated on all mothers whose trimester of prenatal care is known. Those with Unknown Race or Ethnicity are also counted under "Other". Black, non-Hispanic and Haitian are represented as distinct racial/ethnic categories in the above data.

Born Healthy

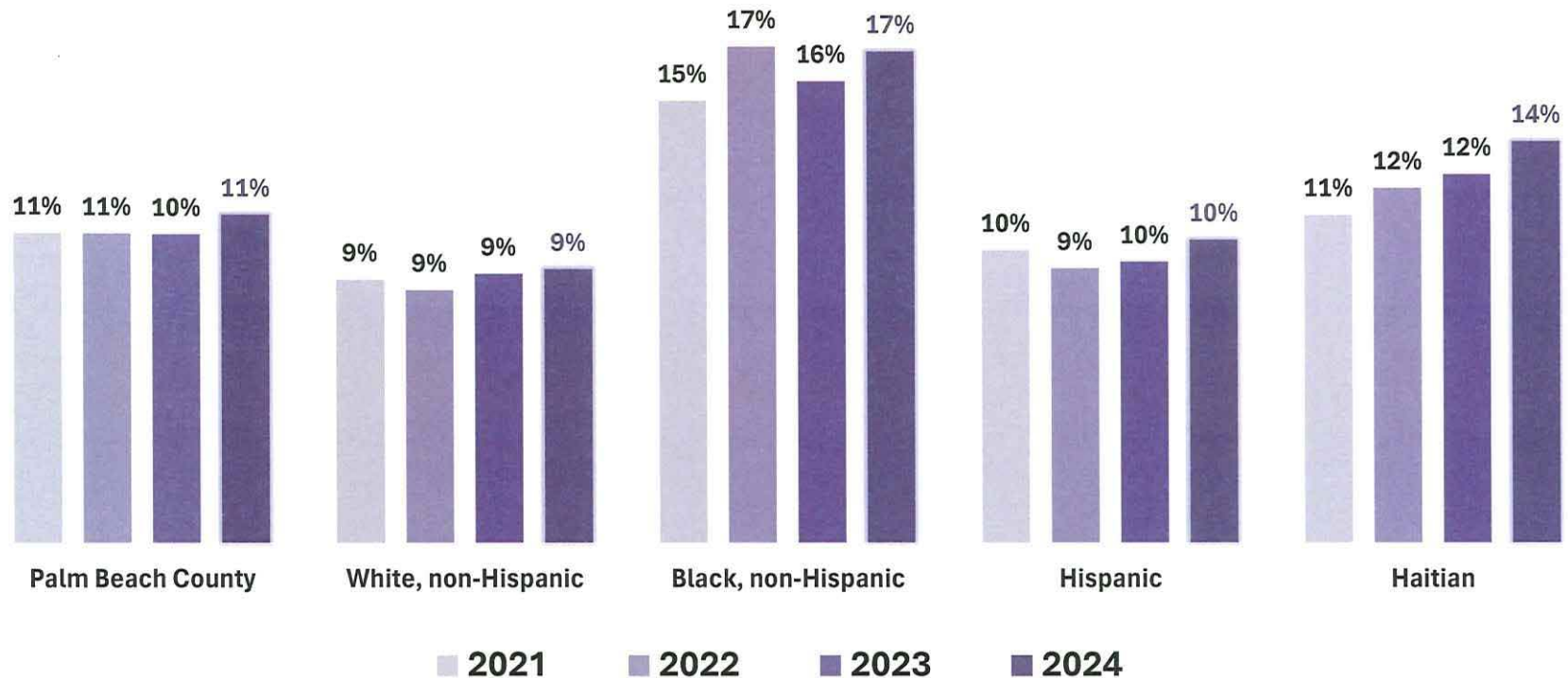
Percent of Births that were **Born Low Birth Weight** in Palm Beach County by Race and Ethnicity for 2021-2024



Source: Florida Department of Health; Division of Public Health Statistics & Performance Management; Florida CHARTS, August 2025, 2024 data was provisional when accessed. <http://www.flhealthcharts.com> Note: *Percent for low birth weight is calculated on all births where the birth weight is known. **Those with Unknown Race or Ethnicity are also counted under "Other".

Born Healthy

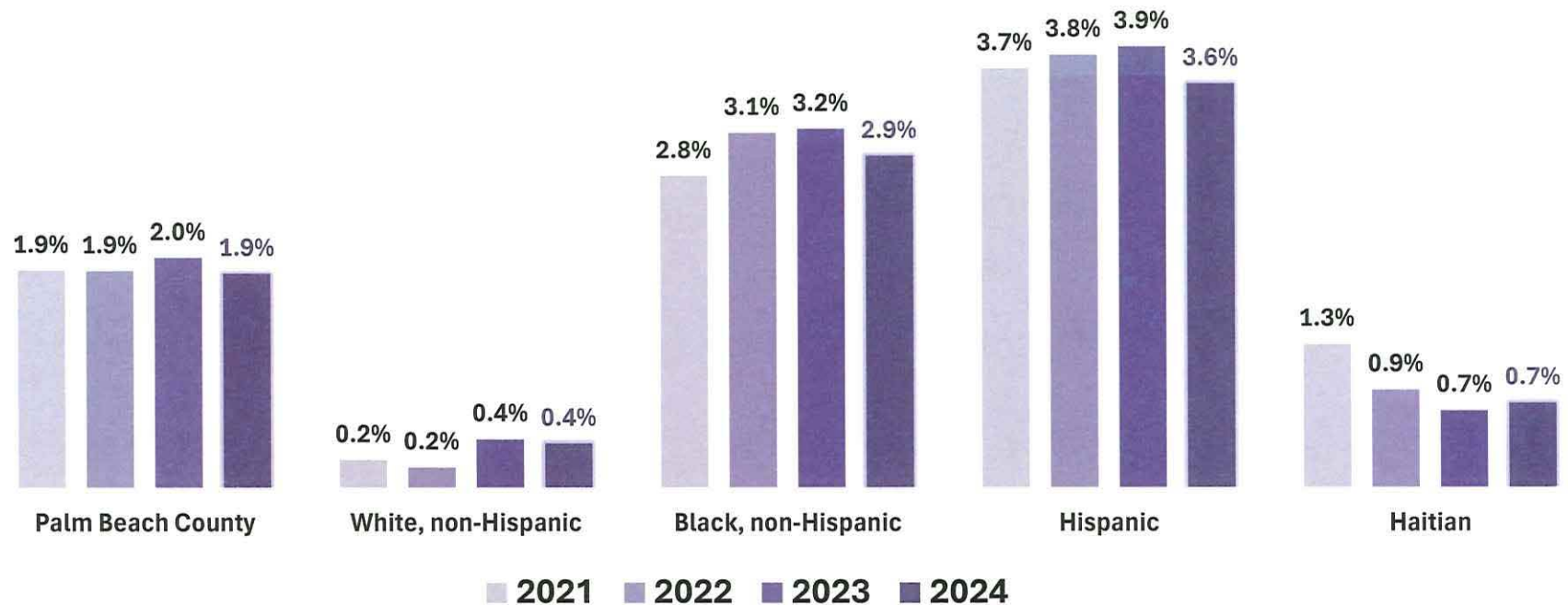
Percent of Palm Beach County Births that were **Born Preterm** by Race and Ethnicity for 2021-2024



Source: Florida Department of Health; Division of Public Health Statistics & Performance Management; Florida CHARTS, Accessed August 2025, 2024 data was provisional when accessed. <http://www.flhealthcharts.com> Note: *Percent for preterm births is calculated on all births where the clinical gestation age is known.

Born Healthy

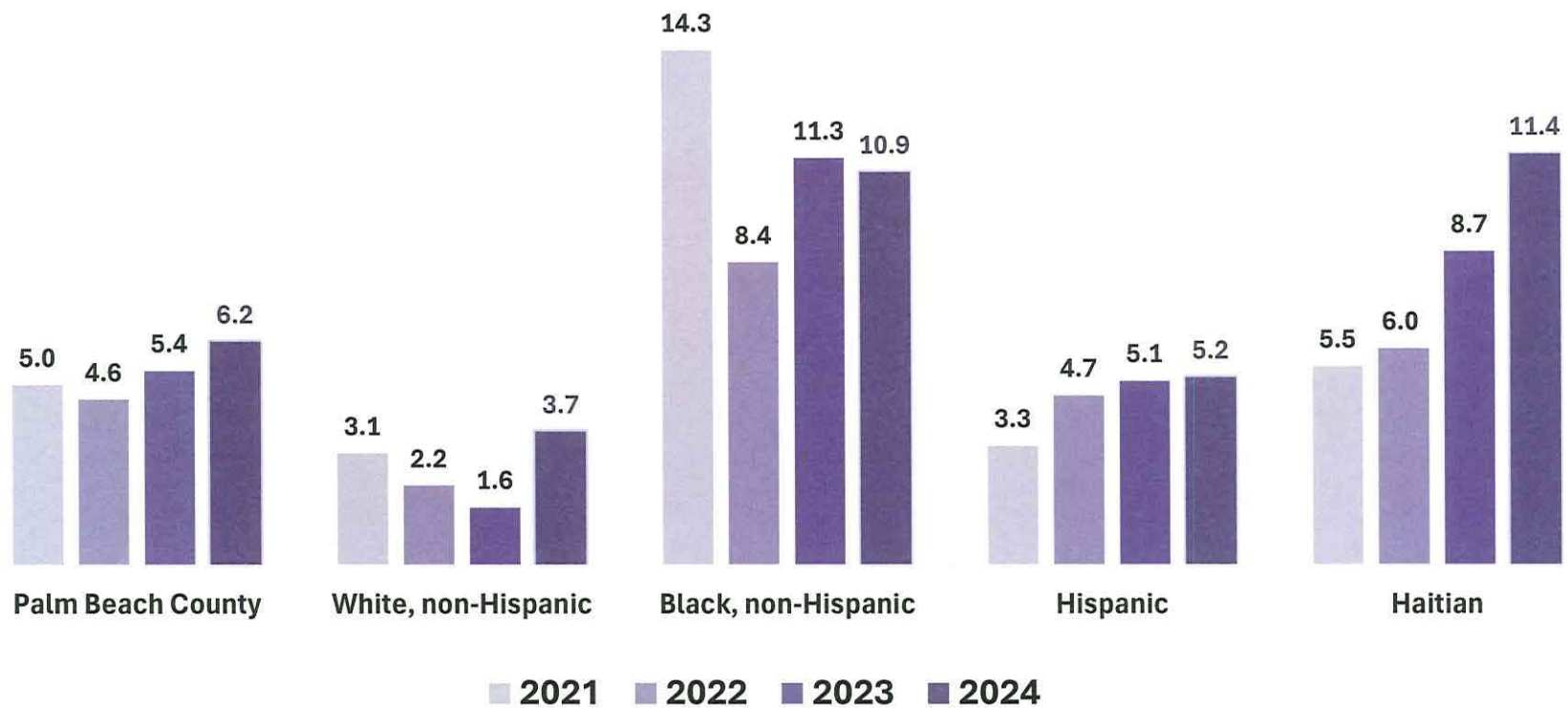
Percent of Births **Born to Teen Mothers** (18yrs and Under) in Palm Beach County by Race and Ethnicity for 2021-2024



Source: Florida Department of Health; Division of Public Health Statistics & Performance Management; Florida CHARTS, Accessed August 2025, 2024 data was provisional when accessed. <http://www.flhealthcharts.com> Note: *Percent for teen births is calculated on all births where the age of the birth mother is known.

Born Healthy

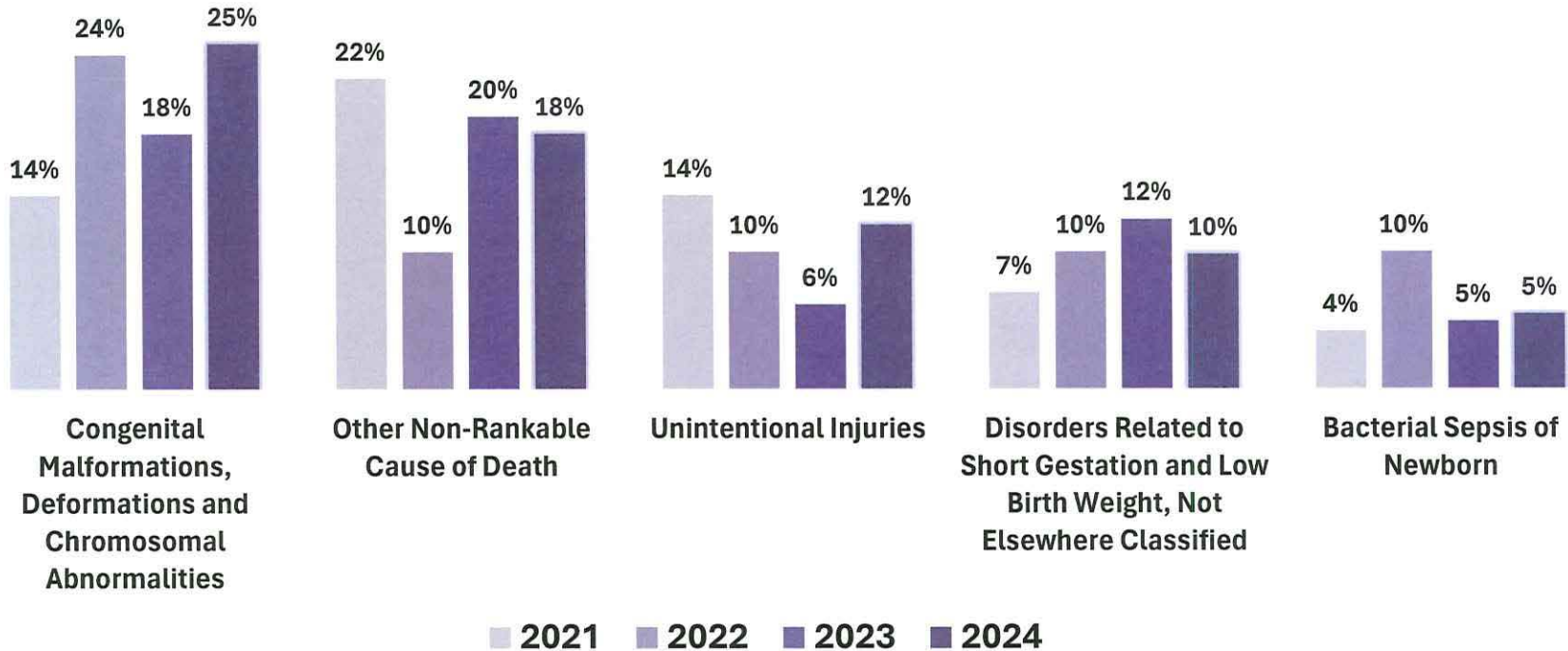
Infant Mortality Rate in Palm Beach County by Race and Ethnicity for 2021-2024



Source: Florida Department of Health; Division of Public Health Statistics & Performance Management; Florida CHARTS, Infant Deaths per 1,000 Palm Beach County Resident Live Births, Accessed October 2025 from <http://www.flhealthcharts.com>

Born Healthy

Top Five **Leading Causes of Infant Death**¹ in Palm Beach County during 2021-2024



¹ Percentages do not total 100 as only the top five reasons are included in the chart. Source: Florida Department of Health; Division of Public Health Statistics & Performance Management; Florida CHARTS, Accessed August 2025, 2024 data was provisional when accessed. <http://www.flhealthcharts.com>

Born Healthy

2024 Causes of Infant Death in Palm Beach County by Race

Cause of Death	Black	White
Congenital Malformations, Deformations and Chromosomal Abnormalities	18.6%	34.9%
Other Non-Rankable Cause of Death	14.0%	18.6%
Unintentional Injuries	11.6%	14.0%
Newborn Affected by Complications of Placenta, Cord and Membranes	16.3%	4.7%
Disorders Related to Short Gestation and Low Birth Weight, Not Elsewhere Classified	7.0%	9.3%
Bacterial Sepsis of Newborn	11.6%	0.0%
Pulmonary Hemorrhage Originating in Perinatal Period	7.0%	0.0%
Slow Fetal Growth and Fetal Malnutrition	2.3%	2.3%
Respiratory Distress of Newborn	2.3%	2.3%
Atelectasis	4.7%	0.0%
Necrotizing Enterocolitis of Newborn	2.3%	2.3%



Note: Only the top ten leading causes of death are included above.

Source: Florida Department of Health; Division of Public Health Statistics & Performance Management; Florida CHARTS, Accessed by August 2025, 2024 data was still provisional on the date it was accessed. <http://www.flhealthcharts.com>

Attached to Caregivers

Indicators

- Child Abuse and Neglect Investigations by Finding
- Most Common Child Maltreatment Types by Finding
- Child Victims of Verified Abuse and Neglect by Age
- Children in Out of Home Care by Race
- Child Fatalities with Investigation Findings
- Adverse Childhood Experiences among High School Students



Attached to Caregivers

On average **7,325 child abuse and neglect investigations** occurred annually in Palm Beach County between FY2022 and FY2025. **Eight percent** of investigations had one or more “**verified**” allegation. “Verified” is defined where a preponderance of credible evidence results in a determination of the specific harm or threat of harm was the **result of abuse, abandonment or neglect**.



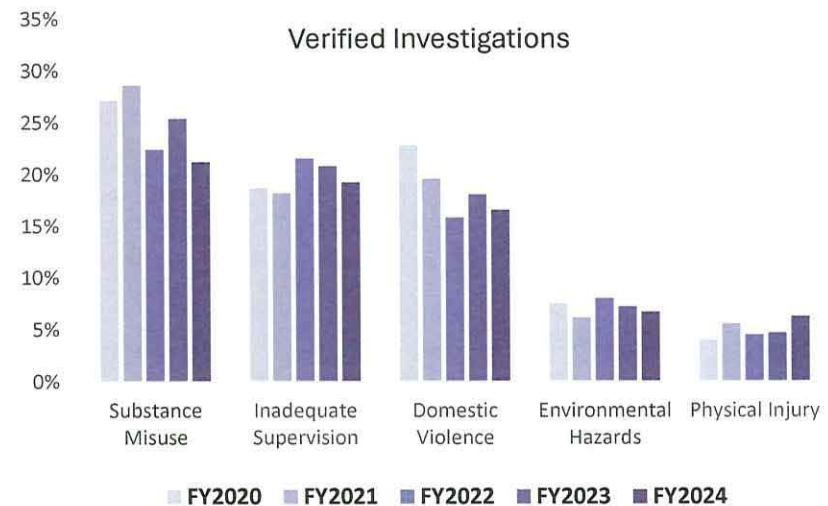
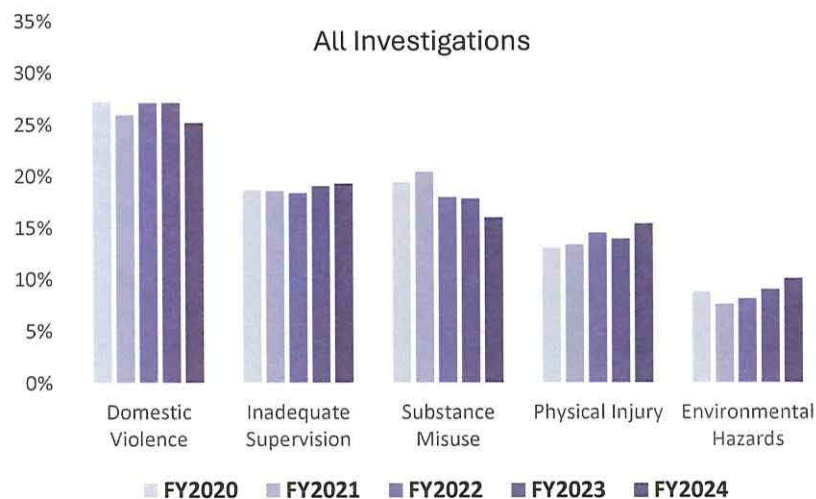
Reference: [CFOP 170-05 Chapter 22 - Determination of Findings.pdf](#)

Source: Families Safe Families Network Data Repository and Alleged Maltreatment Report accessed July 2025;
<https://www.myflfamilies.com/ocfw-dashboard>

Attached to Caregivers

The most common reasons for child maltreatment investigations between FY2020 and FY2024 in Palm Beach County were for **domestic violence** (27%), **inadequate supervision** (19%), **substance misuse** (18%), **physical injury** (14%), and **environmental hazards** (9%).

The most common verified investigations were for **substance misuse** (25%) followed by **inadequate supervision** (20%), **domestic violence** (19%), **environmental hazards** (7%), and **physical injury** (5%).



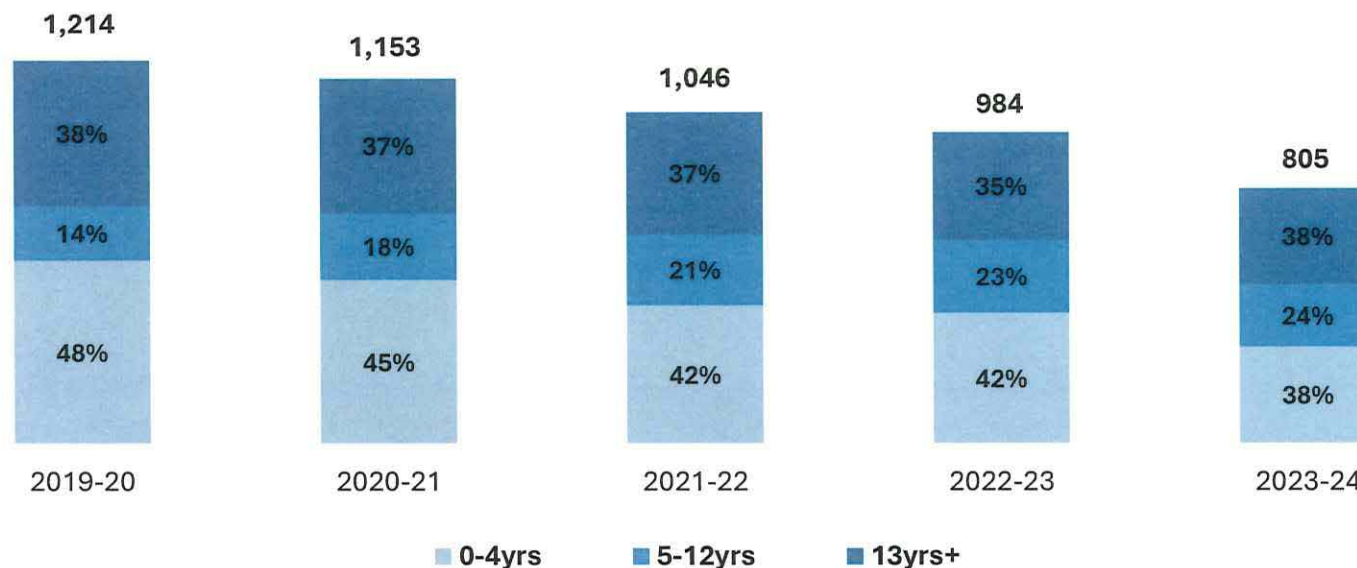
Note: Domestic Violence includes "Household Violence Threatens Child", "Intimate Partner Violence Threatens Child", and "Family Violence Threatens Child". Substance Misuse includes "Substance Misuse - Illicit Drugs", "Substance Misuse - Alcohol", "Substance Exposed Newborn", and "Substance Misuse". Four percent of verified allegations were for substance exposed newborns between FY2020 and FY2024.
Source: Families Safe Families Network Data Repository and Alleged Maltreatment Report accessed July 2025;
<https://www.myflfamilies.com/ocfw-dashboard>

Attached to Caregivers

On average **1,040 children** were **victims of verified abuse and neglect** investigations annually between FY2020 and FY2024 in Palm Beach County.

The number of child maltreatment victims has **decreased** over the last five years.

Younger children – **ages 0-4yrs** – are **most prevalent as victims** historically however this has also decreased as the percentage of elementary age child victims has increased.



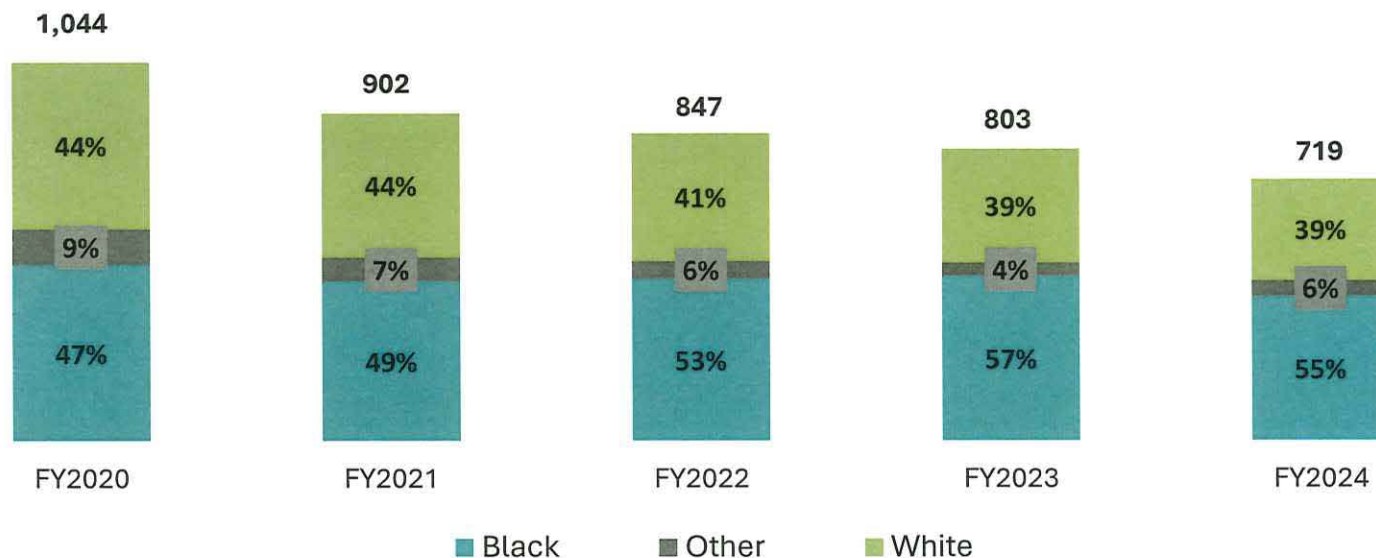
Note: This is an unduplicated, distinct child count within fiscal year.
Source: Families Safe Families Network Data Repository and Alleged Maltreatment Report accessed on July 10, 2025;
<https://www.myflfamilies.com/ocfw-dashboard>

Attached to Caregivers

On average **863 children** were in **out-of-home care placements** annually between FY2020 and FY2024 in Palm Beach County.

Children in out-of-home care has **decreased** over the last five years.

Black or African American children are disproportionately **more apt to be in out-of-home care placements** (52%) given the Black or African American child population within Palm Beach County (25%) between FY2020 and FY2024.

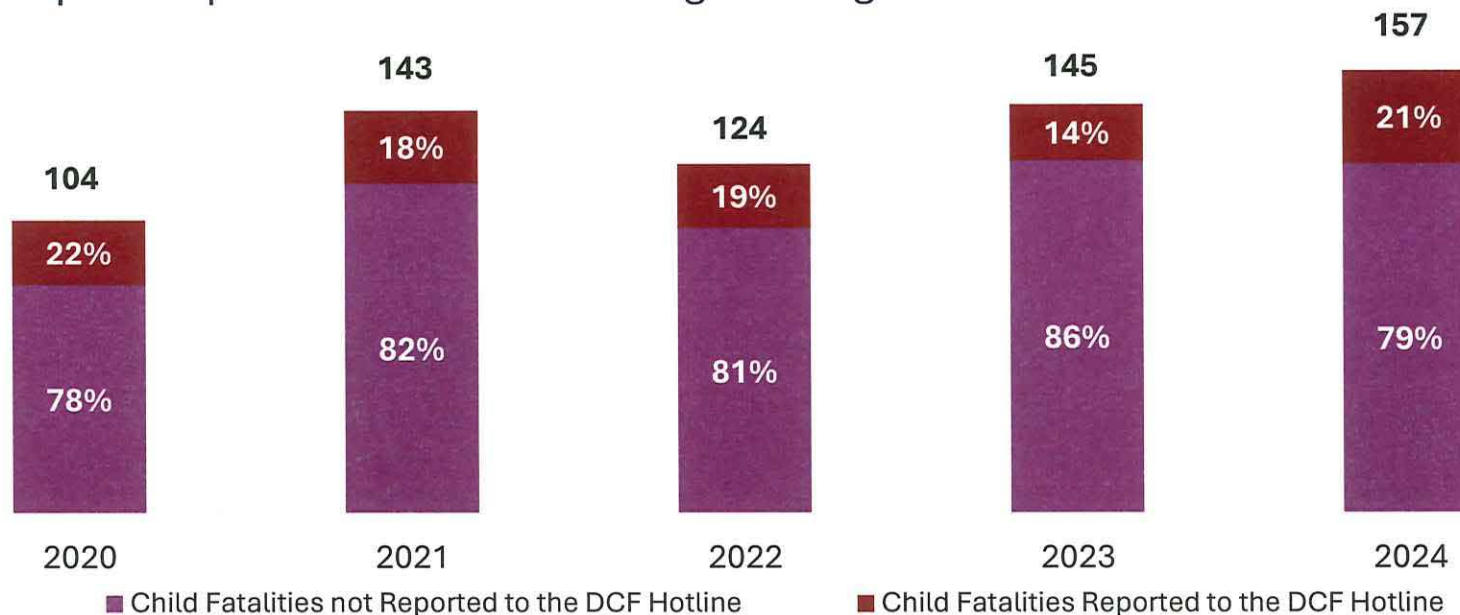


Note: This is an unduplicated, distinct child count within fiscal year. The racial categories reported on by DCF included "Black/African American", "Other/Multi-Racial", and "White". Source: Families Safe Families Network Data Repository and Alleged Maltreatment Report accessed on July 10, 2025; <https://www.myflfamilies.com/ocfw-dashboard>

Attached to Caregivers

On average there were **135 child fatalities** each year in Palm Beach County annually between 2020 and 2024 in Palm Beach County.

One in five child deaths are called into the Abuse Hotline to determine if **abuse or neglect was considered as a factor** in the child's death (19%) between 2020 and 2024. **One in eight death allegations** investigated are "**verified**" as **maltreatment** (13%). In instances where the death allegation is not verified other allegations such as "inadequate supervision" or "medical neglect" might have been.

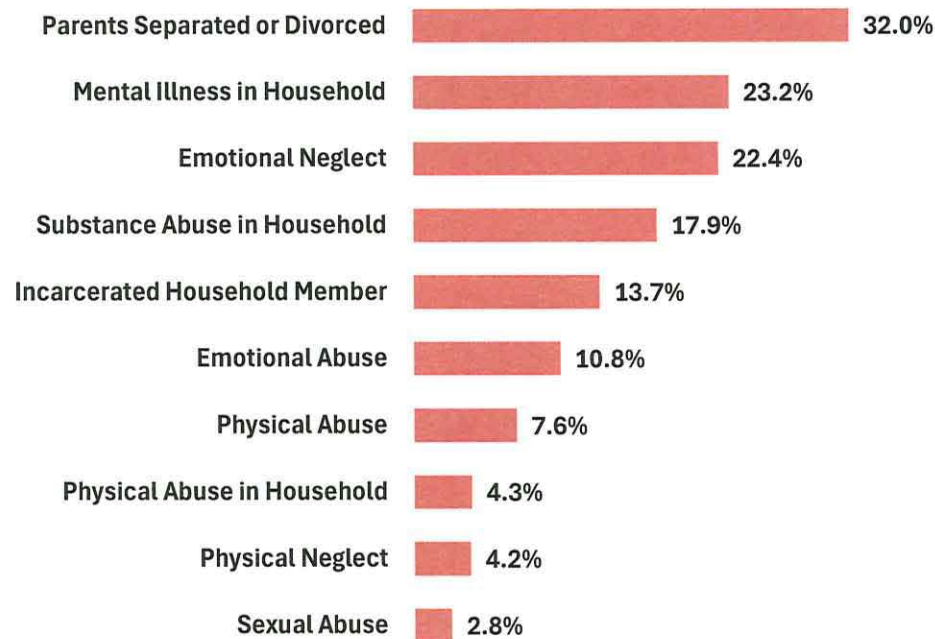


Source: Florida Department of Children and Families Child Fatality Prevention Website; <https://myflfamilies.com/childfatality> and Florida Charts Death Counts Query System: https://www.flhealthcharts.gov/FLQUERY_New/Death/Count#

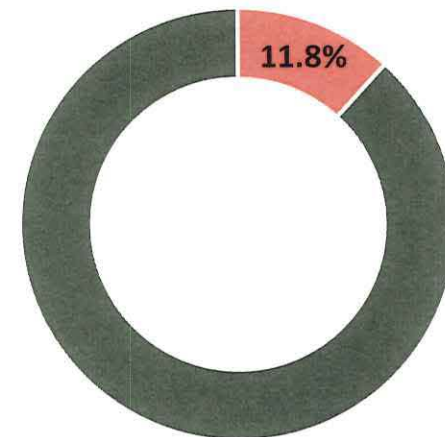
Note: Since the findings from many DCF investigations are still pending only investigations with a status of "None" or "Verified" are included in the percent of verified death allegations. Children are defined as age 0-17yrs. Accessed July 2025; 2024 data was provisional when accessed.

Attached to Caregivers

Adverse Childhood Experiences, or ACEs, are potentially traumatic events occurring in childhood (0-17 years old) that can have profound and lasting impacts including increased risk of chronic conditions, mental illness, substance abuse, and other negative outcomes later in life. **In 2024, 11.8% of high schoolers** in Palm Beach County experienced **four or more ACEs**. The prevalence of each ACE is presented below.



High School Students who have experienced Four or More Adverse Childhood Experiences



Source: Florida Department of Children and Families; 2024 Florida Substance Abuse Survey
<https://www.myflfamilies.com/sites/default/files/2025-06/2024%20Palm%20Beach%20County%20Tables.pdf> (page 20 and 21)

Developmentally on Track

Indicators

- Ages and Stages Questionnaire (ASQ-3) Screening Conducted by Result
- Children Receiving an ASQ-3 Screening by Ethnicity
- ASQ-3 Screenings with Typical Scores by Ethnicity
- ASQ-3 Screenings with Concern Scores by Ethnicity
- Early Steps - Children by Age Evaluated for Eligibility
- Early Steps - Evaluation & Eligibility Finding by Age
- Early Steps - Children Eligible by Age
- Early Steps - Children Receiving Services by Race
- Child Find - Screening, Evaluation, & IEP Eligibility of Children 3-5 years old by Race and Gender

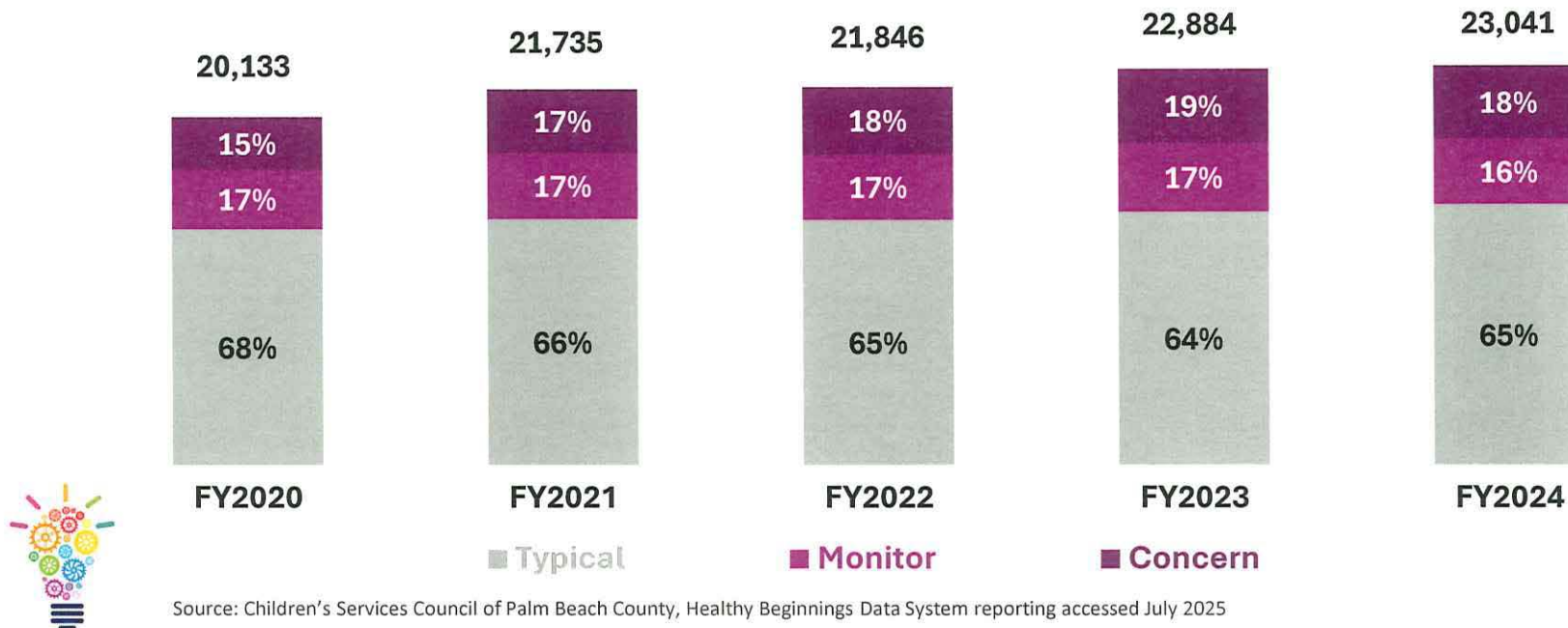


Developmentally on Track

The Children's Services Council & Early Learning Coalition of Palm Beach County partner to ensure children ages 0-5 years receive developmental screenings to **promote early identification of risk for developmental delays** using the Ages & Stages Questionnaire 3 (ASQ-3) as the primary risk assessment tool.

Through this partnership, on average, **nearly 22 thousand ASQ-3 screenings** were **completed annually** between FY2020 and FY2024. Among screenings, **17% demonstrated "concern" results**, suggesting possible developmental delays where further assessment is recommended.

ASQ-3 Screenings and Results for FY2020 Through FY2024

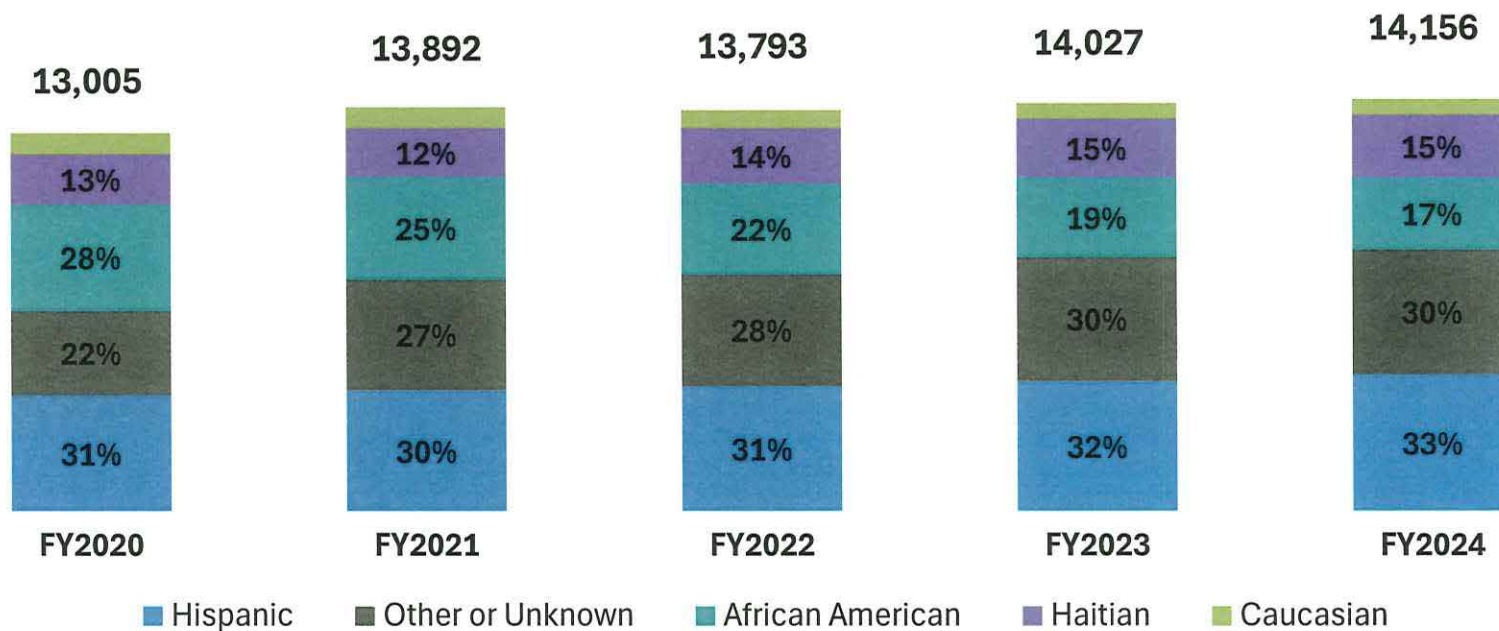


Source: Children's Services Council of Palm Beach County, Healthy Beginnings Data System reporting accessed July 2025

Developmentally on Track

The ASQ-3 is comprised of 21 questionnaires assessing developmental skill mastery in young children ages 2 to 60 months old. A child may receive multiple screenings per year. In Palm Beach County an average of **13,774 children received one or more ASQ-3 screenings per year** between FY2020 and FY2024.

Children receiving ASQ-3 screening by Ethnicity and Fiscal Year



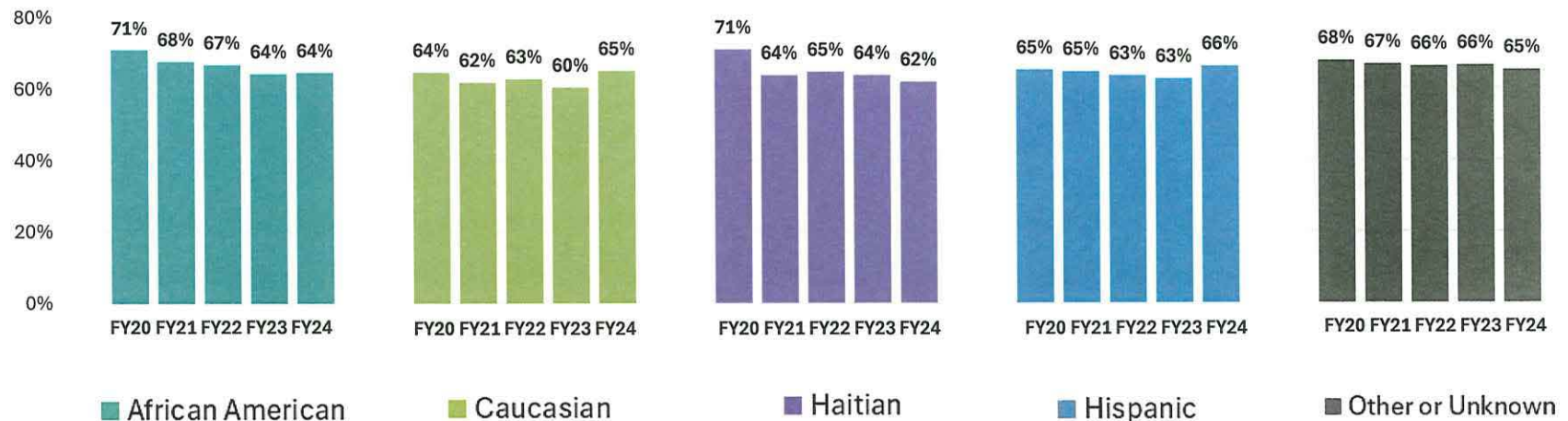
Note: Children may have more than one ASQ-3 within a given year as well as across years. The totals reflect the unduplicated number of children within the fiscal year listed screened through the Early Learning Coalition and other CSC funded programs.

Source: Children's Services Council Palm Beach County, Healthy Beginnings Data System reporting accessed July 2025

Developmentally on Track

Among **ASQ-3 screenings** completed on Palm Beach County children between FY2020 and FY2024, **66%** had “**typical**” results. Overall no large differences exist by ethnicity in the percent of typical results.

ASQ-3 Screenings with Typical Scores by Ethnicity and Fiscal Year



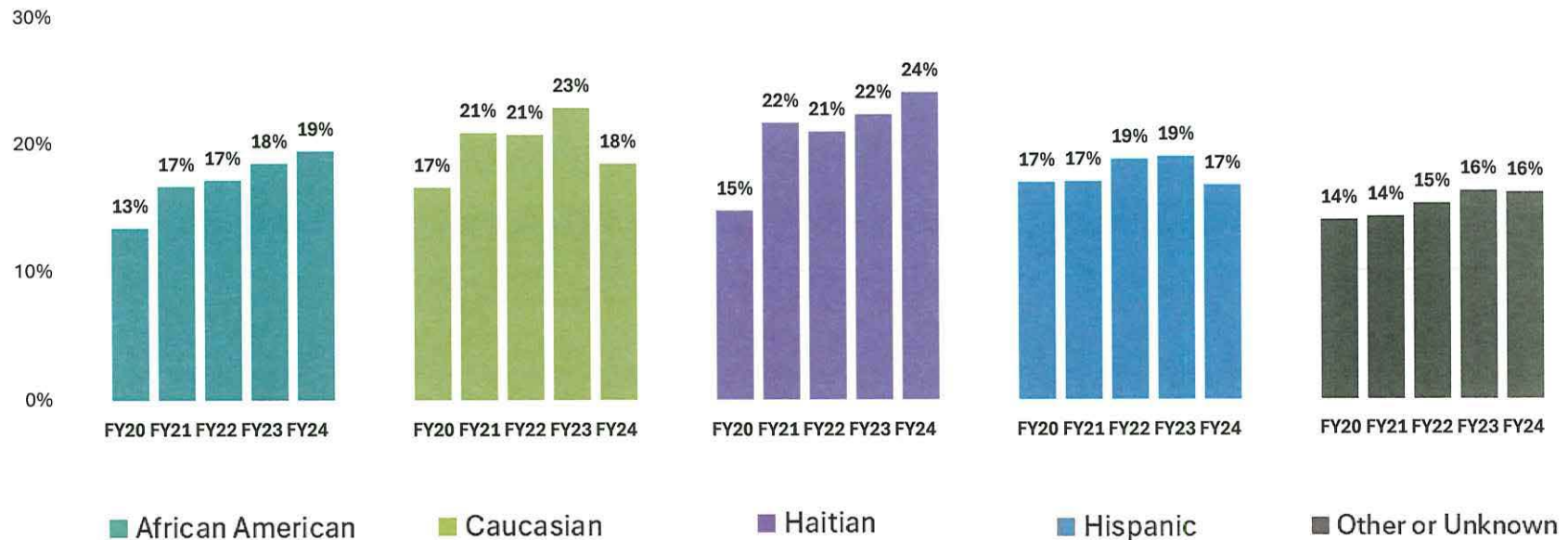
Note: Children may have more than one ASQ-3 within a given year as well as across years. The totals reflect the unduplicated number of children within the fiscal year listed screened through the Early Learning Coalition and other CSC funded programs.

Source: Children’s Services Council Palm Beach County, Healthy Beginnings Data System reporting accessed on July 2025

Developmentally on Track

Among **ASQ-3 screenings** completed on Palm Beach County children between FY2020 and FY2024, **17%** had **“concern” results**, suggesting possible developmental delays and a need for further professional assessment. Examining all years combined, a higher percent of Haitian and Caucasian children demonstrate concern results compared to children overall.

ASQ-3 Screenings with Concern Scores by Ethnicity and Fiscal Year



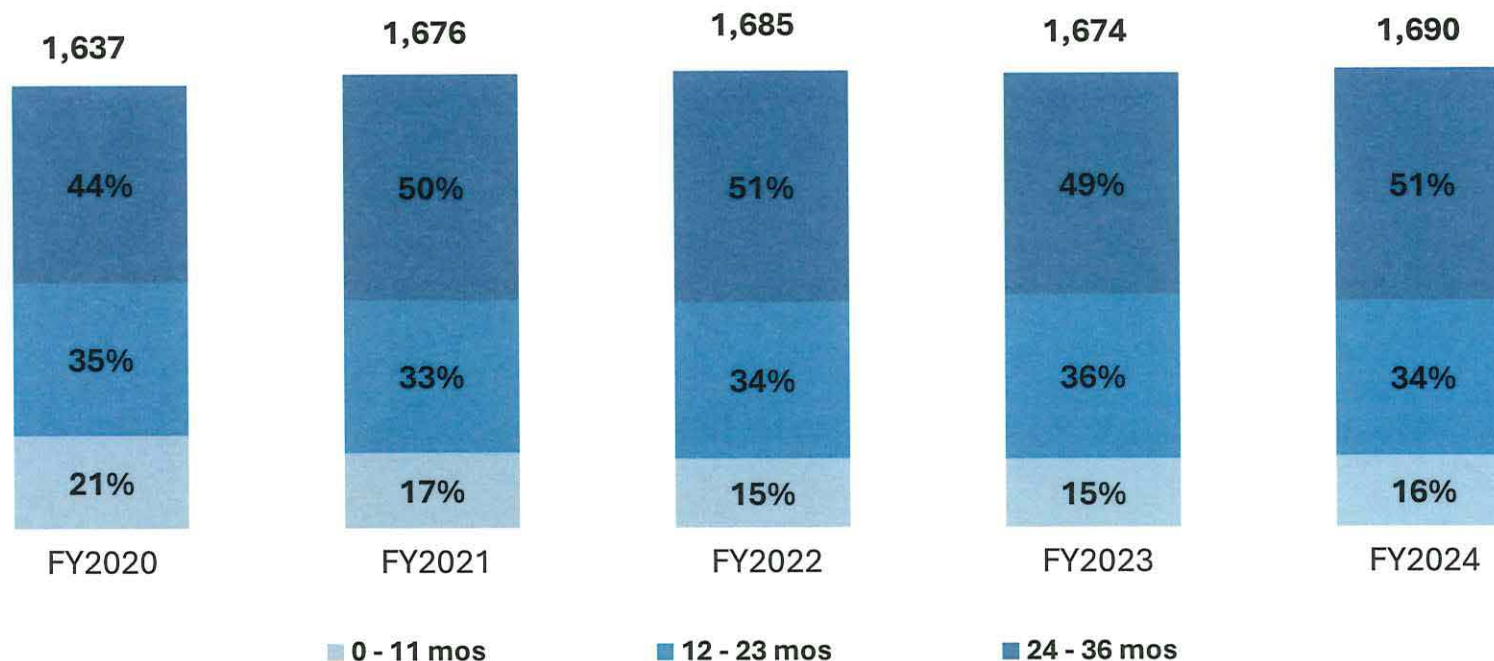
Note: Children may have more than one ASQ-3 within a given year as well as across years. The totals reflect the unduplicated number of children within the fiscal year listed screened through the Early Learning Coalition and other CSC funded programs.

Source: Children’s Services Council Palm Beach County, Healthy Beginnings Data System reporting accessed July 2025

Developmentally on Track

Early Steps is Florida's early intervention system to support infants and toddlers with developmental delays or disabilities, providing essential services to enhance their growth and development. Over **1,600 children** were **evaluated** for **Early Steps annually** in Palm Beach County. Rates of evaluation increase as children get older. Nearly half of children evaluated were 24-36 months old, a third between 12-23 months, and 17 percent were infants 0-11 months.

Children Birth to Three evaluated for Early Steps Eligibility from FY2020 to FY2024



Source: [Early Steps | Florida Department of Health](#) | Data provided by Treasure Coast Early Steps; Palm Beach County Special Data Request, 2025

Developmentally on Track

Palm Beach County Children Birth to Three Years of Age Evaluated and Eligible for Early Steps in FY2023 and FY2024

Early Steps Evaluation & Eligibility Results	FY2023				FY2024			
	0 - 11 months	12- 23 months	24 - 36 months	Total Children	0 - 11 months	12- 23 months	24 - 36 months	Total Children
Chronologic Months of Age:								
New Children Evaluated	255	604	815	1,674	265	569	856	1,690
Children Eligible due to Established Condition	44	24	33	101	53	29	37	119
Children Eligible based on Developmental Delay with scores meeting criteria	72	334	394	800	69	306	453	828
Children Eligible based on Clinical Judgment	37	90	102	229	31	86	97	214
Total Eligible	153	448	529	1,130	153	421	587	1,161
Total Children Not Eligible	102	156	286	544	112	148	269	529

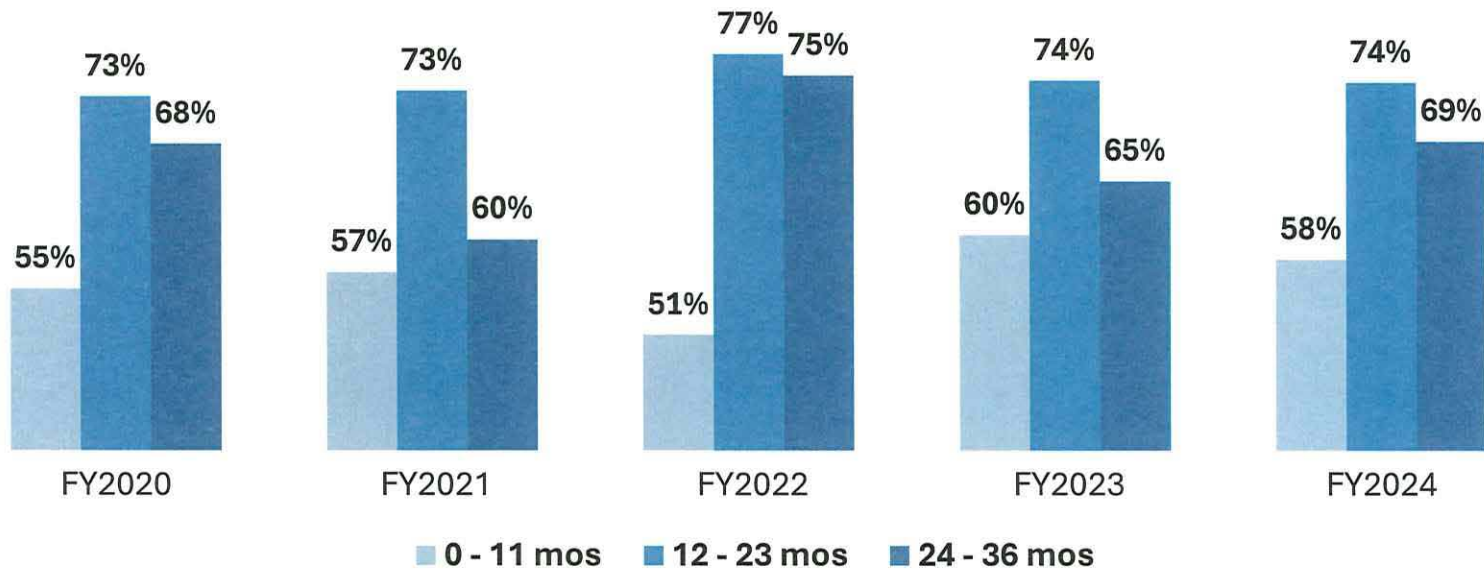


Source: Treasure Coast Early Steps; Palm Beach County Special Data Request, 2025

Developmentally on Track

Among all children evaluated from FY2020 and FY2024, **68%** were **eligible for Early Steps**. Children between 12 and 36 months old were more apt to be found eligible for services.

Children evaluated who are Eligible for Early Steps by Age from FY2020 to FY2024



Note: "Other" sources are reported when a child's formal evaluation scores do not clearly meet Florida's criteria for developmental delay and documented sources beyond scores support the existence of developmental delay)
Source: Treasure Coast Early Steps; Palm Beach County Special Data Request, 2025

Developmentally on Track

Children Receiving Services from Early Steps in Palm Beach County FY2020 to FY2024

Race	FY2020	FY2021	FY2022	FY2023	FY2024
Asian	52	45	53	69	63
Black	603	599	931	1,017	1,088
Hispanic	933	871	1,299	1,375	1,319
American Indian or Alaska Native	4	7	15	14	10
Multi Racial	76	75	99	101	97
Pacific Islander	2	1	4	6	5
Unknown	1	1	124	114	121
White	816	784	1,077	1,105	1,148
Grand Total	2,487	2,383	3,602	3,801	3,851



Source: Treasure Coast Early Steps; Palm Beach County Special Data Request, 2025

Developmentally on Track

Child Find – Screening, Evaluation, and IEP Eligibility of Children ages 3-5 years old

Race	American Indian or Alaskan Native			Asian			Native Hawaiian or Pacific Islander			Black or African American			White			Other			Total
	M	F		M	F		M	F		M	F		M	F		M	F		
Gender	FY2022-2023																		
Screenings	11	3		25	9		3	0		381	188		840	367		104	55		1,986
Evaluations	8	6		23	8		3	0		353	170		780	351		94	56		1,852
Eligible/IEP	8	6		24	7		3	0		345	156		721	322		86	52		1,730
	FY2023-2024																		
Screenings	6	2		24	8		1	1		494	237		848	372		110	65		2,168
Evaluations	10	2		20	6		2	0		416	196		784	312		99	58		1,905
Eligible/IEP	8	1		19	5		2	0		401	187		716	269		92	54		1,754
	FY2024-2025																		
Screenings	4	5		11	9		2	0		579	313		854	422		123	49		2,371
Evaluations	5	3		17	7		2	0		425	205		688	344		97	33		1,826
Eligible/IEP	5	2		17	6		2	0		409	193		636	303		83	29		1,685



Access to Early Care and Education

Indicators

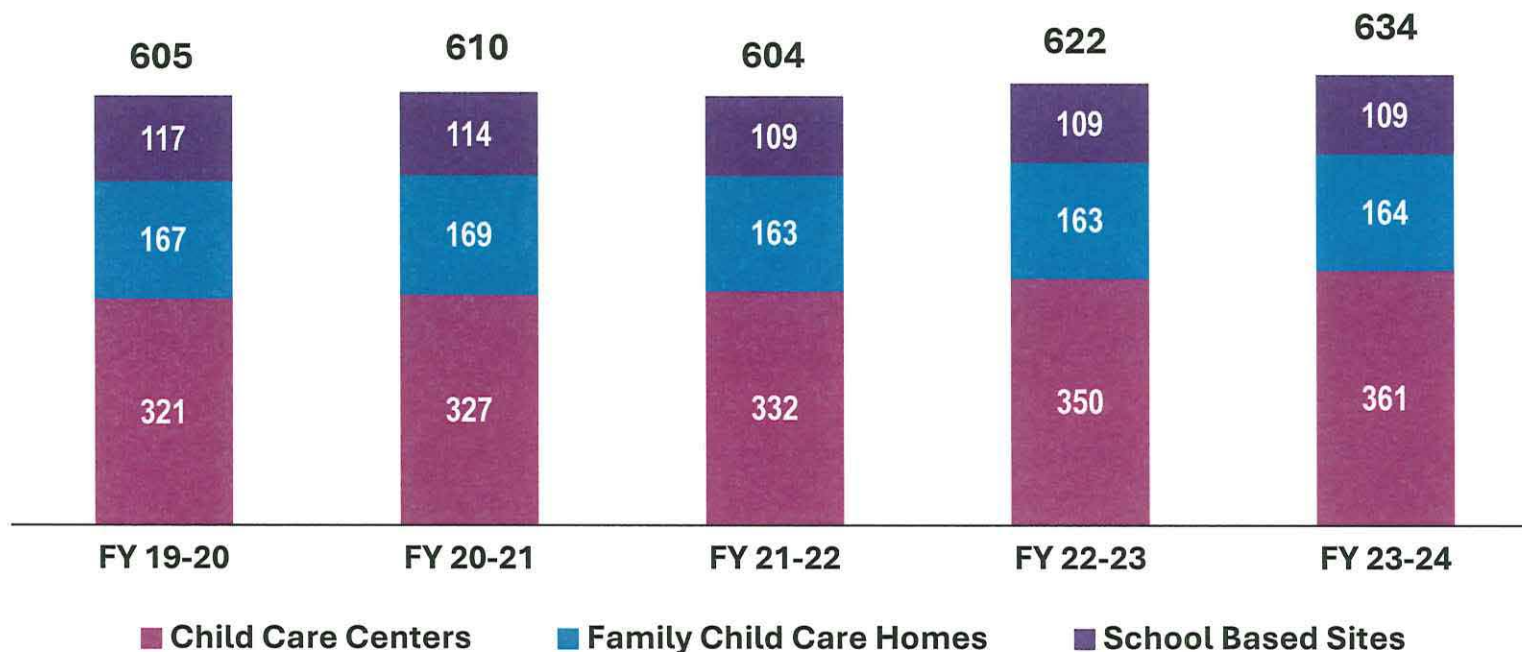
- Child Care Providers Receiving Subsidies by Type of Care
- Number of Children in Subsidized Care by Age Group
- Percent of Children in Subsidized Care by Age Group
- Subsidized Children Served by Zip Code
- Subsidized Children Served by Gender, Race & Hispanic Origin
- Voluntary Pre-Kindergarten (VPK) Participation



Access to Early Care and Education

In FY2024, there were **634 subsidized child care** providers in **Palm Beach County**. Subsidized child care providers receive government financial assistance to enable economically disadvantaged children to afford care so parents can work or attend school. These providers are inspected and must meet health, safety, and quality standards to receive funds.

Subsidized Child Care Providers by Type, FY2019-20 to FY2023-24



Data Source: Early Learning Coalition of Palm Beach County, Special Data Request 2025 – Provided by Jose Abreu
Reference: Florida Department of Health, Child Care Licensing, [Child Care Licensing | Florida Department of Health in Palm Beach](#)

Access to Early Care and Education

In FY2024, nearly **25 thousand children received subsidized child care** in **Palm Beach County**. Slightly over half of the children receiving subsidized care are birth to five who have not yet entered kindergarten; the other half are school age children between 5 and 12 years old.

Number of Subsidized Children Served by Age Group, FY2019-20 to FY2023-24

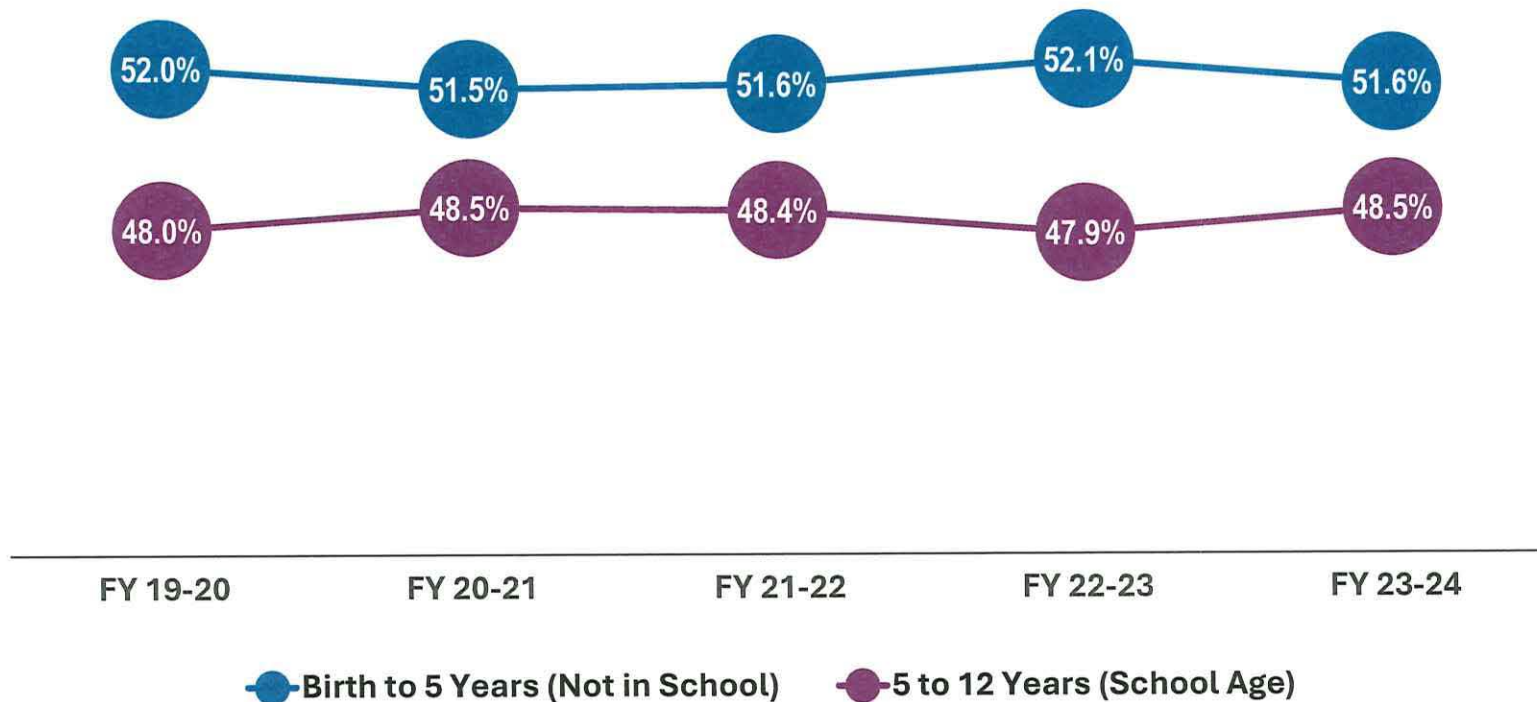
Age Range	FY 19-20	FY 20-21	FY 21-22	FY 22-23	FY 23-24
Birth to 5 years (Not in School)	12,874	13,503	12,451	12,890	12,878
5 to 12 years (School Age)	11,877	12,734	11,697	11,738	12,097
Total	24,751	26,237	24,148	24,628	24,975



Source: Early Learning Coalition of Palm Beach County, Special Data Request 2025 – Provided by Jose Abreu

Access to Early Care and Education

Percent of Subsidized Children Served by Age Group



Source: Early Learning Coalition of Palm Beach County, Special Data Request 2025 – Provided by Jose Abreu

Access to Early Care and Education

Top Zip Code Areas of Subsidized Children Served by Percentages

Zip Code	City	FY19-20	FY20-21	FY21-22	FY 22-23	FY23-24
33404	RIVIERA BEACH	7.5%	7.6%	7.6%	7.8%	7.9%
33407	WEST PALM BEACH	7.3%	7.1%	7.1%	7.2%	7.4%
33415	WEST PALM BEACH	5.2%	5.3%	5.4%	5.8%	5.9%
33435	BOYNTON BEACH	5.2%	5.1%	5.2%	5.3%	5.3%
33460	LAKE WORTH	4.7%	4.7%	4.8%	5.0%	4.9%
33461	LAKE WORTH	4.6%	4.7%	4.5%	4.6%	4.5%
33463	LAKE WORTH	4.1%	4.1%	4.2%	5.4%	5.2%
33430	BELLE GLADE	4.1%	4.1%	4.2%	4.1%	4.2%
33401	WEST PALM BEACH	4.1%	3.6%	3.9%	4.0%	4.1%
33417	WEST PALM BEACH	3.6%	4.0%	3.9%	4.4%	4.4%
33409	WEST PALM BEACH	3.7%	3.8%	3.7%	4.8%	4.9%
33463	GREENACRES	3.5%	3.3%	3.3%	3.7%	3.8%
33436	BOYNTON BEACH	2.8%	3.1%	3.1%	3.5%	3.4%
33476	PAHOKEE	2.3%	2.6%	2.8%	2.8%	2.8%
33462	LANTANA	2.6%	2.6%	2.7%	2.8%	2.7%
33444	DELRAY BEACH	2.6%	2.6%	2.6%	2.7%	2.7%
33411	WEST PALM BEACH	2.8%	2.6%	2.6%	2.7%	2.9%



Source: Early Learning Coalition of Palm Beach County, Special Data Request 2025 – Provided by Jose Abreu.
Includes zip codes with 500 or more children served

Access to Early Care and Education

Subsidized Children Served by Gender, Race & Hispanic Origin

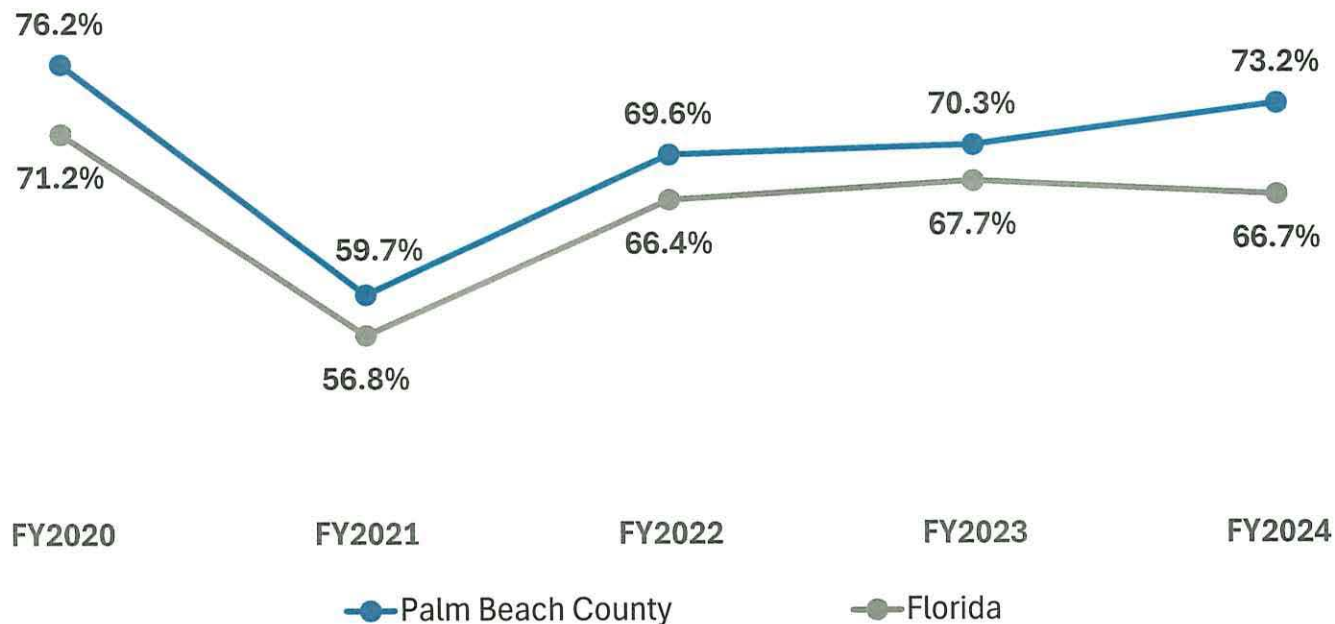
Subcategories	Percentages of Subsidized Children Served by Subcategories				
	FY 19-20	FY 20-21	FY 21-22	FY 22-23	FY 23-24
Male	50.6%	50.7%	49.9%	50.1%	50.4%
Female	49.4%	49.3%	50.1%	49.9%	49.6%
Black	64.3%	64.8%	64.3%	64.7%	64.9%
White	31.8%	31.2%	31.7%	31.3%	31.1%
Multi-Race	2.9%	2.9%	3.1%	3.0%	3.0%
Other Race	1.1%	1.1%	0.9%	1.0%	1.0%
Hispanic Ethnicity	25.9%	26.0%	27.0%	27.6%	28.0%



Source: Early Learning Coalition of Palm Beach County, Special Data Request 2025 – Provided by Jose Abreu

Access to Early Care and Education

In FY2024, **73% of 4-year-olds participated** in a **voluntary prekindergarten (VPK) program in Palm Beach County**. The VPK program prepares children for kindergarten by offering free, high-quality educational programs to all 4-year-old children who reside in the state of Florida. Palm Beach County children's VPK participation consistently outpaced the participation in the state overall.



Source: Florida Office of Economic & Demographic Research. Early Learning Programs Estimating Conference. "Voluntary Prekindergarten Education Program Archives. <https://edr.state.fl.us/Content/conferences/vpk/archives/index.cfm>

Ready for School

Indicators

- Children who are “Kindergarten Ready” based on STAR Early Literacy by Gender, Race, Disability and English Language Learner Status
- Percent of Kindergarteners on Grade Level based on iReady Performance: Fall to Spring



Ready for School

FY2024 – FY2025 Percent of Children Entering Kindergarten Ready to Learn Based on STAR Early Literacy

Sub Groups	FY24	FY25
Male	39.3%	42.8%
Female	43.6%	47.4%
English Language Learner	14.9%	33.0%
Students With Disabilities	28.3%	32.6%
White	58.8%	64.8%
Black	32.6%	37.0%
Hispanic	31.3%	34.4%
Overall	41.4%	45.0%

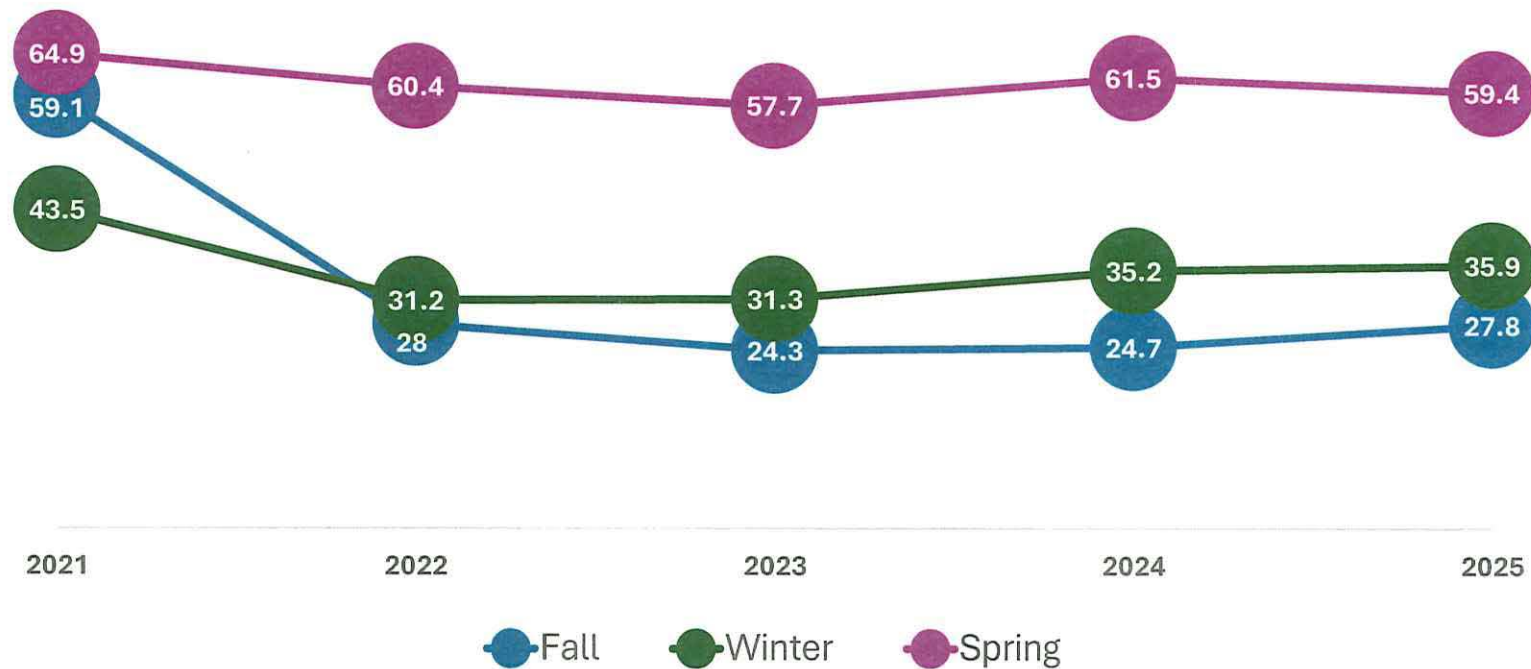


Data Source: SDPBC FY25 FAST Dashboard

Note: The FLDOE changed the Kindergarten Readiness criteria to score of 707 for the fall of 2025. The present summary used the 707 criteria for both FY24 and FY25 to enable comparisons.

Ready for School

Kindergarten iReady % on Grade Level Performance
Fall, Winter, Spring from FY2021 to FY2025



Data Source: School District of Palm Beach County Special Request 2025

Healthy and Active

Indicators

- Children and Youth without Health Insurance
- Middle and High School Students Who Are Obese
- Middle and High School Students Who Are Obese by Gender, Grade, and Race/Ethnicity
- Middle and High School Students Who Are Overweight or Obese
- Middle and High School Students Who Are Overweight or Obese by Gender, Grade, and Race/Ethnicity
- Middle and High School Students Who Are Trying to Lose Weight
- Middle and High School Students Who Are Trying to Lose Weight by Gender, Grade, and Race/Ethnicity
- Middle and High School Students Physically Active at Least 60 Minutes Each Day during the Last Week
- Middle and High School Students Physically Active by Gender, Grade and Race/Ethnicity
- Middle and High School Students Who Used an Electronic Vapor Product
- Middle and High School Students Who Used an Electronic Vapor Product by Gender, Grade and Race/Ethnicity
- Middle and High School Students Who Smoked Cigarettes in the Past 30 days
- Middle and High School Students Who Smoke Cigarettes by Gender, Grade and Race/Ethnicity
- Middle and High School Students Who Drank Alcohol in the Past 30 days
- Middle and High School Students Who Drank Alcohol in the Past 30 days by Gender, Grade and Race/Ethnicity
- Child Deaths Investigated by the Palm Beach County Medical Examiner
- Manner and Cause of Palm Beach County Child Deaths



Healthy and Active

The U.S. Census estimates nearly **thirty thousand children 0-18** years old **lack health insurance** in Palm Beach County. Proportionally, **one in ten** children 0-18yrs are without health insurance (10%).

For our **young adults** ages **19-25** years old, or nearly **one in four** (25%) and over **twenty-seven** thousand **without health insurance**.

Estimates of Palm Beach County
Children and Youth Uninsured CY2023



Age of Child or Youth	0-5	6-18	19-25
% without Health Insurance	7.3%	10.8%	24.6%
# without Health Insurance	6,565	22,944	27,418
Total # of Children or Youth	89,744	212,142	111,331

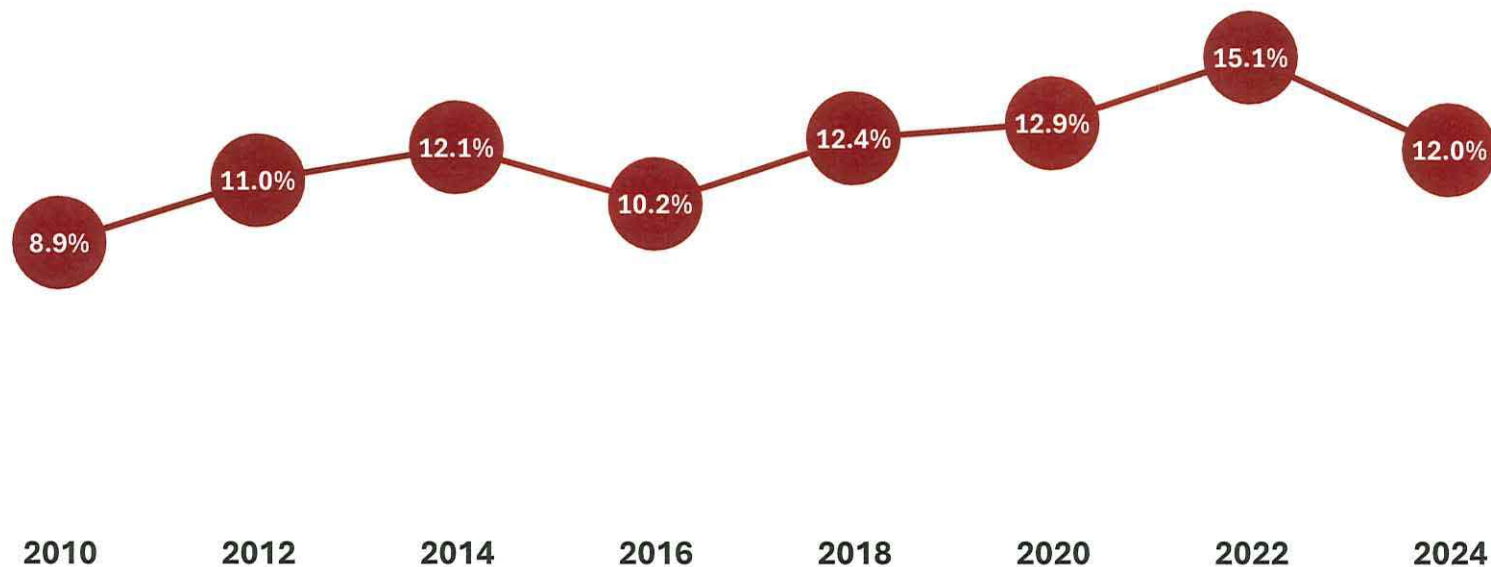


Source: US Census Bureau, 2019-2023 American Community Survey 5 Year Estimate (B27001)

Healthy and Active

In 2024, **12%** of **Middle** and **High Schoolers** are estimated to be **Obese** in Palm Beach County. A child is considered obese if their BMI is at or above the 95th percentile for their age and sex. Rates of obesity among middle and high schoolers are increasing.

Percent of Middle and High School Students Who Are Obese in Palm Beach County, 2010-2024



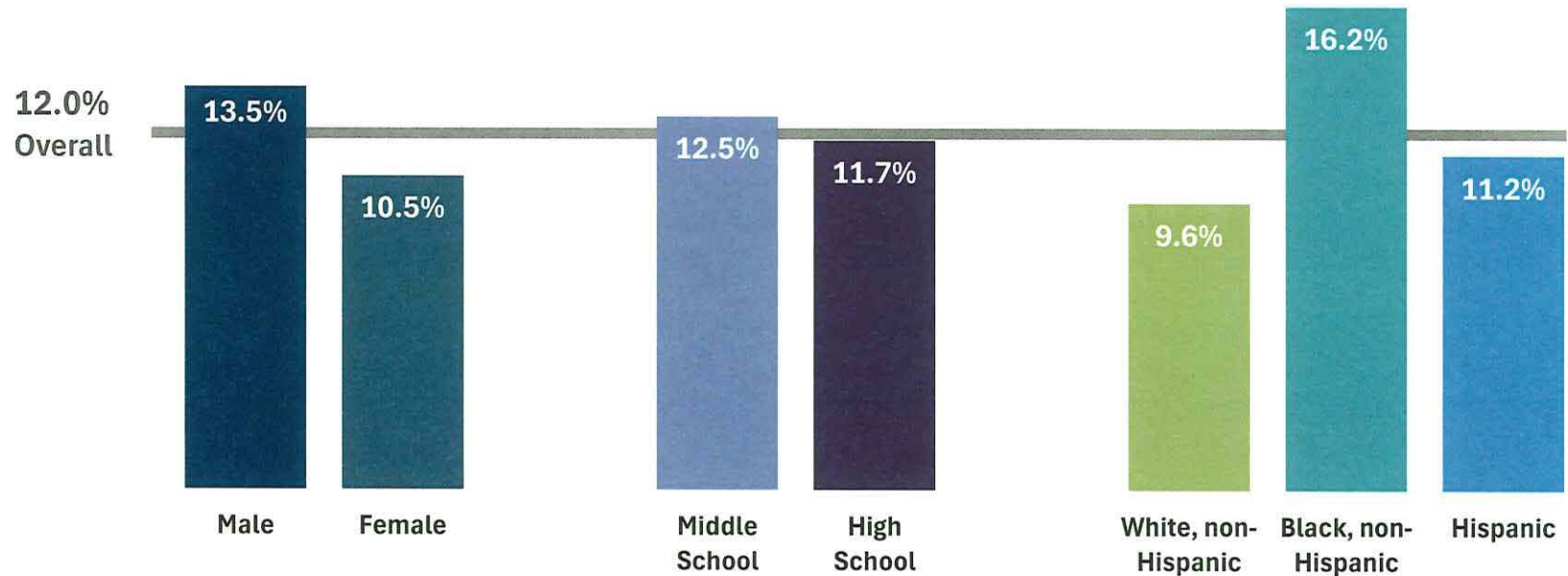
Source: Florida Youth Tobacco Survey (FYTS), 2010-2024

<https://www.flhealthcharts.gov/ChartsDashboards/rdPage.aspx?rdReport=SurveyData.YTS.Dataviewer>

Note: A child is considered obese if their BMI is at or above the 95th percentile for their age and sex, according to the CDC growth charts. FYTS is a survey, and all estimates of prevalence are subject to random sample errors.

Healthy and Active

Percent of **Middle** and **High School Students** Who Are **Obese** in Palm Beach County by Gender, Grade Level, and Race/Ethnicity in 2024



Source: Florida Youth Tobacco Survey (FYTS), 2024

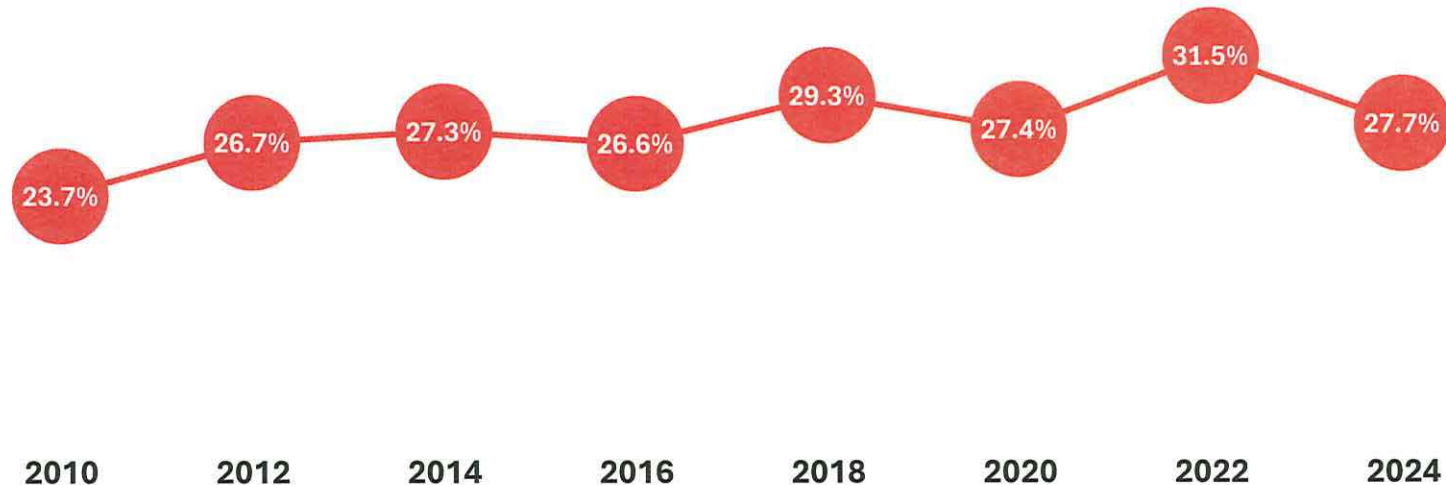
<https://www.flhealthcharts.gov/ChartsDashboards/rdPage.aspx?rdReport=SurveyData.YTS.Dataviewer>

Note: A child is considered obese if their BMI is at or above the 95th percentile for their age and sex, according to the CDC growth charts. FYTS is a survey, and all estimates of prevalence are subject to random sample errors.

Healthy and Active

In 2024, **28%** of **Middle** and **High Schoolers** are **Overweight** or **Obese** in Palm Beach County. A child is considered overweight if their BMI is at or above the 85th percentile for their age and sex and obese at or above the 95th percentile.

Percent of Middle and High School Students Who Are Overweight or Obese in Palm Beach County, 2010-2024



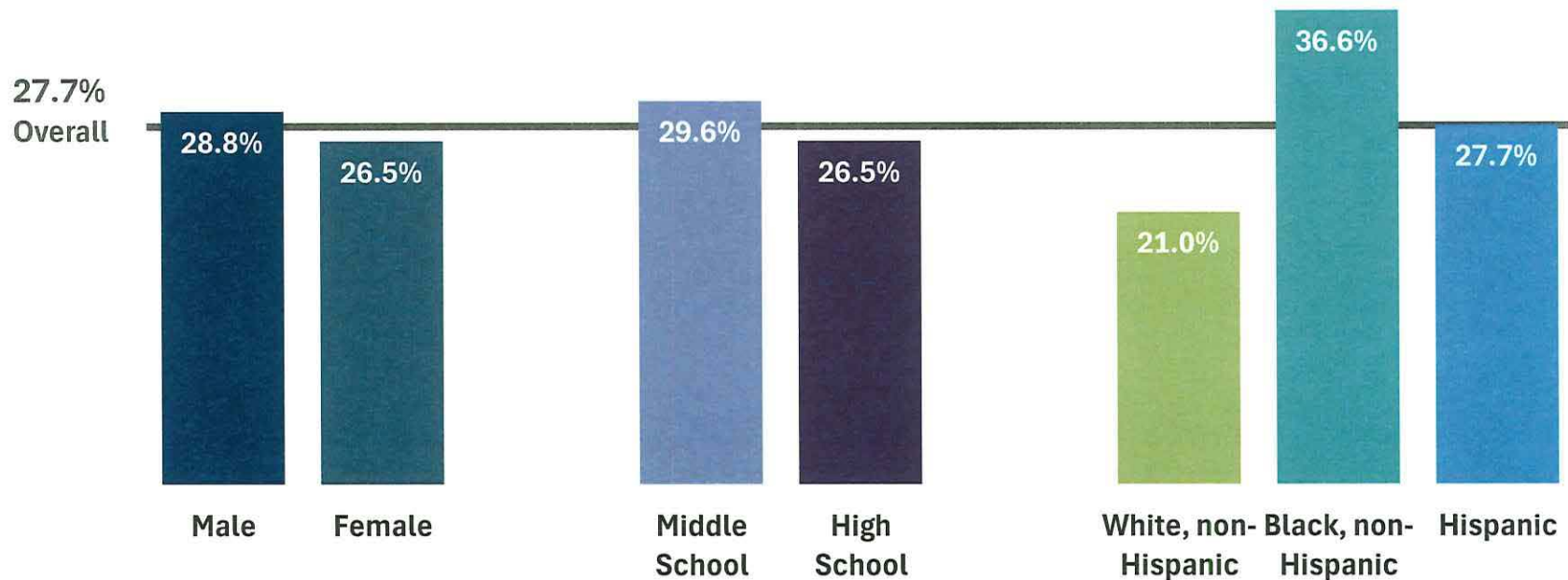
Source: Florida Youth Tobacco Survey (FYTS), 2010-2024

<https://www.flhealthcharts.gov/ChartsDashboards/rdPage.aspx?rdReport=SurveyData.YTS.Dataviewer>

Note: . A child is considered overweight if their BMI is at or above the 85th percentile for their age and sex and obese at or above the 95th percentile, according to the CDC growth charts. FYTS is a survey, and all estimates of prevalence are subject to random sample errors.

Healthy and Active

Percent of **Middle** and **High School** Students Who Are **Overweight** or **Obese** in Palm Beach County by Gender, Grade Level, and Race/Ethnicity in 2024



Source: Florida Youth Tobacco Survey (FYTS), 2010-2024

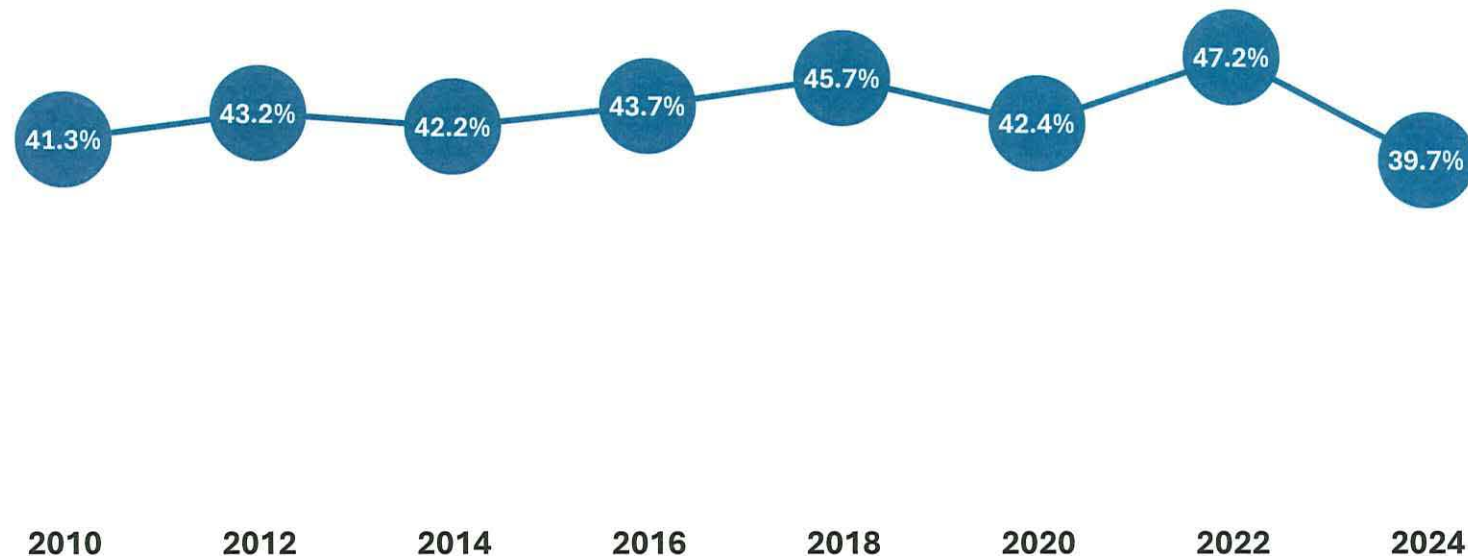
<https://www.flhealthcharts.gov/ChartsDashboards/rdPage.aspx?rdReport=SurveyData.YTS.Dataviewer>

Note: . A child is considered overweight if their BMI is at or above the 85th percentile for their age and sex and obese at or above the 95th percentile, according to the CDC growth charts. FYTS is a survey, and all estimates of prevalence are subject to random sample errors.

Healthy and Active

In 2024, **40%** of **Middle** and **High Schoolers** are **Trying to Lose Weight** in Palm Beach County.

Percent of Middle and High School Students Who Are Trying to Lose Weight in Palm Beach County, 2010-2024



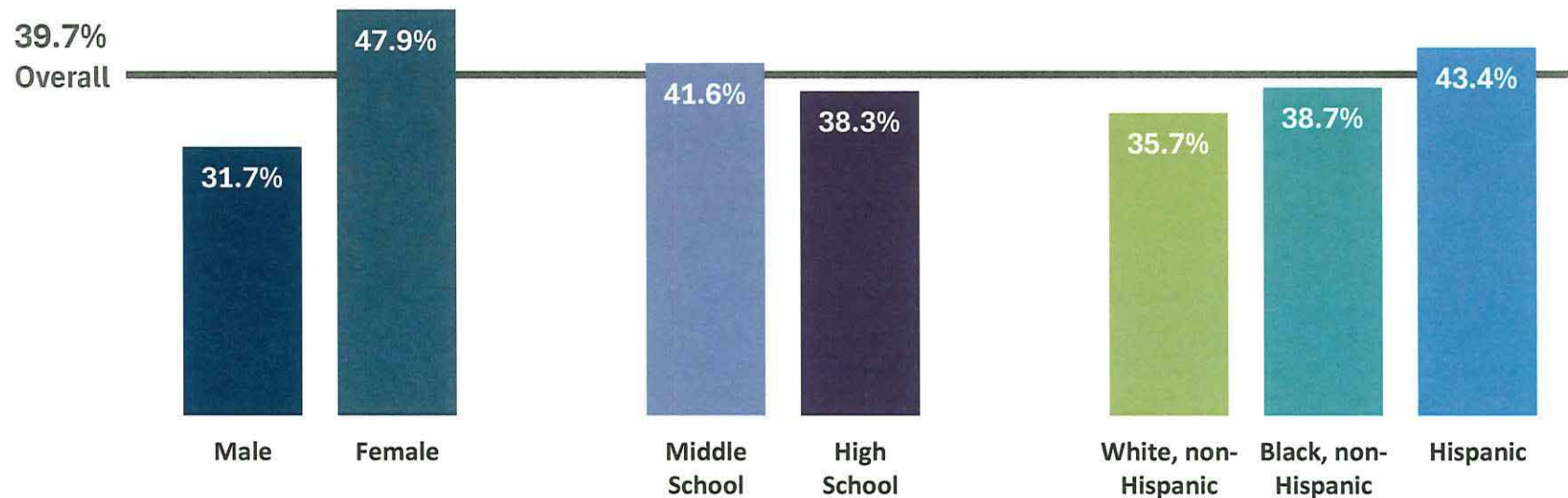
Source: Florida Youth Tobacco Survey (FYTS), 2010-2024

<https://www.flhealthcharts.gov/ChartsDashboards/rdPage.aspx?rdReport=SurveyData.YTS.Dataviewer>

Note: A child is considered overweight if their BMI is at or above the 85th percentile for their age and sex and obese at or above the 95th percentile, according to the CDC growth charts. FYTS is a survey, and all estimates of prevalence are subject to random sample errors.

Healthy and Active

Percent of **Middle** and **High School** Students Who Are **Trying to Lose Weight** in Palm Beach County by Gender, Grade Level, and Race/Ethnicity in 2024



Source: Florida Youth Tobacco Survey (FYTS), 2010-2024

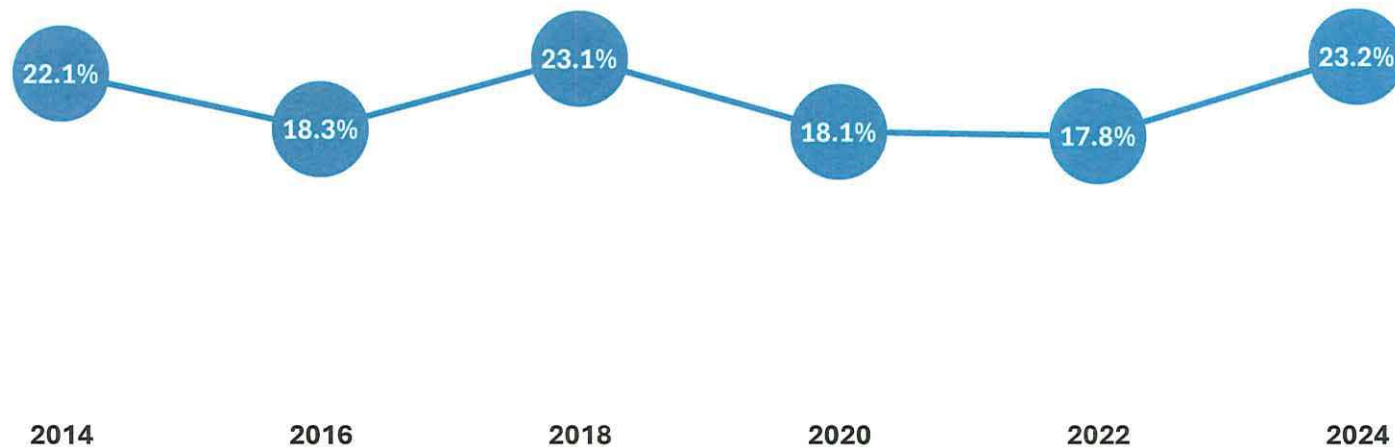
<https://www.flhealthcharts.gov/ChartsDashboards/rdPage.aspx?rdReport=SurveyData.YTS.Dataviewer>

Note: A child is considered overweight if their BMI is at or above the 85th percentile for their age and sex and obese at or above the 95th percentile, according to the CDC growth charts. FYTS is a survey, and all estimates of prevalence are subject to random sample errors.

Healthy and Active

In 2024, **23%** of **Middle and High Schoolers** report being **Physically Active** for an **Hour Each Day** within the last week in Palm Beach County.

Percent of Middle and High School Students Physically Active for an Hour each Day within the Last Week in Palm Beach County, 2014-2024



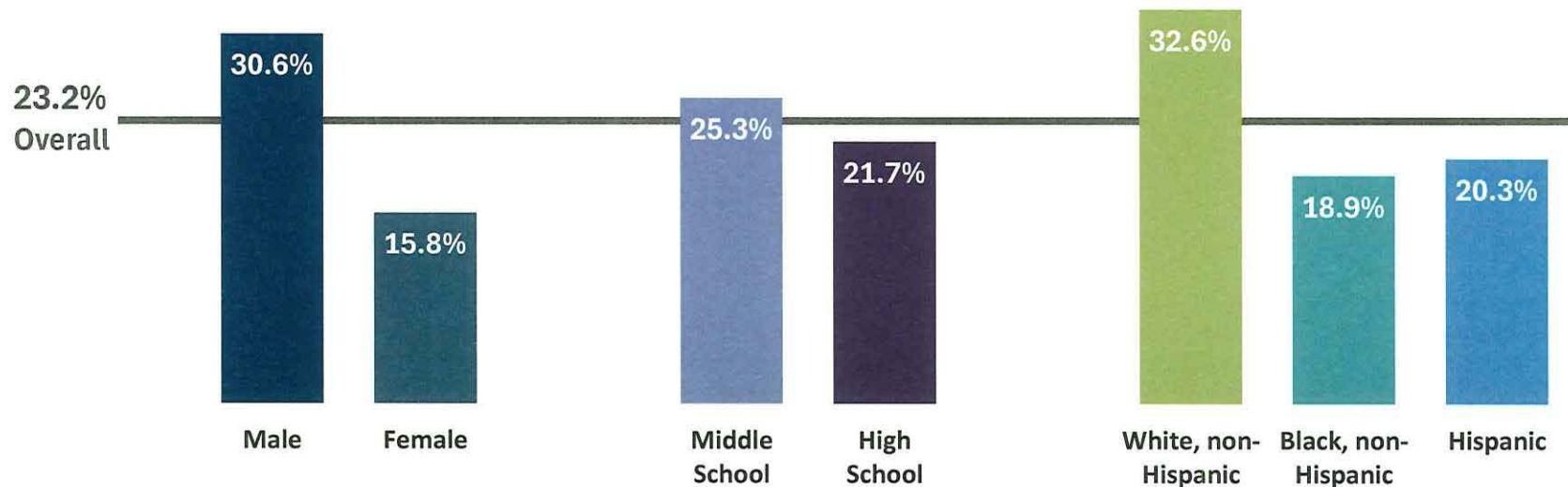
Source: Florida Youth Tobacco Survey (FYTS), 2014-2024

<https://www.flhealthcharts.gov/ChartsDashboards/rdPage.aspx?rdReport=SurveyData.YTS.Dataviewer>

Note: Students Who Were Physically Active for at Least 60 Minutes on All Seven of the Past Seven Days was added in 2014. In Florida, the FYTS data is collected at the county level every other year. FYTS is a survey, and all estimates of prevalence are subject to random sample errors.

Healthy and Active

Percent of **Middle** and **High School** Students **Physically Active** for an **Hour Each Day** within the Last Week in Palm Beach County by Gender, Grade, and Race/Ethnicity in 2024



Source: Florida Youth Tobacco Survey (FYTS), 2014-2024

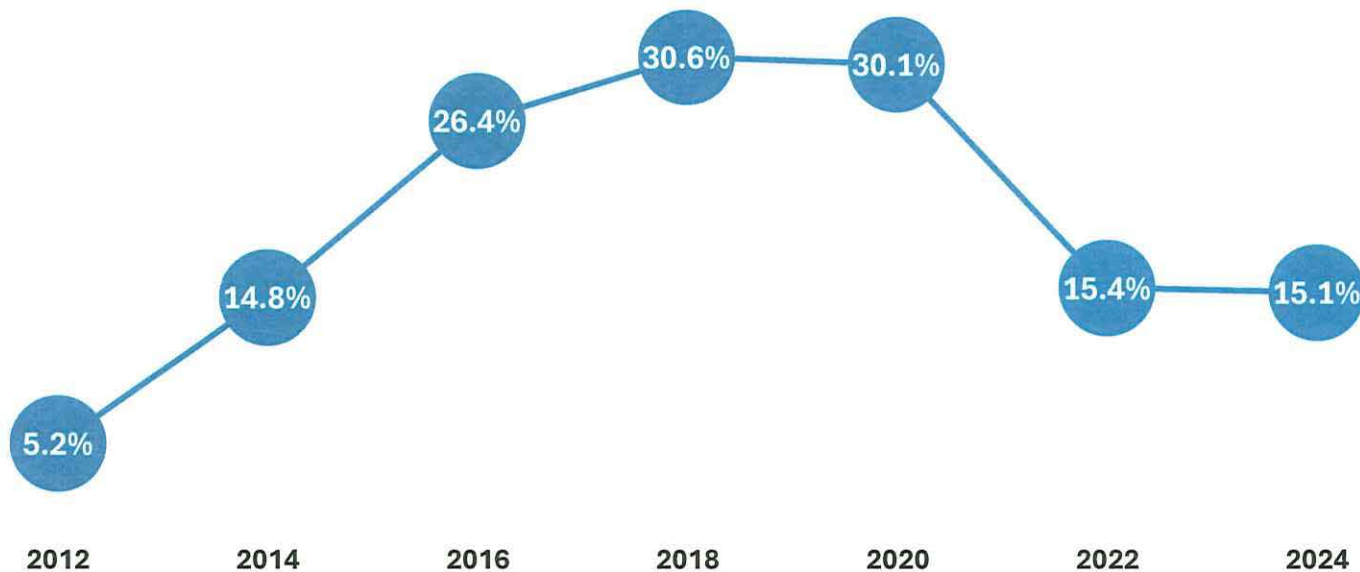
<https://www.flhealthcharts.gov/ChartsDashboards/rdPage.aspx?rdReport=SurveyData.YTS.Dataviewer>

Note: Students Who Were Physically Active for at Least 60 Minutes on All Seven of the Past Seven Days was added in 2014. In Florida, the FYTS data is collected at the county level every other year. FYTS is a survey, and all estimates of prevalence are subject to random sample errors.

Healthy and Active

In 2024, **15%** of **Middle and High Schoolers** report having ever used an **Electronic Vapor Product** in Palm Beach County.

Percent of Middle and High School Students Who Used an Electronic Vapor Product in Palm Beach County, 2012-2024



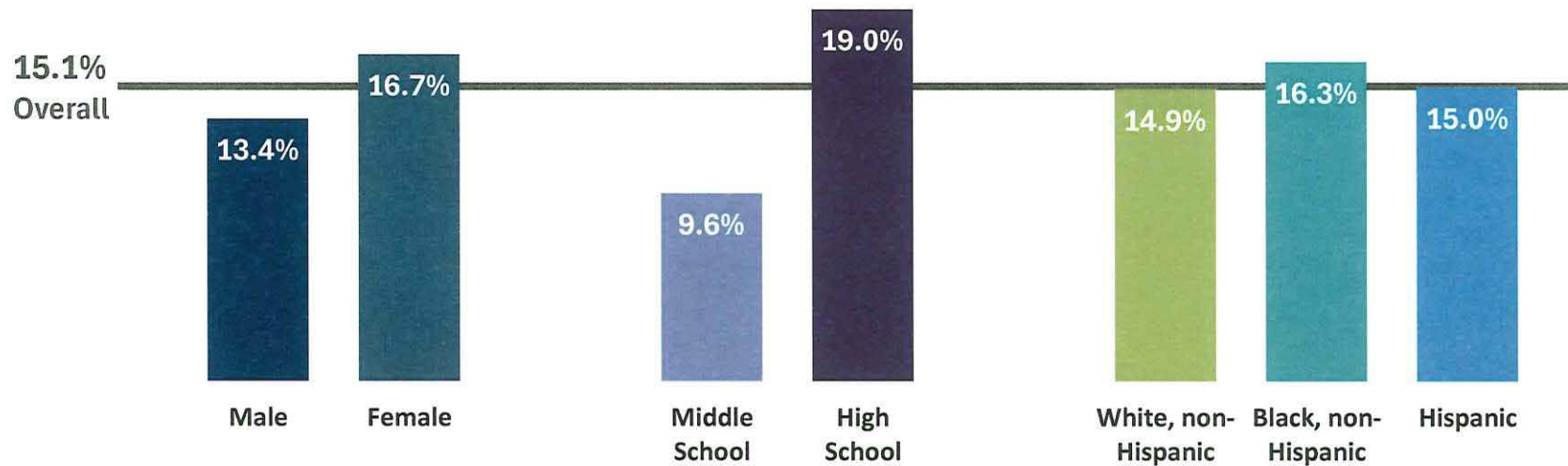
Source: Florida Youth Tobacco Survey (FYTS), 2012-2024

<https://www.flhealthcharts.gov/ChartsDashboards/rdPage.aspx?rdReport=SurveyData.YTS.Dataviewer>

Note: In Florida, the FYTS data is collected at the county level every other year. FYTS is a survey, and all estimates of prevalence are subject to random sample errors.

Healthy and Active

Percent of **Middle** and **High School** Students Who Have Ever Used an **Electronic Vapor Product** in Palm Beach County by Gender, Grade, and Race/Ethnicity in 2024



Source: Florida Youth Tobacco Survey (FYTS), 2012-2024

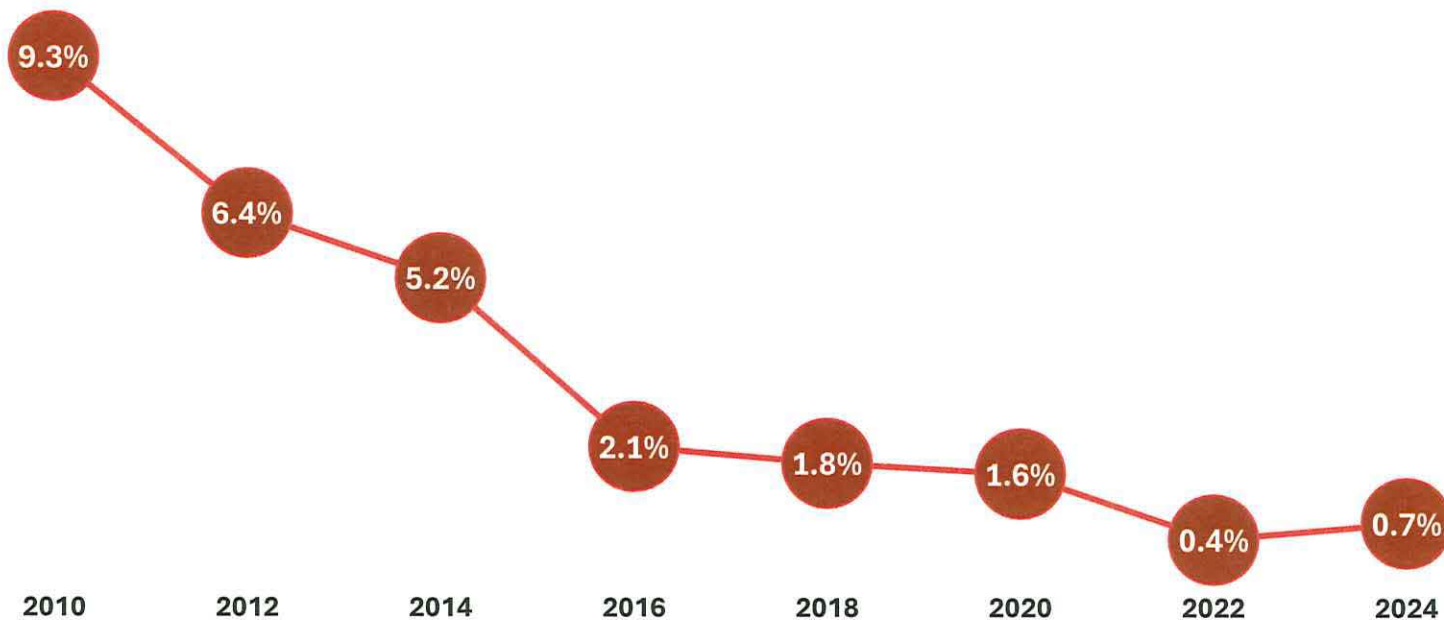
<https://www.flhealthcharts.gov/ChartsDashboards/rdPage.aspx?rdReport=SurveyData.YTS.Dataviewer>

Note: In Florida, the FYTS data is collected at the county level every other year. FYTS is a survey, and all estimates of prevalence are subject to random sample errors.

Healthy and Active

In 2024, **less than 1%** of **Middle** and **High schoolers** report **Smoking Cigarettes** in the **past 30 Days** in Palm Beach County. Middle and high schoolers who report smoking cigarettes has decreased substantially.

Percent of Middle and High School Students Who Smoke Cigarettes* in Palm Beach County, 2010-2024



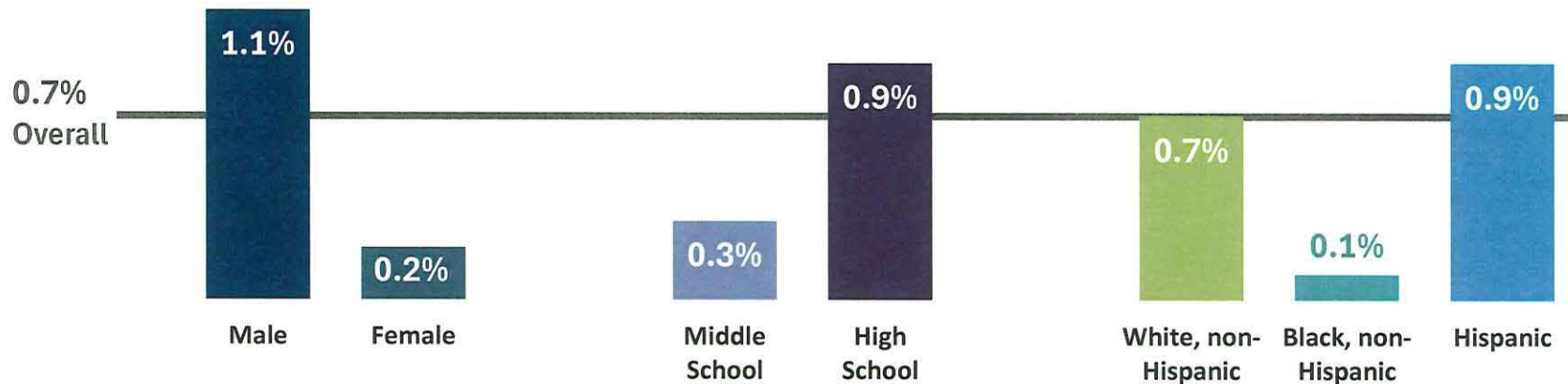
Source: Florida Youth Tobacco Survey (FYTS), 2010-2024

<https://www.flhealthcharts.gov/ChartsDashboards/rdPage.aspx?rdReport=SurveyData.YTS.Dataviewer>

Note: *Being a smoker is defined as smoking cigarettes on at least one day in the last 30 days. In Florida, the FYTS data is collected at the county level every other year. FYTS is a survey, and all estimates of prevalence are subject to random sample errors.

Healthy and Active

% of **Middle** and **High School** Students Who **Smoked Cigarettes** in the **Past 30 Days** in Palm Beach County by Gender, Grade, and Race/Ethnicity in 2024



Source: Florida Youth Tobacco Survey (FYTS), 2010-2024

<https://www.flhealthcharts.gov/ChartsDashboards/rdPage.aspx?rdReport=SurveyData.YTS.Dataviewer>

Note: *Being a current smoker is defined as smoking cigarettes on at least one day in the last 30 days. In Florida, the FYTS data is collected at the county level every other year. FYTS is a survey, and all estimates of prevalence are subject to random sample errors.

Healthy and Active

In 2024, **12%** of **Middle** and **High schoolers** report **Drinking Alcohol** in the **past 30 Days** in Palm Beach County. The percentage of middle and high schoolers who report drinking alcohol has decreased.

Percent of Middle and High School Students Who Drank Alcohol in the Past 30 Days in Palm Beach County, 2010-2024



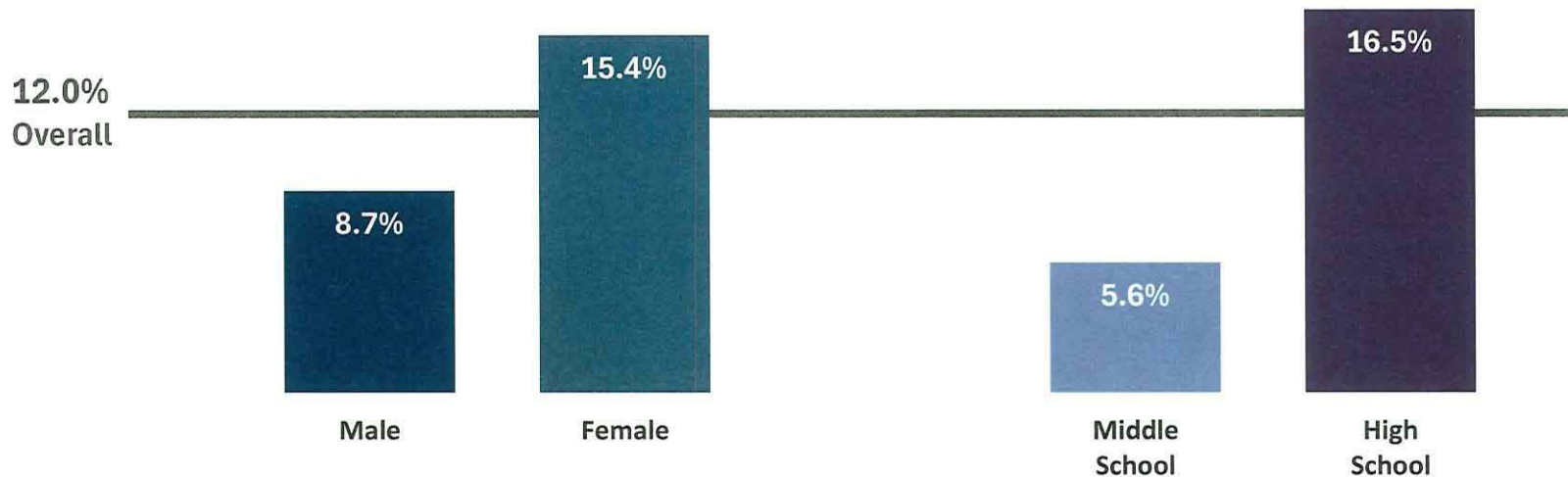
Source: Florida Youth Substance Abuse Survey (FYSAS), 2010-2024

<https://www.flhealthcharts.gov/ChartsDashboards/rdPage.aspx?rdReport=SurveyData.FYSAS.Dataviewer>

Note: The FYSAS, one of four statewide, school-based surveys included in the Florida Youth Survey (FYS), tracks indicators assessing risk and protective factors for substance abuse, in addition to substance abuse prevalence. In Florida, FYSAS data is collected among public and charter high school and middle school students annually at the state level and at the county level in even years.

Healthy and Active

Percent of **Middle** and **High Schoolers** Who **Drank Alcohol** in the **Past 30 Days** in Palm Beach County by Gender and Grade Level, 2024



Source: Florida Youth Substance Abuse Survey (FYSAS), 2024

<https://www.flhealthcharts.gov/ChartsDashboards/rdPage.aspx?rdReport=SurveyData.FYSAS.Dataviewer>

Note: The FYSAS does not provide for county-level breakdown of percentages by race and ethnicity.

Healthy and Active

Child Deaths Investigated by the Palm Beach County Medical Examiner

Child Age Range	2017	2018	*2019*	2020	2021	2022	2023	2024
1 – 2 years old	4	6		9	1	6	5	10
3 – 5 years old	4	2		3	5	2	7	11
6 – 9 years old	4	5		3	6	1	2	2
10 – 14 years old	11	5		3	7	6	8	6
15 years old	3	1		4	3	5	4	4
16 – 17 years old	8	8		10	13	14	7	13
Total	34	27		32	35	34	33	46

All Child Deaths	2017	2018	2019	2020	2021	2022	2023	2024
1 – 17 years old	52	41	46	50	71	53	63	64



Note: Child Deaths include years > one year and < eighteen years and includes those meeting criteria for investigation by the medical examiner's office by Florida Statute. This is a sub-set of actual child deaths. * An annual report was not published for 2019. The Medical Examiner's Office conducts investigations of violent, sudden, unexpected, and suspicious deaths occurring within the County, or any death where there is no doctor in attendance, in accordance with the parameters established by Florida State Statutes. Source: Palm Beach County Medical Examiner's Office 2024 Annual Report <https://discover.pbcgov.org/medicalexaminer/Forms%20Statistics/2024%20PBCMEO%20Annual%20Report.pdf>

Healthy and Active

Manner and Cause of Death for Palm Beach County Child Deaths Investigated by the Medical Examiner in 2024

Manner of Death	% of Deaths
Accident	65%
Natural	13%
Homicide	11%
Suicide	11%

Cause of Death	% of Deaths
Drowning	29%
Blunt Injury	24%
Gunshot	13%
Asphyxia	9%
Infection	9%
Drug Toxicity	7%
Sharp & Blunt Force	5%
Hanging	2%
Natural Disease	2%



Note: Child Deaths include years > one year and < eighteen years and includes those meeting criteria for investigation by the medical examiner's office by Florida Statute. This is a sub-set of actual child deaths. The Medical Examiner's Office conducts investigations of violent, sudden, unexpected, and suspicious deaths occurring within the County, or any death where there is no doctor in attendance, in accordance with the parameters established by Florida State Statutes. Source: Palm Beach County Medical Examiner's Office 2024 Annual Report

<https://discover.pbcgov.org/medicalexaminer/Forms%20Statistics/2024%20PBCMEO%20Annual%20Report.pdf>

Access to Afterschool Programming

Indicators

- Children with Scholarships Attending Afterschool and/or Summer Programs
- Afterschool Programs receiving Children with Subsidies by ZIP Code
- Summer Camps receiving Children with Scholarships by ZIP Code
- Afterschool Programs participating in Quality Improvement via Prime Time



Access to Afterschool Programming

Quality afterschool and summer programs **keep kids safe** and **meaningfully engaged** alongside caring adults. Afterschool and summer programs, or more broadly referred to as “out-of-school” time (OST) programs, also provide access to **expanded learning opportunities**, which **inspire, enrich, and develop** our youth. Some families face *financial barriers* that *would prohibit* their children from being able to participate in OST program. To ensure all children can participate subsidies and scholarships are available. Data below presents the number of children who participate in an OST program via subsidies or scholarship funds. On average, over **16 thousand youth benefit annually**.



Early Learning Coalition
of Palm Beach County
Ready to Learn. Ready for Life.

Children participating in Afterschool or Summer Camp thru Subsidies or Scholarships

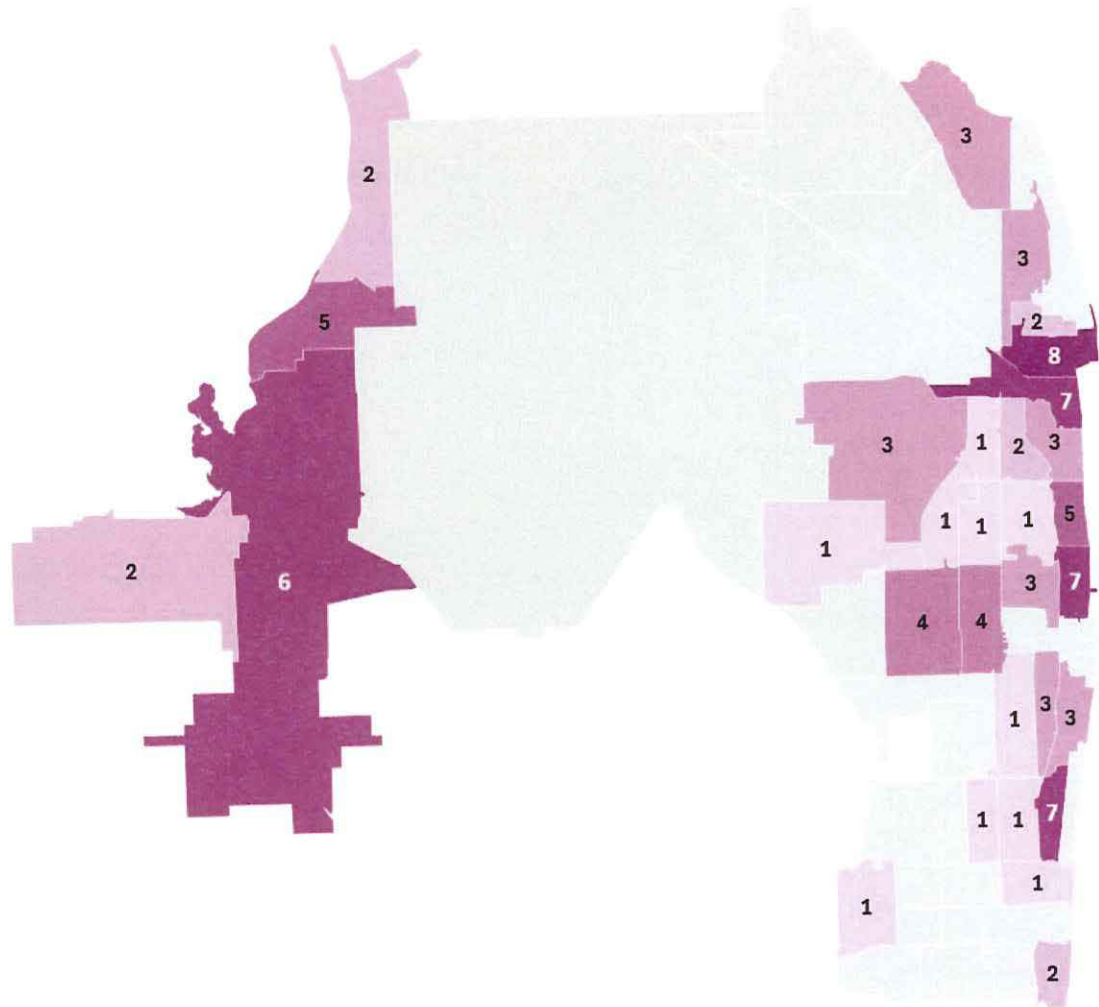


Data provided by Kim Lu, Children's Services Council of Palm Beach County, 2025
Notes: Early Learning Coalition and Summer Camp Scholarships represent unduplicated counts.

Access to Afterschool Programming

ZIP Codes with 3 or more **Summer Camp Programs** that Accept Scholarships, 2025

ZIP Code	# of Summer Camps
33404	8
33407	7
33444	7
33460	7
33430	6
33405	5
33476	5
33463	4
33467	4
33401	3
33410	3
33411	3
33426	3
33435	3
33458	3
33461	3

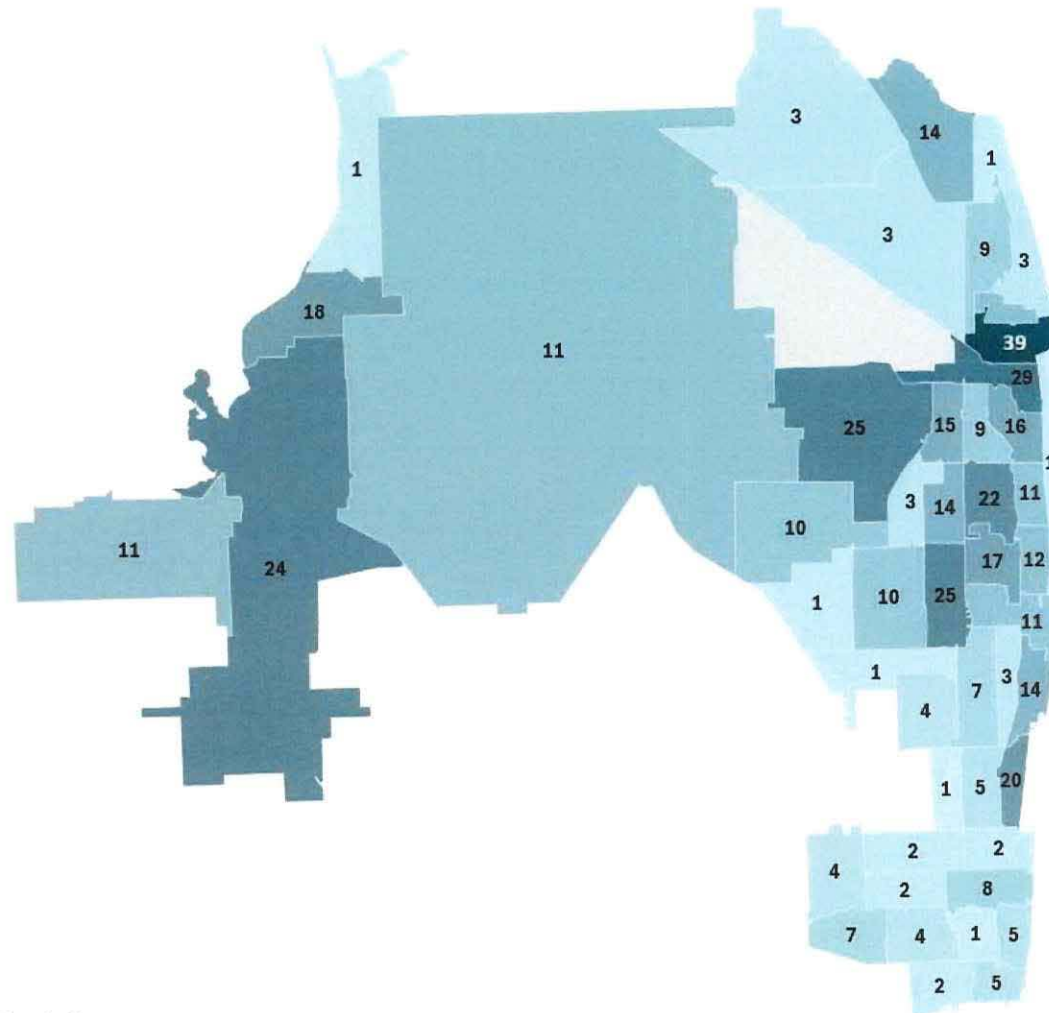


Data Source: Palm Beach County Youth Services, Summer Camp Scholarship Program – 2025 Camp Directory
https://discover.pbc.gov/youthservices/PDF/SummerCamp/2025/2025_Camp_Directory.pdf on 9/11/2025

Access to Afterschool Programming

ZIP Codes with 12 or more **Afterschool Programs** that Accept Subsidies, 2025

ZIP Code	# of Afterschool Programs
33404	39
33407	29
33411	25
33463	25
33430	24
33406	22
33444	20
33476	18
33461	17
33401	16
33417	15
33415	14
33435	14
33458	14
33403	12
33460	12



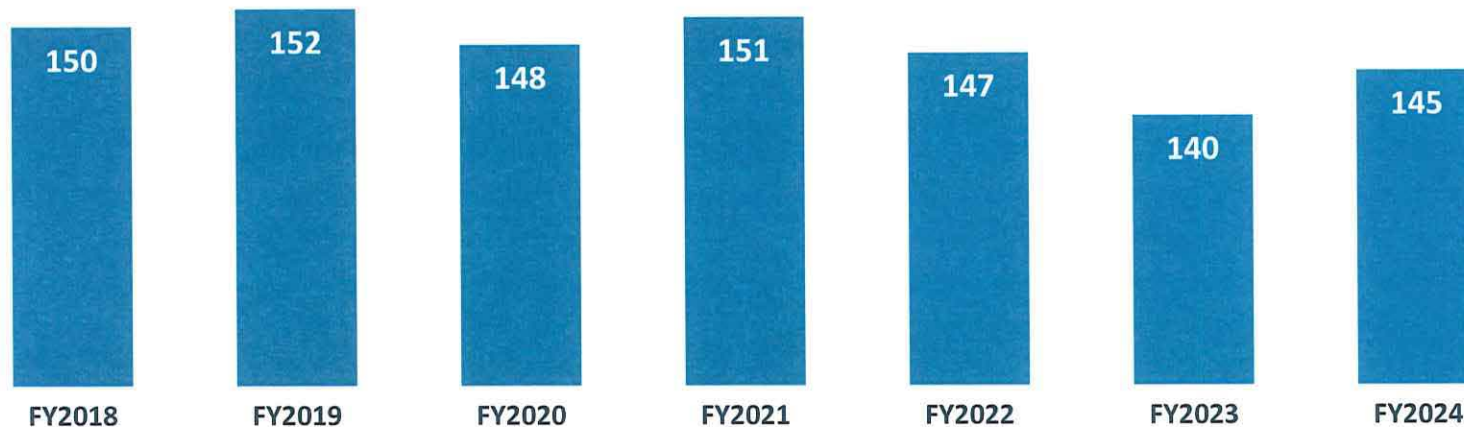
Data Source: Early Learning Coalition of Palm Beach County
<https://www.elcpalmbeach.org/reports>

Access to Afterschool Programming

Through the *Palm Beach County Quality Improvement System*, afterschool programs receive **coaching, training and other Prime Time supports** designed to improve quality. High quality programs provide a **supportive and engaging environment for youth**. A wide body of research demonstrates that **quality OST programs lead to substantial academic, social, and emotional benefits for youth**. These benefits include higher grades, improved standardized test scores, on-time grade promotion, reduced dropout rates, and increased school day attendance in programs throughout the country. Programs that attend to the social and emotional needs of youth lead to skill development, well-being, prosocial behavior, as well as improved academic performance.



Afterschool Sites participating in the Palm Beach County Quality Improvement System



References: Lindeman, L.M. (2016). Transforming the Landscape Beyond School: 2014-2015 Annual Quality Improvement Report. Prime Time Palm Beach County, Inc. Naftzger et al., 2014; Vandell, Reisner, & Pierce, 2007; Huang et al., 2000, 2005, 2007; London, Gurantz, & Norman, 2011; Metz, Goldsmith, & Arbreton, 2008; Durlak, Weissberg, & Pachan, 2010; Durlak & Weissberg, 2007.
Data provided by Kim Lu, Children's Services Council of Palm Beach County, 2025

Meeting Educational Standards

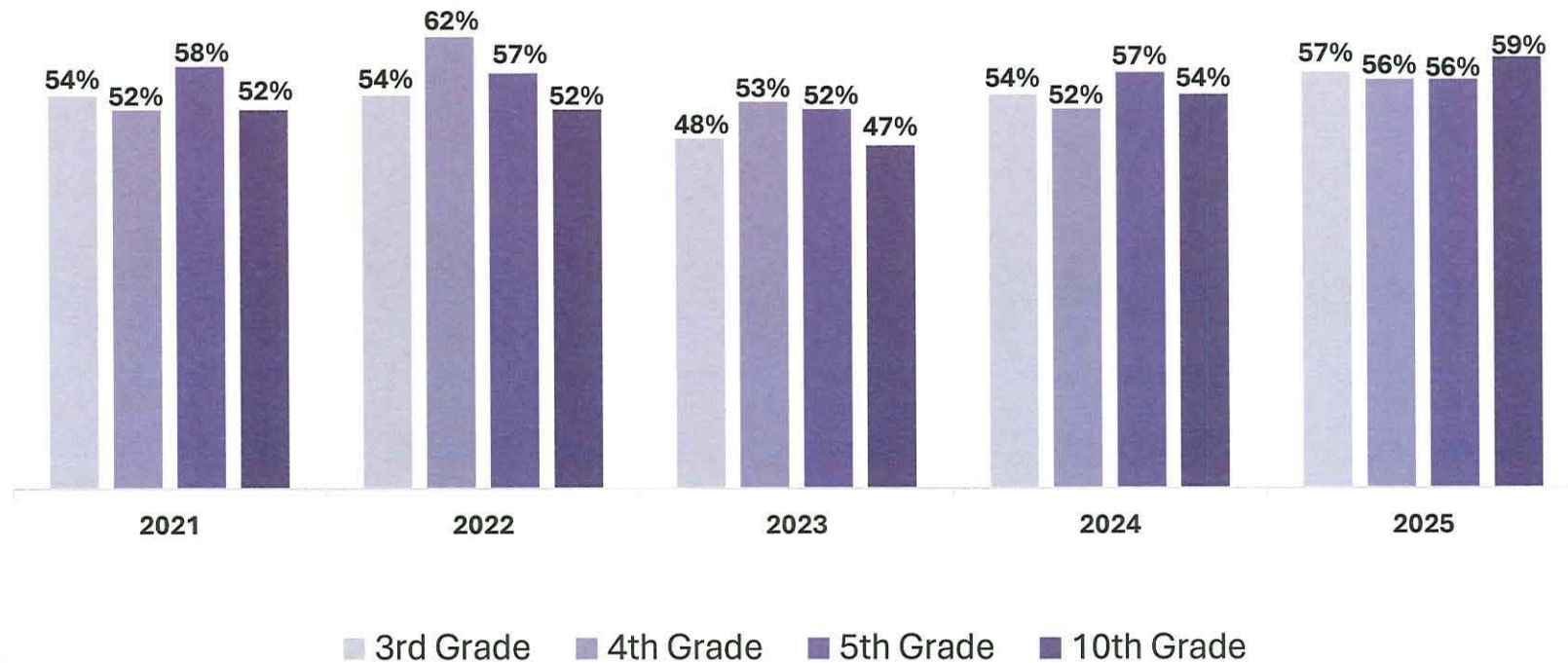
Indicators

- Palm Beach County Student Reading Level 3 or Above in Selected Grades
- Proficiency in FAST English Language Arts (ELA) and Mathematics in Grade 3 by Ethnicity
- Proficiency in FAST English Language Arts (ELA) and Mathematics in Grade 8 by Ethnicity
- Palm Beach County School Absences By School Level
- Palm Beach County Elementary Age Youth with Absences by Race/Ethnicity and Gender
- Palm Beach County Middle School Age Youth with Absences by Race/Ethnicity and Gender
- Palm Beach County High School Age Youth with Absences by Race/Ethnicity and Gender
- Palm Beach County Elementary Age Youth With Suspensions by Race/Ethnicity and Gender
- Palm Beach County Middle School Age Youth With Suspensions by Race/Ethnicity and Gender
- Palm Beach County High School Age Youth With Suspensions by Race/Ethnicity and Gender
- Comparison of Palm Beach County and Florida Graduation Rates
- Comparison of Graduation Rates Between District-Operated and Charter Schools in Palm Beach County
- Palm Beach Graduation Rates by Ethnicity
- Palm Beach Federal Graduation Rates by Free/Reduced Price Lunch (FRL), Ethnicity and Gender
- Palm Beach Federal Graduation Rates by English Language Learner (ELL), Ethnicity and Gender
- Palm Beach Federal Graduation Rates by Students With Disabilities (SWD), Ethnicity and Gender



Meeting Educational Standards

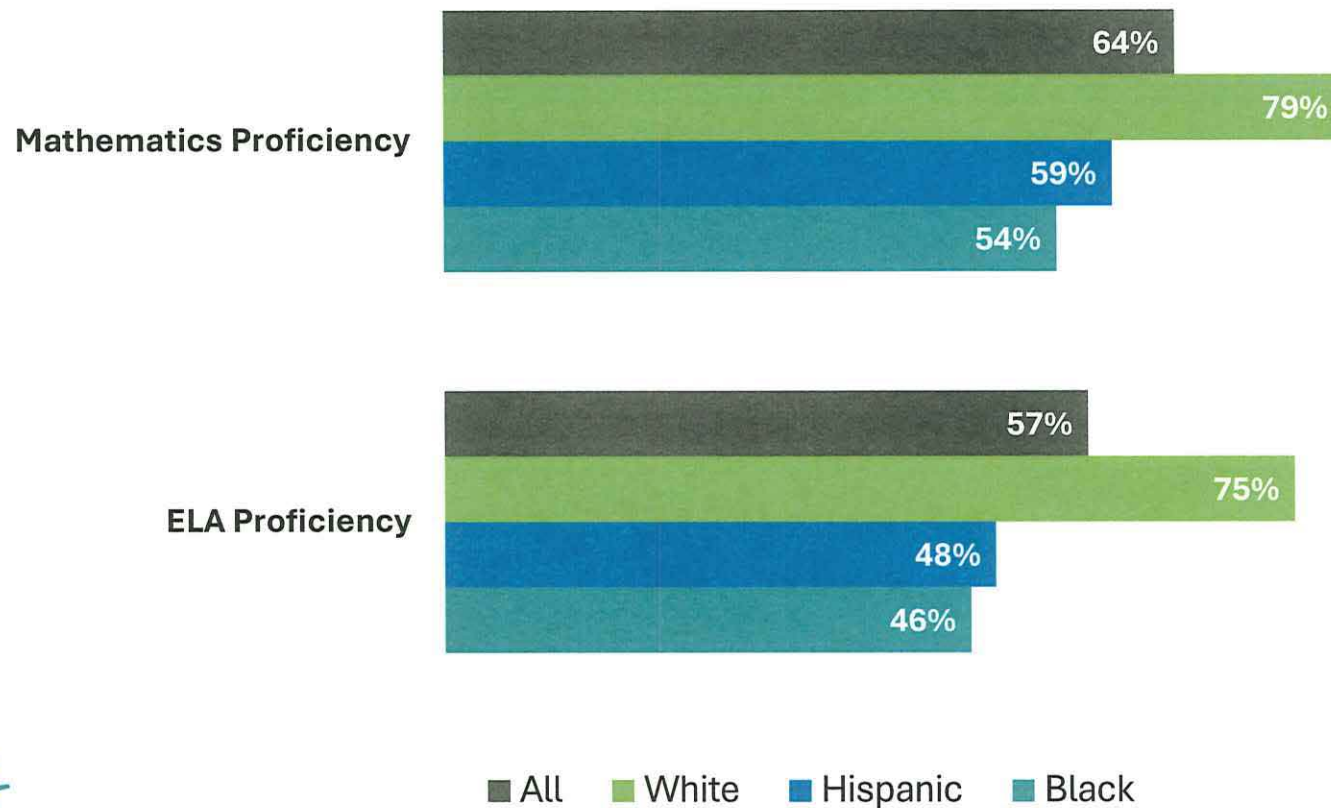
Palm Beach County Students Scoring Level 3 or Above in Reading FSA (FY2021-FY2022) and FAST (FY2023-FY2025)



Data Source: SDPBC FY25 FAST Dashboard

Meeting Educational Standards

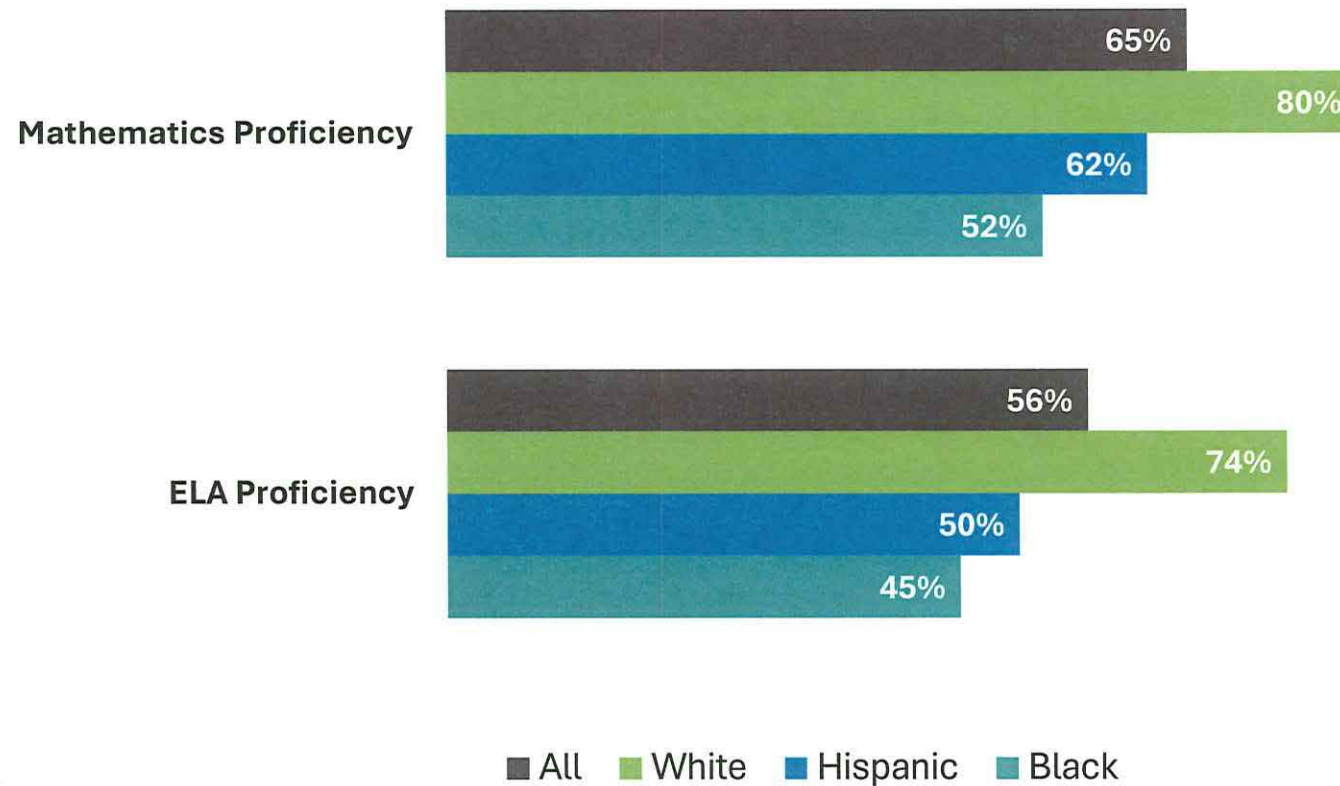
FY2025 Level 3 and Above FAST English Language Arts (ELA) and Mathematics in **Grade 03** by Race/Ethnicity



Data Source: School District of Palm Beach County FY25 FAST Dashboard

Meeting Educational Standards

FY2025 Level 3 and Above in FAST English Language Arts (ELA) and Mathematics in **Grade 8** by Race/Ethnicity



Data Source: : School District of Palm Beach County FY25 FAST Dashboard

Meeting Educational Standards

FY2019-FY2025 Palm Beach County School Absences By School Level Students Absent 11 Days or More Annually

School Level	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
Elementary	27%	31%	30%	44%	43%	44%	38%
Middle	18%	16%	11%	34%	34%	36%	35%
High School	17%	17%	15%	32%	31%	34%	37%



Data Source: FLDOE & School District of Palm Beach County Special Request 2025

Meeting Educational Standards

FY2025 Palm Beach County **Elementary School** Youth with Absences by Race/Ethnicity and Gender

Sub-Groups	Number of students with more than 10 days absent	Number of Children Enrolled	Percent of students with more than 10 days absent
Black Female	3,999	11,887	33.6%
Hispanic Female	6,898	15,960	43.2%
White Female	4,122	11,661	35.3%
Other Female	823	2,721	30.2%
Black Male	4,481	12,347	36.3%
Hispanic Male	7,560	17,013	44.4%
White Male	4,467	12,479	35.8%
Other Male	879	2,729	32.2%
Total	33,229	86,797	38.3%



Data Source: FLDOE & School District of Palm Beach County Special Request 2025

Meeting Educational Standards

FY2025 Palm Beach County **Middle School** Youth with Absences by Race/Ethnicity and Gender

Sub-Groups	Number of students with more than 10 days absent	Number of Children Enrolled	Percent of students with more than 10 days absent
Black Female	1,667	6,027	27.7%
Hispanic Female	3,339	8,357	40.0%
White Female	1,916	5,754	33.3%
Other Female	381	1,445	26.4%
Black Male	1,920	6,316	30.4%
Hispanic Male	3,763	8,963	42.0%
White Male	2,210	6,143	36.0%
Other Male	429	1,523	28.2%
Total	15,625	44,528	35.1%



Data Source: FLDOE & School District of Palm Beach County Special Request 2025

Meeting Educational Standards

FY2025 Palm Beach County **High School** Youth with Absences by Race/Ethnicity and Gender

Sub-Groups	Number of students with more than 10 days absent	Number of Children Enrolled	Percent of students with more than 10 days absent
Black Female	3,185	8,973	35.5%
Hispanic Female	5,453	11,925	45.7%
White Female	2,871	8,553	33.6%
Other Female	626	2,008	31.2%
Black Male	3,031	9,159	33.1%
Hispanic Male	5,444	12,531	43.4%
White Male	2,741	8,795	31.2%
Other Male	604	2,047	29.5%
Total	23,955	63,991	37.4%



Data Source: FLDOE & School District of Palm Beach County Special Request 2025

Meeting Educational Standards

FY2025 Palm Beach County **Elementary Youth** with Suspensions by Race/Ethnicity and Gender

Sub-Groups	In-School	Out-of-School	Number of Children Enrolled	Percent of Children With In-School Suspension	Percent of Children With Out-of-School Suspension	Total Suspensions
Black Female	54	356	11,839	0.5%	3.0%	410
Hispanic Female	13	73	15,883	0.1%	0.5%	86
White Female	18	55	11,509	0.2%	0.5%	73
Other Female	8	17	2,685	0.3%	0.6%	25
Black Male	165	957	12,281	1.3%	7.8%	1,122
Hispanic Male	109	374	16,935	0.6%	2.2%	483
White Male	100	231	12,274	0.8%	1.9%	331
Other Male	20	52	2,695	0.7%	1.9%	72
Total	487	2,115	86,101	0.6%	2.5%	2,602



Data Source: School District of Palm Beach County Special Request 2025

Meeting Educational Standards

FY2025 Palm Beach County **Middle School** Youth with Suspensions by Race/Ethnicity and Gender

Sub-Groups	In-School	Out-of-School	Number of Children Enrolled	Percent of Children With In-School Suspension	Percent of Children With Out-of-School Suspension	Total Suspensions
Black Female	383	886	5,984	6.4%	14.8%	1,249
Hispanic Female	258	570	8,272	3.1%	6.9%	828
White Female	113	191	5,553	2.0%	3.4%	304
Other Female	31	53	1,428	2.2%	3.7%	84
Black Male	756	1,515	6,270	12.1%	24.2%	2,271
Hispanic Male	667	1,136	8,888	7.5%	12.8%	1,803
White Male	418	624	5,930	7.0%	10.5%	1,042
Other Male	80	125	1,483	5.4%	8.4%	205
Total	2,706	5,100	43,808	6.2%	11.6%	7,806



Data Source: School District of Palm Beach County Special Request 2025

Meeting Educational Standards

FY2025 Palm Beach County **High School** Youth with Suspensions by Race/Ethnicity and Gender

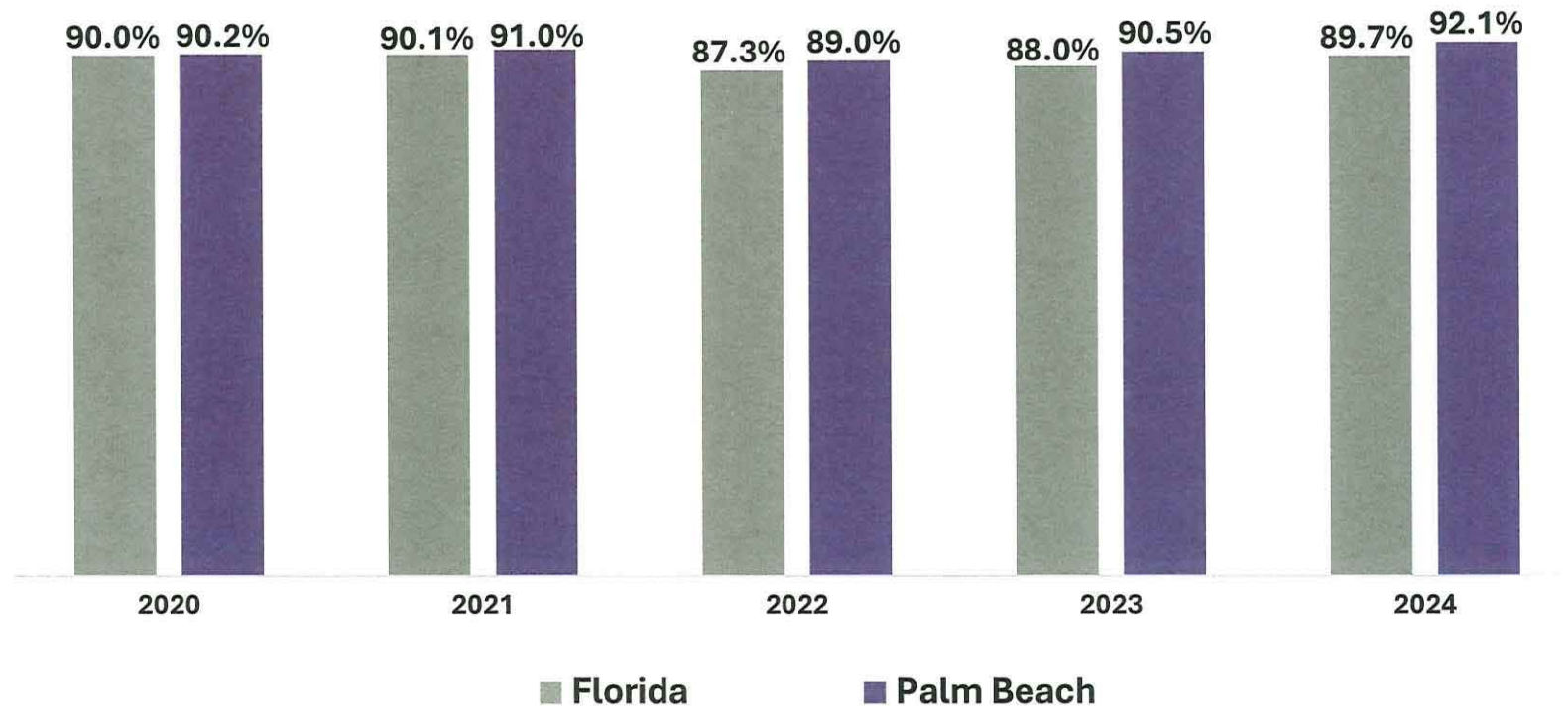
Sub-Groups	In-School	Out-of-School	Number of Children Enrolled	Percent of Children With In-School Suspension	Percent of Children With Out-of-School Suspension	Total Suspensions
Black Female	444	780	8,962	4.9%	8.7%	1,224
Hispanic Female	288	395	11,872	2.4%	3.3%	683
White Female	158	224	8,377	1.9%	2.7%	382
Other Female	38	50	2,002	1.9%	2.5%	88
Black Male	699	1,227	9,082	7.7%	13.5%	1,926
Hispanic Male	504	863	12,464	4.0%	6.9%	1,367
White Male	309	455	8,595	3.6%	5.3%	764
Other Male	62	92	2,030	3.1%	4.5%	154
Total	2,505	4,086	63,384	4.0%	6.4%	6,591



Data Source: School District of Palm Beach County Special Request 2025

Meeting Educational Standards

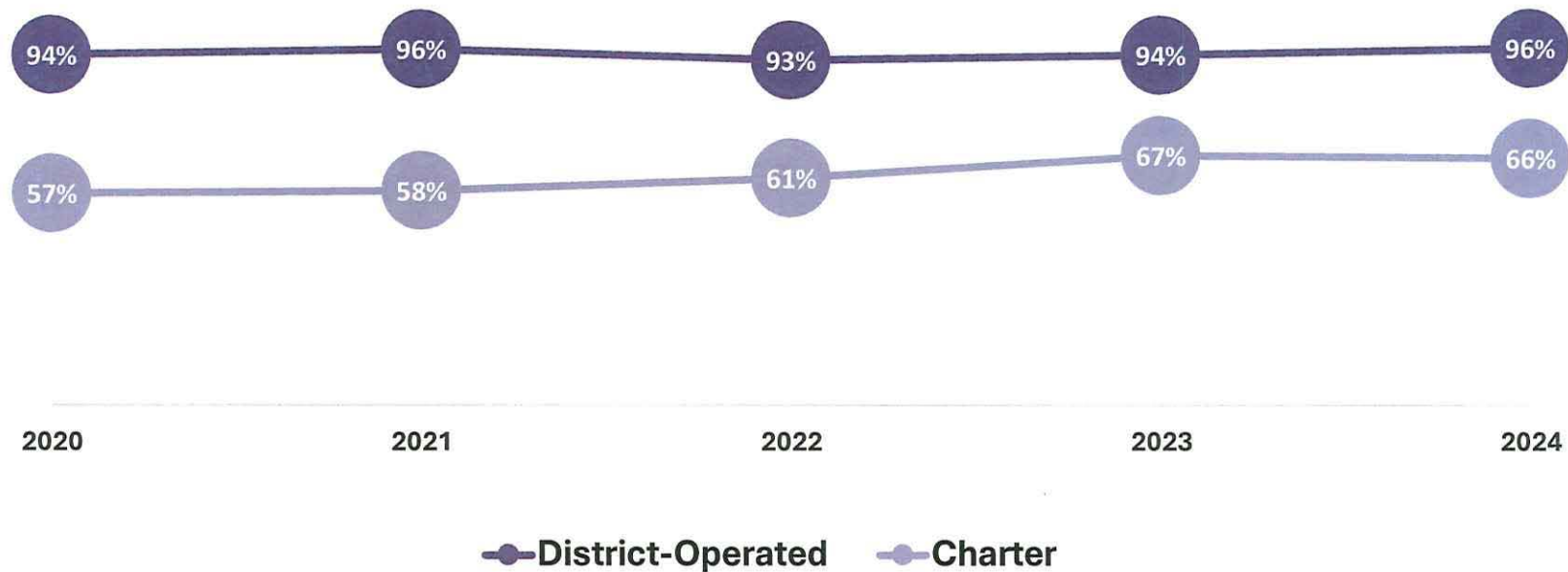
FY2020-2024 Comparison of Palm Beach County and Florida Graduation Rates



Data Source: School District of PBC Graduation Executive Summary

Meeting Educational Standards

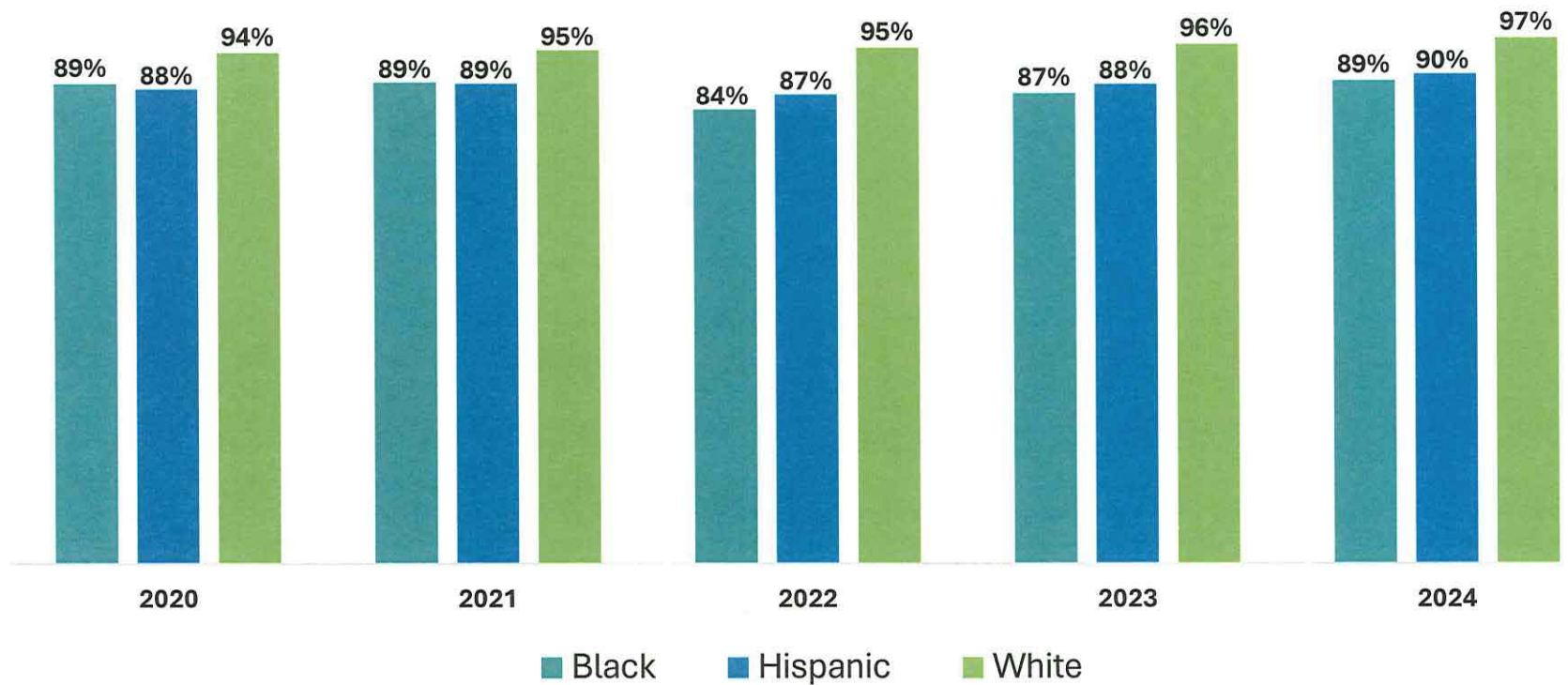
Comparison of FY2020-FY2024 Graduation Rates Between District-Operated and Charter Schools in Palm Beach County



Data Source: School District of PBC Graduation Executive Summary

Meeting Educational Standards

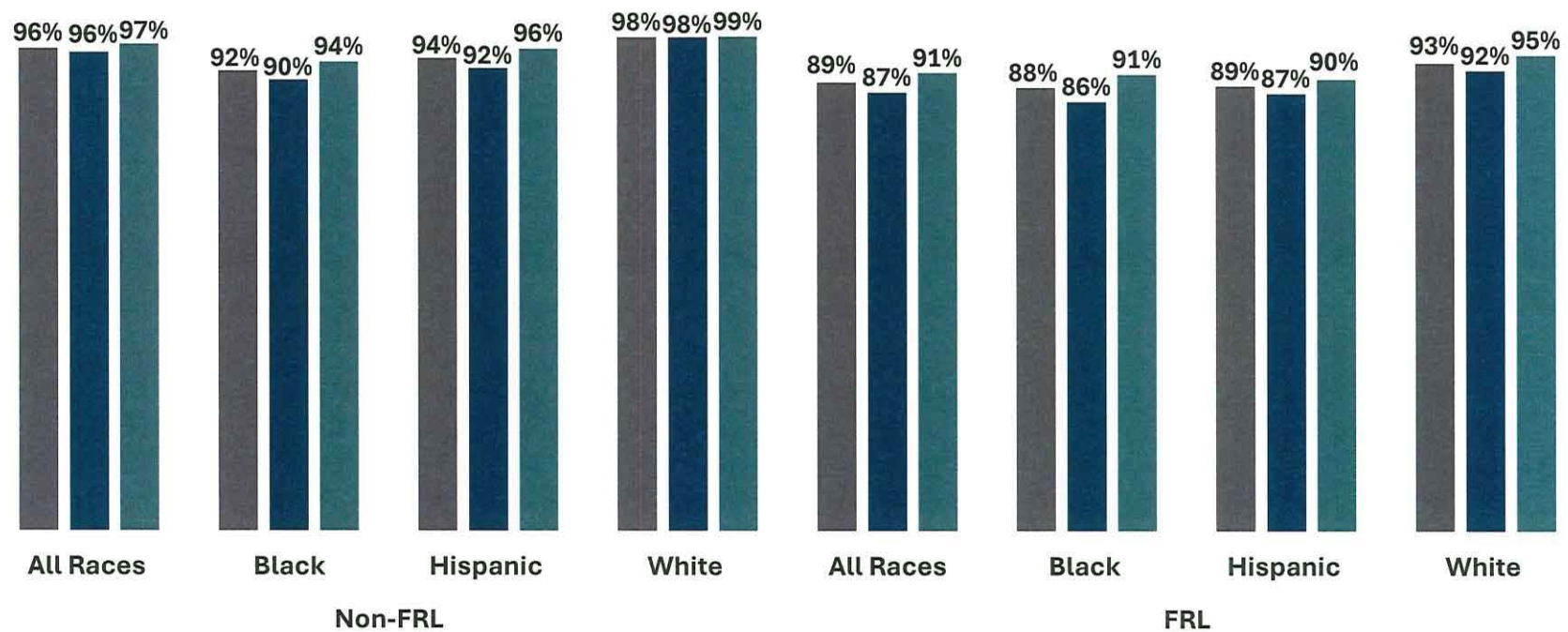
FY2020-FY2024 Palm Beach County Graduation Rates by Race/Ethnicity



Data Source: School District of PBC Graduation Executive Summary

Meeting Educational Standards

FY2024 Palm Beach County Federal Graduation Rates by
Free/Reduced Price Lunch (FRL), Race/Ethnicity and Gender

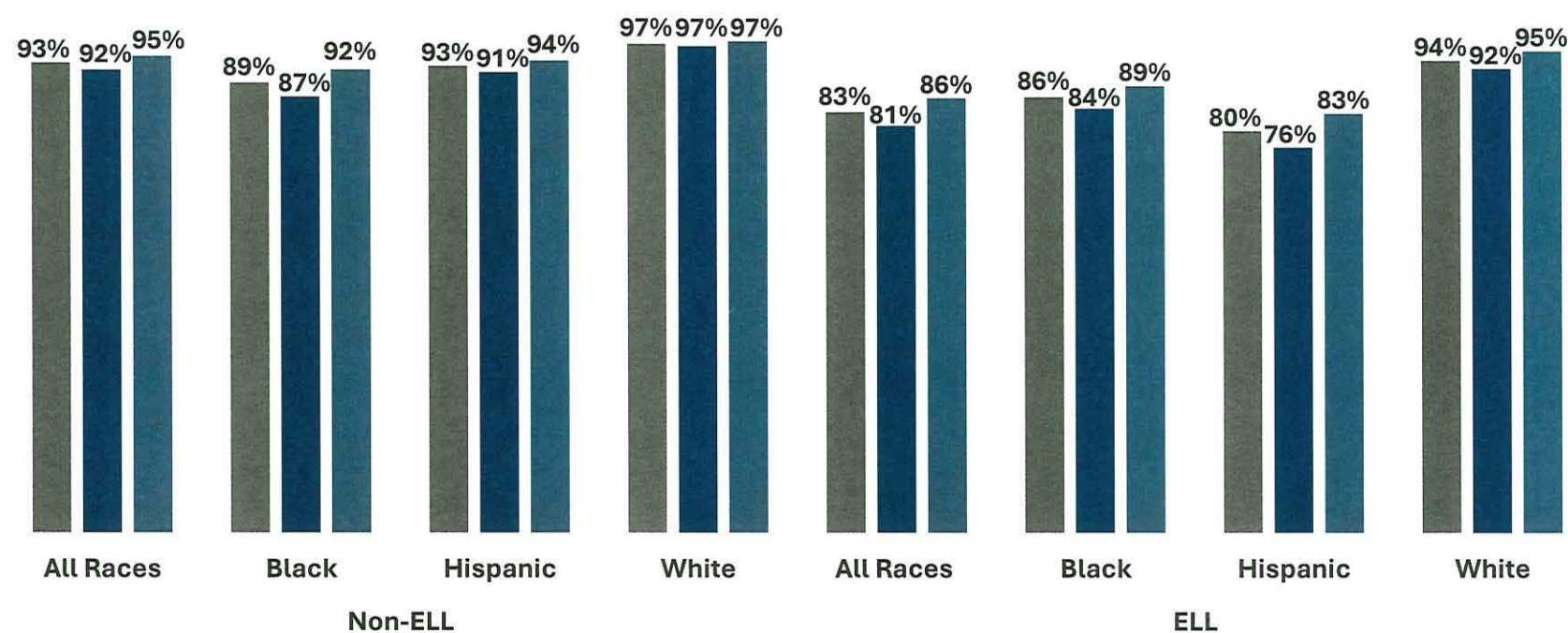


Data Source: SDPBC FY25 Graduation Dashboard

■ All ■ Male ■ Female

Meeting Educational Standards

FY2024 Palm Beach County Federal Graduation Rates by English Language Learner (ELL), Race/Ethnicity and Gender

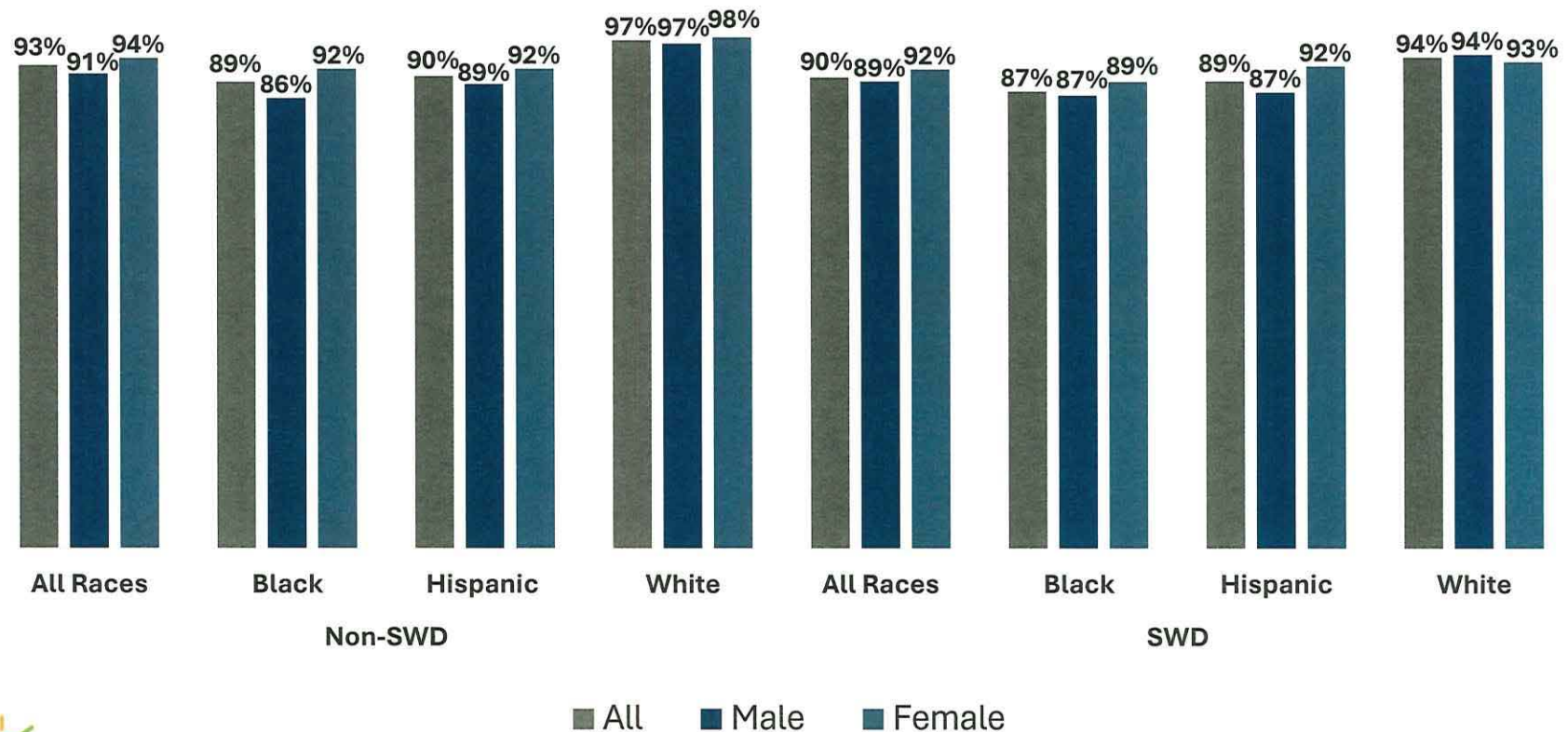


Data Source: SDPBC FY25 Graduation Dashboard

■ All ■ Male ■ Female

Meeting Educational Standards

FY2024 Palm Beach County Federal Graduation Rates by Students With Disabilities (SWD), Race/Ethnicity and Gender



Data Source: SDPBC FY25 Graduation Dashboard

Connected and Contributing

Indicators

- Youth Participation in Extracurricular Activities, Palm Beach County versus Florida
- Youth Participating in Sports in or outside of School
- Youth Participating in School Clubs, Community Clubs, or School Band
- Student and Parent Perceptions on the Availability of a Caring Adult
- Youth Experiences with Bullying Behavior
- Youth who Experienced Verbal or Emotional Bullying
- Youth who Experienced Physical Bullying
- Youth who Experienced Cyber-Bullying
- Youth Who Felt Sad or Hopeless for Two or More Weeks
- Youth Who Felt Sad or Hopeless for Two or More Weeks by Gender, Grade Level, and Race & Ethnicity
- Youth who Purposely Hurt Themselves
- Youth who Purposely Hurt Themselves by Gender, Grade Level, and Race & Ethnicity
- Youth Hospitalizations for Self-Inflicted Injuries
- Suicides in Youth and Young Adults



Connected and Contributing

Youth Participation in Extracurricular Activities, 2024 Palm Beach County compared to Florida Overall

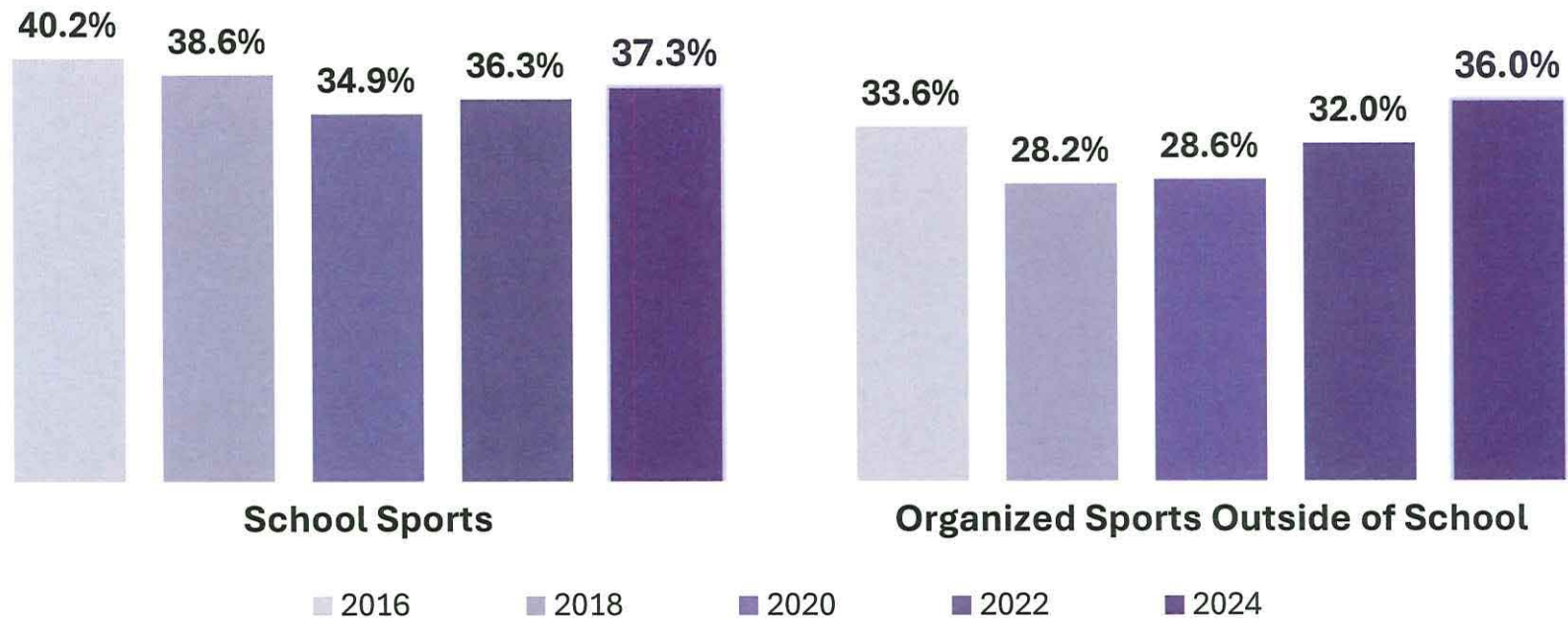
Percent Reporting	Palm Beach County							Florida Statewide						
	Middle School	High School	Female	Male	Ages 10-14	Ages 15-17	Total	Middle School	High School	Female	Male	Ages 10-14	Ages 15-17	Total
School Sports	34.7	39.2	36.1	38.7	35.2	40.7	37.3	38.2	38.2	35.6	40.9	38.4	38.4	38.2
Organized Sports Outside of School	45.0	29.6	30.0	41.9	43.9	29.8	36.0	43.6	25.7	29.5	37.0	42.0	25.9	33.3
School Band	16.4	6.3	10.0	11.0	15.0	6.4	10.5	16.7	8.1	11.7	11.7	15.8	8.1	11.7
School Club(s)	23.8	45.4	46.2	27.0	24.6	45.7	36.4	22.3	33.2	35.8	21.6	23.1	32.8	28.6
Community Club(s)	9.9	17.1	16.8	11.5	9.8	17.3	14.1	9.1	12.8	13.6	9.0	9.1	12.6	11.2



Source: Data from the 2024 Florida Substance Abuse Survey Report (page 23) accessed September 2025.
<https://www.myflfamilies.com/sites/default/files/2025-06/2024%20Palm%20Beach%20County%20Tables.pdf>

Connected and Contributing

Middle and High School Students Participating in
School Sports and/or Organized Sports Outside of School
Palm Beach County, 2016-2024



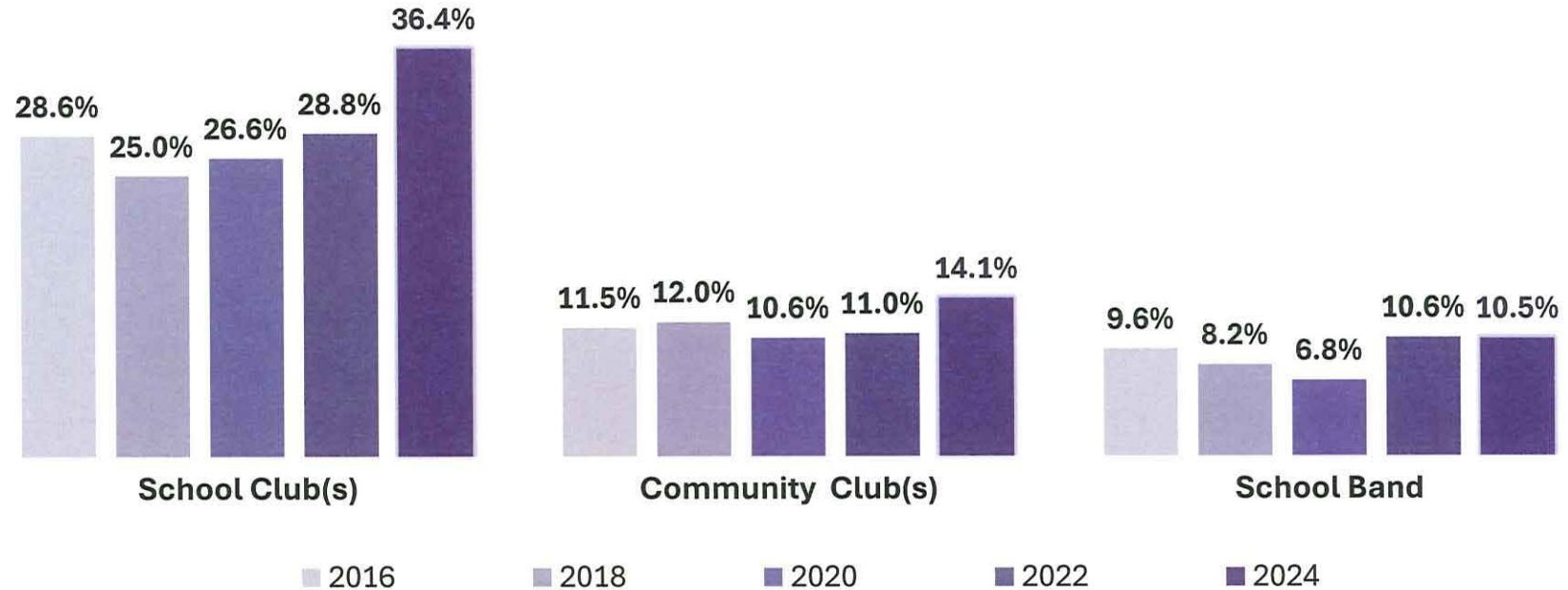
Source: Data from the Florida Substance Abuse Survey Report , 2016-2024 accessed September 2025.

County level survey results are available for only even numbered years.

<https://www.myflfamilies.com/services/samh/florida-youth-substance-abuse-survey>

Connected and Contributing

Middle and High School Students Participating in
School Clubs, Community Clubs, and/or School Band
Palm Beach County, 2016-2024



Source: Data from the Florida Substance Abuse Survey Report , 2016-2024 accessed September 2025.

County level survey results are available for only even numbered years.

<https://www.myflfamilies.com/services/samh/florida-youth-substance-abuse-survey>

Connected and Contributing

Student and Parent Perceptions of Availability of a Caring Adult
Palm Beach County, FY2022 – FY2025

Student: If I need to, I can talk to at least one adult about personal problems.



Parent: I know of at least one adult at school to whom my child can turn when there is a problem



■ 2022 ■ 2023 ■ 2024 ■ 2025



Data Source: Palm Beach County School District SEQ Executive Summary Published FY2022-2025

Connected and Contributing

Youth Experiences with Bullying Behavior, 2024 Palm Beach County compared to Florida Overall

Percent Reporting	Palm Beach County							Florida Statewide						
	Middle School	High School	Female	Male	Ages 10-14	Ages 15-17	Total	Middle School	High School	Female	Male	Ages 10-14	Ages 15-17	Total
Skipped school because of bullying	5.9	7.2	9.2	4.2	6.1	7.5	6.7	10.0	8.6	13.7	4.7	9.6	8.9	9.2
Was ever hit, kicked or shoved	46.5	26.2	35.0	34.2	44.5	26.5	34.6	46.6	27.4	36.6	34.3	45.0	27.6	35.5
Was ever taunted, teased, excluded	62.6	47.9	59.0	49.1	61.1	48.4	54.0	67.9	51.7	64.0	53.2	66.7	51.9	58.5
Was ever a victim of cyber bullying	27.0	26.1	32.3	20.8	26.4	27.1	26.5	29.6	28.6	36.7	21.6	29.4	29.0	29.0
Ever physically bullied others	22.6	10.0	12.5	17.8	21.1	10.4	15.2	24.1	12.6	15.9	18.9	22.9	13.2	17.5
Ever verbally bullied others	34.7	21.8	27.2	27.1	33.2	22.2	27.1	37.4	26.2	30.0	31.8	36.3	26.7	30.9
Ever cyber bullied others	13.4	12.4	13.4	12.3	13.6	13.0	12.8	14.6	12.5	14.6	12.2	14.4	12.8	13.4

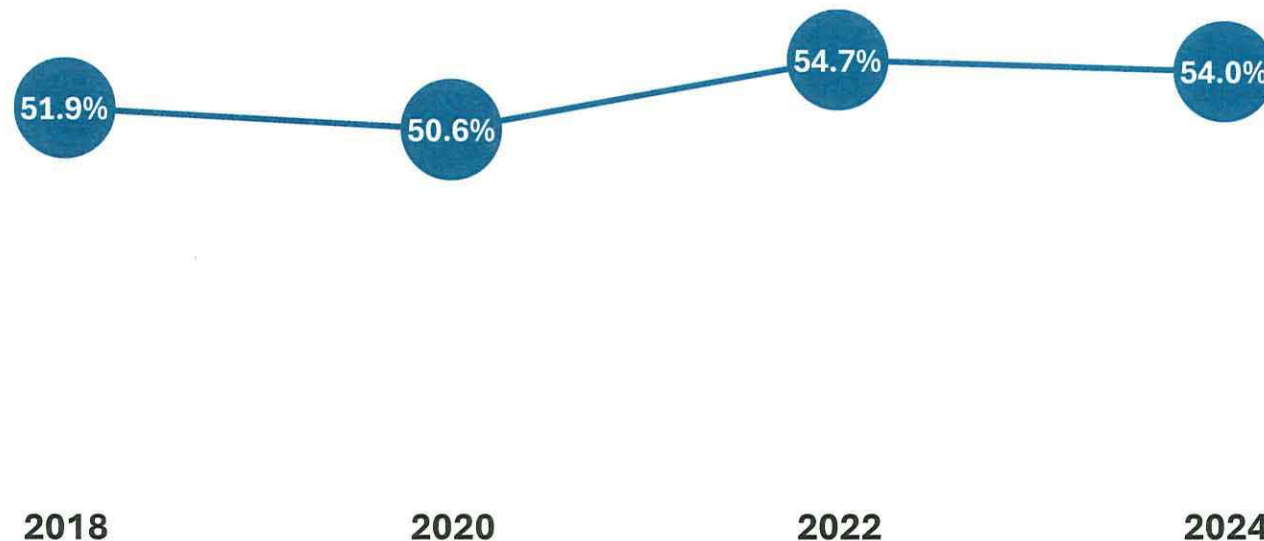


Source: Data from the 2024 Florida Substance Abuse Survey Report (page 19) accessed September 2025.
<https://www.myflfamilies.com/sites/default/files/2025-06/2024%20Palm%20Beach%20County%20Tables.pdf>

Connected and Contributing

In 2024, **54%** of **Middle** and **High** schoolers report having been **Taunted, Teased, Experienced Name-Calling** or Been **Excluded** or **Ignored** in a **Mean Way** in Palm Beach County.

Percent of Middle and High School Students Verbally or Emotionally Bullied in Palm Beach County, 2018-2024



Source: Florida Youth Substance Abuse Survey (FYSAS), 2018-2024

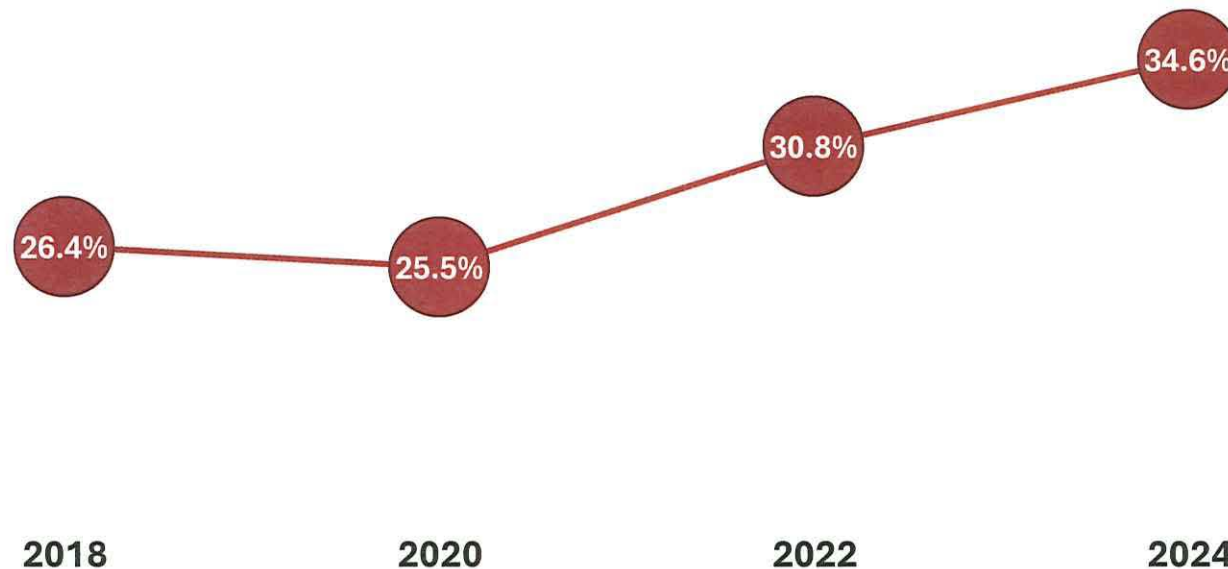
<https://www.flhealthcharts.gov/ChartsDashboards/rdPage.aspx?rdReport=SurveyData.FYSAS.Dataviewer>

Note: The FYSAS, one of four statewide, school-based surveys included in the Florida Youth Survey (FYS), tracks indicators assessing risk and protective factors for substance abuse, in addition to substance abuse prevalence. In Florida, FYSAS data is collected among public and charter high school and middle school students annually at the state level and at the county level in even years.

Connected and Contributing

In 2024, **35%** of **Middle** and **High schoolers** report having someone **Hit, Kick, Shove, Cause Physical Harm/Injury** or **Taken** their **Money** or **Belongings** in Palm Beach County.

Percent of Middle and High School Students Physically Bullied in Palm Beach County, 2018-2024



Source: Florida Youth Substance Abuse Survey (FYSAS), 2018-2024

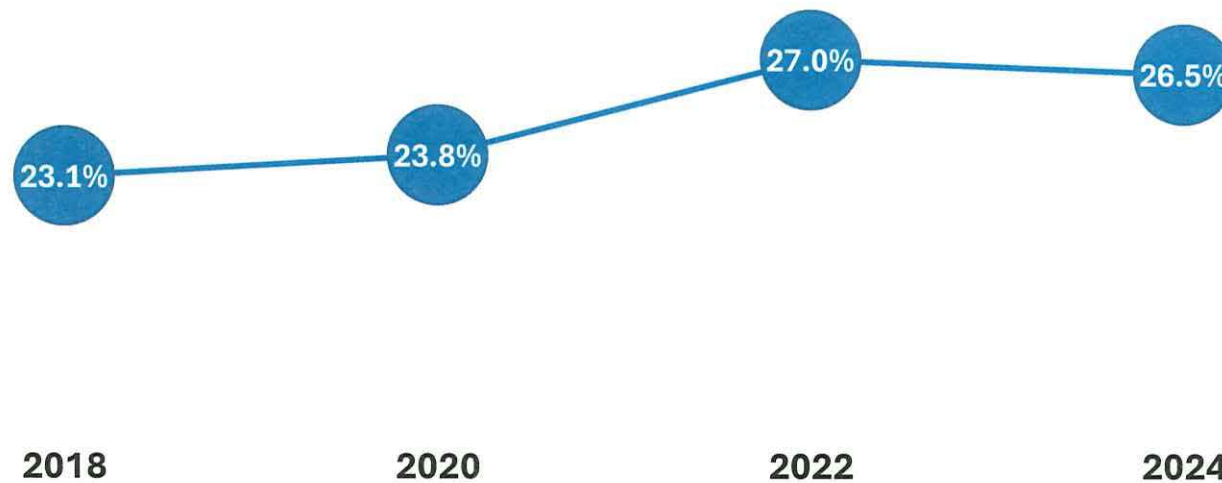
<https://www.flhealthcharts.gov/ChartsDashboards/rdPage.aspx?rdReport=SurveyData.FYSAS.Dataviewer>

Note: The FYSAS, one of four statewide, school-based surveys included in the Florida Youth Survey (FYS), tracks indicators assessing risk and protective factors for substance abuse, in addition to substance abuse prevalence. In Florida, FYSAS data is collected among public and charter high school and middle school students annually at the state level and at the county level in even years.

Connected and Contributing

In 2024, **27%** of **Middle** and **High schoolers** report having been the Victim of **Cyber-Bullying** in Palm Beach County.

Percent of Middle and High School Students Who Have Ever Been Cyber-Bullied in Palm Beach County, 2018-2024



Source: Florida Youth Substance Abuse Survey (FYSAS), 2018-2024

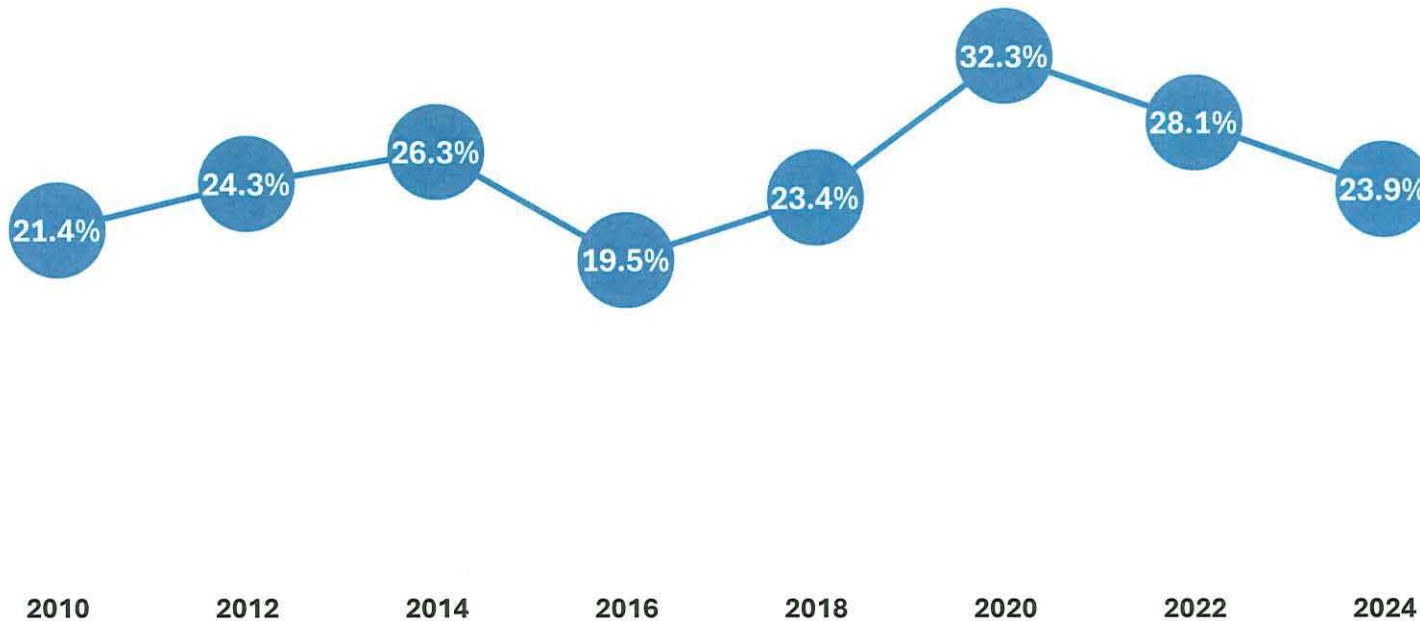
<https://www.flhealthcharts.gov/ChartsDashboards/rdPage.aspx?rdReport=SurveyData.FYSAS.Dataviewer>

Note: The FYSAS, one of four statewide, school-based surveys included in the Florida Youth Survey (FYS), tracks indicators assessing risk and protective factors for substance abuse, in addition to substance abuse prevalence. In Florida, FYSAS data is collected among public and charter high school and middle school students annually at the state level and at the county level in even years.

Connected and Contributing

In 2024, **24%** of **middle** and **high schoolers** who felt **sad** or **hopeless** for **two** or **more weeks** in a row and stopped doing usual activities in the past year in Palm Beach County.

Percent of Middle and High School Students Sad or Hopeless for Two or More Weeks in Palm Beach County, 2010-2024



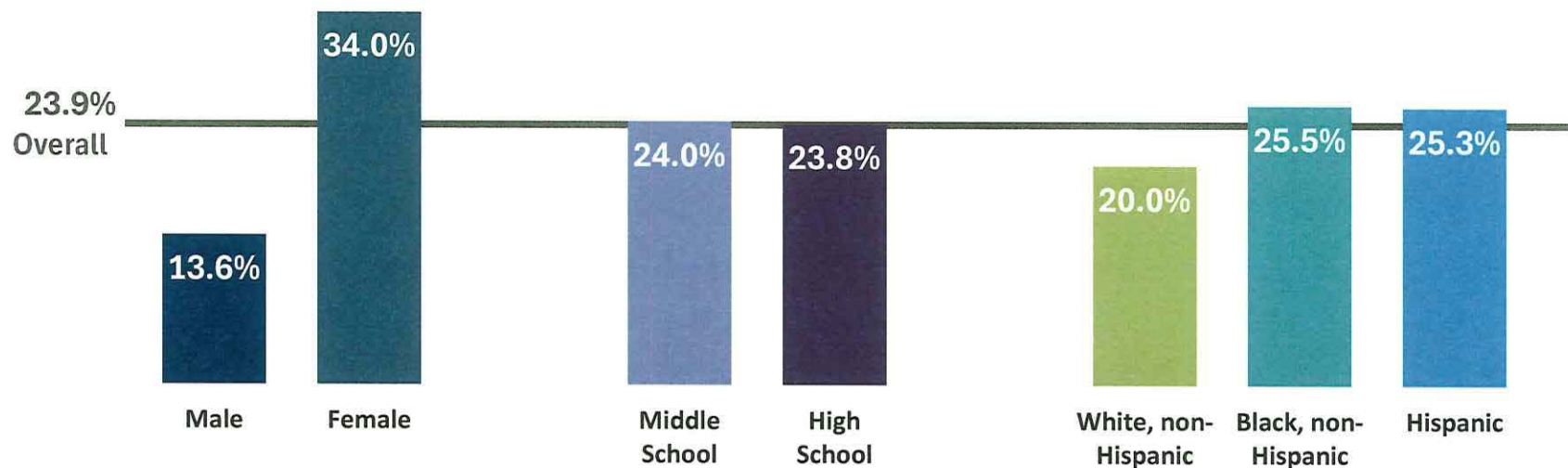
Source: Florida Youth Tobacco Survey (FYTS), 2010-2024

<https://www.flhealthcharts.gov/ChartsDashboards/rdPage.aspx?rdReport=SurveyData.YTS.Dataviewer>

Note: In Florida, the FYTS data is collected at the county level every other year. FYTS is a survey, and all estimates of prevalence are subject to random sample errors.

Connected and Contributing

Percent of **Middle** and **High School** Students Who Felt **Sad or Hopeless** for **Two or More Weeks** in Palm Beach County by Gender, Grade, and Race/Ethnicity in 2024



Source: Florida Youth Tobacco Survey (FYTS), 2024

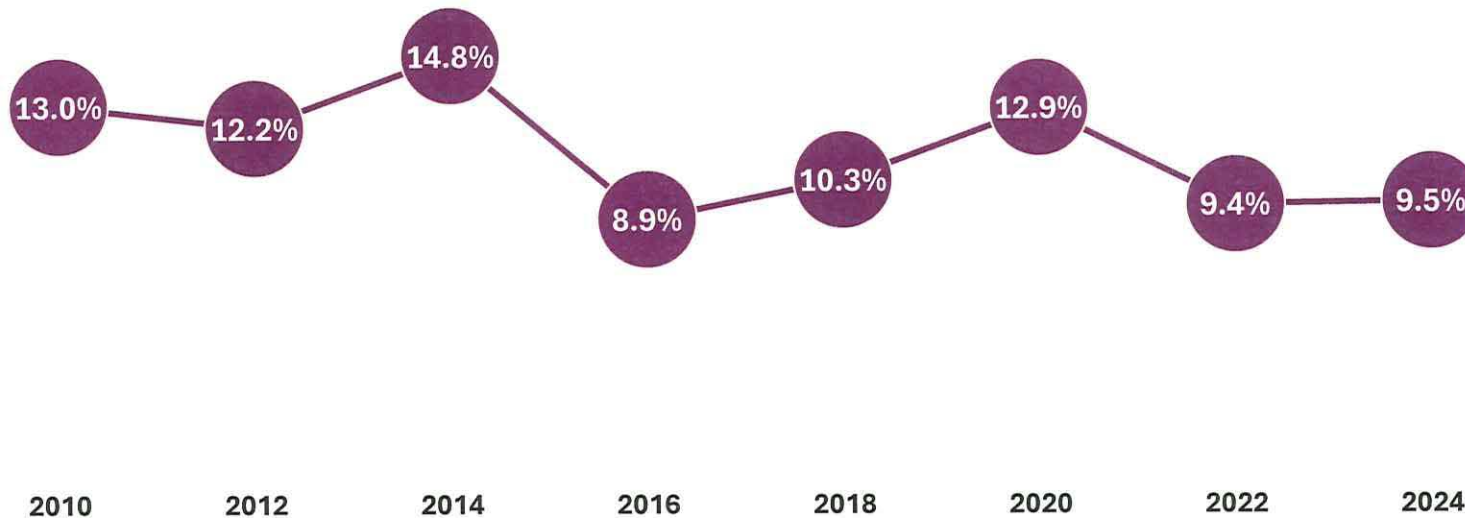
<https://www.flhealthcharts.gov/ChartsDashboards/rdPage.aspx?rdReport=SurveyData.YTS.Dataviewer>

Note: In Florida, the FYTS data is collected at the county level every other year. FYTS is a survey, and all estimates of prevalence are subject to random sample errors.

Connected and Contributing

In 2024, **9.5%** of **middle** and **high schoolers** did something to **purposely hurt themselves without wanting to die** in the past year in Palm Beach County.

Percent of Middle and High School Students who Purposely Hurt Themselves in Palm Beach County, 2010-2024



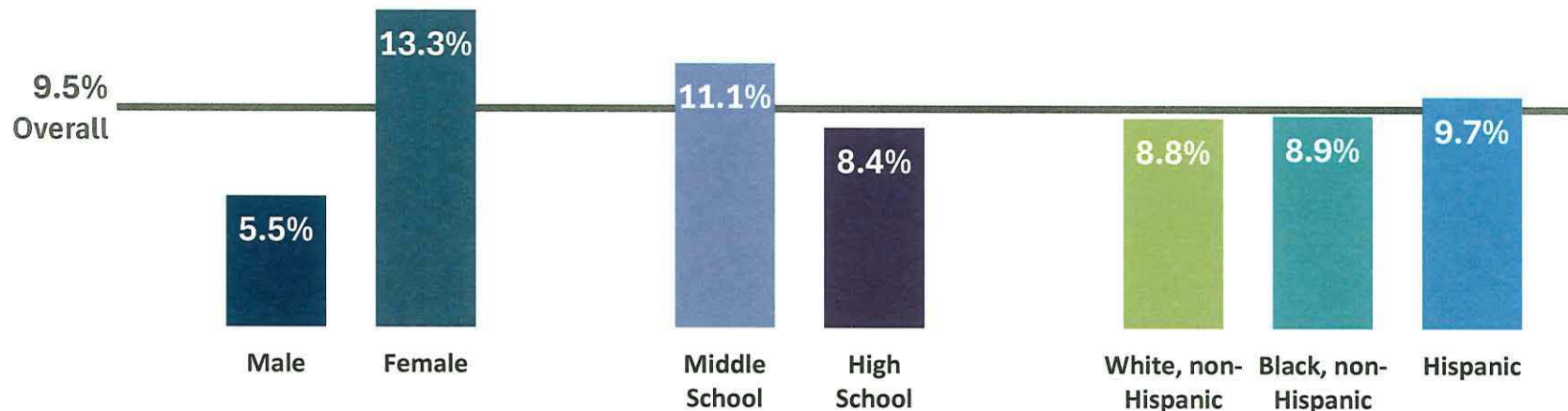
Source: Florida Youth Tobacco Survey (FYTS), 2010-2024

<https://www.flhealthcharts.gov/ChartsDashboards/rdPage.aspx?rdReport=SurveyData.YTS.Dataviewer>

Note: In Florida, the FYTS data is collected at the county level every other year. FYTS is a survey, and all estimates of prevalence are subject to random sample errors.

Connected and Contributing

Percent of **Middle** and **High School** Students Who **Purposely Hurt Themselves** Without Wanting to Die in Palm Beach County by Gender, Grade, and Race/Ethnicity in 2024



Source: Florida Youth Tobacco Survey (FYTS), 2024

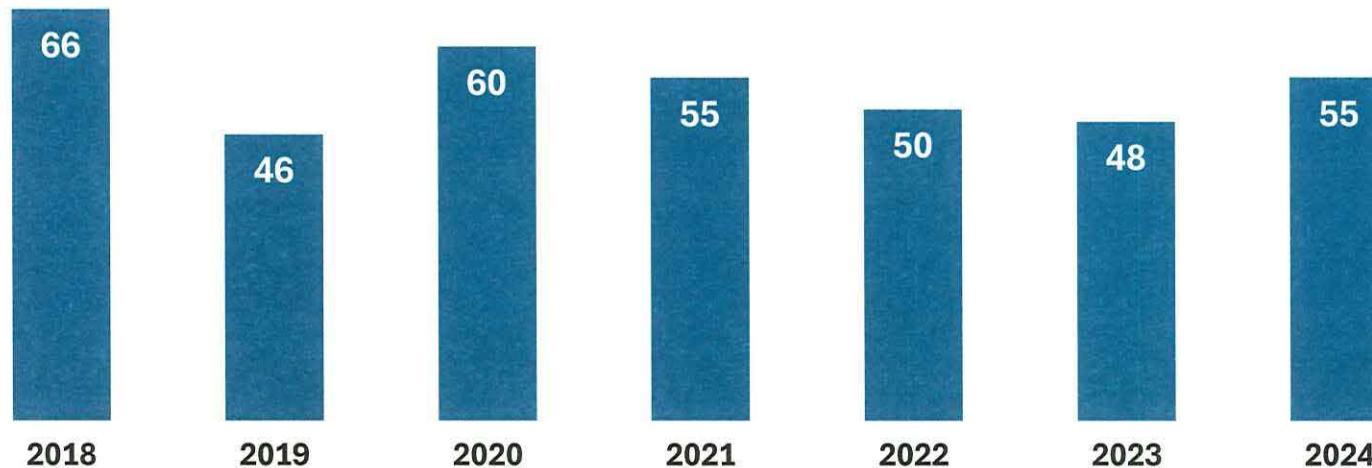
<https://www.flhealthcharts.gov/ChartsDashboards/rdPage.aspx?rdReport=SurveyData.YTS.Dataviewer>

Note: In Florida, the FYTS data is collected at the county level every other year. FYTS is a survey, and all estimates of prevalence are subject to random sample errors.

Connected and Contributing

In 2024, there were **55** hospitalizations resulting from non-fatal self-harm injuries in children ages 12-18 years. The rate per 100,000 of **hospitalizations** from **non-fatal self-harm injuries** among **children age 12-18 years** in Palm Beach County was **43.9** compared to Florida at **61.2**.

Number of **Hospitalizations** due to **Self-Inflicted Injuries** among Children ages 12-18yrs in Palm Beach County, 2018-2024

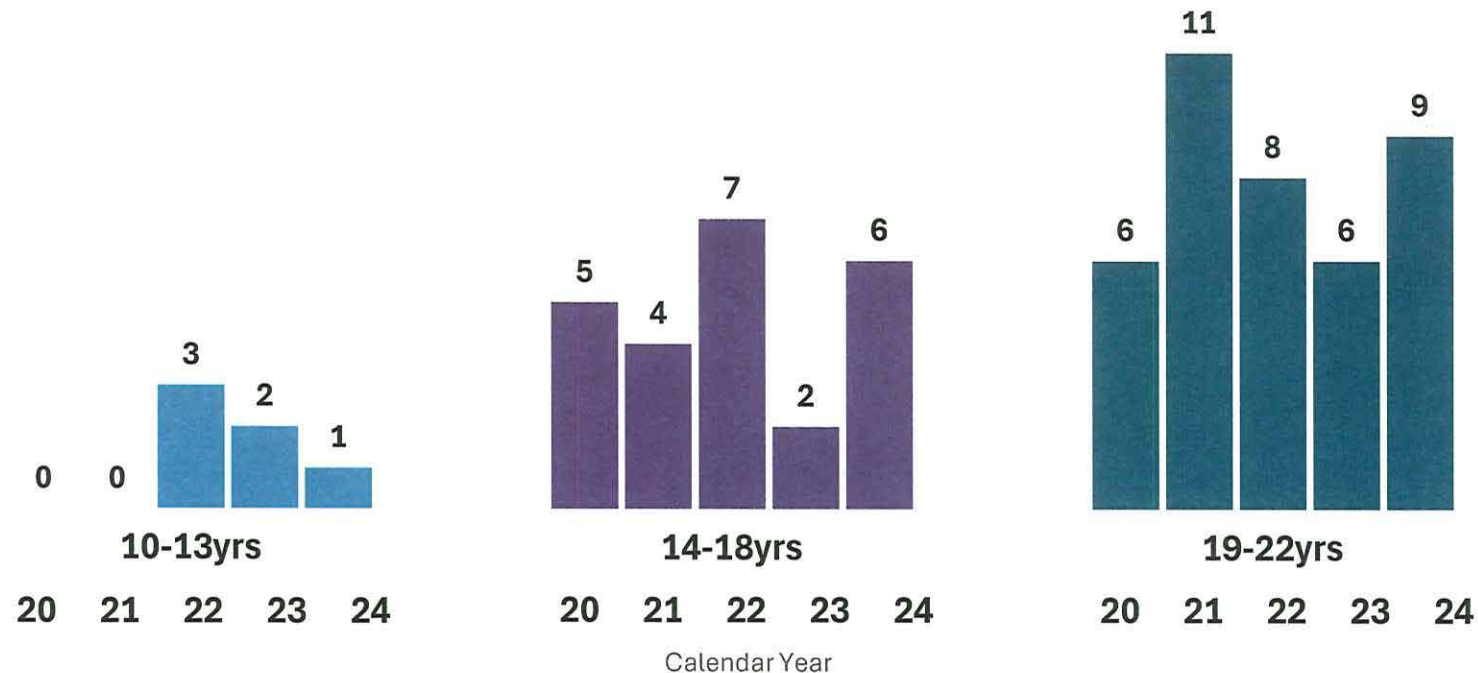


Data Source: Florida Agency for Health Care Administration (AHCA); Retrieved from Florida Charts.
<https://www.flhealthcharts.gov/ChartsDashboards/rdPage.aspx?rdReport=NonVitalIndNoGrp.Dataviewer>
Notes: Data are based on county of residence.

Connected and Contributing

In 2024, there were **16 suicide deaths** of individuals **0–22-years-old** in Palm Beach County. Suicide is classified as a death caused by injuring oneself with intent to die.

Number of **Suicide Deaths** in Palm Beach County **by Age Group**, 2020-2024



Data Source: Florida Department of Health, Bureau of Vital Statistics
https://www.flhealthcharts.gov/FLQUERY_New/Death/Count
Note: 2024 data was marked provisional when accessed on 9/25/2025

Prosocial Behavior

Indicators

- Youth Protective Factor Prevalence Rates in Palm Beach County compared to Florida and National Norms
- Youth Protective Factor Prevalence among Middle Schoolers
- Youth Protective Factor Prevalence among High Schoolers
- Middle and High School Schoolers Who Carried a Handgun in the Past Year
- Middle and High School Schoolers Who Carried a Handgun in the Past Year by Gender and Grade Level
- Youth Arrested in Palm Beach County
- Age of Youth at Time of Arrest
- Race and Ethnicity of Youth Arrested
- Gender of Youth Arrested
- Top 10 Zip Code Areas for Youth Arrests
- Top 5 Zip Codes for Youth Arrests, 2017-18 through 2023-24
- Youth Arrests by Offense Category
- Youth Transferred to Adult Court by Race and Ethnicity



Prosocial Behavior

Youth Protective Factor Prevalence Rates for Palm Beach County compared to Florida Statewide and National Norms, 2024

Domain	Scale	Palm Beach County		Florida Statewide		National Norms	
		Middle School	High School	Middle School	High School	Middle School	High School
Family	Family Opportunities for Prosocial Involvement	55	60	55	58	59	54
	Family Rewards for Prosocial Involvement	50	56	49	52	54	55
School	School Opportunities for Prosocial Involvement	49	68	49	62	57	60
	School Rewards for Prosocial Involvement	46	59	45	57	53	58
Peer and Individual	Religiosity	41	56	43	54	56	62
Average Prevalence Rate		48	60	48	57	53	58



Source: Florida Department of Children and Families; 2024 Florida Substance Abuse Survey

<https://www.myflfamilies.com/sites/default/files/2025-06/2024%20Palm%20Beach%20County%20Tables.pdf> (page 26)

Note: Because risk is with negative behavioral outcomes, it is better to lower risk factor scale scores, not higher. Conversely, because protective factors are associated with better student behavioral outcomes, it is better to have proactive factors scale scores with high values.

Prosocial Behavior

Youth **Protective Factor Prevalence** Rates Among Middle Schoolers in Palm Beach County, 2014-2024

Domain	Scale	Palm Beach County					
		2014	2016	2018	2020	2022	2024
Family	Family Opportunities for Prosocial Involvement	60	64	58	56	61	55
	Family Rewards for Prosocial Involvement	57	60	51	52	52	50
School	School Opportunities for Prosocial Involvement	52	60	62	55	58	49
	School Rewards for Prosocial Involvement	48	51	47	39	50	46
Peer and Individual	Religiosity	47	49	43	40	36	41
Average Prevalence Rate		53	57	52	48	51	48



Source: Florida Department of Children and Families; 2024 Florida Substance Abuse Survey

<https://www.myflfamilies.com/sites/default/files/2025-06/2024%20Palm%20Beach%20County%20Tables.pdf> (page 28)

Note: Because risk is with negative behavioral outcomes, it is better to lower risk factor scale scores, not higher. Conversely, because protective factors are associated with better student behavioral outcomes, it is better to have proactive factors scale scores with high values.

Prosocial Behavior

Youth **Protective Factor Prevalence** Rates Among **High Schoolers** in Palm Beach County, 2014-2024

		Palm Beach County					
Domain	Scale	2014	2016	2018	2020	2022	2024
Family	Family Opportunities for Prosocial Involvement	56	57	59	61	55	60
	Family Rewards for Prosocial Involvement	54	55	53	56	51	56
School	School Opportunities for Prosocial Involvement	58	65	68	59	65	68
	School Rewards for Prosocial Involvement	57	60	55	52	59	59
Peer and Individual	Religiosity	58	57	59	50	55	56
Average Prevalence Rate		57	59	59	56	57	60



Source: Florida Department of Children and Families; 2024 Florida Substance Abuse Survey

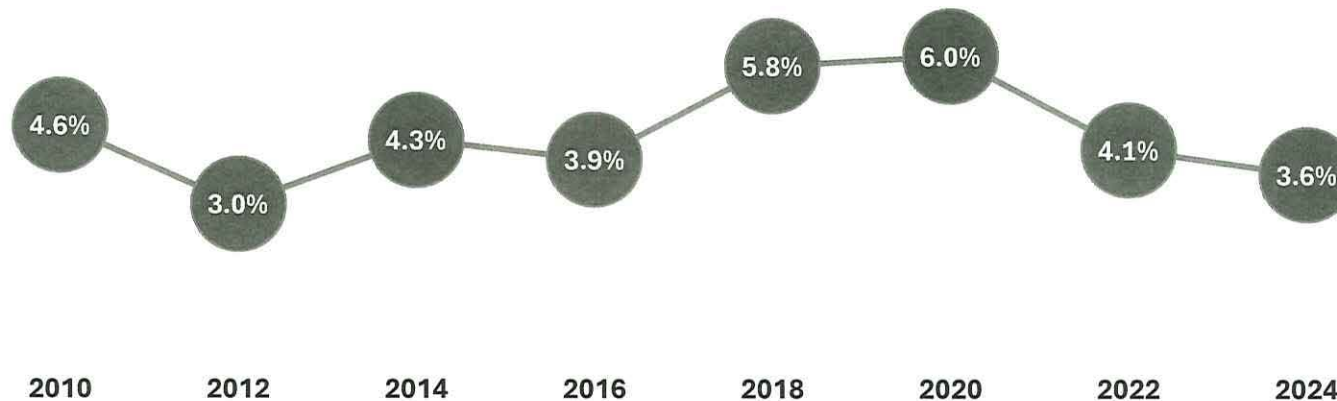
<https://www.myflfamilies.com/sites/default/files/2025-06/2024%20Palm%20Beach%20County%20Tables.pdf> (page 30)

Note: Because risk is with negative behavioral outcomes, it is better to lower risk factor scale scores, not higher. Conversely, because protective factors are associated with better student behavioral outcomes, it is better to have proactive factors scale scores with high values.

Prosocial Behavior

In 2024, **3.6%** of **middle** and **high schoolers** have **carried a handgun** in the past year. Possession of firearm by minors under 18 is prohibited though with some exceptions under Florida law, such as when they are engaged in lawful activities like hunting or shooting sports with adult supervision, or if the firearm is unloaded at home.

Percent of Middle and High Schooler Who Carried a Handgun in the Past 12 Months, 2010-2024



Source: Florida Youth Substance Abuse Survey (FYSAS), 2010-2024

<https://www.flhealthcharts.gov/ChartsDashboards/rdPage.aspx?rdReport=SurveyData.FYSAS.Dataviewer>

Reference: Florida Statutes 790.22 Weapons and Firearms. <https://www.flsenate.gov/laws/statutes/2018/790.22>

Prosocial Behavior

Percent of **Middle** and **High Schoolers** Who **Carried a Gun** in the **Past 12 Months** by Gender and Grade Level, 2024



Source: Florida Youth Substance Abuse Survey (FYSAS), 2024

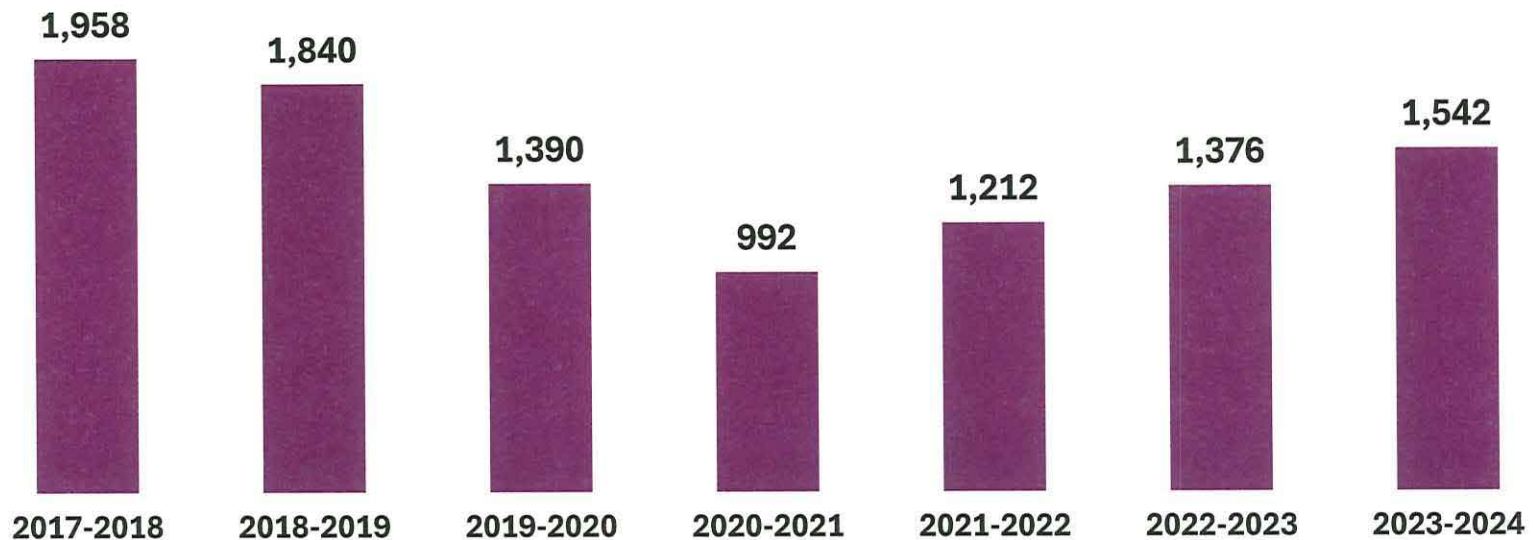
<https://www.flhealthcharts.gov/ChartsDashboards/rdPage.aspx?rdReport=SurveyData.FYSAS.Dataviewer>

Note: The FYSAS does not provide for county-level breakdown of percentages by race and ethnicity.

Prosocial Behavior

In 2023-24, **1,542** Palm Beach County **youth** were **taken into custody by law enforcement** based on probable cause and charged with a law violation.

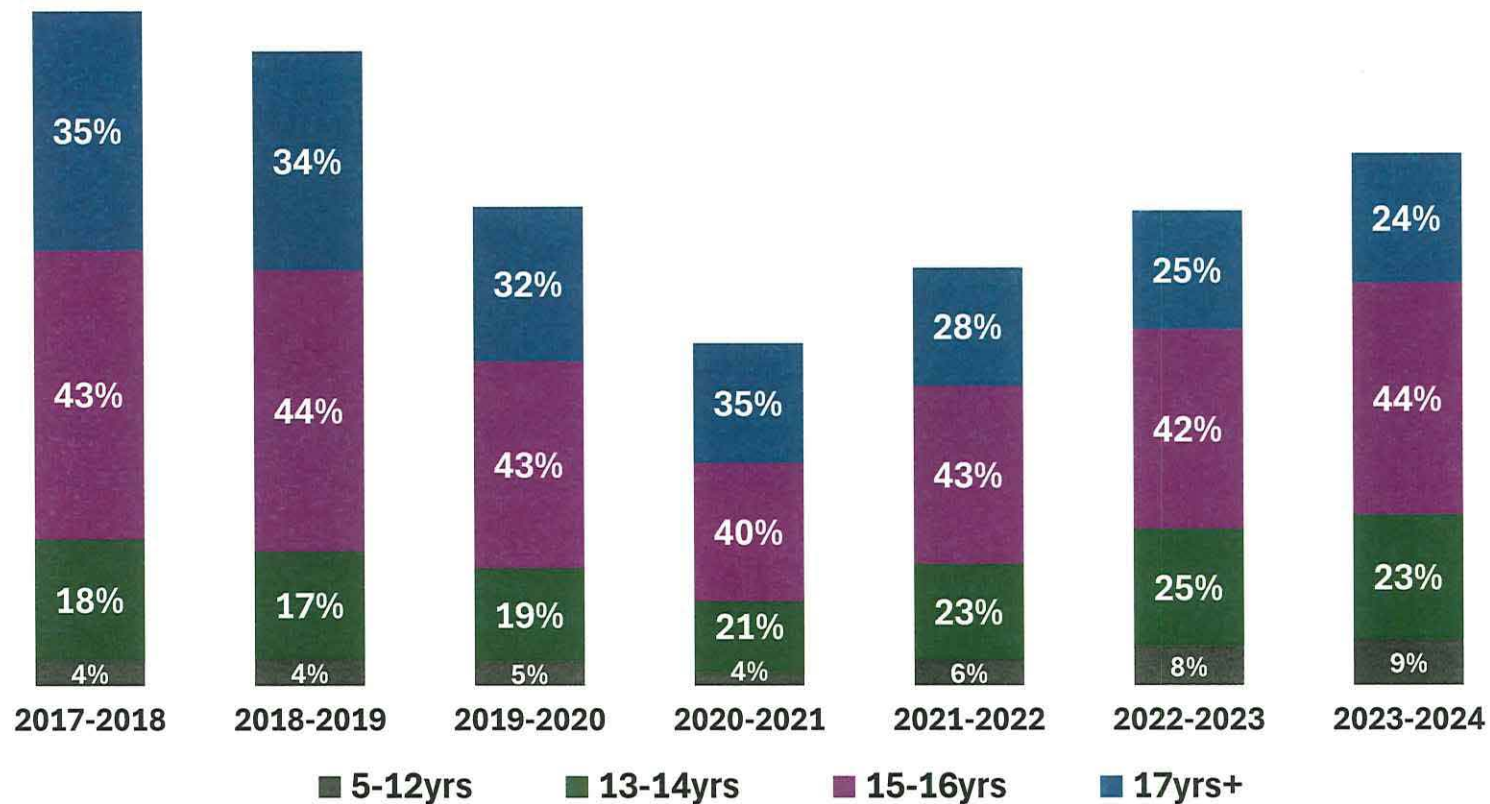
Number of **Youth Arrested** in Palm Beach County, 2017-18 to 2023-24



Data Source: Florida Department of Juvenile Justice, Delinquency Profile 2024, Accessed September 2025.
<https://www.djj.state.fl.us/research/reports-and-data/interactive-data-reports/delinquency-profile/delinquency-profile-dashboard>

Prosocial Behavior

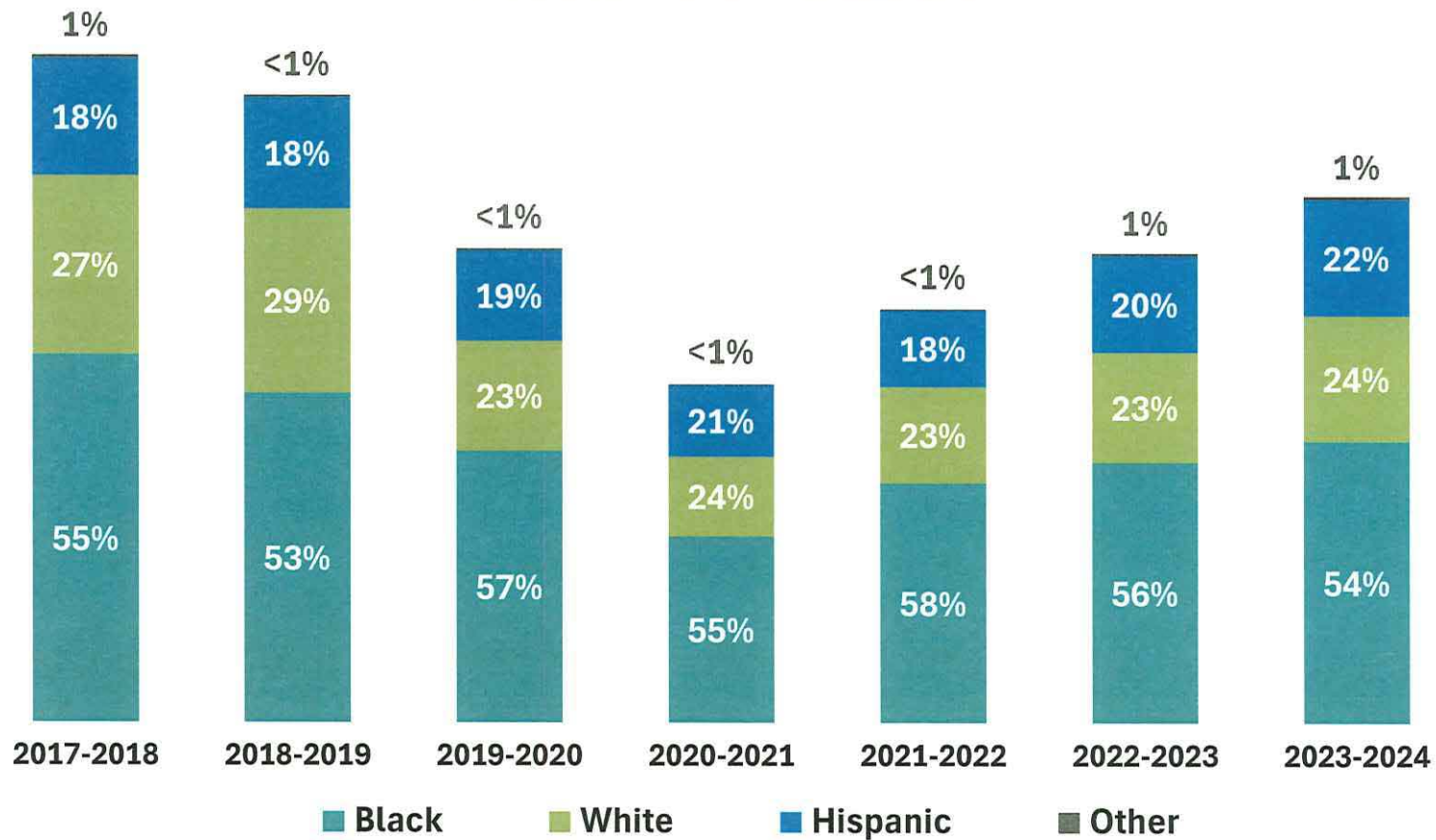
Age of Youth at Time of Arrest, Palm Beach County Youth Arrests,
FY2017-18 to FY2023-24



Data Source: Florida Department of Juvenile Justice, Delinquency Profile 2024, Accessed September 2025.
<https://www.djj.state.fl.us/research/reports-and-data/interactive-data-reports/delinquency-profile/delinquency-profile-dashboard>

Prosocial Behavior

Race and Ethnicity of Youth Arrested, Palm Beach County Youth Arrests, FY2017-18 to FY2023-24

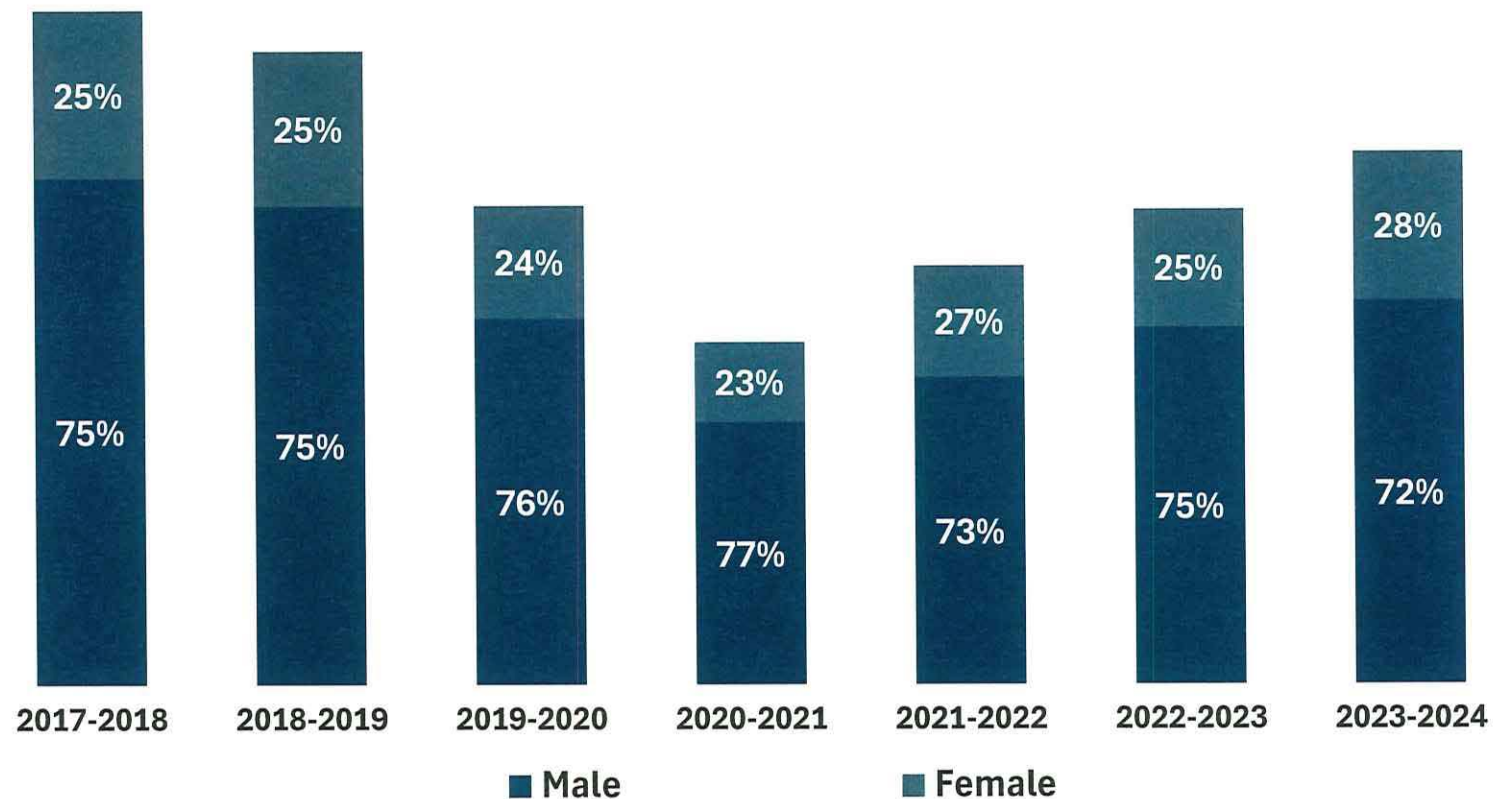


Data Source: Florida Department of Juvenile Justice, Delinquency Profile 2024, Accessed September 2025.

<https://www.djj.state.fl.us/research/reports-and-data/interactive-data-reports/delinquency-profile/delinquency-profile-dashboard>

Prosocial Behavior

Gender of Youth Arrested, Palm Beach County Youth Arrests,
FY2017-18 to FY2023-24

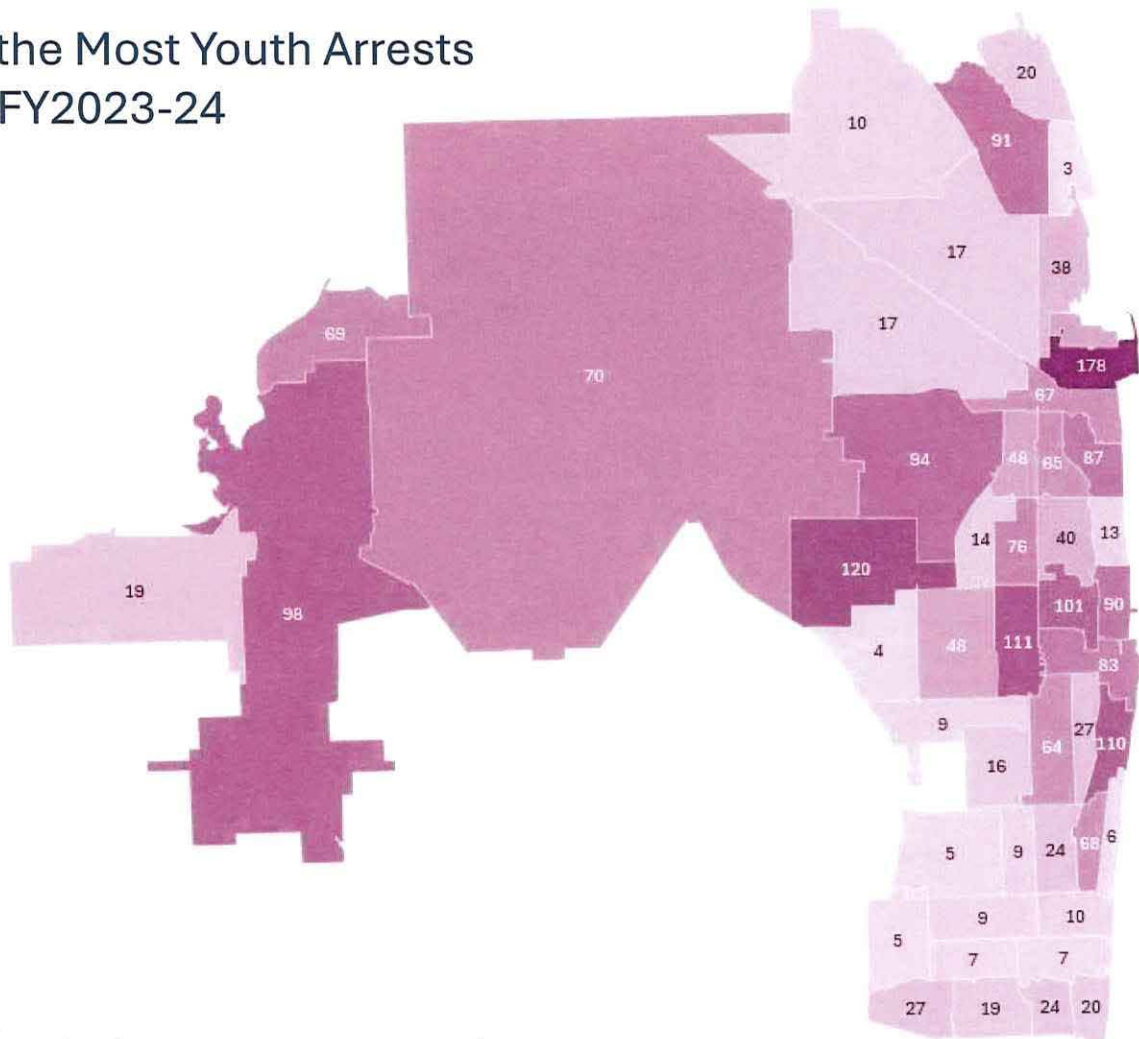


Data Source: Florida Department of Juvenile Justice, Delinquency Profile 2024, Accessed September 2025.
<https://www.djj.state.fl.us/research/reports-and-data/interactive-data-reports/delinquency-profile/delinquency-profile-dashboard>

Prosocial Behavior

Top 10 ZIP Codes with the Most Youth Arrests
in Palm Beach County FY2023-24

ZIP Code	Total Arrests
33404	178
33414	120
33463	111
33435	110
33461	101
33430	98
33411	94
33458	91
33460	90
33401	87



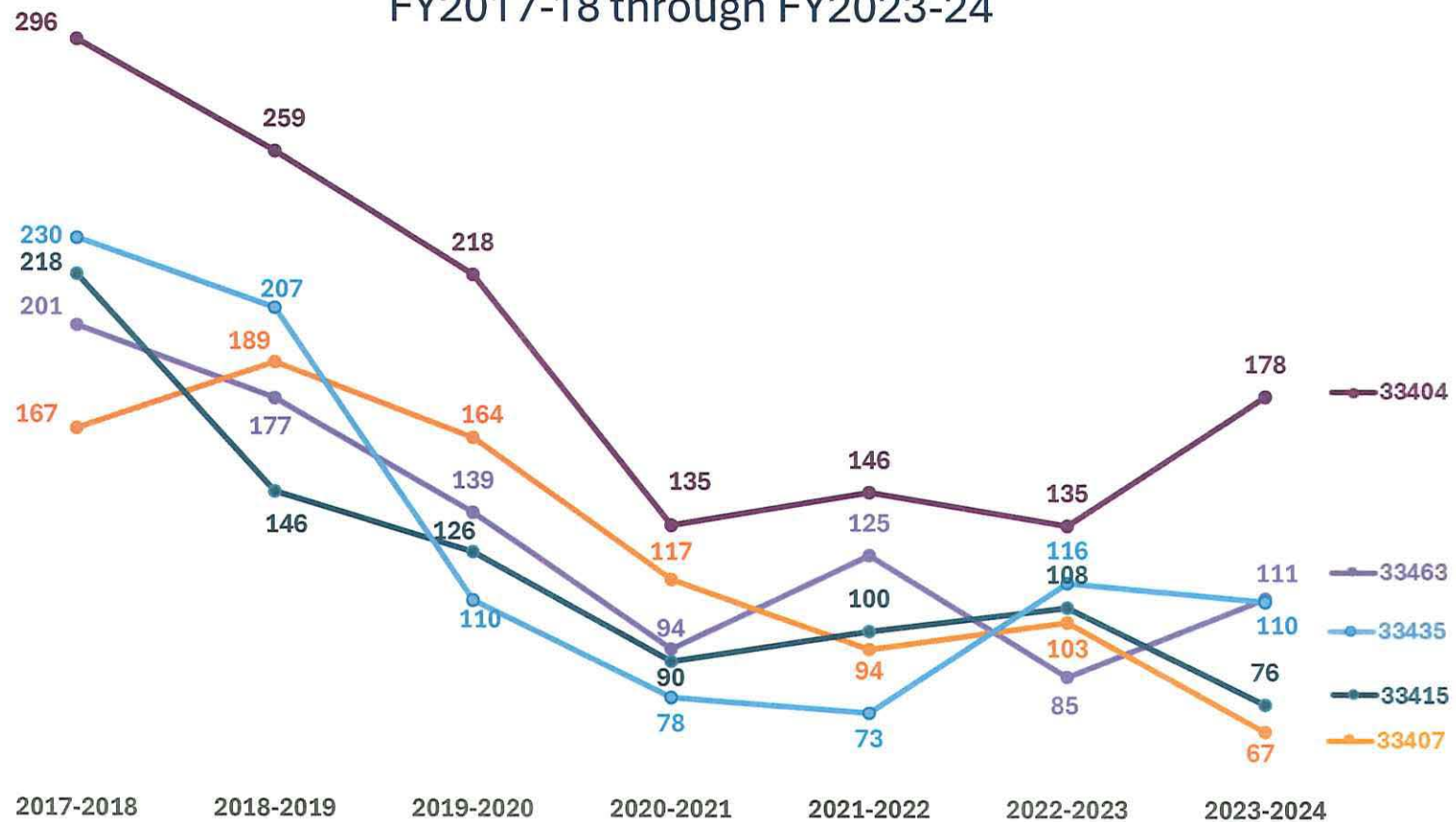
Source: Florida Department of Juvenile Justice.

<https://www.djj.state.fl.us/research/reports-and-data/interactive-data-reports/delinquency-profile/delinquency-profile-dashboard>

Note: Youth arrested under the care of DCF are omitted because the associated ZIP code will reflect the address of the local DCF office. Counts are based on the youth's residence, not where the arrest occurred.

Prosocial Behavior

Top 5 Zip Codes for Palm Beach County Youth Arrests
FY2017-18 through FY2023-24



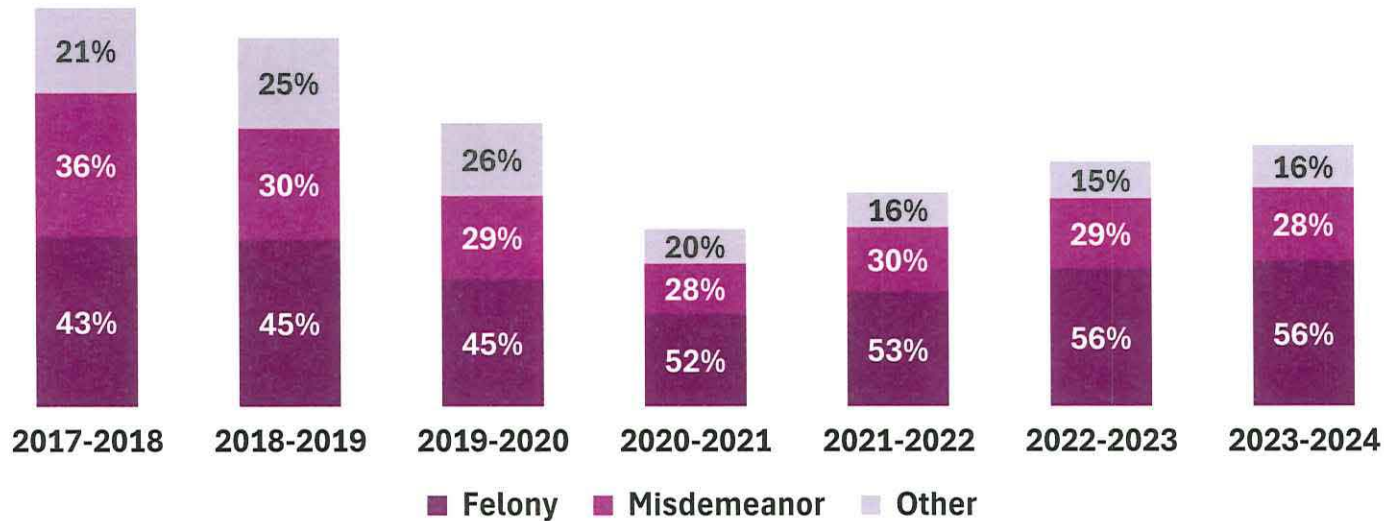
Data Source: Florida Department of Juvenile Justice, Delinquency Profile 2024

<https://www.djj.state.fl.us/research/reports-and-data/interactive-data-reports/delinquency-profile/delinquency-profile-dashboard>

Note: Youth arrested under the care of DCF are omitted because the associated ZIP code will reflect the address of the local DCF office. Counts are based on the youth's residence, not where the arrest occurred.

Prosocial Behavior

Palm Beach County Youth Arrests by Offense Category
FY2019-20 through FY2023-24



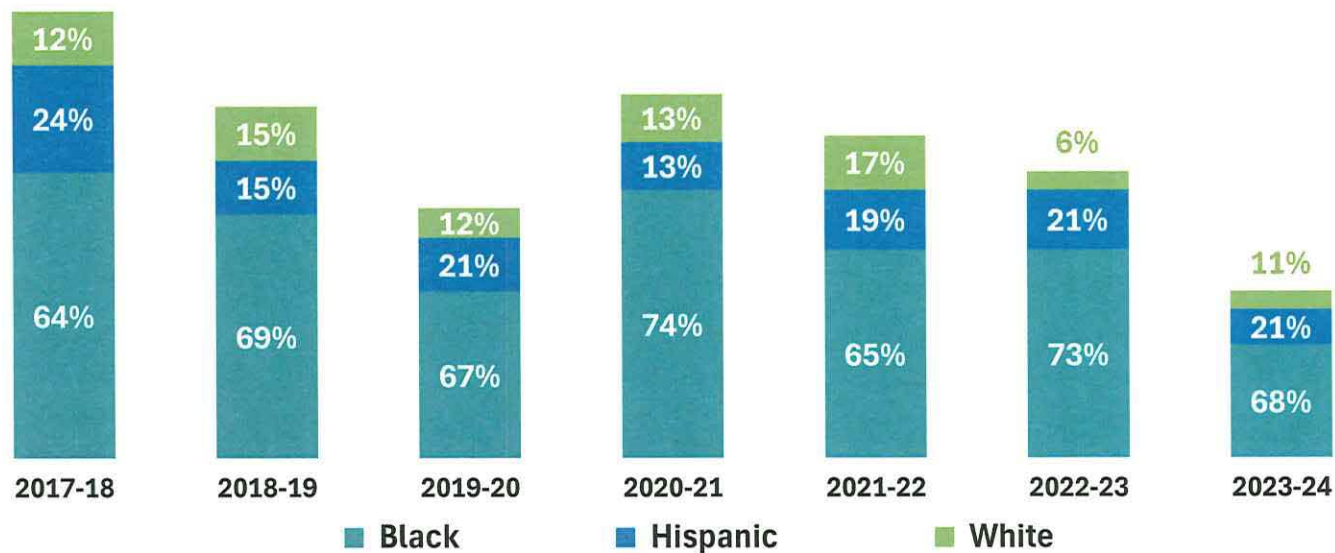
Offense Category	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Felony	1,591	1,559	1,191	868	1,066	1,281	1,354
Misdemeanor	1,333	1,033	773	466	604	652	681
Other	797	849	680	324	325	350	394
Total	3,721	3,441	2,644	1,658	1,995	2,283	2,429

Data Source: Florida Department of Juvenile Justice, Delinquency Profile 2024, Accessed September 2025.
<https://www.djj.state.fl.us/research/reports-and-data/interactive-data-reports/delinquency-profile/delinquency-profile-dashboard>



Prosocial Behavior

Palm Beach County Youth Transferred to Adult Court
FY2017-18 through FY2023-24



Race & Ethnicity	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Black	48	41	28	45	35	35	19
Hispanic	18	9	9	8	10	10	6
White	9	9	5	8	9	3	3
Total	75	59	42	61	54	48	28



Data Source: Florida Department of Juvenile Justice, Delinquency Profile 2024, Accessed September 2025.
<https://www.djj.state.fl.us/research/reports-and-data/interactive-data-reports/delinquency-profile/delinquency-profile-dashboard>

Career Ready

Indicators

- Palm Beach County Youth Served by CareerSource Palm Beach County by Gender and Closure Reason
- Palm Beach County Youth Served by CareerSource Palm Beach County by Age
- Palm Beach County Youth Served by CareerSource Palm Beach County by Race
- Palm Beach County Youth Served by CareerSource Palm Beach County by Selected Zip Code Areas
- Unemployment for U.S., Florida, Palm Beach County and Select Municipalities by Age Group Relative to Overall Unemployment
- Idle Youth (16-19 Year Olds) By Race Not working and Not in School for U.S. and Palm Beach County, By Race/Hispanic Ethnicity
- School District of Palm Beach County (SDPBC) Graduates Enrolled in Postsecondary Institutions in the Fall after Graduation
- School District of Palm Beach County (SDPBC) Graduates Enrolled in Two Year and Four-Year Postsecondary Institutions in the Fall after Graduation
- School District of Palm Beach County (SDPBC) Graduates Enrolled in Postsecondary Institutions in the Fall after Graduation by Race/Ethnicity
- School District of Palm Beach County (SDPBC) Graduates Enrolled in Postsecondary Institutions for the First Time in the Fall and in the Following Four Years
- Palm Beach County School District Graduates Achieving Degrees from Postsecondary Institutions



Career Ready



CareerSource Palm Beach County's Young Adult Program empowers residents aged 16 to 24 through training, career, and professional development opportunities through tracks such as Career Prep, Internships, and a Summer Youth Program. The goal is to help young adults develop educational, occupational, and leadership skills that will prepare them for the world of work.

Palm Beach County Youth Served by CareerSource by Gender and Closure Reason FY2019 Through FY2025

CareerSource Youth	FY18-19	FY19-20	FY20-21	FY21-22	FY22-23	FY23-24	FY24-25
Number of Participants	224	197	112	146	108	249	99
Number of Applicants	244	171	113	150	103	162	40

Youth Gender	FY18-19	FY19-20	FY20-21	FY21-22	FY22-23	FY23-24	FY24-25
Male	81	80	50	57	38	104	49
Female	143	117	62	89	70	143	50

Closure Reason	FY18-19	FY19-20	FY20-21	FY21-22	FY22-23	FY23-24	FY24-25
Employed	0	65	21	15	28	37	17
Post Secondary	0	26	10	5	0	29	14



Source: CareerSource Palm Beach County Special Data Request, July 2025 provided by Steven Gustafson.

Career Ready

Palm Beach County Youth Served by CareerSource by Age FY2019 Through FY2025

Age Range	FY18-19	FY19-20	FY20-21	FY21-22	FY22-23	FY23-24	FY24-25
Less than 18	20	30	8	14	24	43	11
18	38	52	24	31	27	50	20
19	43	35	24	32	17	43	19
20	50	31	17	26	13	30	10
21	23	17	9	14	8	22	9
22	21	10	15	11	6	24	12
23	11	11	8	10	6	24	10
24	7	9	6	6	7	12	8
25	8	0	1	1	0	1	0
26	1	2	0	1	0	0	0
27	2	0	0	0	0	0	0
28	0	0	0	0	0	0	0



Source: CareerSource Palm Beach County Special Data Request, July 2025 provided by Steven Gustafson.

Career Ready

Palm Beach County Youth Served by CareerSource by Race FY2019 Through FY2025

Race	FY18-19	FY19-20	FY20-21	FY21-22	FY22-23	FY23-24	FY24-25
African American/Black	179	166	83	111	81	206	85
American Indian/Alaskan Native	2	0	0	1	0	2	1
Asian	1	2	1	0	3	2	1
Hawaiian/Other Pacific Islander	1	0	2	0	0	0	0
White	32	20	18	25	17	20	8
I do not wish to answer	9	9	8	9	7	19	4



Source: CareerSource Palm Beach County Special Data Request, July 2025 provided by Steven Gustafson.

Career Ready

Palm Beach County Youth Served by CareerSource by Selected Zip Code Areas FY2019 Through FY2025

Zip Code	FY18-19	FY19-20	FY20-21	FY21-22	FY22-23	FY23-24	FY24-25
33404	5	4	9	8	4	15	11
33406	4	2	1	1	2	2	n/a
33407	10	4	4	6	5	13	5
33409	3	4	1	2	2	5	3
33411	8	7	3	4	3	9	1
33414	n/a	3	1	7	3	4	2
33415	8	6	4	6	2	6	3
33417	8	n/a	3	3	2	6	n/a
33430	67	80	32	41	43	71	38
33436	2	3	n/a	2	2	5	1
33437	2	3	n/a	1	2	1	n/a
33458	n/a	1	n/a	n/a	2	1	n/a
33462	4	1	1	n/a	3	6	2
33463	3	7	1	7	2	8	1
33476	19	16	7	15	8	23	12
33493	12	15	10	15	10	23	10



Note: Zip Codes selected were those with greatest number served.
Source: CareerSource Palm Beach County Special, July 2025 provided by Steven Gustafson.

Career Ready

2023 Unemployment for Palm Beach County and County Subdivisions by Age Group Relative to Overall Unemployment

Location	Total Population 16 Years of Age or Older	Unemployment Rate 16 Years of Age or Older	Total Population 16-19 Years of Age	Unemployment Rate 16-19 Years of Age	Total Population 20-24 Years of Age	Unemployment Rate 20-24 Years of Age
United States	267,393,519	5.2%	17,415,920	14.3%	21,542,938	9.1%
Florida	18,129,301	4.8%	1,009,567	14.4%	1,269,435	8.5%
Palm Beach County	1,255,736	5.4%	65,603	17.6%	78,533	10.4%
Belle Glade – Pahokee	25,255	12.7%	1,669	21.1%	1,539	23.6%
Boca Raton	125,764	5.4%	7,898	15.6%	9,743	11.5%
Boynton Beach – Delray Beach	297,219	5.8%	11,279	16.0%	16,596	6.9%
Jupiter	78,538	4.1%	4,144	8.5%	4,131	11.8%
Lake Worth	191,504	6.0%	12,524	17.3%	13,962	12.3%
Riviera Beach	93,435	6.0%	4,708	7.9%	5,557	15.7%
Royal Palm Beach – West Jupiter	99,260	3.5%	5,405	11.8%	5,381	9.6%
Sunshine Parkway	177,621	4.0%	9,627	17.4%	9,465	10.6%
Western Community	26,157	3.3%	1,762	18.1%	1,711	3.6%
West Palm Beach	140,538	6.4%	6,587	31.8%	10,448	8.6%



Source: US Census Bureau, American Community Survey, Employment Status, table S2301 – 2019-2023 5 Year Estimate

Career Ready

2023 Idle Youth (16-19 Year Olds) By Race Not Working and Not in School Palm Beach County, By Race and Hispanic Ethnicity

	Overall Population 16 – 19 years old		White, Non-Hispanic		Black, Non-Hispanic		Hispanic or Latino of Any Race	
	US	PBC	US	PBC	US	PBC	US	PBC
Population 16-19 years old	17,415,920	65,603	8,785,448	24,549	2,349,669	15,579	4,297,792	19,888
Idleness (No School or Work)	5.1%	5.1%	4.2%	3.1%	7.1%	5.4%	6.3%	5.4%



Source: US Census Bureau, American Community Survey , Characteristics of Teenagers, Table S0902 – 2019-2023 Five Year Estimate

Career Ready

Number & Percent of School District of Palm Beach County (SDPBC) Graduates Enrolled in Postsecondary Institutions in the Fall after Graduation, FY2017-FY2024

Year	Number of SDPBC Graduates	Number of Graduates Enrolled in College	Percent of Graduates Enrolled in College
2024	13,740	7,939	58%
2023	12,898	7,539	58%
2022	12,506	7,401	59%
2021	13,126	7,419	57%
2020	13,469	7,500	56%
2019	13,302	8,470	64%
2018	12,811	8,251	64%
2017	11,173	7,549	68%



Data Source: School District of Palm Beach County FY25 District High School Graduates' College Matriculation Summary

Career Ready

Number & Percent of School District of Palm Beach County (SDPBC)
Graduates Enrolled in Two-Year and Four-Year Postsecondary Institutions in
the Fall after Graduation FY2017-FY2024

Year	Number of SDPBC Graduates	Number Enrolled in a Two-Year College	Percent Enrolled in a Two-Year College	Number Enrolled in a Four-Year College	Percent Enrolled in a Four-Year College
2024	13,740	283	2%	7,656	56%
2023	12,898	257	2%	7,282	56%
2022	12,506	239	2%	7,162	57%
2021	13,126	242	2%	7,177	55%
2020	13,469	237	2%	7,263	54%
2019	13,302	287	2%	8,191	62%
2018	12,811	285	2%	7,971	62%
2017	11,173	220	2%	7,332	66%



Data Source: School District of Palm Beach County FY25 District High School Graduates' College Matriculation Summary

Career Ready

FY2019-FY2024 Number & Percent of School District of Palm Beach County (SDPBC) Graduates Enrolled in Postsecondary Institutions in the Fall after Graduation by Ethnicity

Race	2019		2020		2021		2022		2023		2024	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Black	3,655	59%	3,697	46%	3,528	49%	3,235	55%	3,463	54%	3,623	52%
Hispanic	4,087	58%	4,338	48%	4,310	48%	4,120	51%	4,407	49%	4,978	50%
White	4,712	72%	4,529	69%	4,308	69%	4,324	68%	4,173	70%	4,244	69%



Data Source: School District of Palm Beach County FY25 District High School Graduates' College Matriculation Summary

Career Ready

FY2018-FY2024 Percent of School District of Palm Beach County (SDPBC) Graduates² Enrolled in Postsecondary Institutions for the First Time in the Fall and in the Following Four Years³

Year	Percent Enrolled In Fall	Percent Enrolled in First Year	Percent Enrolled in Second Year	Percent Enrolled in Third Year	Percent Enrolled in Fourth Calendar Year	Total Percent
2024	58%	NA	NA	NA	NA	58%
2023	58%	65%	3%	NA	NA	67%
2022	59%	66%	4%	1%	NA	71%
2021	57%	62%	5%	2%	1%	69%
2020	56%	62%	5%	2%	1%	70%
2019	64%	69%	3%	1%	1%	74%
2018	64%	70%	4%	2%	1%	77%



²Graduates are defined as twelfth-graders who earned a standard diploma in the state four-year federal cohort (which does not include special diplomas or GEDs). College enrollment does not include students who joined the military after graduation.

³Fall is defined as anytime during the calendar year of graduation (e.g., May to December); the first year is the graduated year's May to next year July; the second year is August to next July, etc.

Data Source: School District of Palm Beach County FY25 District High School Graduates' College Matriculation Summary

Career Ready

FY2015-FY2020 District High School Graduates Enrolled in Postsecondary Institutions and Degree Completion Rate

Cohort Year	Count	Percent for MA, BA or AA Degree or Other*	Percent for Highest Degree with Other	Percent for Highest Degree with AA	Percent for Highest Degree with BA	Percent for Highest Degree with MA and Above
2020	7,769	51%	1%	15%	34%	1%
2019	8,610	57%	2%	14%	38%	2%
2018	8,456	61%	2%	13%	41%	5%
2017	8,113	64%	2%	15%	42%	4%
2016	7,524	64%	2%	15%	42%	5%
2015	7,504	67%	2%	16%	45%	4%



Data Source: School District of Palm Beach County FY25 District High School Graduates' College Matriculation Summary

* Other- Received Certificate or other Diplomas as the Highest Degree





Health Care District of Palm Beach County

Performance Review: Florida Statute Chapter 189.0695

June 18, 2024

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TRANSMITTAL LETTER

June 18, 2024

Health Care District of Palm Beach County
1515 N Flagler Dr Suite 101
West Palm Beach, Florida 33401

Pursuant to our executed statement of work signed April 10, 2024, with the Health Care District of Palm Beach County ("HCDPBC," "the District"), we hereby present our Performance Review to fulfill the requirements outline in Florida Statute Chapter 189.0695. Our report is organized in the following sections:

Executive Summary	This provides a high-level overview and summary of the procedures and results obtained through this performance review.
Background	This provides an overview of the Health Care District of Palm Beach County, as well as relevant background information.
Results / Performance	This section provides information related to each primary program, including financial data, goals and objectives, and recommendations resulting from our procedures.

We would like to thank the staff and all those involved in assisting our firm with this performance review.

Respectfully Submitted,

RSM US LLP

RSM US LLP

CC Auditor General
President of the Senate
Speaker of the House of Representatives

EXECUTIVE SUMMARY

Background

Beginning October 1, 2023, and every 5 years thereafter, each hospital licensed under Florida Statute Chapter 395 which is governed by the governing body of a special district as defined in Florida Statute 189.012 or by the board of trustees of a public health trust created under Florida Statute 154.07 must have a performance review conducted. For the purposes of this requirement, the term "performance review" means an evaluation of an independent special district and its programs, activities, and functions.

Our scope focused on the District's operations and the types and levels of services provided to the citizens and visitors of the District. We understand the District's current prioritizations include:

- ❖ Trauma System
- ❖ School Health
- ❖ Health Coverage
- ❖ Hospital
- ❖ Skilled Nursing Care
- ❖ C. L. Brumback Primary Care Clinics

Objectives and Scope

The primary objective of this engagement was to perform an independent performance review of the District to fulfill requirements outlined in Florida Statute Chapter 189.0695. The six (6) established prioritizations, along with the goals, objectives and outcomes for each, as defined by the District will constitute the basis of our scope for identifying and evaluating the metrics of the District's major programs. The performance review scope period was October 2020 through March 2024. As part of this performance review, we performed research and analysis including the following procedures:

Evaluation of the District

- Conducted an evaluation of the purpose, goals, and objectives outlined in the charter of the District.
- Assessed the efficiency and effectiveness of programs and activities, examining their alignment with the District's goals, expected benefits, and the use of performance measures and standards.

Financial Analysis and Goal Achievement

- Examined the revenues and costs of programs and activities over the current year and the previous three fiscal years.
- Assessed the extent to which the District's goals and objectives have been achieved, assessing clarity, measurability, and alignment with statutory purposes.

Service Delivery Efficiency and Cost Analysis

- Evaluated the delivery of services by the District, exploring alternative methods to reduce costs and enhance performance.
- Compared similar services provided by the county and other municipal governments within the District's boundaries, considering costs, efficiencies, and potential service consolidations.

Assessment and Recommendations

- Assessed factors contributing to the failure to meet performance measures or standards.
- Provided recommendations to improve the District's program operations.

At the conclusion of our performance review, we summarized the results, key takeaways and results into this written report, and conducted exit conferences with the Chief Financial Officer and Chief Operations Officer.

EXECUTIVE SUMMARY (CONTINUED)

KEY TAKEAWAYS AND RECOMMENDATIONS

The charter for the Health Care District of Palm Beach County establishes the District as a source of funding for “indigent and medically needy residents of Palm Beach County” through the provision of “preventive health services, community nursing services, ambulatory care, outpatient services, hospital services, trauma health services, and rehabilitative services, as feasible.” As noted above, the Mission and Vision of the District closely align with the charter, and the primary programs identified by the District are established to provide each of the distinct services listed in the District’s charter.

Through our inquiry of District Management and review of related documentation including financial statements, Board reporting packages, internal/management reporting packages, reporting dashboards, Palm Beach County Ordinances, flyers and brochures, etc. we noted the following:

- The District has a robust process for continually evaluating performance and effectiveness of its programs.
- All six (6) defined programs have established goals and performance metrics by which success is measured.
- We observed historical tracking and reporting of performance metrics for five (5) of six (6) defined programs throughout our scope period which extended from October 2020 to March 2024.
- For the remaining one (1) program (Health Coverage), although historical performance metrics were not available, Management was able to communicate the program’s goals and provided examples of recent accomplishments related to those goals. We understand that Management intends to begin formal tracking of these metrics going forward.
- Performance metrics are actively tracked on a monthly, quarterly, and annual basis as applicable utilizing data visualization dashboards.
- Metrics are communicated to various committees and the Board on a monthly, quarterly, and annual basis as applicable.
- Performance metrics, while consistently reported during our scope period, are also evaluated and updated by Management to address emerging trends and areas of concern and interest.

The following sections of this report provide detail related to the six (6) defined programs, the established goals, performance metrics, results, and financial information of each. We recommend the District continue its robust performance metrics tracking and reporting efforts, and continue development and formal tracking of metrics related to the Health Coverage program.

As established in the enabling legislation and due to the nature of the services provided by the District, management indicated that consolidation with the county or other municipalities would provide no benefit. Through review of the District’s enabling legislation (Ch. 2003-326), and as excerpted below we understand the FL legislature established the District as the singular means to provide public healthcare services to Palm Beach County.

Ch. 2003-326, Section 2. Intent.

“The most effective and efficient method to provide comprehensive health care services through a countywide health care district.”

We further noted that the District’s role as administrator of the Countywide Trauma System is defined and required in Article V of the Palm Beach County Code of Ordinances. District Management also indicated during inquiry that no other tax funded agency in the County is performing overlapping services.

BACKGROUND

Overview

Palm Beach County, the second largest in Florida by area, spans 2,383 square miles, stretching approximately 45 miles both longitudinally and latitudinally from Lake Okeechobee in the west to the Atlantic Ocean in the east. It shares borders with Martin County to the north and Broward County to the south. With a population exceeding 1.5 million in 2020, Palm Beach County ranks as the third most populous in Florida and the 25th nationally. Between 2010 and 2019, its population surged by 13.4%, propelling it to become the 10th most densely populated county in the state.

In 1988, Palm Beach County residents voted to establish the Health Care District of Palm Beach County, an independent taxing district aimed at fostering a healthier community. For over three decades, this taxpayer-funded entity has acted to fill in gaps in access to healthcare services. This unique health care system covers the entire county and provides diverse services such as:

- 13 outpatient community health centers (Federally Qualified Health Centers) which serve everyone regardless of ability to pay
- School health clinicians staffed in nearly 170 Palm Beach County public schools
- Two Trauma Hawk aeromedical helicopters
- Rural, public teaching hospital in Belle Glade, Lakeside Medical Center
- Skilled nursing facility in Riviera Beach, the Edward J. Healey Rehabilitation and Nursing Center
- Ground ambulance transportation program for Health Care District patients needing higher level of care
- Specialty benefits program for eligible, uninsured residents
- Quality performance oversight of the county's lifesaving trauma system

District Governance

The Health Care District of Palm Beach County is governed by a seven-member Board of Commissioners who serve on a voluntary basis. Three Commissioners are appointed by the Governor of Florida, three by the Palm Beach County Board of Commissioners and one is a representative of the State Department of Health. Commission terms are for four years. Commissioners may hold their appointments for a maximum of eight consecutive years.

The District maintains a Charter (Chapter 2003-326) that establishes the framework, authority, and responsibilities of the District within the state's legal and administrative structure. The Charter is an act relating to the Health Care District of Palm Beach County; codifying, amending, and reenacting special acts relating to the District; providing a popular name; providing boundaries; providing for a governing board, rules of the board, and membership; providing powers and duties of the board; providing for an ad valorem tax; providing for issuance of bonds; providing for an annual report; repealing chapters 87-450, 92-340, 93-382, 96-509, and 2000-489, Laws of Florida; providing an effective date.

Health Care District of Palm Beach County

The mission of the District is to be the health care safety net for Palm Beach County. They intend to accomplish their mission and vision through various programs and services, including:

- Saving lives in the "Golden Hour" through our integrated Trauma System
- Covering the uninsured with programs such as District Cares and Maternity Care
- Providing a medical home for adults and children at the C. L. Brumback Primary Care Clinics
- Keeping children healthy by staffing nurses in our public schools
- Offering skilled nursing care at the Edward J. Healey Rehabilitation and Nursing Center
- Providing acute care in underserved areas through Lakeside Medical Center in Belle Glade on the southeastern shores of Lake Okeechobee

BACKGROUND (CONTINUED)

District Governance (Continued)

In addition to the Board of Commissioners, the District also maintains additional governance structures responsible for oversight of quality and compliance. The following table outlines some of the additional boards / committees utilized by the District to achieve established goals and objectives.

Board / Committee	Composition of Board / Committee
Primary Care Clinics Board	Minimum of 9 and Maximum of 13 Members (Majority Clinic Patients, 1 HCD Board Member, 1 Finance & Audit Committee Member, 1 Quality, Patient Safety & Compliance Committee Member)
Lakeside Health Advisory Board	Minimum of 7 and Maximum of 11 Members (1 HCD Board Member)
Finance and Audit Committee	Minimum of 5 and Maximum of 9 Members (2 HCD Board Members, 1 Clinic Board Member, 1 Glades Representative)
Quality, Patient Safety and Compliance Committee	Minimum of 5 and Maximum of 9 Members (2 HCD Board Members, 1 Clinics Board Member, 1 Glades Representative, 1 Community Member-at-Large, and LMC Chief of Staff)

BACKGROUND (CONTINUED)

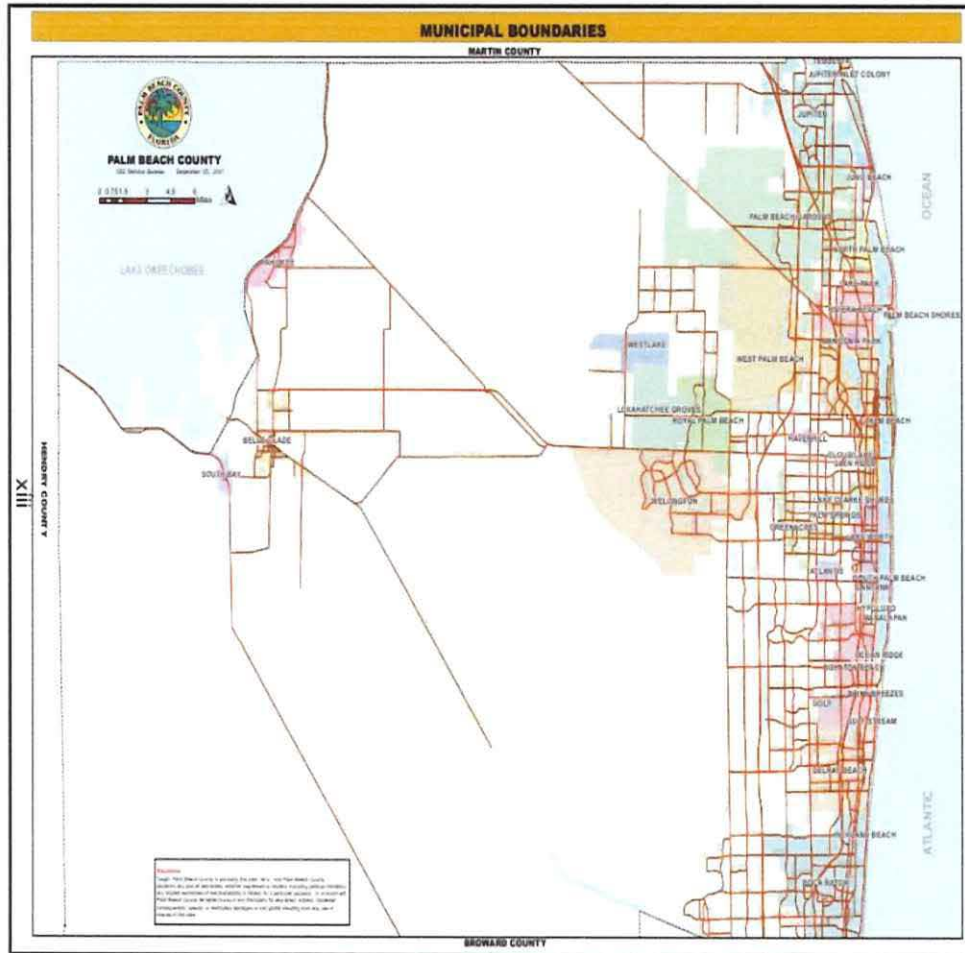
District Governance (Continued)

The District is dedicated to the health of the community and committed to providing high-quality health care services to all residents of Palm Beach County in a fiscally responsible manner. This includes all municipal governments located wholly or partially within the boundaries of Palm Beach County.

The following illustrations highlights the municipal boundaries and population within Palm Beach County.

Palm Beach County Census Population 1980-2020

Municipality	1980 Census	1990 Census	2000 Census	2010 Census	2020 Census
ATLANTIS	1,325	1,653	2,005	2,005	2,142
BELLE GLADE	16,535	16,177	14,906	17,467	16,698
BOCA RATON	49,447	61,492	74,764	84,392	97,422
BOYNTON BEACH	35,624	46,194	60,389	68,217	80,380
BRINY BREEZES	387	400	411	601	502
CLOUD LAKE	160	121	167	135	134
DELRAY BEACH	34,329	47,181	60,020	60,522	66,846
GLEN RIDGE	235	207	276	219	217
GOLF	110	234	230	252	255
GREENACRES	8,780	18,683	27,569	37,573	43,990
GULF STREAM	475	690	716	786	954
HAVERHILL	1,249	1,058	1,454	1,873	2,187
HIGHLAND BEACH	2,030	3,209	3,775	3,539	4,295
HYPOLUXO	573	830	2,015	2,588	2,687
JUNO BEACH	1,142	2,121	3,262	3,176	3,858
JUPITER	9,868	24,986	39,328	55,156	61,047
JUPITER INLET COLONY	378	405	368	400	405
LAKE CLARKE SHORES	3,174	3,364	3,451	3,376	3,564
LAKE PARK	6,909	6,704	8,721	8,155	9,047
LAKE WORTH BEACH	27,048	28,564	35,133	34,910	42,219
LANTANA	8,048	8,392	9,404	10,423	11,504
LOXAHATCHEE GROVES				3,180	3,355
MANALAPAN	329	312	321	406	419
MANGONIA PARK	1,419	1,453	1,283	1,888	2,142
NORTH PALM BEACH	11,344	11,343	12,064	12,015	13,162
OCEAN RIDGE	1,355	1,570	1,636	1,786	1,830
PAHOKEE	6,346	6,822	5,985	5,649	5,524
PALM BEACH	9,729	9,814	9,676	8,348	9,245
PALM BEACH GARDENS	14,407	22,965	35,058	48,452	59,182
PALM BEACH SHORES	1,232	1,040	1,269	1,142	1,330
PALM SPRINGS	8,166	9,763	11,699	18,928	26,890
RIVIERA BEACH	26,489	27,639	29,884	32,488	37,604
ROYAL PALM BEACH	3,423	14,589	21,523	34,140	38,932
SOUTH BAY	3,886	3,558	3,859	4,876	4,860
SOUTH PALM BEACH	1,304	1,480	1,531	1,171	1,471
TEQUESTA	3,685	4,499	5,273	5,629	6,158
WELLINGTON		20,670	38,216	56,508	61,637
WEST PALM BEACH	63,305	67,643	82,103	99,919	117,415
WESTLAKE					906
TOTAL INCORPORATED	364,245	477,825	609,744	732,290	842,415
TOTAL UNINCORPORATED	212,513	385,540	521,447	587,844	649,776
TOTAL COUNTY	576,758	863,365	1,131,191	1,320,134	1,492,191



BACKGROUND (CONTINUED)

Organizational Structure

The District is governed by a seven-member board of Commissioners. The Board is supported by the Health Care District Executive Team and Senior Leadership Team, as illustrated below.



BACKGROUND (CONTINUED)

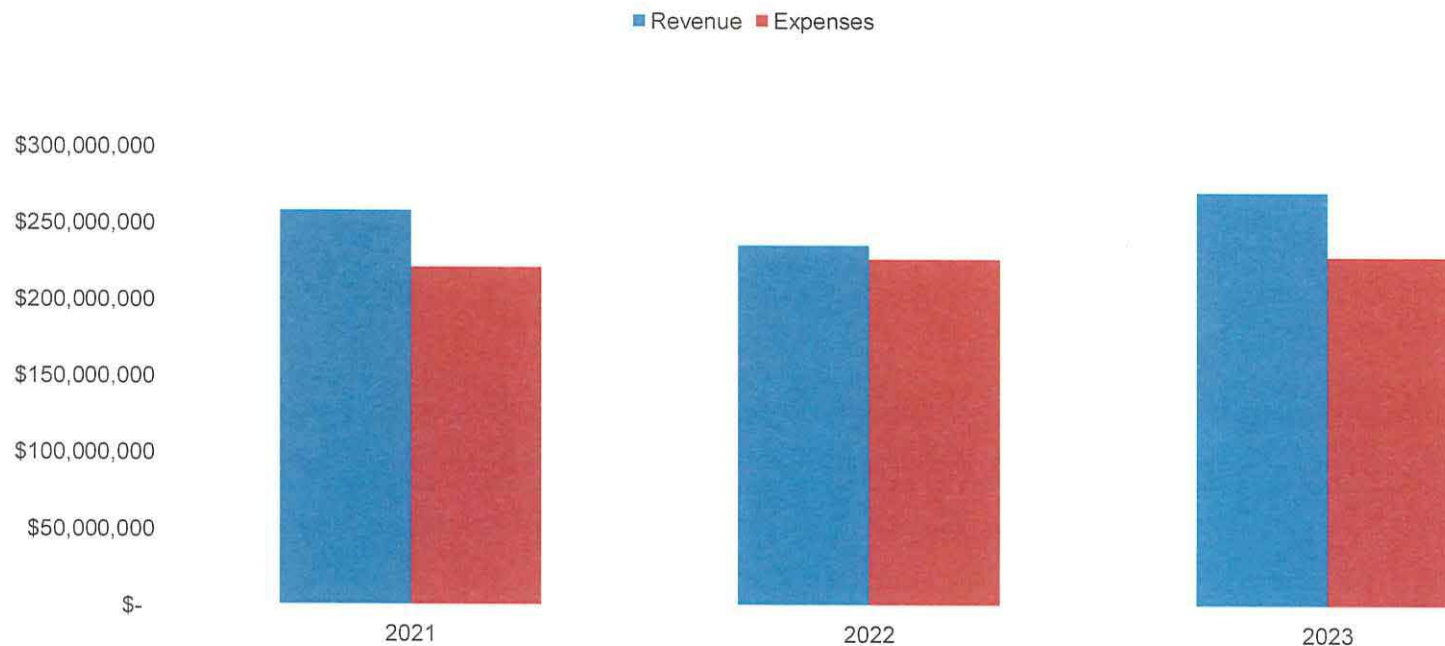
Financial Performance

The State of Florida Statutes require the Health Care District to establish a budgetary system and approve a balanced annual operating budget. The Health Care District's enabling legislation requires the Board to annually determine and approve a budget and establish a millage rate in accordance with Chapter 200, Florida Statutes. In addition, the legislation limits the ad valorem tax levied by the Health Care District to two mills with the annual millage levy increase capped at one-quarter of a mill from the amount levied by the Health Care District in the previous year. Approximately 83% of the Health Care District's budget goes to healthcare services. Ad valorem taxes represent the Health Care District's largest revenue source, covering 67.8% of expenditures with grant funds and patient revenue covering the remainder. The Health Care District's enabling legislation grants it the ability to annually levy ad valorem taxes up to 2.00 mills per \$1,000 of taxable value on Palm Beach County properties. The current assessed millage rate for 2023-2024 is 0.6761, the lowest millage rate in Health Care District history.

The Health Care District's expenditures include a network of primary care clinics, a skilled nursing facility, School Health clinicians staffed in nearly 170 public schools, a rural, acute-care teaching hospital, two Trauma Hawk air ambulances, two ground ambulances for Health Care District patients, a specialty benefits program for eligible, uninsured residents, and quality performance oversight of the county's lifesaving trauma system.

The chart to the right illustrates the revenue and expenses for the Health Care District of Palm Beach County over the past three fiscal years. It encompasses financial data from various funds, including the General Fund, Trauma, Aeromedical, Care Coordination, Pharmacy Services, School Health, Sponsored Programs, Healey Center, Lakeside Medical Center, Primary Care Clinics, and Medicaid Match.

Combined All Funds Revenue and Expenses



RESULTS / PERFORMANCE

Trauma System

Overview

On May 1, 1991, Palm Beach County's Trauma System took flight and carried out its first life-saving mission. Since then, the nationally-recognized Trauma System overseen and funded by the Health Care District of Palm Beach County ("PBC") has treated more than 99,000 people, providing rapid-response care for more than 5,600 traumatically-injured patients last year.

The healthcare district was appointed by the State as the "Trauma Agency" responsible for the quality oversight both trauma centers (1) St. Mary's Medical Center and (2) Delray Medical Center). The Palm Beach County Trauma Ordinance (Chapter 13 Article V) authorizes the Trauma Agency to coordinate trauma care and provide regulatory authority when necessary. The Trauma Agency is also responsible for updating the Florida Department of Health Five-Year Plan (per s. 64J-2.007-009, F.S.). The components of this integrated system include:

- enhanced 911 communication and dispatch system,
- EMS and Fire Rescue,
- The two Trauma Hawk Aeromedical helicopters,
- 2 Trauma Centers
- 2 comprehensive rehabilitation centers and a Health Care District-supported long-term care facility.

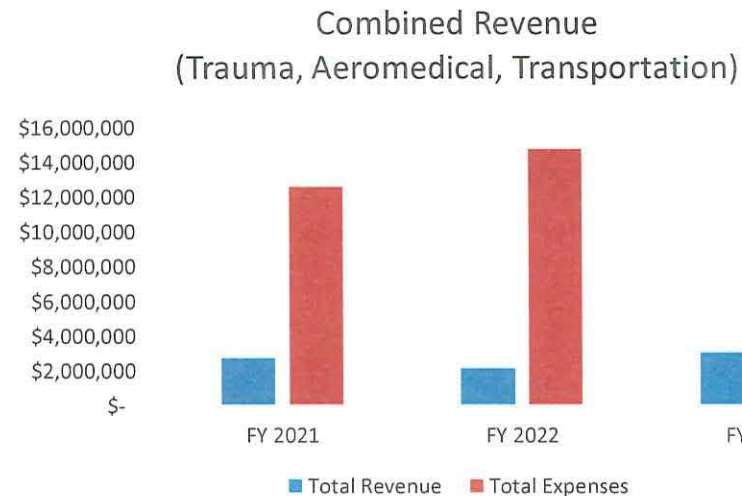
To assess the trauma needs in Palm Beach County, the District administers a system-wide quality management program, supplementing the peer review processes of the individual trauma centers. This quality assurance and improvement process includes collecting registry data to review quality of care from the point of injury to final outcome, as well as monitoring local EMS providers, trauma centers, and acute care hospitals for compliance with state trauma statutes and the local trauma ordinance. Specifically, the District administers and evaluates the compliance and quality of the following trauma system components:

- pre-hospital providers,
- Level I Trauma Centers,
- rehabilitation centers, and
- trauma review process.

The Trauma Quality Improvement Committee ("TQIC") convenes for the purpose of addressing hospital and pre-hospital provider quality-of-care issues concerning trauma, including the overall performance and coordination of the trauma care system. This committee supplements the individual trauma centers' performance improvement process to ensure the operational components of the Trauma System function as a cohesive unit. Both trauma centers and our community partners including EMS chiefs, the medical examiner's office, specialty physicians and others are active participants on this committee.

Financial Performance

The chart above illustrates the combined revenue and expenses for the Trauma System, Aeromedical, and Transportation services within the Health Care District of Palm Beach County over the past three fiscal years.



RESULTS / PERFORMANCE (CONTINUED)

Trauma System (Continued)

Established Goals, Objectives

- ❖ *Goal 1: Continue to evaluate and revise extant quality assessment metrics and procedures.*
 - Continuously monitor evaluation standards established by the TQIC; apply nationally-accepted benchmarks and evidence-based performance indicators for data collected throughout the trauma system.
 - Data indicators will be evaluated and revised as necessary to ensure outcome measurement veracity, as well as compliance with national, state and local standards.
 - Trauma centers will report quality assessment data to the appropriate entity each month as contractually specified, including:
 - Morbidity and mortality audit filter reviews
 - The Medical Director's summary of quality improvement evaluations
 - Trauma center calendars and physician call rosters
 - Trauma center accountability for participation in quality assessment will be reinforced via compensatory incentives issued by the District.
- ❖ *Goal 2: Continue standardized data collection and reporting procedures throughout the trauma system and along the care continuum.*
 - Continue to verify the accuracy of collected data throughout the system utilizing computer software, substantiating manually as indicated.
 - Review and refine data points and definitions continuously to improve consistency and ensure statistical and inferential veracity.
 - Trauma centers will report data to the appropriate entity in a timely fashion as contractually specified, including:
 - Initial trauma patient information (within 24 hours)
 - Trauma registry data
 - Initial demographics and screens (within two business days)
 - Chart closeout (30 days after discharge)
 - Transfer logs (monthly): into/out of/within the county; any instances of hospital bypass
 - Trauma center workload statistics (monthly)
 - Trauma center accountability for participation in data collection will be reinforced via compensatory incentives issued by the District.
- ❖ *Goal 3: Promote and facilitate disaster event readiness and preparation throughout the integrated trauma system of Palm Beach County.*
 - The District will regularly, on a rotating basis, sponsor and facilitate the presentation of the DMEP Course for community partners.
 - Presentations and instruction will be provided by local certified experts with trauma and incident command system training, as well as experience in disaster planning and response at the local level.
 - Target audience members for the DMEP course includes individuals in leadership positions throughout the trauma system including prehospital, acute care facility and administrative entities.
 - The DMEP Course will be offered with course scheduling adjusted to community needs.
- ❖ *Goal 4: Maintain compliance with goals and benchmarks established by the Palm Beach County Ordinance Rules and Regulations, specific to Aeromed and Ground Transportation.*

RESULTS / PERFORMANCE (CONTINUED)

Trauma System (Continued)

Performance Measures

- ❖ *Goal 1: Continue to evaluate and revise extant quality assessment metrics and procedures.*

Monthly, the TQIC meets to evaluate the quality of the Trauma System components. Upon review of the meeting packet for April 2024, we noted a detailed analysis of trauma cases at St. Mary's Medical Center and Delray Medical Center. We verified that key metrics were communicated over the course of our review period. The dashboards include data on case volumes, annual changes, and activation levels, along with demographic breakdowns for pediatric, adult, and geriatric patients. The report also provides insights into trauma injury patterns, mechanisms of injury, and specific analyses of vehicular crashes and age-related trends.

Additionally, the packet reviews prehospital care and interfacility trauma transfers. It evaluates prehospital response times and interventions, and assesses how these impact patient outcomes. The analysis of interfacility transfers includes metrics on transfer times and reasons, aiming to enhance the efficiency and effectiveness of the trauma care system.

- ❖ *Goal 2: Continue standardized data collection and reporting procedures throughout the trauma system and along the care continuum.*

Quarterly, the District submits required reporting to the Department of Health for both trauma centers, St. Mary's Medical Center and Delray Medical Center. We verified that reporting was timely submitted.

- ❖ *Goal 3: Promote and facilitate disaster event readiness and preparation throughout the integrated trauma system of Palm Beach County.*

The District sponsored a Disaster Management and Emergency Preparedness Course on November 5, 2021. The Course was provided by local certified experts with trauma and incident command system training, as well as experience in disaster planning and response at the local level. In the marketing for the presentation, we verified that the following individuals were encouraged to attend:

- | | |
|-----------------------------------|---|
| ▪ Emergency Physicians and Nurses | ▪ Hospital Disaster Committee Personnel |
| ▪ Trauma Center Personnel | ▪ HERC membership |
| ▪ Hospital Administrators | ▪ Emergency and Disaster Management |
| ▪ EMS Personnel and Leadership | ▪ Law Enforcement Leadership |

While a course was provided on November 5, 2021, we noted that the District has not sponsored or facilitated the course on a regularly, rotating basis. We reviewed the Trauma Quality Improvement Committee meeting minutes and verified that disaster planning has remained an agenda item for discussion. We noted that the District is in the process of planning another DMEP course presentation during calendar year 2024.

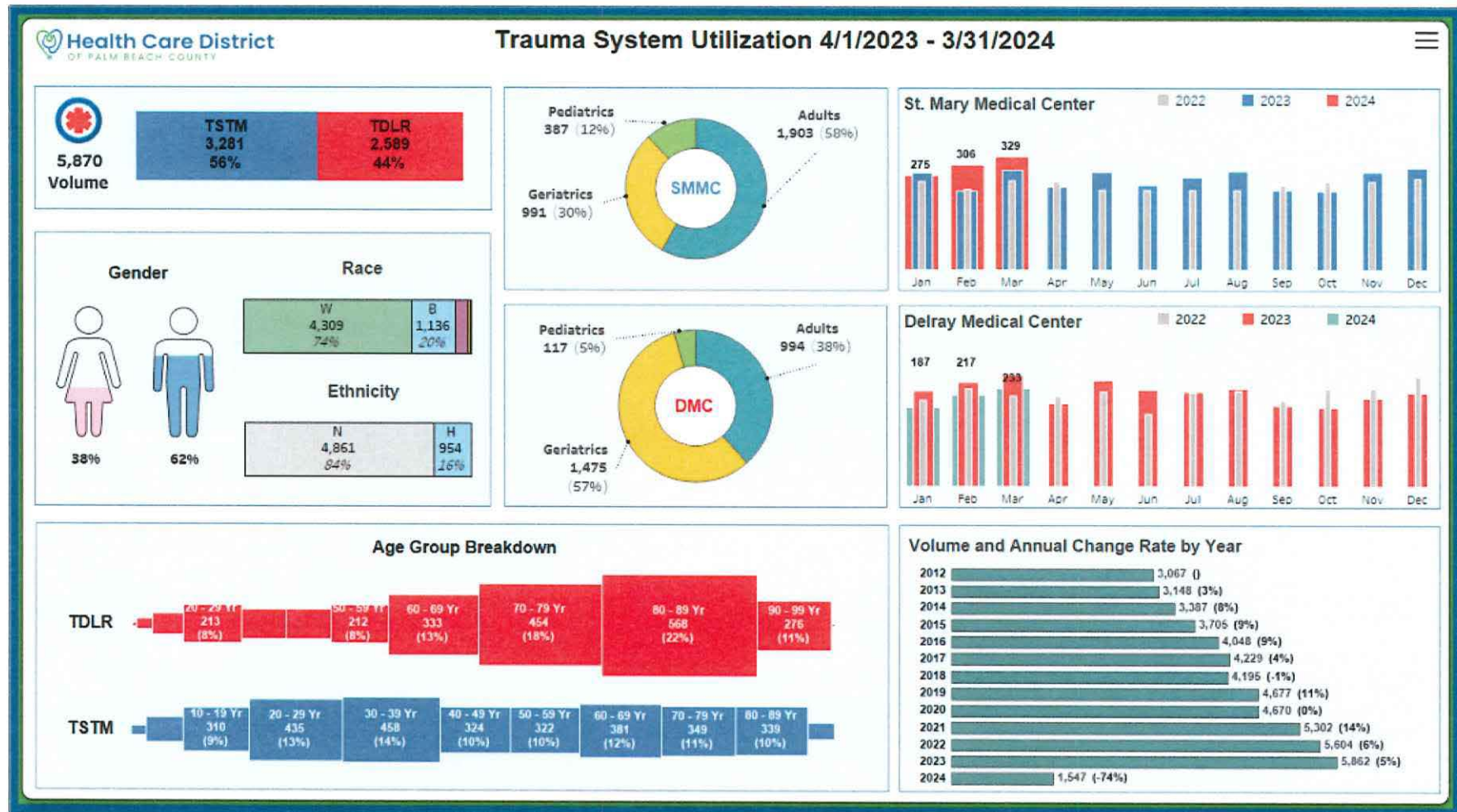
- ❖ *Goal 4: Maintain compliance with goals and benchmarks established by the Palm Beach County Ordinance Rules and Regulations, specific to Aeromed and Ground Transportation.*

We reviewed the dashboards provided to the TQIC during our review period and verified that key metrics, including detailed runtime reporting, were communicated and aligned with established benchmarks. Key metrics included scene dispatch to enroute average, scene dispatch to LZ average, scene dispatch type, and scene destination. Additionally, essential quality metrics related to ground transportation were captured, such as the percentage of reliable pain assessments, blood glucose checks, waveform capnography usage, and aortic emergencies, vitals, and equipment failures.

RESULTS / PERFORMANCE (CONTINUED)

Trauma System (Continued)

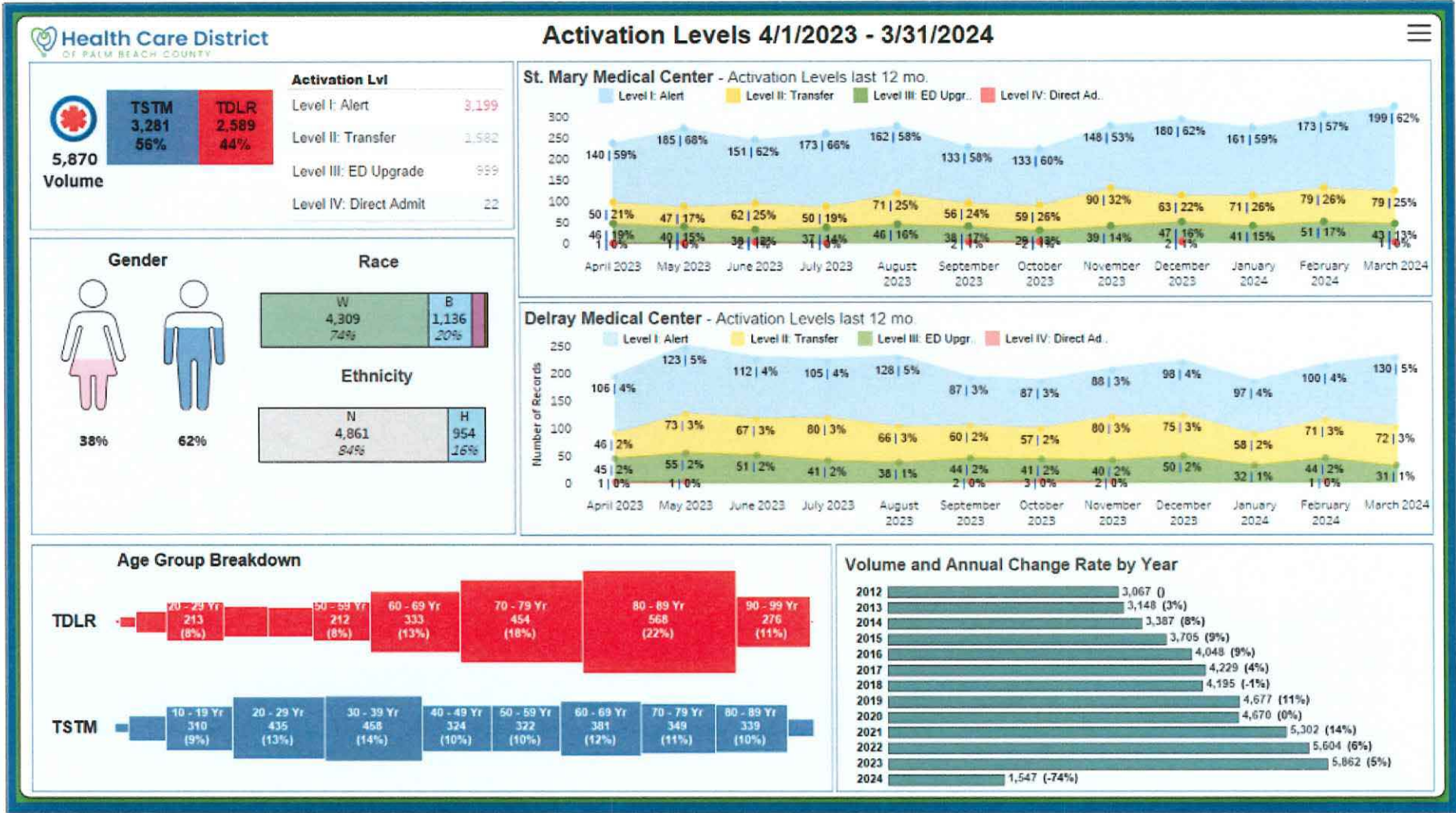
Performance Measures (Continued)



RESULTS / PERFORMANCE (CONTINUED)

Trauma System (Continued)

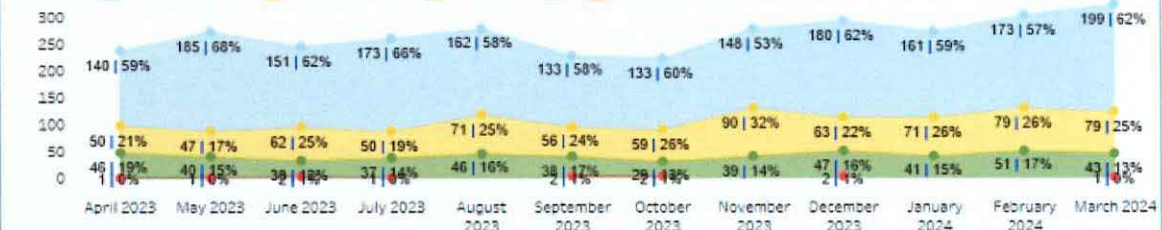
Performance Measures (Continued)



Activation Levels 4/1/2023 - 3/31/2024

St. Mary Medical Center - Activation Levels last 12 mo.

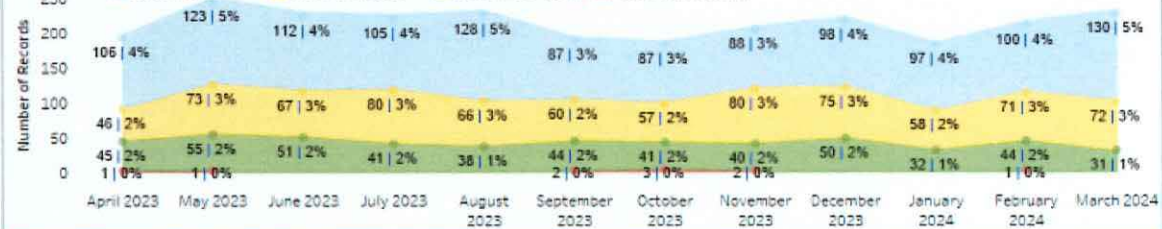
Level I: Alert Level II: Transfer Level III: ED Upgr. Level IV: Direct Ad.



Month	Level I: Alert	Level II: Transfer	Level III: ED Upgr.	Level IV: Direct Ad.
April 2023	140 59%	50 21%	46 19%	1 0%
May 2023	185 68%	47 17%	40 15%	1 0%
June 2023	151 62%	62 25%	38 14%	1 0%
July 2023	173 66%	50 19%	37 14%	1 0%
August 2023	162 58%	71 25%	46 10%	1 0%
September 2023	133 58%	56 24%	38 17%	1 0%
October 2023	133 60%	59 26%	29 13%	1 0%
November 2023	148 53%	90 32%	39 14%	1 0%
December 2023	180 62%	63 22%	47 16%	1 0%
January 2024	161 59%	71 26%	41 15%	1 0%
February 2024	173 57%	79 26%	51 17%	1 0%
March 2024	199 62%	79 25%	43 13%	1 0%

Delray Medical Center - Activation Levels last 12 mo.

Level I: Alert Level II: Transfer Level III: ED Upgr. Level IV: Direct Ad.



Month	Level I: Alert	Level II: Transfer	Level III: ED Upgr.	Level IV: Direct Ad.
April 2023	106 4%	46 2%	45 2%	1 0%
May 2023	123 5%	73 3%	55 2%	1 0%
June 2023	112 4%	67 3%	51 2%	1 0%
July 2023	105 4%	80 3%	41 2%	1 0%
August 2023	128 5%	66 3%	38 1%	1 0%
September 2023	87 3%	60 2%	44 2%	2 0%
October 2023	87 3%	57 2%	41 2%	3 0%
November 2023	88 3%	80 3%	40 2%	2 0%
December 2023	98 4%	75 3%	50 2%	2 0%
January 2024	97 4%	58 2%	32 1%	1 0%
February 2024	100 4%	71 3%	44 2%	1 0%
March 2024	130 5%	72 3%	31 1%	1 0%

Age Group Breakdown

TDLR

20 - 29 Yr	213	(8%)
30 - 39 Yr	212	(8%)
40 - 49 Yr	333	(13%)
50 - 59 Yr	454	(18%)
60 - 69 Yr	568	(22%)
70 - 79 Yr	276	(11%)

TSTM

10 - 19 Yr	310	(9%)
20 - 29 Yr	435	(13%)
30 - 39 Yr	458	(14%)
40 - 49 Yr	324	(10%)
50 - 59 Yr	322	(10%)
60 - 69 Yr	381	(12%)
70 - 79 Yr	349	(11%)
80 - 89 Yr	339	(10%)

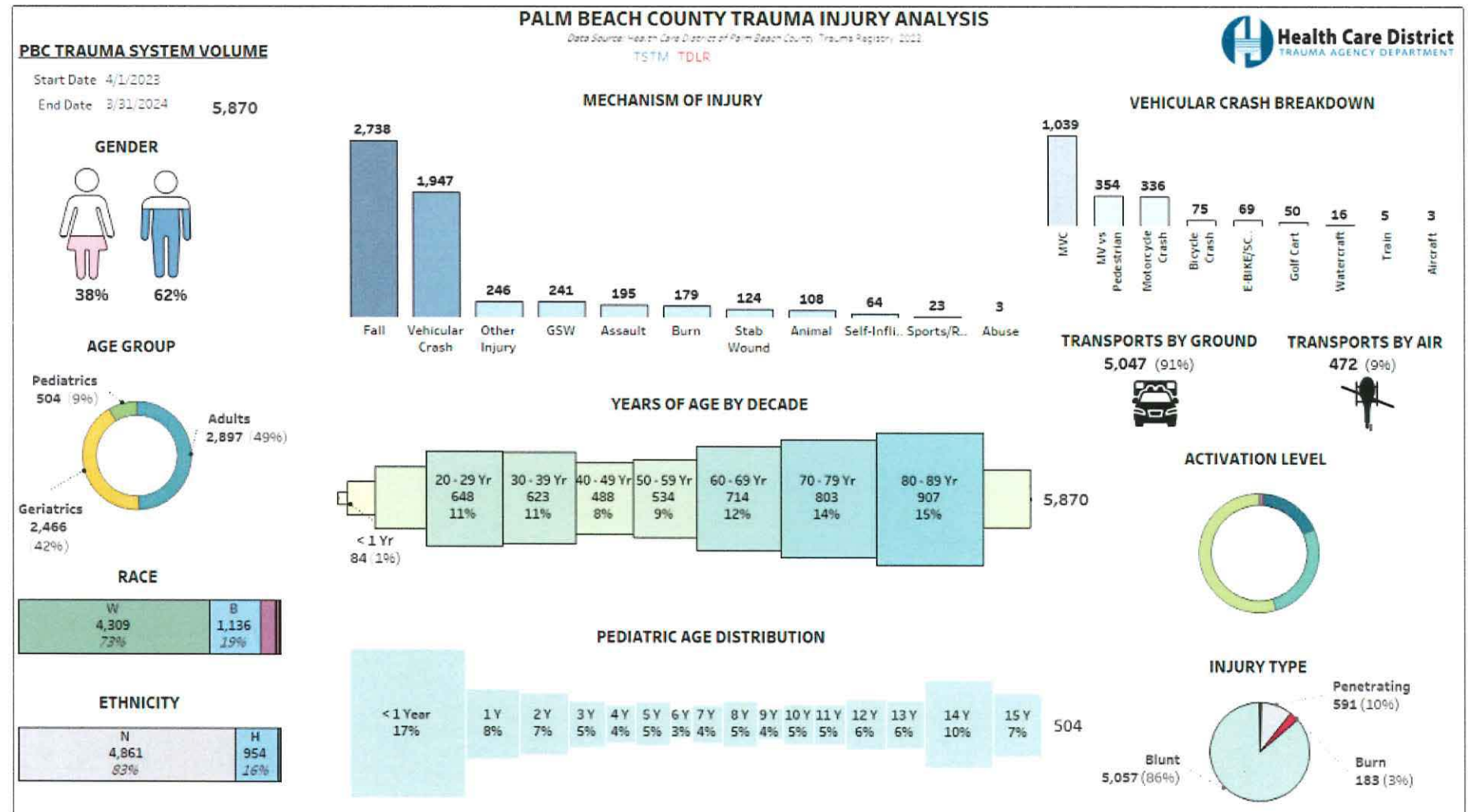
Volume and Annual Change Rate by Year

2012	3,067	(0)
2013	3,148	(3%)
2014	3,387	(8%)
2015	3,705	(9%)
2016	4,048	(9%)
2017	4,229	(4%)
2018	4,195	(-1%)
2019	4,677	(11%)
2020	4,670	(0%)
2021	5,302	(14%)
2022	5,604	(6%)
2023	5,862	(5%)
2024	1,547	(-74%)

RESULTS / PERFORMANCE (CONTINUED)

Trauma System (Continued)

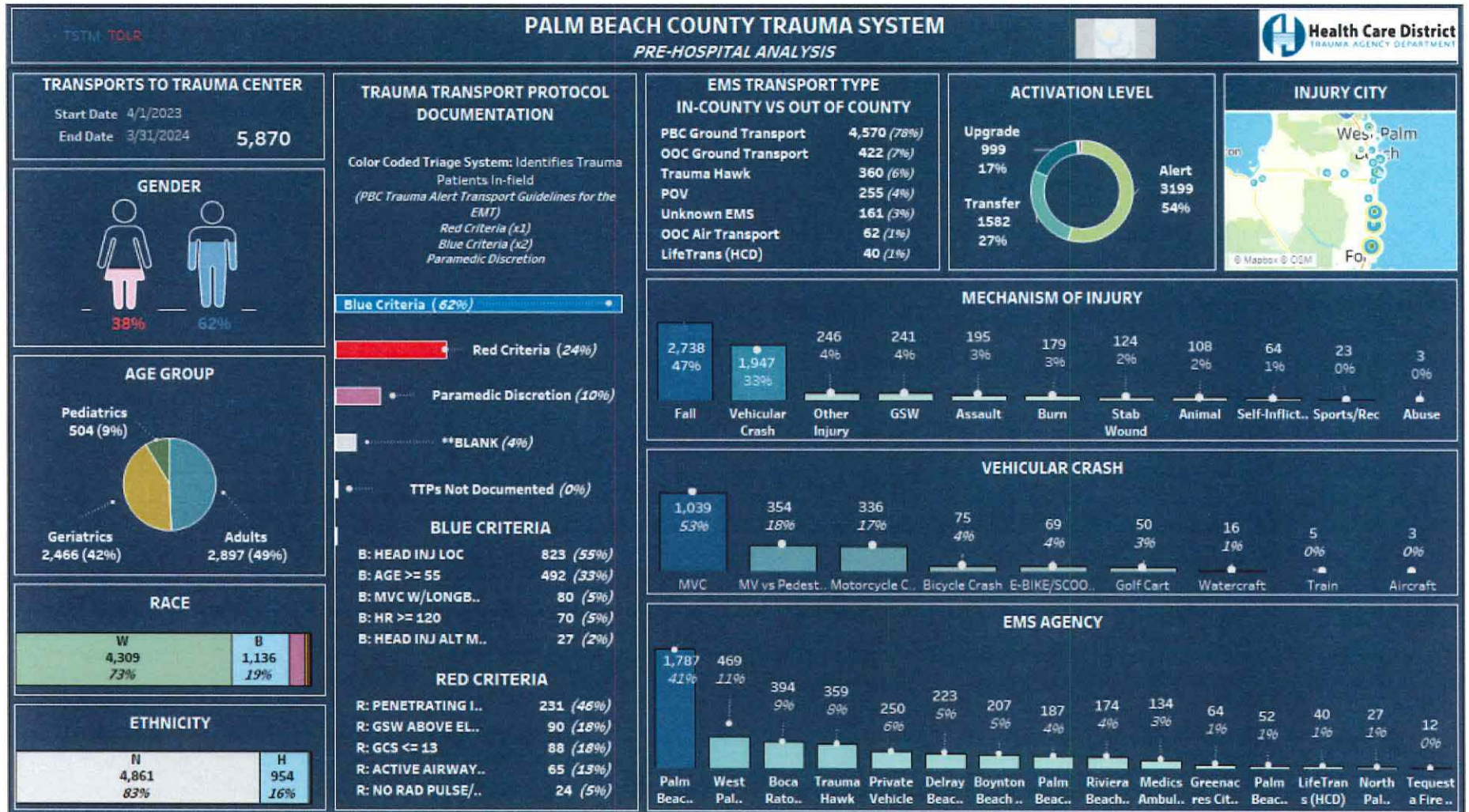
Performance Measures (Continued)



RESULTS / PERFORMANCE (CONTINUED)

Trauma System (Continued)

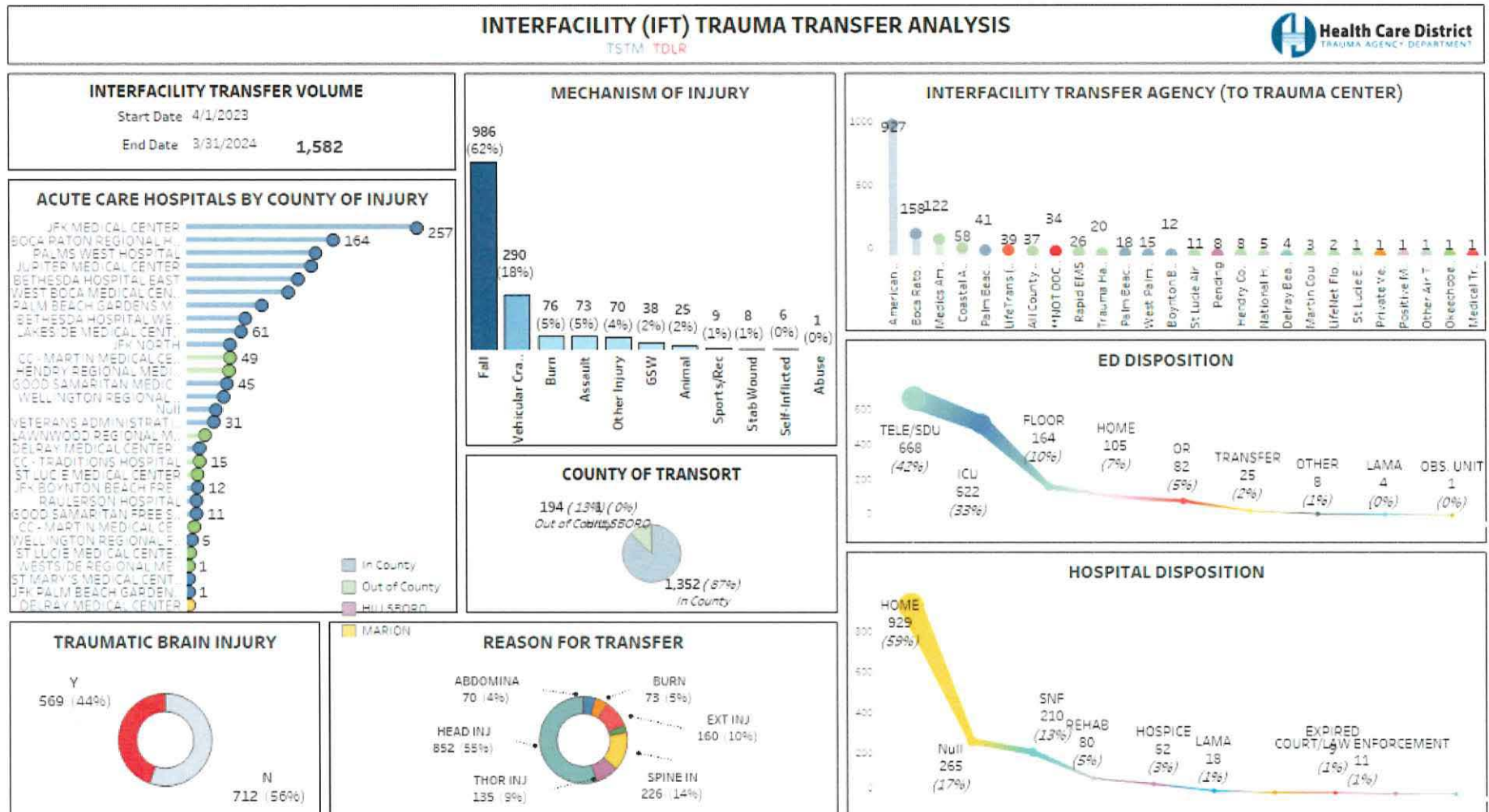
Performance Measures (Continued)



RESULTS / PERFORMANCE (CONTINUED)

Trauma System (Continued)

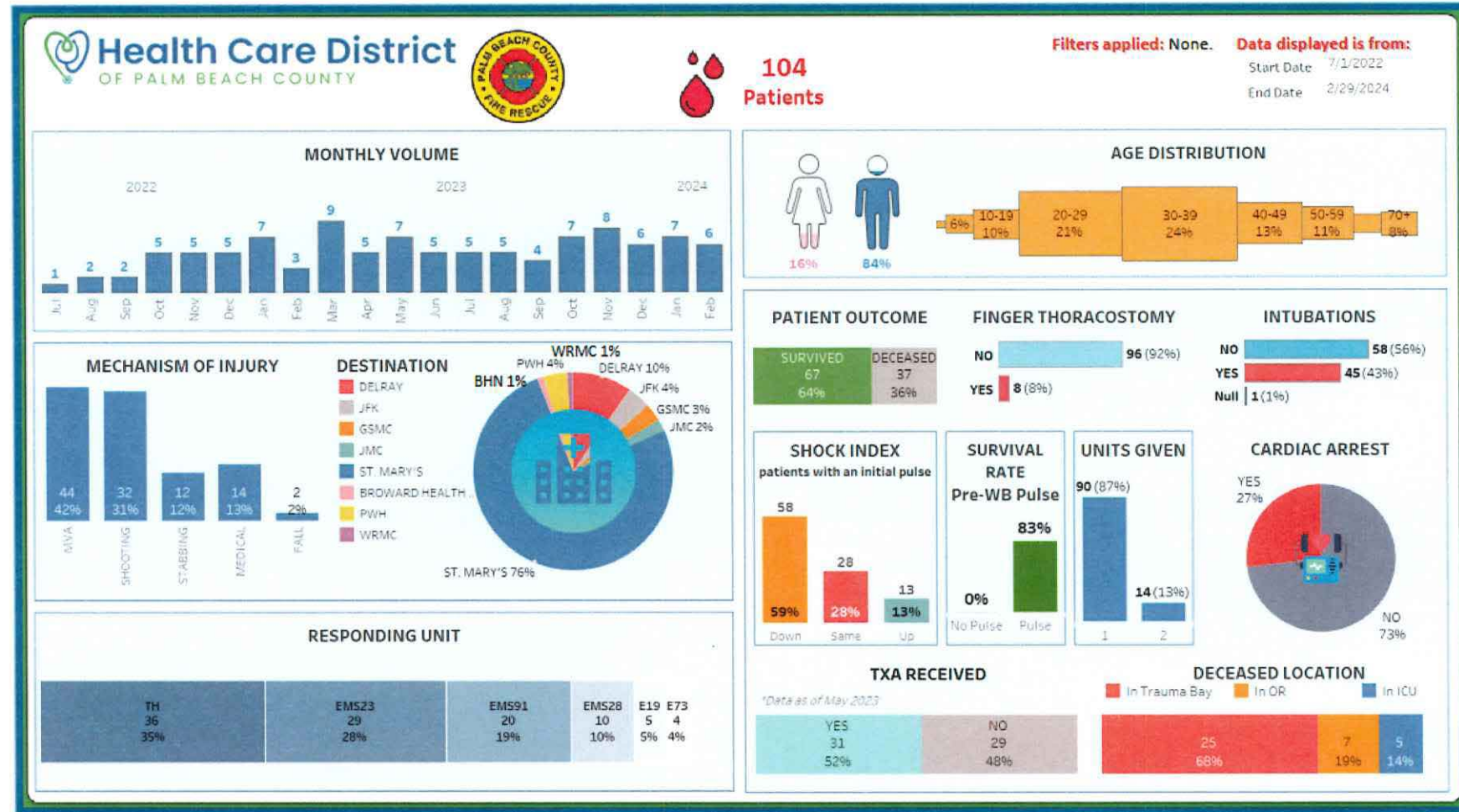
Performance Measures (Continued)



RESULTS / PERFORMANCE (CONTINUED)

Trauma System (Continued)

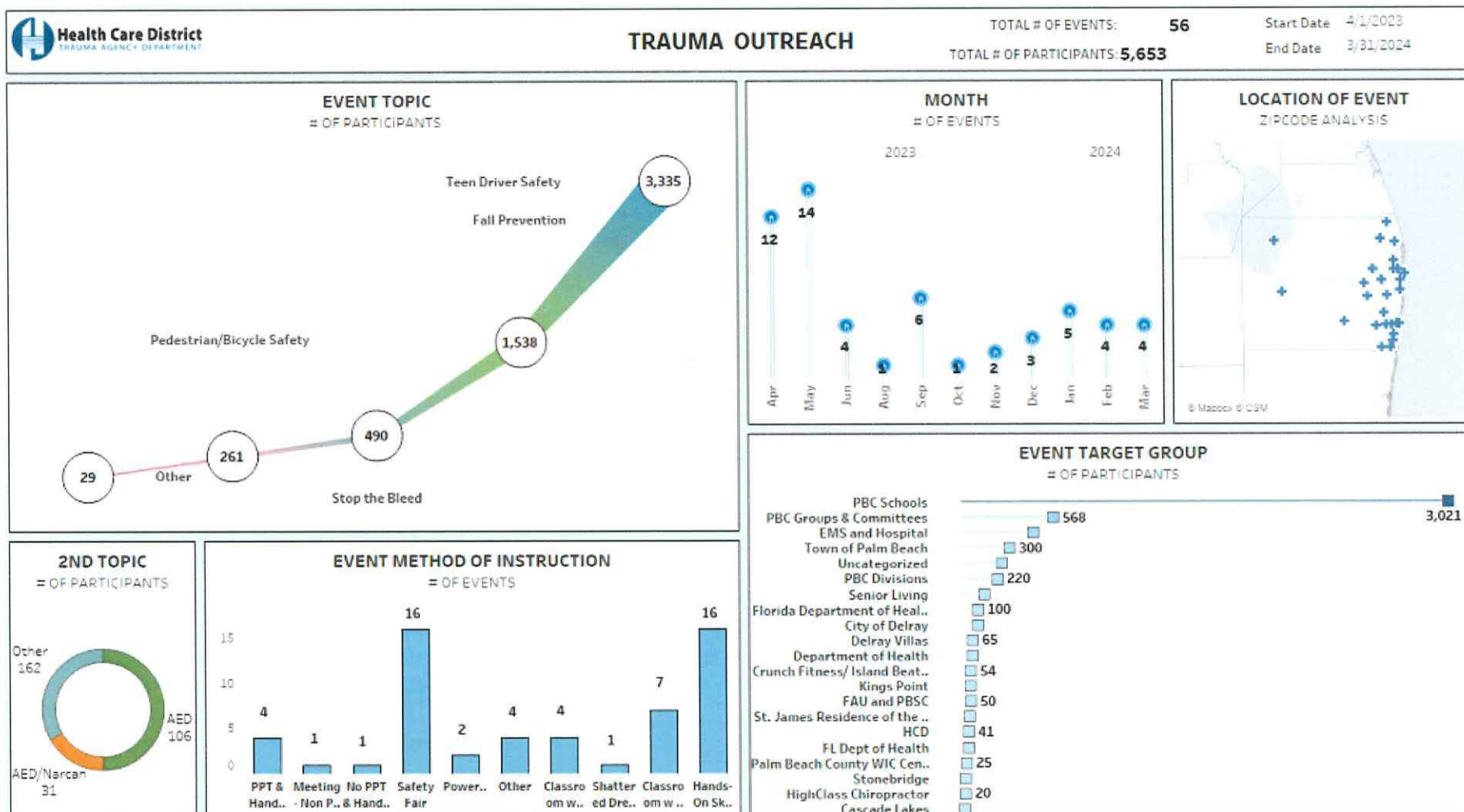
Performance Measures (Continued)



RESULTS / PERFORMANCE (CONTINUED)

Trauma System (Continued)

Performance Measures (Continued)



RESULTS / PERFORMANCE (CONTINUED)

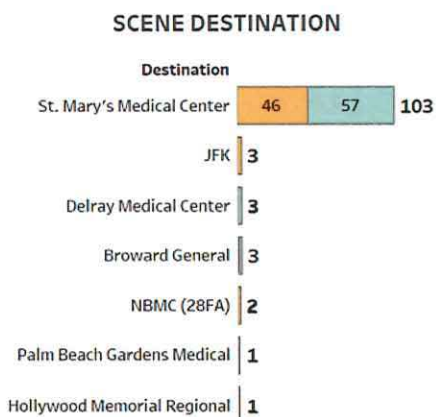
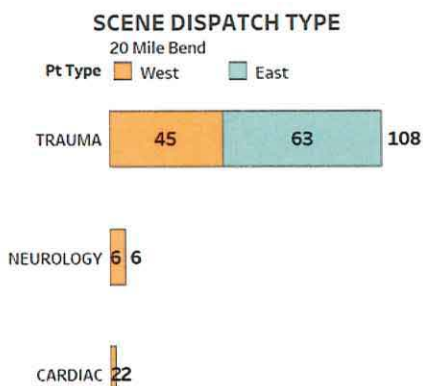
Trauma System (Continued)

Performance Measures (Continued)

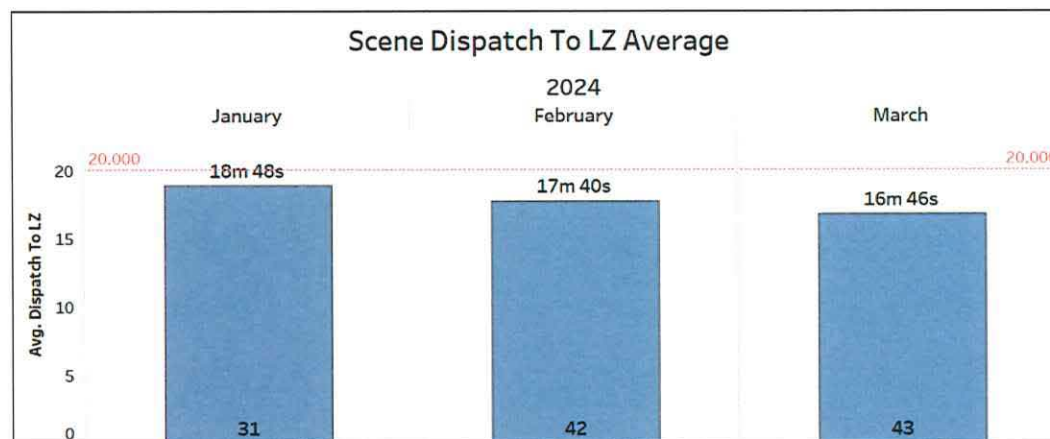
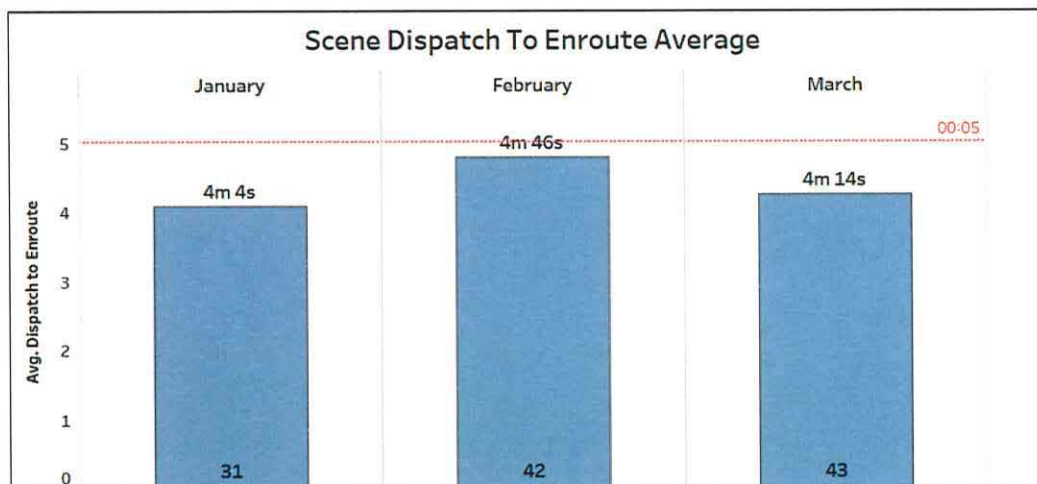


Total Transports: **116**

Total Patients: **117**



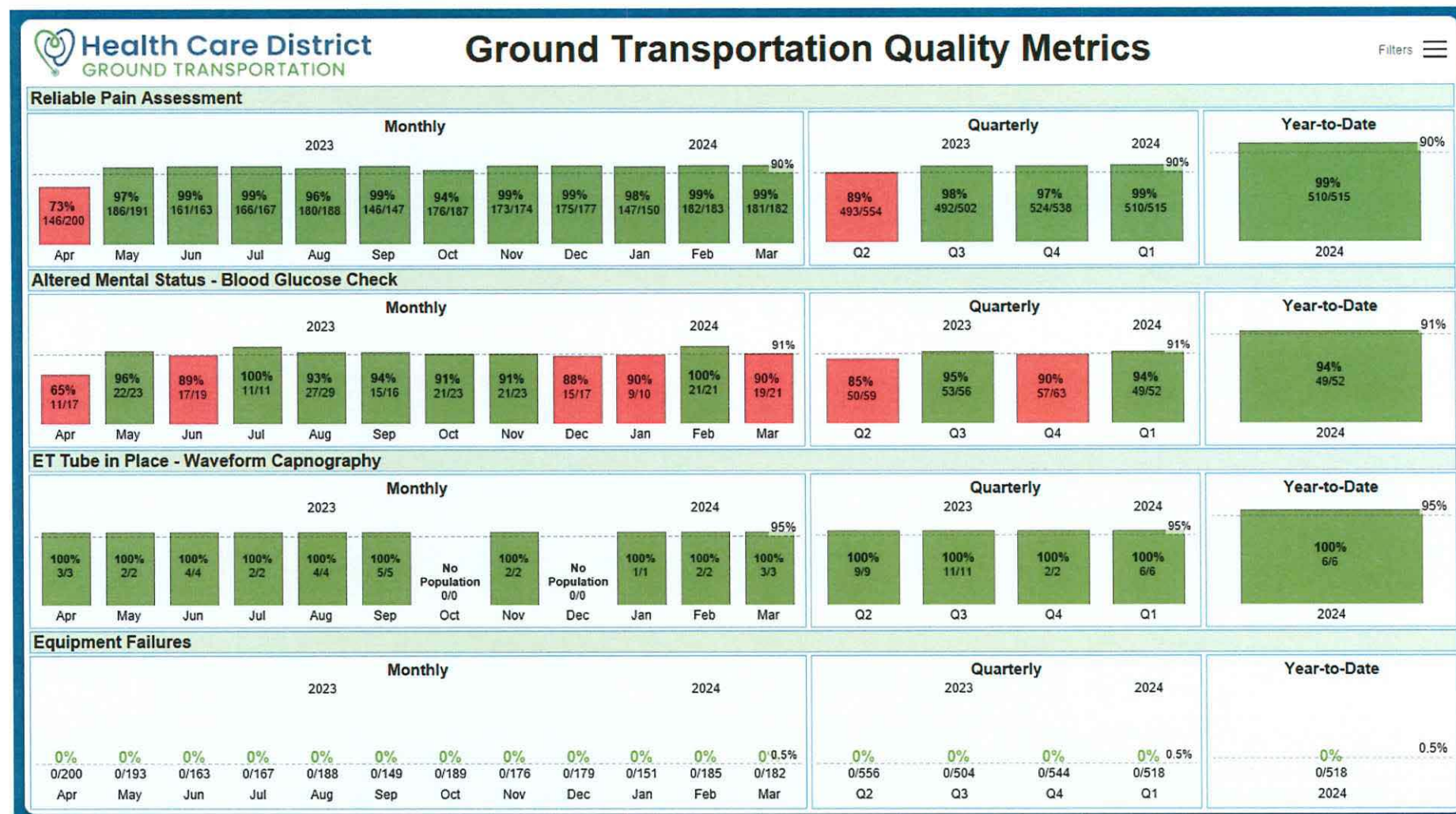
Detailed RunTime Report TH135 (Scene Dispatches)



RESULTS / PERFORMANCE (CONTINUED)

Trauma System (Continued)

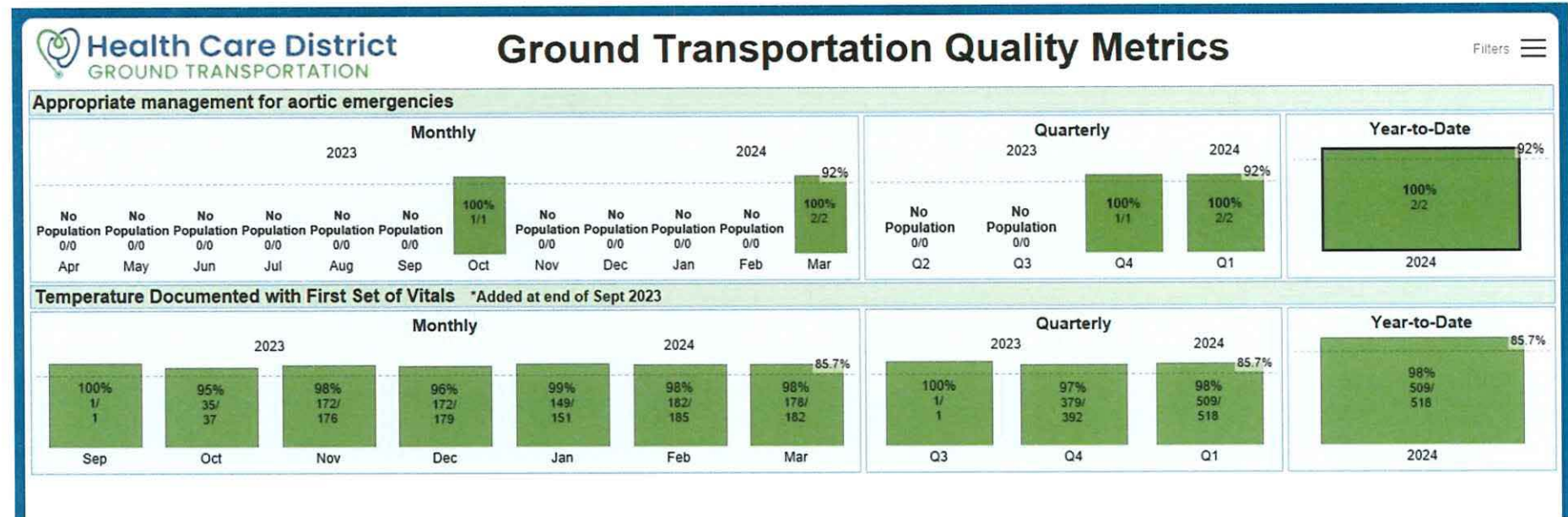
Performance Measures (Continued)



RESULTS / PERFORMANCE (CONTINUED)

Trauma System (Continued)

Performance Measures (Continued)



RESULTS / PERFORMANCE (CONTINUED)

School Health

Overview

The Health Care District staffs a School Health team of more than 200 registered nurses and certified nursing assistants (CNAs) in health rooms at nearly 170 public schools, caring for more than 160,000 students in pre-kindergarten through 12th grade. The School Health nursing staff provides nursing assessments, first aid, medication administration, chronic health condition management, Florida-mandated screenings (vision, hearing, BMI and scoliosis), no-cost COVID-19 screening and testing and influenza A/B (flu) testing with parent or guardian consent, referrals, and consultations with parents and providers. In the 2022-2023 school year, the Health Care District's School Health team received 456,074 student visits.

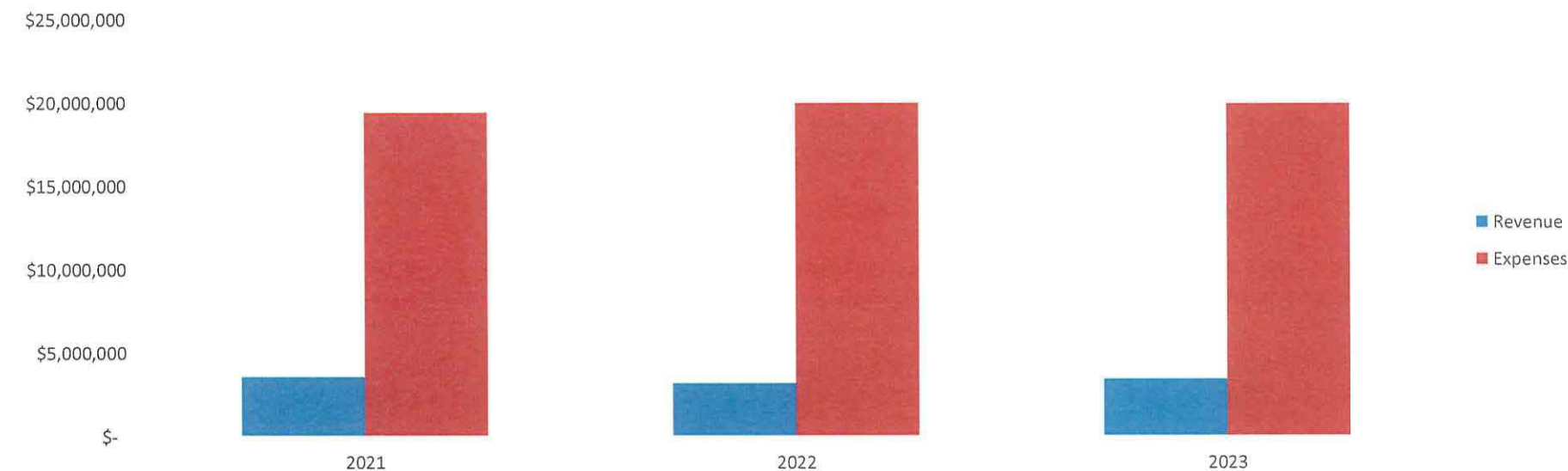
For more than 25 years, the Health Care District has been committed to promoting and improving the health and wellness for public school students through a School Health Program that achieves learning readiness, prevents and addresses physical, social and emotional health problems, and enhances the students' quality of life. The School Health Program is a partnership with the Florida Department of Health Palm Beach County and the School District of Palm Beach County.

School Health services are provided in accordance with a local School Health Services Plan (per s.381.0056, F.S.) and administered via an interlocal agreement between the School District of Palm Beach County and the Health Care District. Section 6(30) of the Health Care Act authorizes the District to "plan, coordinate, manage, and take such other action as appropriate to implement the school health program as established by the District..."

Financial Performance

The chart below illustrates the revenue and expenses for School Health of The Health Care District of Palm Beach County over the past three fiscal years.

School Health Revenue and Expenses



RESULTS / PERFORMANCE (CONTINUED)

School Health (Continued)

Established Goals, Objectives

- ❖ *Goal 1: Maintain compliance with Florida Department of Health Screening Requirements, by trimester.*
 - Ensure or provide Basic School Health Services to all students and in all public schools in county in accordance with section 381.0056, Florida Statutes. At a minimum, provide the following Basic School Health Services, unless the student has a parent or guardian opt-out form or other written exemption, is not able to be screened due to profound disability, or is currently in treatment for the condition:
 - Perform Vision Screenings for a minimum of 45 percent of non-exempted students in kindergarten, first, third, and sixth grade by December 31 and a minimum of 95 percent by March 31 of each contract year.
 - Perform Hearing Screenings for a minimum of 45 percent of non-exempted students in kindergarten, first, and sixth grade by December 31 and a minimum of 95 percent by March 31 of each contract year.
 - Perform Scoliosis Screenings for a minimum of 45 percent of non-exempted students in sixth grade by March 31 and a minimum of 95 percent by June 30 of each contract year.
 - Perform Growth and Development Screenings for a minimum of 45 percent of non-exempted students in first, third, and sixth grade by March 31 and a minimum of 95 percent by June 30 of each contract year.
 - Refer all students with abnormal screening results to the appropriate health care providers for further evaluation and treatment within 45 days of receiving the screening results. Document all referrals made in the student cumulative health record.
 - Confirm that all students referred to state contracted vision service providers have a signed parent or guardian consent form that includes permission for a Comprehensive Eye Exam, which may involve refraction and dilation.
 - Provide at least one follow-up with the parents or guardians of students referred within 45 days of referring the student for further evaluation or treatment to ensure the students receive the necessary care. Document the attempt(s) to follow-up with the parents or guardians and, if applicable, document any incidence(s) of a parent or guardian being non-response to the referral, refusing to follow-up, or a student withdrawing from school in the cumulative health record.

Performance Measures

- ❖ *Goal 1: Maintain compliance with Florida Department of Health Screening Requirements, by trimester.*

Through our procedures, we verified that all required screenings were achieved during our review period. We obtained the Productivity report dashboards provided through the Quality, Patient Safety and Compliance Committee. We confirmed that all Florida Mandated Student Screening requirements were met in compliance with internal goals and State of Florida requirements.

While not identified as goals, we verified that other quality metrics are tracked specific to school health, including grievances, complaints and compliments. These metrics are tracked and monitored through the Quality, Patient Safety and Compliance Committee.

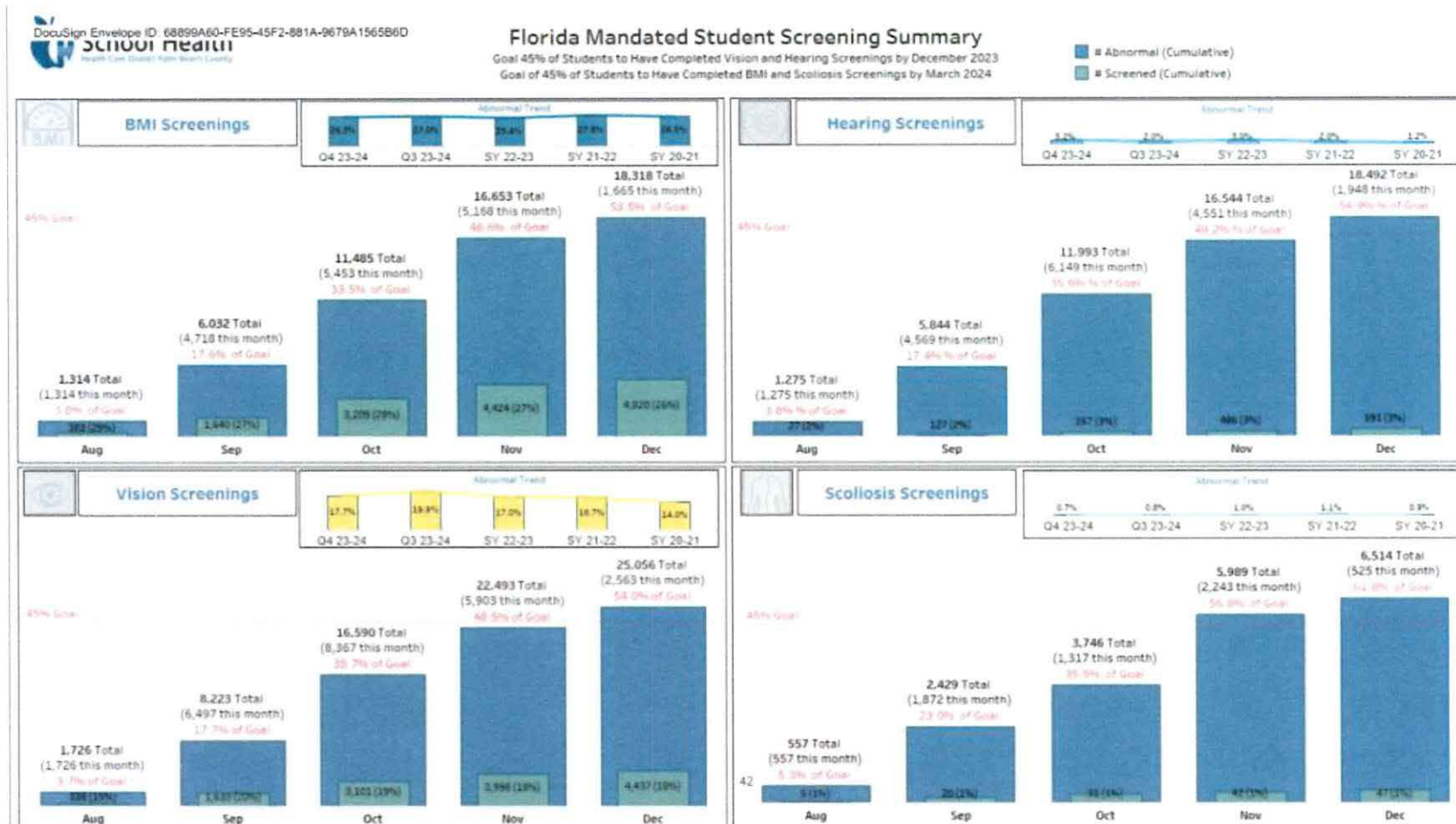
Screening Goal	December 2023	March 2024
Vision Screening	Goal Achieved	Goal Achieved
Hearing Screening	Goal Achieved	Goal Achieved
Scoliosis Screening	Goal Achieved	Goal Achieved
Growth and Development (BMI) Screening	Goal Achieved	Goal Achieved

RESULTS / PERFORMANCE (CONTINUED)

School Health (Continued)

Performance Measures (Continued)

The graph below illustrates the School Health District of Palm Beach County has met their screening goal across all categories (BMI, Hearing, Vision, and Scoliosis) through December 2023. BMI screenings were at a 53.5% completion, Hearing Screenings were at a 54.9% completion, Vision screenings were at a 54% completion and Scoliosis screenings were at a 61.8% completion.



RESULTS / PERFORMANCE (CONTINUED)

School Health (Continued)

Performance Measures (Continued)

The graph below illustrates the School Health District of Palm Beach County has met their screening goal across all categories (BMI, Hearing, Vision, and Scoliosis) through March 2024. BMI screenings were at a 96.3% completion, Hearing Screenings were at a 95.8% completion, Vision screenings were at a 96% completion and Scoliosis screenings were at a 96.7% completion.

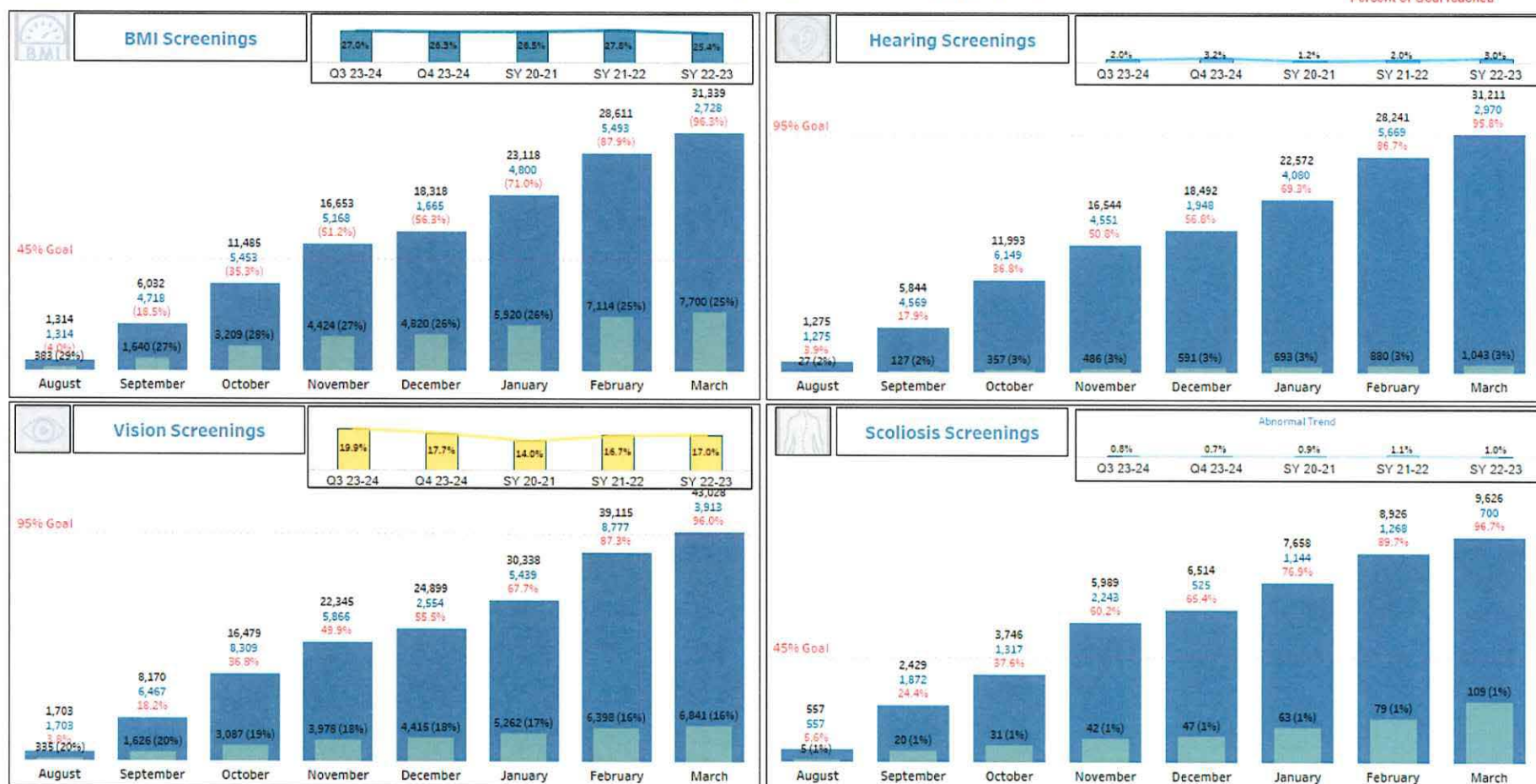


Florida Mandated Student Screening Summary

Goal 95% of Students to Have Completed Vision and Hearing Screenings by March 2024
Goal of 45% of Students to Have Completed BMI and Scoliosis Screenings by March 2024

Abnormal (Cumulative)
Screened (Cumulative)

Color Legend:
Total Distinct Students
Distinct Students screened this month
Percent of Goal reached

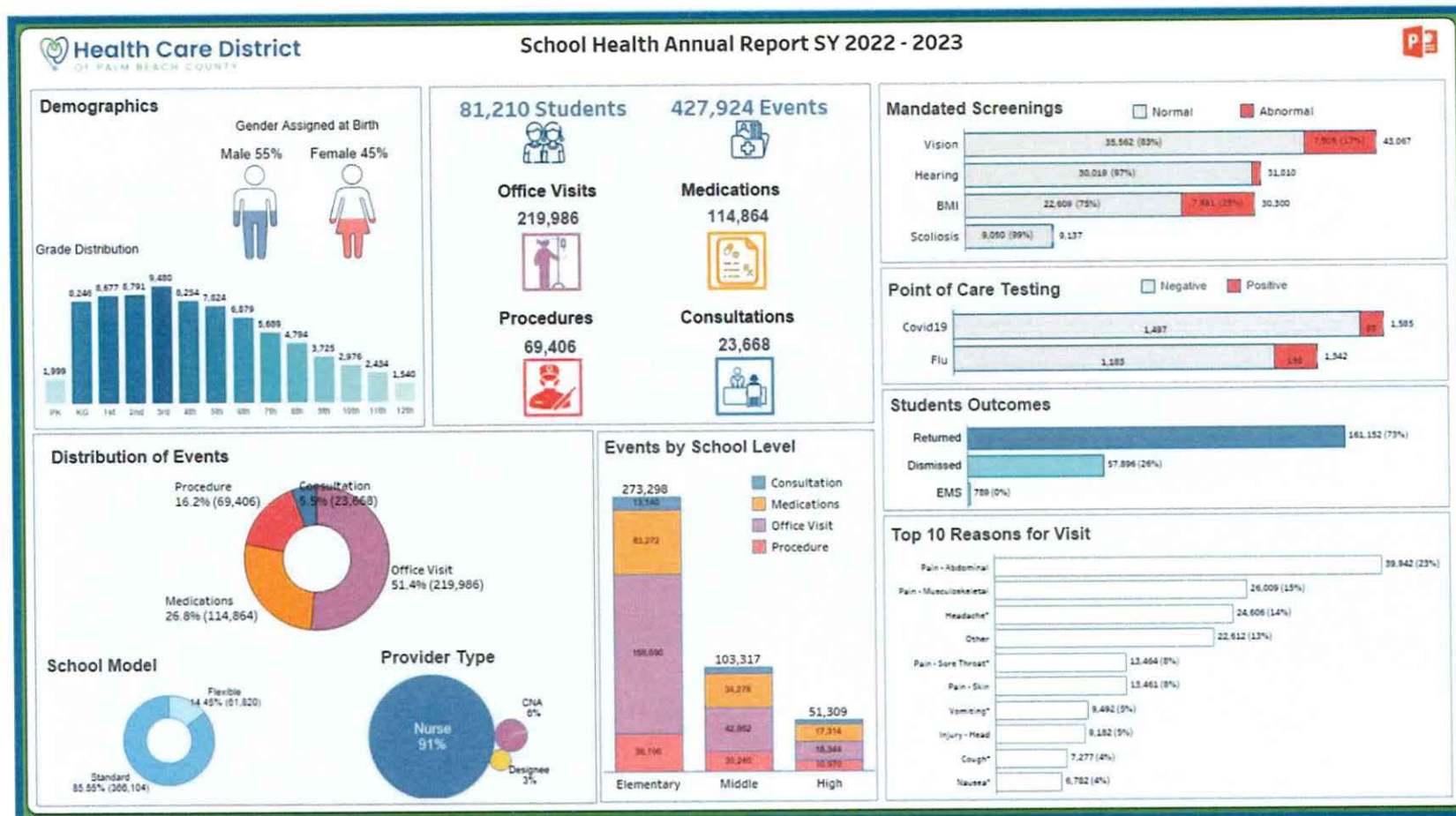


RESULTS / PERFORMANCE (CONTINUED)

School Health (Continued)

Performance Measures (Continued)

The dashboard below highlights the key quality and utilization metrics monitored on an annual basis and presented during the Strategic Planning meeting on March 14, 2024. The dashboard provides a comprehensive overview of student health services, including demographics and the number of students served. It tracks key metrics such as the number of events held, office visits, medications administered, procedures performed, consultations, and mandated screenings. Additionally, it includes data on point of care testing and student outcomes, detailing whether students returned to class, were dismissed, or required EMS assistance. The dashboard also breaks down events by school level and their distribution, highlighting the top 10 reasons for visits. This detailed information helps in understanding the health needs and service utilization of the student population.

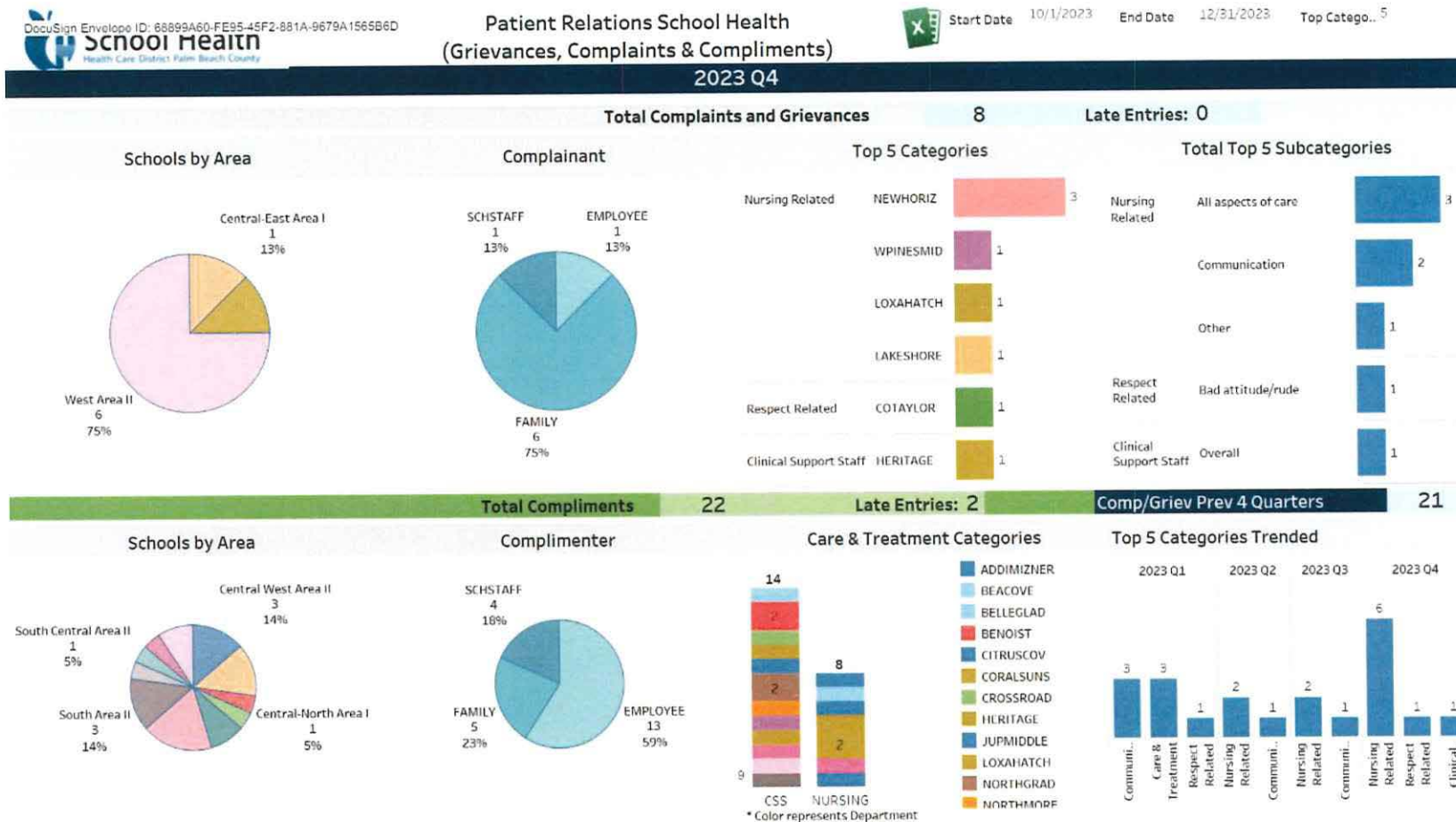


RESULTS / PERFORMANCE (CONTINUED)

School Health (Continued)

Performance Measures (Continued)

The following dashboard is presented quarterly through the Quality, Patient Safety and Compliance Committee on March 13, 2024. The dashboard offers a detailed analysis of complaints and grievances within the school system. It presents the total number of complaints, categorizes schools by areas, and highlights the top 5 complaint types. Additionally, it breaks down care and treatment categories, providing insights into specific areas of concern. A trend analysis by quarter of the top 5 complaint categories is included, allowing for the identification of patterns and changes over time. This comprehensive view aids in addressing and improving the areas most frequently highlighted by students and parents.



RESULTS / PERFORMANCE (CONTINUED)

Health Coverage

Overview

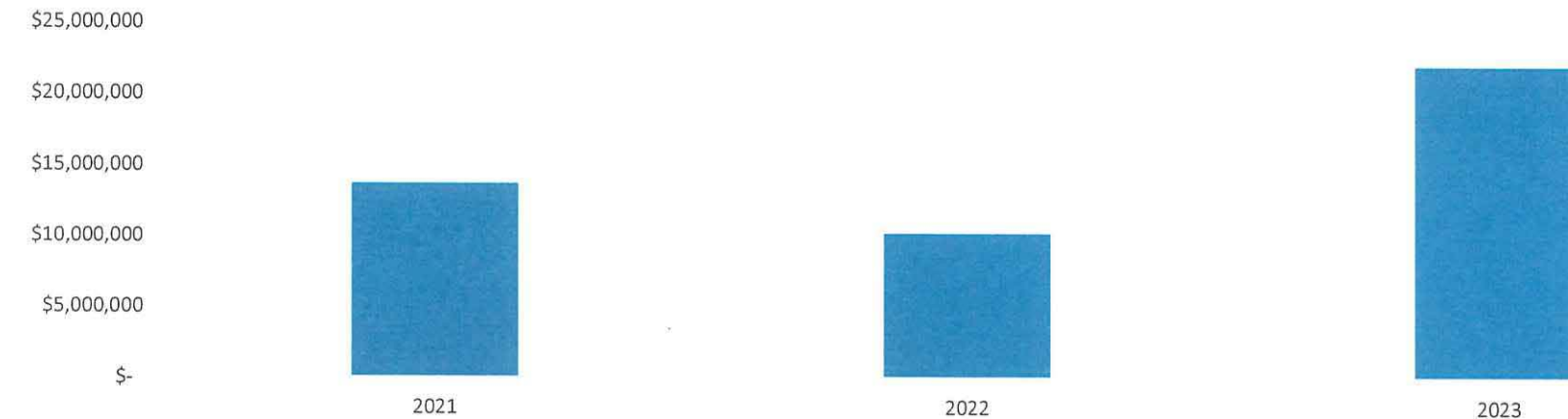
The Health Care District provides community access to quality health care service. The Federally Qualified Health Centers serve all patients, regardless of their ability to pay or insurance status. The District Cares Specialty Benefit is an option for many uninsured residents who are patients. The Health Care District of Palm Beach County administers the District Cares specialty benefits for eligible patients of the C. L. Brumback Primary Care and Dental Centers. The specialty benefits are available to uninsured residents of Palm Beach County who do not qualify for any other public assistance health coverage program and who meet income and residency requirements. The District Cares Specialty Voucher Program includes:

- Emergency Room Services
- Inpatient – Hospital Care (including Trauma)
- Inpatient – Rehabilitation (including Trauma)
- Outpatient – Cardiac Rehabilitation
- Outpatient – Diagnostics
- Outpatient – Surgery (including Trauma)
- Outpatient – Therapy
- Outpatient – prenatal obstetric care
- Durable Medical Equipment / Supplies (including Trauma)
- Home Care / Home Infusion
- Orthotics
- Prosthetics
- Laboratory Services
- Specialty Provider Services (i.e. cardiology, dermatology, hematology, oncology, endocrinology, pulmonology, perinatology, gastroenterology, rheumatology, nephrology, infectious disease, ophthalmology, otolaryngology, podiatry, gynecology, orthopedics, otolaryngology/ENT, and urology)

Financial Performance

The chart below illustrates the total expenses for care coordination related to the District Cares program within the Health Care District of Palm Beach County over the past three fiscal years. There is no revenue tied to this program.

District Care Coordination - Total Expenses



RESULTS / PERFORMANCE (CONTINUED)

Health Coverage (Continued)

Established Goals, Objectives

- ❖ *Goal 1: To provide care to as many people as possible within the service district of Palm Beach County.*
 - Renegotiate existing network provider contracts to align compensation with fair market value
 - Expand network of specialty providers

Performance Measures

- ❖ *Goal 1: To provide care to as many people as possible within the service district of Palm Beach County.*

Through inquiry with management, we noted that the District maintained existing network provider contracts which were over 13 years old. Recently, the District has taken steps to renegotiate with providers to create an updated fee schedule aligned with current market rates. Furthermore, a District analysis of referrals received revealed an opportunity to expand the number of specialty providers to better meet the District's needs, and efforts are underway to secure contracts with these providers.

Due to the timing of this report, management was not able to provide evidence of the increase in specialty service providers or the number of existing providers that were recontacted to bring the District closer in line with fair market value compensation. Additionally, we noted that while the District may have informal goals related processing time of patient referral applications and continuity of care and specialists in the network, measurable success related to these initiatives and a mechanism by which to measure the success of the program are not currently tracked. Management may be proactively managing the goals related to this program, but we recommend formally collecting and tracking progress against established objectives.

RESULTS / PERFORMANCE (CONTINUED)

Hospital (Lakeside Medical Center)

Overview

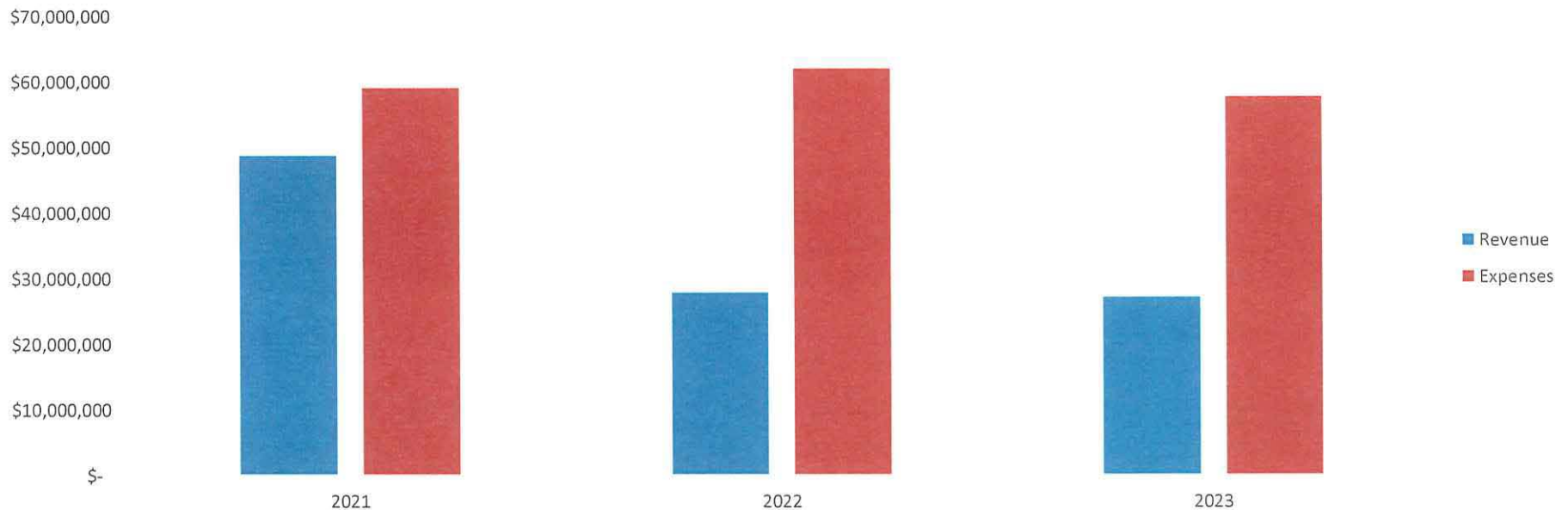
The Health Care District operates and funds Lakeside Medical Center, the only public hospital in Palm Beach County. This 70-bed, acute care facility is centrally located in Belle Glade to serve the agricultural communities around the southern shores of Lake Okeechobee. The hospital, accredited by The Joint Commission and offering exclusively private rooms, managed nearly 25,400 patient encounters last year. Lakeside Medical Center provides inpatient and outpatient services and has a busy emergency room. Additionally, Lakeside started a family residency program in July 2011 to train 15 resident physicians. The hospital serves as the main clinical training site and partners with academic and community organizations, including Nova Southeastern University and the Florida Department of Health for Palm Beach County.

In 2022, the Health Care District launched its new ground ambulance program, LifeTrans, that provides Health Care District patients with 24/7 emergency advanced life support (ALS) and basic life support (BLS) transport services, as well as secondary ALS transport services. Both of the District's two ambulances are based at Lakeside Medical Center to support the safe and rapid transport of hospital patients needing a higher level of care. The medical center utilizes a centralized quality supervision, allowing for District-wide support of processes and identification of improvement initiatives.

Financial Performance

The chart below illustrates the revenue and expenses for The Lakeside Medical Center of The Health Care District of Palm Beach County over the past three fiscal years.

Lakeside Medical Revenue and Expenses



RESULTS / PERFORMANCE (CONTINUED)

Hospital (Lakeside Medical Center) (Continued)

Established Goals, Objectives

❖ *Goal 1: Maintain Compliance with Key Quality Core Measures*

- Monitor and track key quality metrics, providing ongoing communication on a quarterly basis of progress towards the following benchmarks, at a minimum:
 - Emergency Dept-1a (timeliness of patient arrival and departure),
 - Measures the median time from ED arrival to ED departure for admitted patients aiming for completion in under 280 minutes.
 - Sepsis-1 (percentage of patients treated promptly),
 - Tracks the early management bundle, severe sepsis/ septic shock, targeting treatment of at least 70% of patients.
 - Immunization-2 (percentage of patients immunized),
 - Tracks immunizations (seasonal), with a goal of immunizing over 96% of patients.
 - Venous thromboembolism-6 (percentage of patients developing VTE),
 - Monitors the hospital acquired preventable VTE, aiming for a 0% incidence rate.
 - Outpatient-18 (timeliness of discharge or transfer), and
 - Tracks the median time from ED arrival to discharge home or transferred, with a goal of under 137 minutes.
 - Outpatient-23 (percentage of stroke patients imaged upon arrival).
 - Monitors stroke patients arriving in ED within 2 hours of onset symptoms who had CT or MRI results w/in 45 mins of arrival, aiming for imaging in over 71% of patients within 45 minutes.

Performance Measures

❖ *Goal 1: Maintain Compliance with Key Quality Core Measures*

We examined the dashboards reported quarterly to the Quality, Patient Safety, and Compliance Committee throughout our review period. We verified that all six quality metrics are monitored against established benchmarks and consistently reported to the committee. The progress toward these benchmarks are indicated on the dashboards with the outcomes: 'yes,' 'no,' or 'not applicable.'

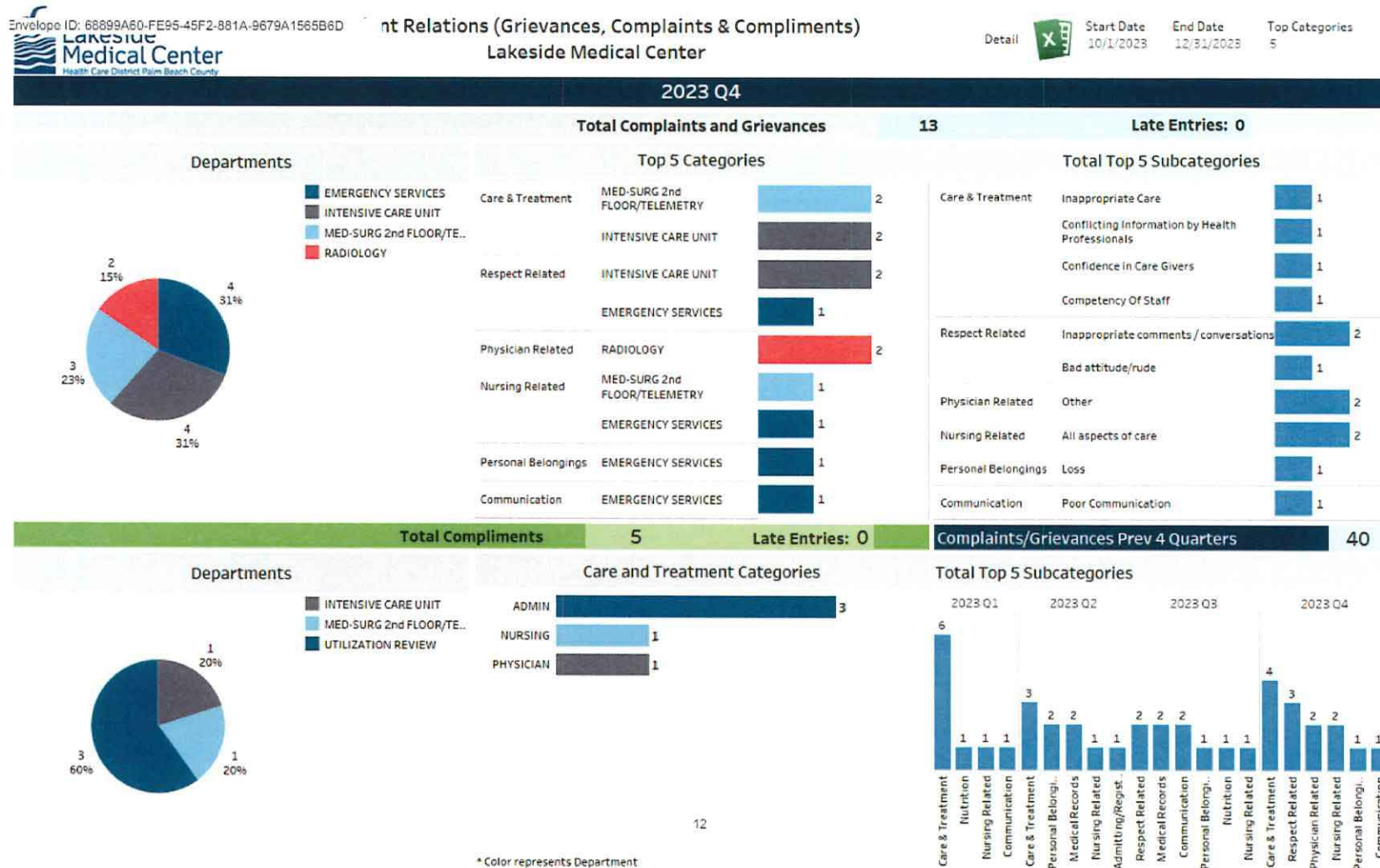
Additionally, a dashboard is presented quarterly through the Quality, Patient Safety and Compliance Committee that provides a thorough overview of complaints and grievances, segmented by department. It highlights the top categories of complaints, including issues related to care and treatment, respect, physicians, nursing, personal belongings, and communication. Detailed care and treatment categories are also delineated. Additionally, the dashboard features a trend analysis, comparing the current quarter's complaints and grievances with those from previous quarters. This comparative analysis helps identify trends, allowing for targeted improvements in areas consistently highlighted by these complaints.

RESULTS / PERFORMANCE (CONTINUED)

Hospital (Lakeside Medical Center) (Continued)

Performance Measures (Continued)

The following dashboard is presented quarterly through the Quality, Patient Safety and Compliance Committee on March 13, 2024.

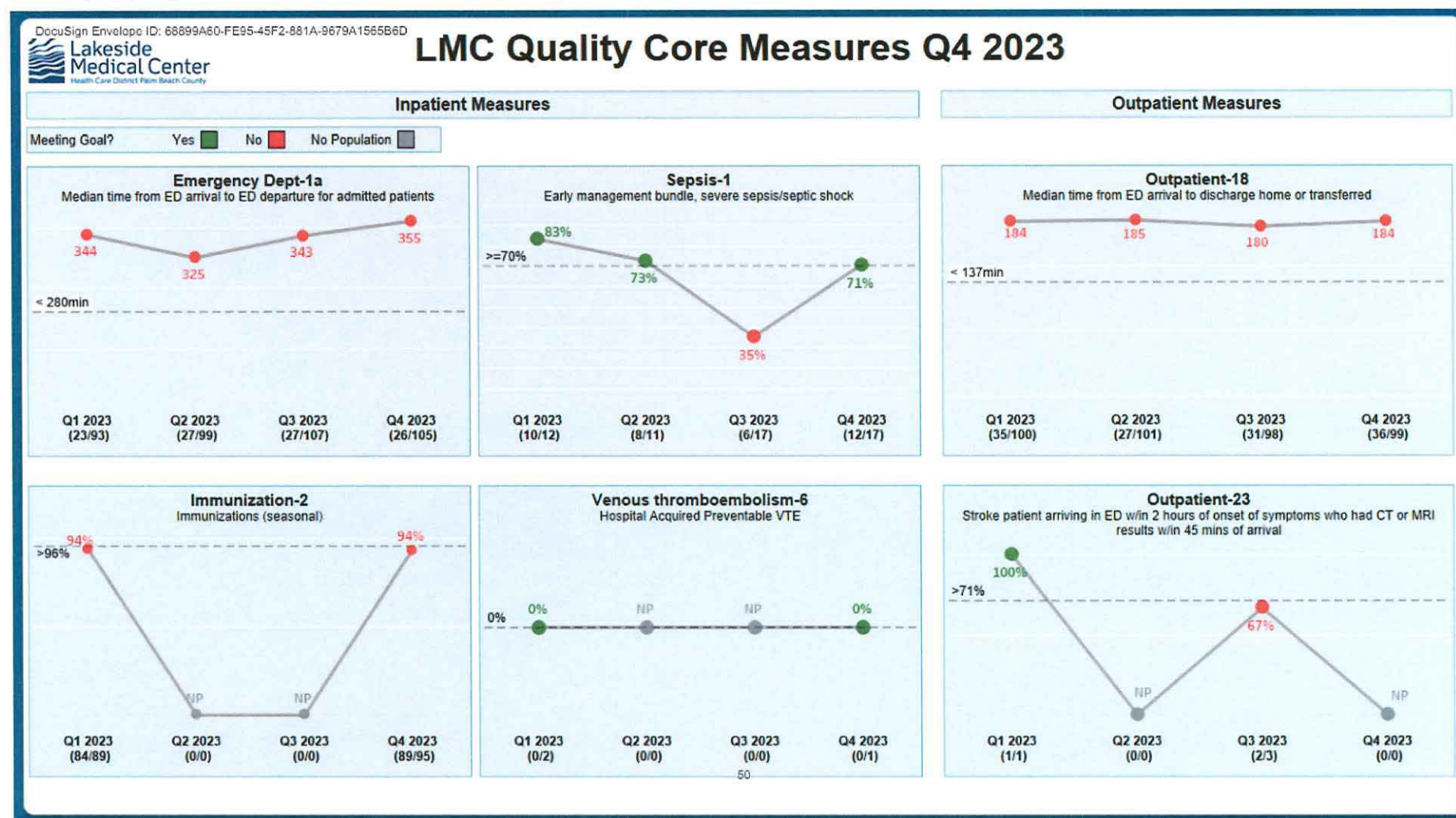


RESULTS / PERFORMANCE (CONTINUED)

Hospital (Lakeside Medical Center) (Continued)

Performance Measures (Continued)

The following dashboard is presented quarterly through the Quality, Patient Safety and Compliance Committee on March 13, 2024. The dashboard provides a summary of quality core measures tracked including inpatient, and outpatient measures.



RESULTS / PERFORMANCE (CONTINUED)

Skilled Nursing Care (Edward J. Healey Rehabilitation and Nursing Center)

Overview

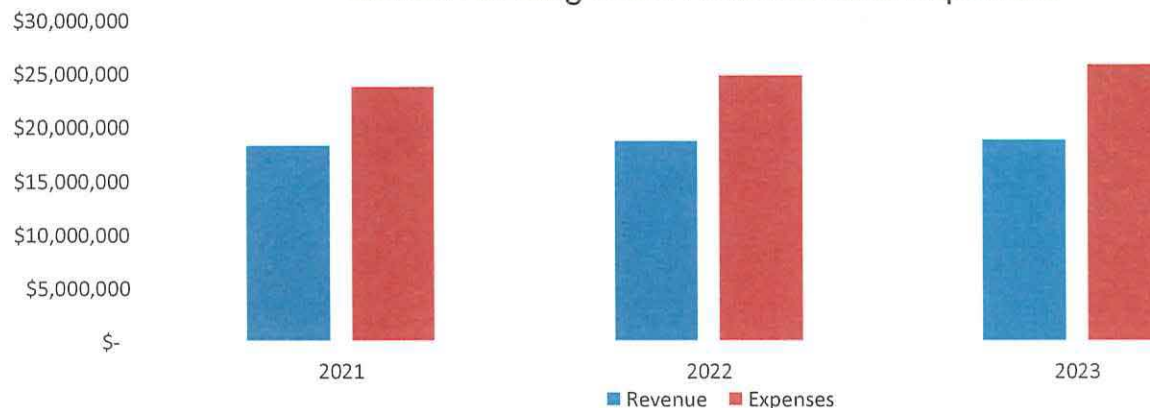
The new Edward J. Healey Rehabilitation and Nursing Center, a 120-bed facility which opened in 2013, provides top-quality short-term and long-term rehabilitation and 24/7 skilled nursing care for eligible adult county residents. They are a non-profit facility, funded and operated by the tax-supported Health Care District of Palm Beach County as part of its mission to provide access to quality health care services to residents.

The staff at the Healey Center proudly serve that mission of providing healing and hope. They are committed to helping each and every resident reach and maintain their optimum possible level of functional and social ability. The Center provides rehabilitative, social, and quality-of-life activities, including entertainment within the facility and trips to outside events, restaurants, and other activities. Services and accommodations include Psychiatric Evaluations, Medication Management, Psychosocial Assessments, and Case Management Services. The Center accepts private pay, Medicare, and Medicaid.

The Rehabilitation and Nursing Center provides patients with a wide range of amenities and services;

- ❖ ARNP on staff
- ❖ Certified wound care nurse on site
- ❖ 24-hour nursing care
- ❖ Special diets accommodated and monitored by Registered Dietitian
- ❖ Respiratory therapist on staff
- ❖ Bariatric services
- ❖ Lab, X-ray, and pharmacy services
- ❖ Community re-entry evaluations
- ❖ EKG done on site
- ❖ Tracheotomy management
- ❖ Bladder scanning done on site
- ❖ Intravenous Infusion Therapy
- ❖ Dental services available through the Health Care District

Skilled Nursing Care Revenue and Expenses



Financial Performance

The chart above illustrates the revenues and expenses for the Edward J. Healey Rehabilitation and Nursing Center of the Health Care District of Palm Beach County over the past three fiscal years.

RESULTS / PERFORMANCE (CONTINUED)

Skilled Nursing Care (Edward J. Healey Rehabilitation and Nursing Center) (Continued)

Established Goals, Objectives

- ❖ *Goal 1: Maintain compliance with CMS and AHCA Reporting requirements.*

Performance Measures

- ❖ *Goal 1: Maintain compliance with CMS and AHCA Reporting requirements.*

We verified that the District has maintained compliance with the quarterly CMS Reporting requirements during our review period. Additionally, the District recently experienced a Florida Agency for Health Care Administration ("AHCA") site visit which management confirmed resulted in no findings. Furthermore, we verified the presence and tracking of key productivity and quality metrics reported through the Quality, Patient Safety and Compliance Committee on a quarterly basis. The presence and tracking of goals are evident through various internal processes and discussions with staff and program managers. Additionally, a dashboard is presented quarterly through the Quality, Patient Safety and Compliance Committee that offers a detailed overview of key healthcare metrics, including the average monthly census, which tracks the average number of patients per month. It also includes the meal count, providing data on the number of meals served. The dashboard monitors treatments performed and medication administrations, giving a comprehensive view of patient care activities. Therapy productivity is analyzed to assess the efficiency and effectiveness of therapeutic services. Additionally, the dashboard tracks CNA point of care compliance trends by month, demonstrating progress towards adherence to care standards and identifying areas for improvement in patient care compliance. Additionally, the dashboard provides a summary of quality measures monitored and tracked specific to the Healey Center.

We recommend that the District consider formalizing goals around the productivity and quality goals already tracked and monitored through the quarterly dashboards distributed through the Quality, Patient Safety and Compliance Committee. By documenting these goals, the District can clearly demonstrate the comprehensive goals maintained and tracked to improve service, quality and productivity.

RESULTS / PERFORMANCE (CONTINUED)

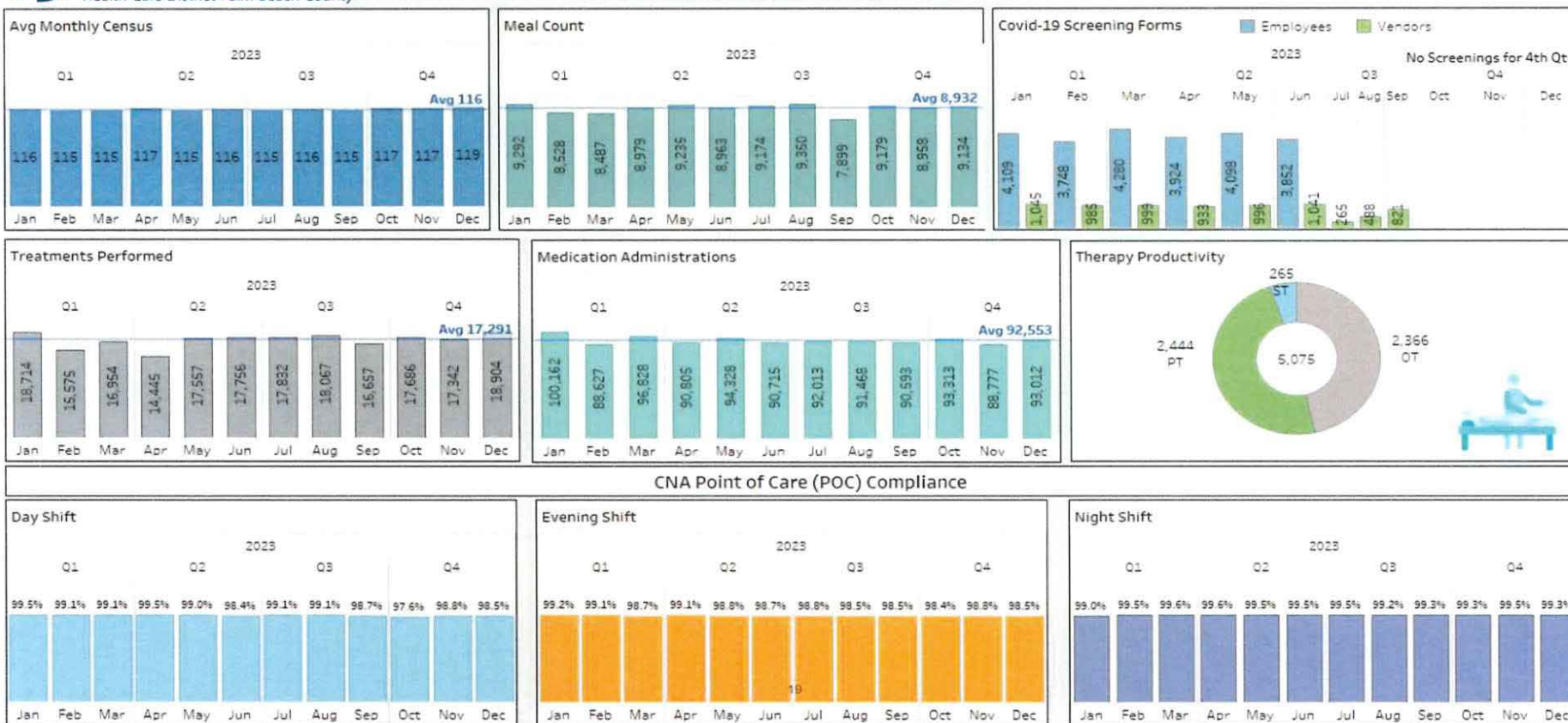
Skilled Nursing Care (Edward J. Healey Rehabilitation and Nursing Center) (Continued)

Performance Measures (Continued)

The following dashboard is presented quarterly through the Quality, Patient Safety and Compliance Committee on March 13, 2024.



Healey Center Productivity Data Q4 2023

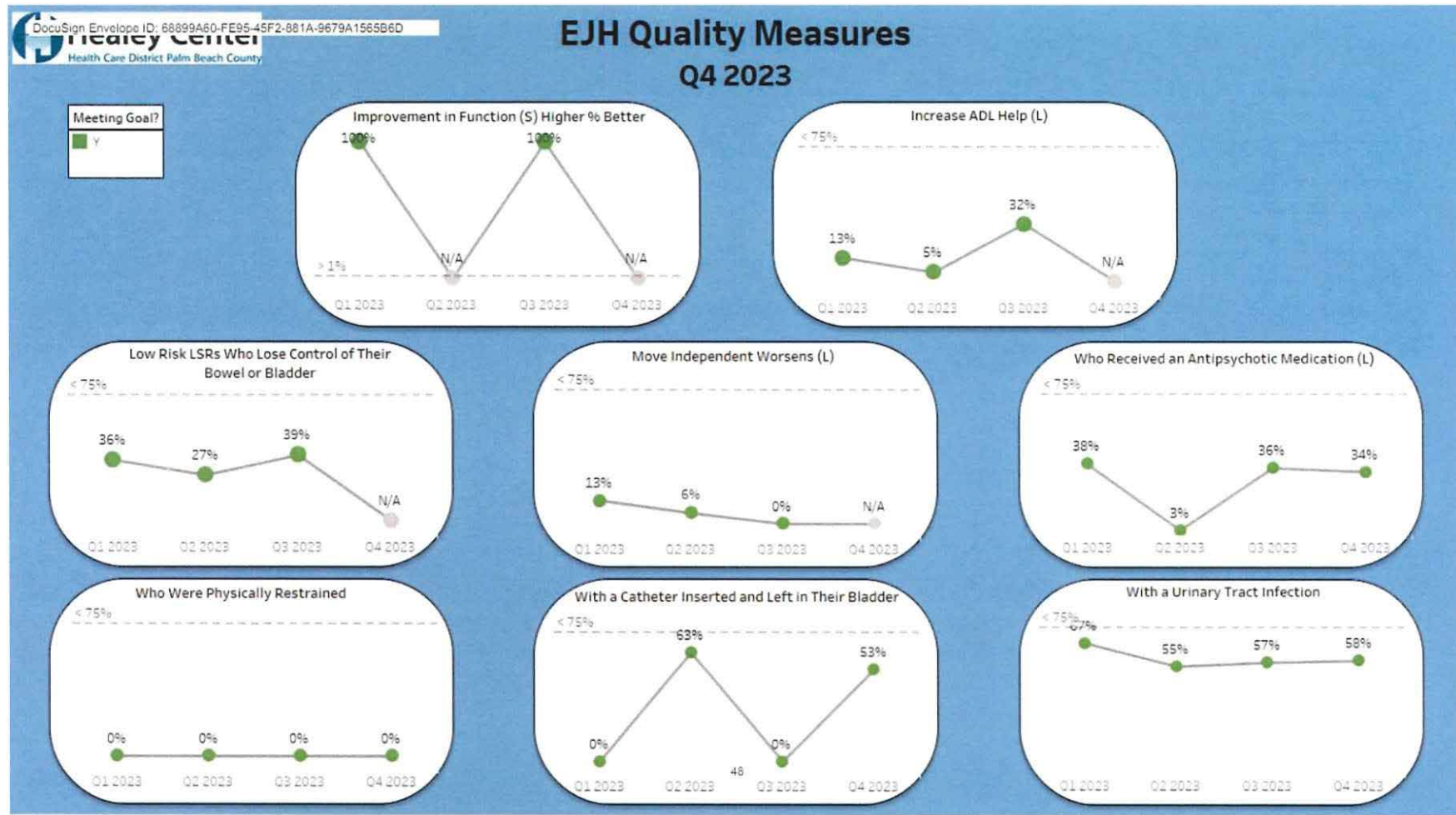


RESULTS / PERFORMANCE (CONTINUED)

Skilled Nursing Care (Edward J. Healey Rehabilitation and Nursing Center) (Continued)

Performance Measures (Continued)

The following dashboard is presented quarterly through the Quality, Patient Safety and Compliance Committee on March 13, 2024. The dashboard provides a summary of quality measures monitored and tracked specific to the Healey Center.

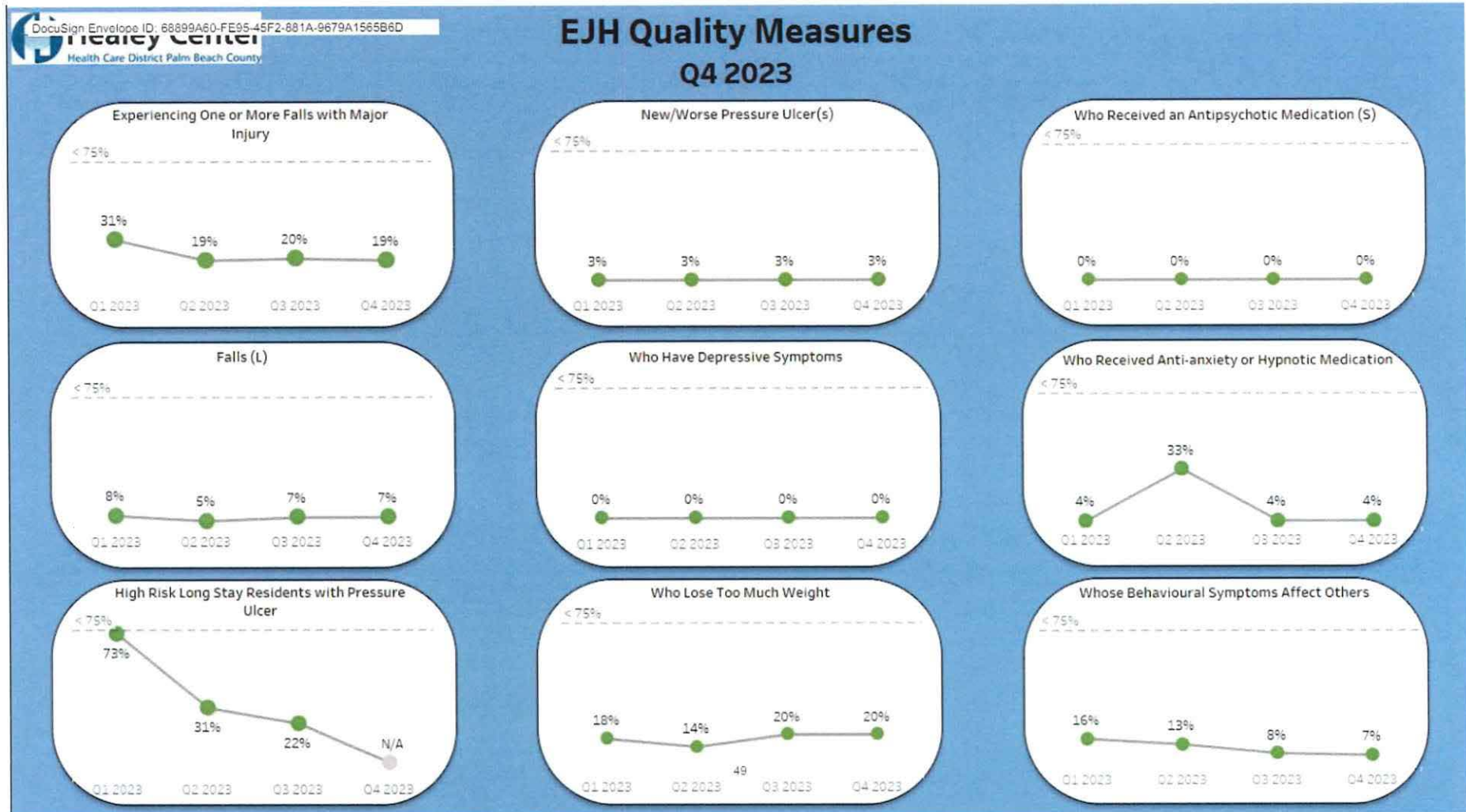


RESULTS / PERFORMANCE (CONTINUED)

Skilled Nursing Care (Edward J. Healey Rehabilitation and Nursing Center) (Continued)

Performance Measures (Continued)

The following dashboard is presented quarterly through the Quality, Patient Safety and Compliance Committee on March 13, 2024. The dashboard provides a summary of quality measures monitored and tracked specific to the Healey Center.



RESULTS / PERFORMANCE (CONTINUED)

C. L. Brumback Primary Care Clinics

Overview

The C. L. Brumback Primary Care Clinics are Federally Qualified Health Centers (FQHCs) that provide outpatient care at locations across Palm Beach County. These community health centers provide comprehensive health care for all ages in a one-stop-shop manner and are often referred to as "the front door of the Health Care District of Palm Beach County. In 2023, the FQHCs cared for 41,000 unique adult and pediatric primary care patients.

SERVICES PROVIDED – Adult and pediatric medical services include routine check-ups, age appropriate screenings, mental health screenings, treatment for acute illnesses, management of chronic diseases, psychiatric services, mental health counseling and therapy, immunizations, referrals to specialty care, laboratory and diagnostic services and care coordination. Women's health services include gynecology, pregnancy and post-pregnancy care, newborn care, and referrals for mammograms. Also offered: adult and pediatric dental services, pharmacy services, outpatient substance use disorder treatment, financial counseling, assistance with housing and transportation, health coverage enrollment, legal aid and other community resources.



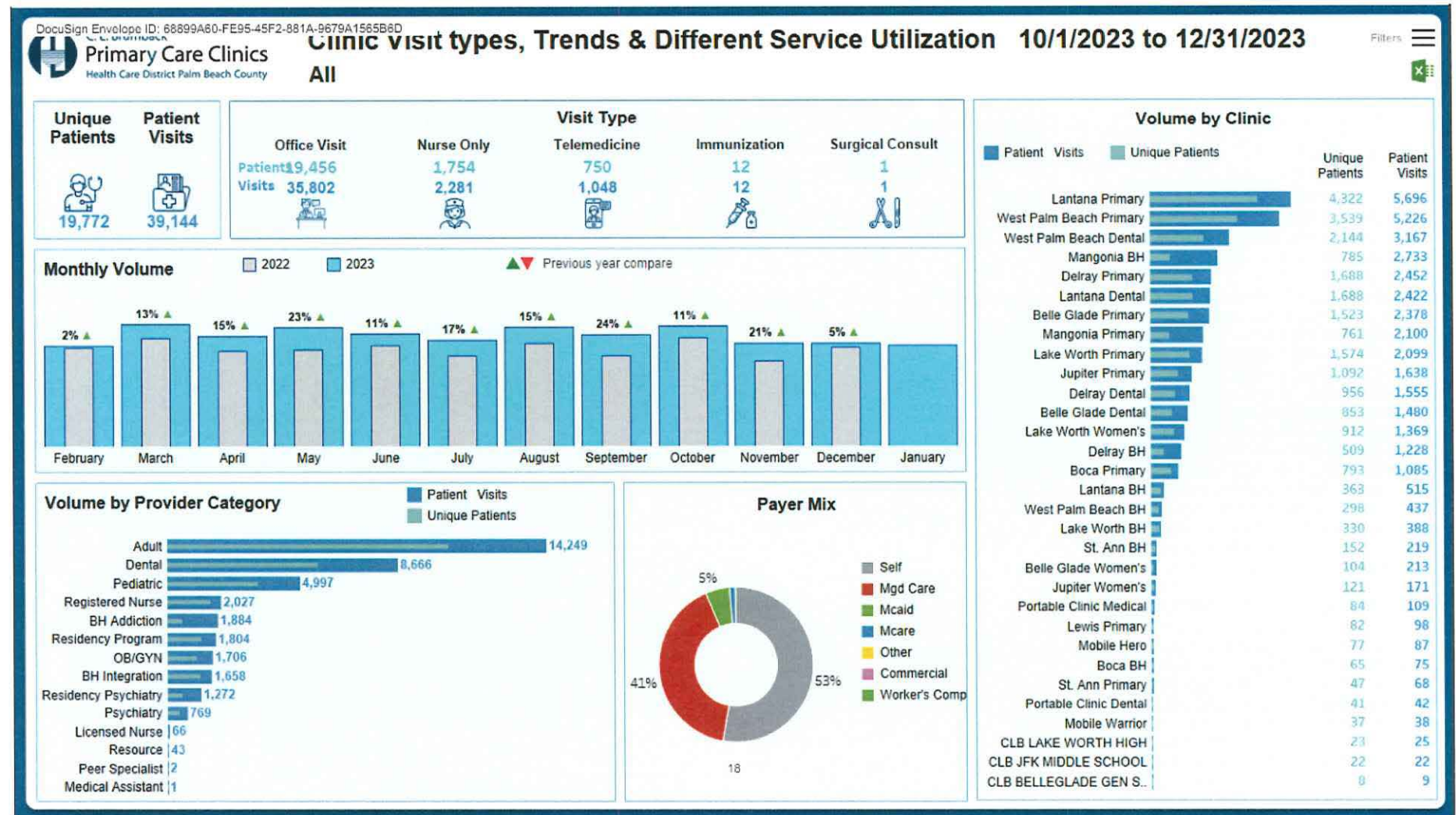
If one of the FQHC providers needs to refer a patient to see a specialist, the patient may be eligible for the District's specialty care voucher program, District Cares. Patients may be eligible if they reside in Palm Beach County and their income falls below 135 percent of the poverty level. Patients who qualify for this program receive medical benefits at no cost for specialty coverage, hospitalization and emergency care. The care is delivered through the District Cares' network of credentialed healthcare providers. Patients who qualify for Medicaid, Medicare or any other entitlement program are not eligible for District Cares. The program serves as the payer of last resort.

RESULTS / PERFORMANCE (CONTINUED)

C. L. Brumback Primary Care Clinics (Continued)

Performance Measures (Continued)

The following dashboard is presented quarterly through the Quality, Patient Safety and Compliance Committee on March 13, 2024.



RESULTS / PERFORMANCE (CONTINUED)

C. L. Brumback Primary Care Clinics (Continued)

Performance Measures (Continued)

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 **Primary Care Clinics**
Health Care District Palm Beach County

UDS PROVIDER LEVEL QUALITY MEASURES 2023 NATIONAL QUALITY LEADER METRICS

Load Date
1/8/2024

Filters

HEART HEALTH



DIABETES



BEHAVIORAL HEALTH



CHILDHOOD MEASURES



HIV PREVENTION AND CARE



CANCER PREVENTION



0% 5% 10% 15% 20% 25% 30% 35% 40% 45% 50% 55% 60% 65% 70% 75% 80% 85% 90% 95%



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Health Care District of Palm Beach County

Performance Review: Florida Statute Chapter 189.0695

June 18, 2024



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TRANSMITTAL LETTER

June 18, 2024

Health Care District of Palm Beach County
1515 N Flagler Dr Suite 101
West Palm Beach, Florida 33401

Pursuant to our executed statement of work signed April 10, 2024, with the Health Care District of Palm Beach County ("HCDPBC," "the District"), we hereby present our Performance Review to fulfill the requirements outline in Florida Statute Chapter 189.0695. Our report is organized in the following sections:

Executive Summary

This provides a high-level overview and summary of the procedures and results obtained through this performance review.

Background

This provides an overview of the Health Care District of Palm Beach County, as well as relevant background information.

Results / Performance

This section provides information related to each primary program, including financial data, goals and objectives, and recommendations resulting from our procedures.

We would like to thank the staff and all those involved in assisting our firm with this performance review.

Respectfully Submitted,

RSM US LLP

RSM US LLP

CC Auditor General
President of the Senate
Speaker of the House of Representatives

EXECUTIVE SUMMARY

Background

Beginning October 1, 2023, and every 5 years thereafter, each hospital licensed under Florida Statute Chapter 395 which is governed by the governing body of a special district as defined in Florida Statute 189.012 or by the board of trustees of a public health trust created under Florida Statute 154.07 must have a performance review conducted. For the purposes of this requirement, the term "performance review" means an evaluation of an independent special district and its programs, activities, and functions.

Our scope focused on the District's operations and the types and levels of services provided to the citizens and visitors of the District. We understand the District's current prioritizations include:

- ❖ Trauma System
- ❖ School Health
- ❖ Health Coverage
- ❖ Hospital
- ❖ Skilled Nursing Care
- ❖ C. L. Brumback Primary Care Clinics

Objectives and Scope

The primary objective of this engagement was to perform an independent performance review of the District to fulfill requirements outlined in Florida Statute Chapter 189.0695. The six (6) established prioritizations, along with the goals, objectives and outcomes for each, as defined by the District will constitute the basis of our scope for identifying and evaluating the metrics of the District's major programs. The performance review scope period was October 2020 through March 2024. As part of this performance review, we performed research and analysis including the following procedures:

Evaluation of the District

- Conducted an evaluation of the purpose, goals, and objectives outlined in the charter of the District.
- Assessed the efficiency and effectiveness of programs and activities, examining their alignment with the District's goals, expected benefits, and the use of performance measures and standards.

Financial Analysis and Goal Achievement

- Examined the revenues and costs of programs and activities over the current year and the previous three fiscal years.
- Assessed the extent to which the District's goals and objectives have been achieved, assessing clarity, measurability, and alignment with statutory purposes.

Service Delivery Efficiency and Cost Analysis

- Evaluated the delivery of services by the District, exploring alternative methods to reduce costs and enhance performance.
- Compared similar services provided by the county and other municipal governments within the District's boundaries, considering costs, efficiencies, and potential service consolidations.

Assessment and Recommendations

- Assessed factors contributing to the failure to meet performance measures or standards.
- Provided recommendations to improve the District's program operations.

At the conclusion of our performance review, we summarized the results, key takeaways and results into this written report, and conducted exit conferences with the Chief Financial Officer and Chief Operations Officer.

EXECUTIVE SUMMARY (CONTINUED)

KEY TAKEAWAYS AND RECOMMENDATIONS

The charter for the Health Care District of Palm Beach County establishes the District as a source of funding for “indigent and medically needy residents of Palm Beach County” through the provision of “preventive health services, community nursing services, ambulatory care, outpatient services, hospital services, trauma health services, and rehabilitative services, as feasible.” As noted above, the Mission and Vision of the District closely align with the charter, and the primary programs identified by the District are established to provide each of the distinct services listed in the District’s charter.

Through our inquiry of District Management and review of related documentation including financial statements, Board reporting packages, internal/management reporting packages, reporting dashboards, Palm Beach County Ordinances, flyers and brochures, etc. we noted the following:

- The District has a robust process for continually evaluating performance and effectiveness of its programs.
- All six (6) defined programs have established goals and performance metrics by which success is measured.
- We observed historical tracking and reporting of performance metrics for five (5) of six (6) defined programs throughout our scope period which extended from October 2020 to March 2024.
- For the remaining one (1) program (Health Coverage), although historical performance metrics were not available, Management was able to communicate the program’s goals and provided examples of recent accomplishments related to those goals. We understand that Management intends to begin formal tracking of these metrics going forward.
- Performance metrics are actively tracked on a monthly, quarterly, and annual basis as applicable utilizing data visualization dashboards.
- Metrics are communicated to various committees and the Board on a monthly, quarterly, and annual basis as applicable.
- Performance metrics, while consistently reported during our scope period, are also evaluated and updated by Management to address emerging trends and areas of concern and interest.

The following sections of this report provide detail related to the six (6) defined programs, the established goals, performance metrics, results, and financial information of each. We recommend the District continue its robust performance metrics tracking and reporting efforts, and continue development and formal tracking of metrics related to the Health Coverage program.

As established in the enabling legislation and due to the nature of the services provided by the District, management indicated that consolidation with the county or other municipalities would provide no benefit. Through review of the District’s enabling legislation (Ch. 2003-326), and as excerpted below we understand the FL legislature established the District as the singular means to provide public healthcare services to Palm Beach County.

Ch. 2003-326, Section 2. Intent.

“The most effective and efficient method to provide comprehensive health care services through a countywide health care district.”

We further noted that the District’s role as administrator of the Countywide Trauma System is defined and required in Article V of the Palm Beach County Code of Ordinances. District Management also indicated during inquiry that no other tax funded agency in the County is performing overlapping services.

BACKGROUND

Overview

Palm Beach County, the second largest in Florida by area, spans 2,383 square miles, stretching approximately 45 miles both longitudinally and latitudinally from Lake Okeechobee in the west to the Atlantic Ocean in the east. It shares borders with Martin County to the north and Broward County to the south. With a population exceeding 1.5 million in 2020, Palm Beach County ranks as the third most populous in Florida and the 25th nationally. Between 2010 and 2019, its population surged by 13.4%, propelling it to become the 10th most densely populated county in the state.

In 1988, Palm Beach County residents voted to establish the Health Care District of Palm Beach County, an independent taxing district aimed at fostering a healthier community. For over three decades, this taxpayer-funded entity has acted to fill in gaps in access to healthcare services. This unique health care system covers the entire county and provides diverse services such as:

- 13 outpatient community health centers (Federally Qualified Health Centers) which serve everyone regardless of ability to pay
- School health clinicians staffed in nearly 170 Palm Beach County public schools
- Two Trauma Hawk aeromedical helicopters
- Rural, public teaching hospital in Belle Glade, Lakeside Medical Center
- Skilled nursing facility in Riviera Beach, the Edward J. Healey Rehabilitation and Nursing Center
- Ground ambulance transportation program for Health Care District patients needing higher level of care
- Specialty benefits program for eligible, uninsured residents
- Quality performance oversight of the county's lifesaving trauma system

District Governance

The Health Care District of Palm Beach County is governed by a seven-member Board of Commissioners who serve on a voluntary basis. Three Commissioners are appointed by the Governor of Florida, three by the Palm Beach County Board of Commissioners and one is a representative of the State Department of Health. Commission terms are for four years. Commissioners may hold their appointments for a maximum of eight consecutive years.

The District maintains a Charter (Chapter 2003-326) that establishes the framework, authority, and responsibilities of the District within the state's legal and administrative structure. The Charter is an act relating to the Health Care District of Palm Beach County; codifying, amending, and reenacting special acts relating to the District; providing a popular name; providing boundaries; providing for a governing board, rules of the board, and membership; providing powers and duties of the board; providing for an ad valorem tax; providing for issuance of bonds; providing for an annual report; repealing chapters 87-450, 92-340, 93-382, 96-509, and 2000-489, Laws of Florida; providing an effective date.

Health Care District of Palm Beach County

The mission of the District is to be the health care safety net for Palm Beach County. They intend to accomplish their mission and vision through various programs and services, including:

- Saving lives in the "Golden Hour" through our integrated Trauma System
- Covering the uninsured with programs such as District Cares and Maternity Care
- Providing a medical home for adults and children at the C. L. Brumback Primary Care Clinics
- Keeping children healthy by staffing nurses in our public schools
- Offering skilled nursing care at the Edward J. Healey Rehabilitation and Nursing Center
- Providing acute care in underserved areas through Lakeside Medical Center in Belle Glade on the southeastern shores of Lake Okeechobee

BACKGROUND (CONTINUED)

District Governance (Continued)

In addition to the Board of Commissioners, the District also maintains additional governance structures responsible for oversight of quality and compliance. The following table outlines some of the additional boards / committees utilized by the District to achieve established goals and objectives.

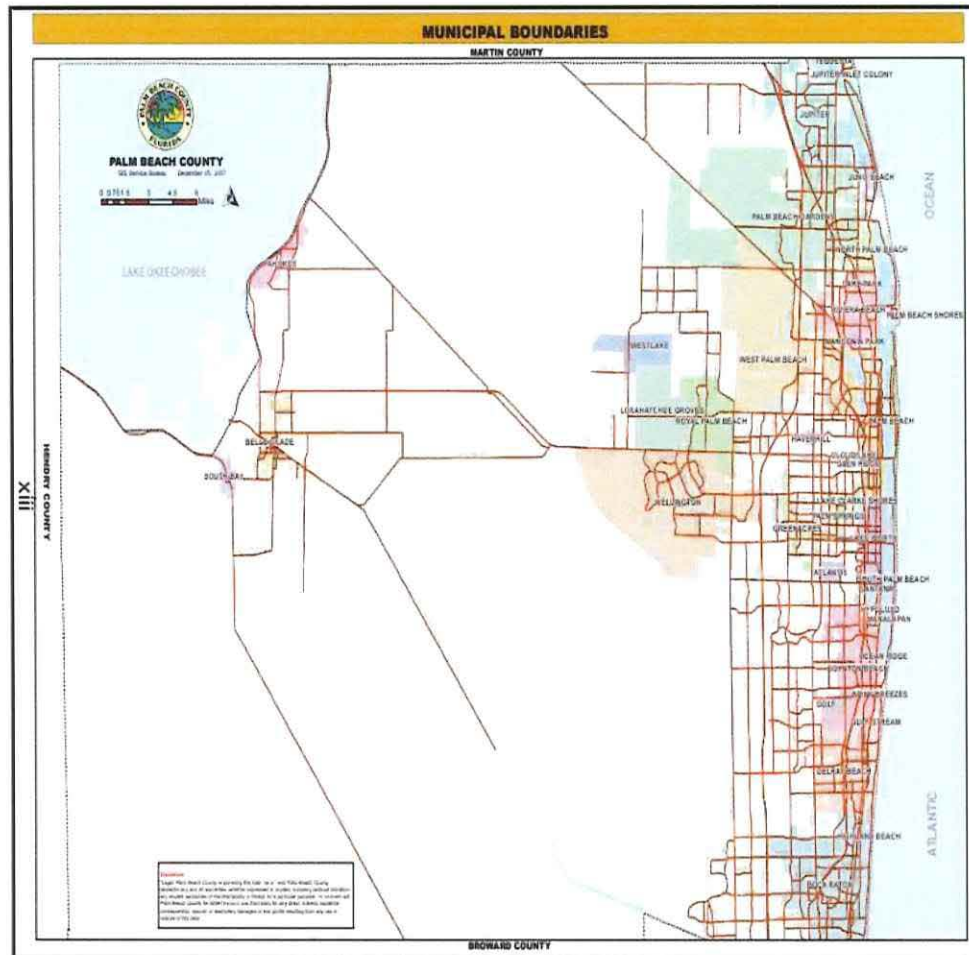
Board / Committee	Composition of Board / Committee
Primary Care Clinics Board	Minimum of 9 and Maximum of 13 Members (Majority Clinic Patients, 1 HCD Board Member, 1 Finance & Audit Committee Member, 1 Quality, Patient Safety & Compliance Committee Member)
Lakeside Health Advisory Board	Minimum of 7 and Maximum of 11 Members (1 HCD Board Member)
Finance and Audit Committee	Minimum of 5 and Maximum of 9 Members (2 HCD Board Members, 1 Clinic Board Member, 1 Glades Representative)
Quality, Patient Safety and Compliance Committee	Minimum of 5 and Maximum of 9 Members (2 HCD Board Members, 1 Clinics Board Member, 1 Glades Representative, 1 Community Member-at-Large, and LMC Chief of Staff)

BACKGROUND (CONTINUED)

District Governance (Continued)

The District is dedicated to the health of the community and committed to providing high-quality health care services to all residents of Palm Beach County in a fiscally responsible manner. This includes all municipal governments located wholly or partially within the boundaries of Palm Beach County.

The following illustrations highlights the municipal boundaries and population within Palm Beach County.



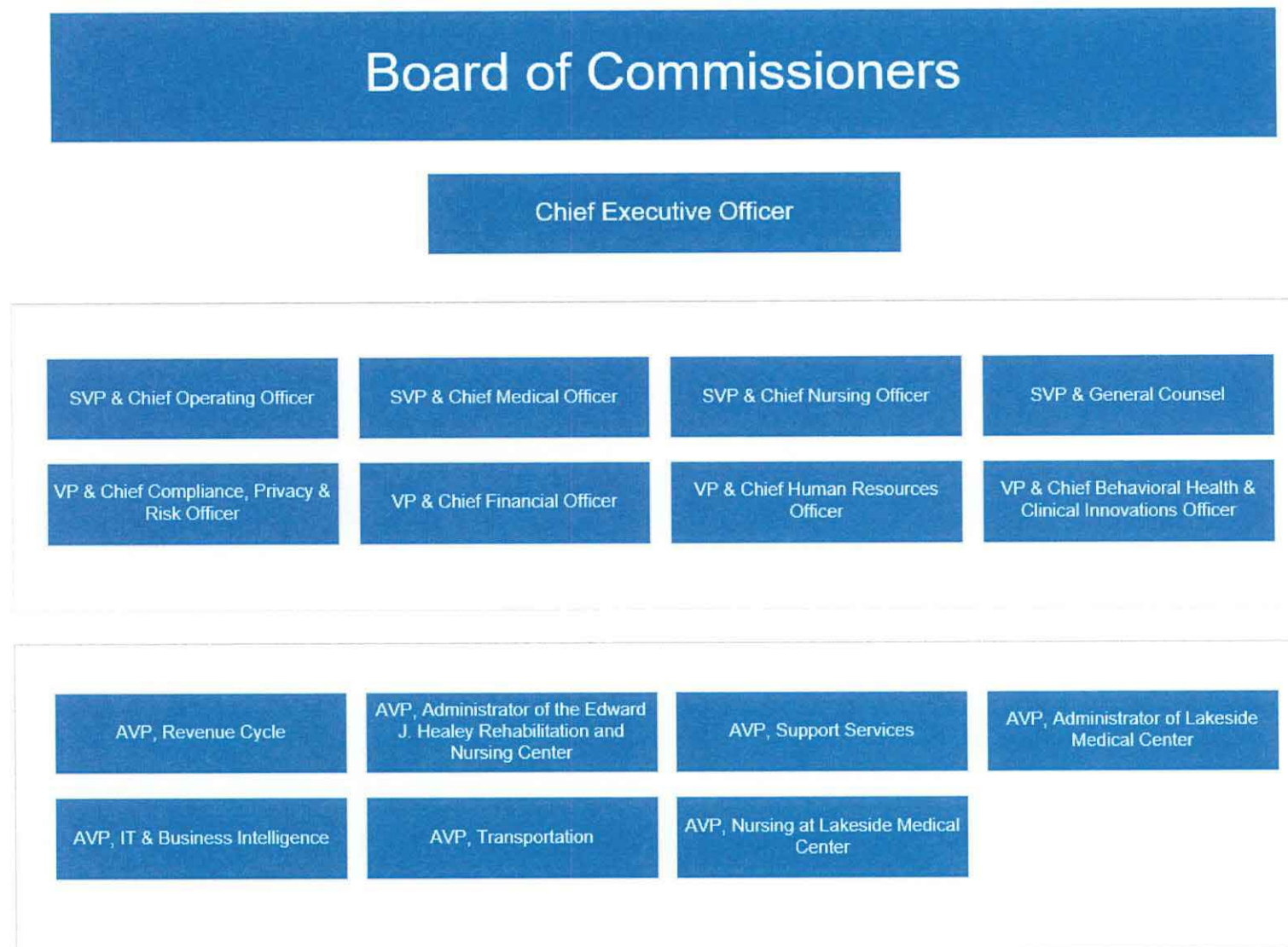
Palm Beach County Census Population 1980-2020

Municipality	1980 Census	1990 Census	2000 Census	2010 Census	2020 Census
ATLANTIS	1,325	1,653	2,005	2,005	2,142
BELLE GLADE	16,535	16,177	14,906	17,467	16,698
BOCA RATON	49,447	61,492	74,764	84,392	97,422
BOYNTON BEACH	35,624	46,194	60,389	68,217	80,380
BRINY BREEZES	387	400	411	601	502
CLOUD LAKE	160	121	167	135	134
DELRAY BEACH	34,329	47,181	60,020	60,522	66,846
GLEN RIDGE	235	207	276	219	217
GOLF	110	234	230	252	255
GREENACRES	8,780	18,683	27,569	37,573	43,990
GULF STREAM	475	690	716	786	954
HAVERHILL	1,249	1,058	1,454	1,873	2,187
HIGHLAND BEACH	2,030	3,209	3,775	3,539	4,295
HYPOLUXO	573	830	2,015	2,588	2,687
JUNO BEACH	1,142	2,121	3,262	3,176	3,858
JUPITER	9,868	24,986	39,328	55,156	61,047
JUPITER INLET COLONY	378	405	368	400	405
LAKE CLARKE SHORES	3,174	3,364	3,451	3,376	3,564
LAKE PARK	6,909	6,704	8,721	8,155	9,047
LAKE WORTH BEACH	27,048	28,564	35,133	34,910	42,219
LANTANA	8,048	8,392	9,404	10,423	11,504
LOXAHATCHEE GROVES				3,180	3,355
MANALAPAN	329	312	321	406	419
MANGONIA PARK	1,419	1,453	1,283	1,888	2,142
NORTH PALM BEACH	11,344	11,343	12,064	12,015	13,162
OCEAN RIDGE	1,355	1,570	1,636	1,786	1,830
PAHOKEE	6,346	6,822	5,985	5,649	5,524
PALM BEACH	9,729	9,814	9,676	8,348	9,245
PALM BEACH GARDENS	14,407	22,965	35,058	48,452	59,182
PALM BEACH SHORES	1,232	1,040	1,269	1,142	1,330
PALM SPRINGS	8,166	9,763	11,699	18,928	26,890
RIVIERA BEACH	26,489	27,639	29,884	32,488	37,604
ROYAL PALM BEACH	3,423	14,589	21,523	34,140	38,932
SOUTH BAY	3,886	3,558	3,859	4,876	4,860
SOUTH PALM BEACH	1,304	1,480	1,531	1,171	1,471
TEQUESTA	3,685	4,499	5,273	5,629	6,158
WELLINGTON		20,670	38,216	56,508	61,637
WEST PALM BEACH	63,305	67,643	82,103	99,919	117,415
WESTLAKE					906
TOTAL INCORPORATED	364,245	477,825	609,744	732,290	842,415
TOTAL UNINCORPORATED	212,513	385,540	521,447	587,844	649,776
TOTAL COUNTY	576,758	863,365	1,131,191	1,320,134	1,492,191

BACKGROUND (CONTINUED)

Organizational Structure

The District is governed by a seven-member board of Commissioners. The Board is supported by the Health Care District Executive Team and Senior Leadership Team, as illustrated below.



BACKGROUND (CONTINUED)

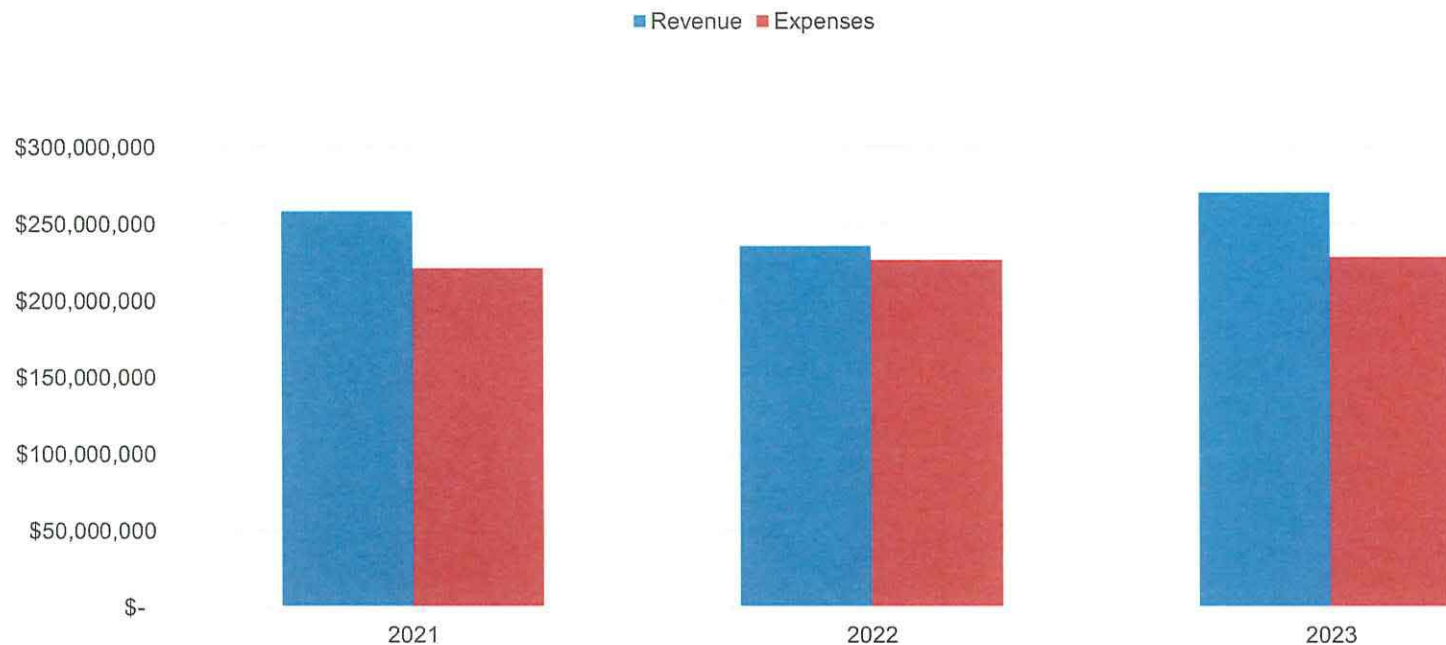
Financial Performance

The State of Florida Statutes require the Health Care District to establish a budgetary system and approve a balanced annual operating budget. The Health Care District's enabling legislation requires the Board to annually determine and approve a budget and establish a millage rate in accordance with Chapter 200, Florida Statutes. In addition, the legislation limits the ad valorem tax levied by the Health Care District to two mills with the annual millage levy increase capped at one-quarter of a mill from the amount levied by the Health Care District in the previous year. Approximately 83% of the Health Care District's budget goes to healthcare services. Ad valorem taxes represent the Health Care District's largest revenue source, covering 67.8% of expenditures with grant funds and patient revenue covering the remainder. The Health Care District's enabling legislation grants it the ability to annually levy ad valorem taxes up to 2.00 mills per \$1,000 of taxable value on Palm Beach County properties. The current assessed millage rate for 2023-2024 is 0.6761, the lowest millage rate in Health Care District history.

The Health Care District's expenditures include a network of primary care clinics, a skilled nursing facility, School Health clinicians staffed in nearly 170 public schools, a rural, acute-care teaching hospital, two Trauma Hawk air ambulances, two ground ambulances for Health Care District patients, a specialty benefits program for eligible, uninsured residents, and quality performance oversight of the county's lifesaving trauma system.

The chart to the right illustrates the revenue and expenses for the Health Care District of Palm Beach County over the past three fiscal years. It encompasses financial data from various funds, including the General Fund, Trauma, Aeromedical, Care Coordination, Pharmacy Services, School Health, Sponsored Programs, Healey Center, Lakeside Medical Center, Primary Care Clinics, and Medicaid Match.

Combined All Funds Revenue and Expenses



RESULTS / PERFORMANCE

Trauma System

Overview

On May 1, 1991, Palm Beach County's Trauma System took flight and carried out its first life-saving mission. Since then, the nationally-recognized Trauma System overseen and funded by the Health Care District of Palm Beach County ("PBC") has treated more than 99,000 people, providing rapid-response care for more than 5,600 traumatically-injured patients last year.

The healthcare district was appointed by the State as the "Trauma Agency" responsible for the quality oversight both trauma centers (1) St. Mary's Medical Center and (2) Delray Medical Center). The Palm Beach County Trauma Ordinance (Chapter 13 Article V) authorizes the Trauma Agency to coordinate trauma care and provide regulatory authority when necessary. The Trauma Agency is also responsible for updating the Florida Department of Health Five-Year Plan (per s. 64J-2.007-009, F.S.). The components of this integrated system include:

- enhanced 911 communication and dispatch system,
- EMS and Fire Rescue,
- The two Trauma Hawk Aeromedical helicopters,
- 2 Trauma Centers
- 2 comprehensive rehabilitation centers and a Health Care District-supported long-term care facility.

To assess the trauma needs in Palm Beach County, the District administers a system-wide quality management program, supplementing the peer review processes of the individual trauma centers. This quality assurance and improvement process includes collecting registry data to review quality of care from the point of injury to final outcome, as well as monitoring local EMS providers, trauma centers, and acute care hospitals for compliance with state trauma statutes and the local trauma ordinance. Specifically, the District administers and evaluates the compliance and quality of the following trauma system components:

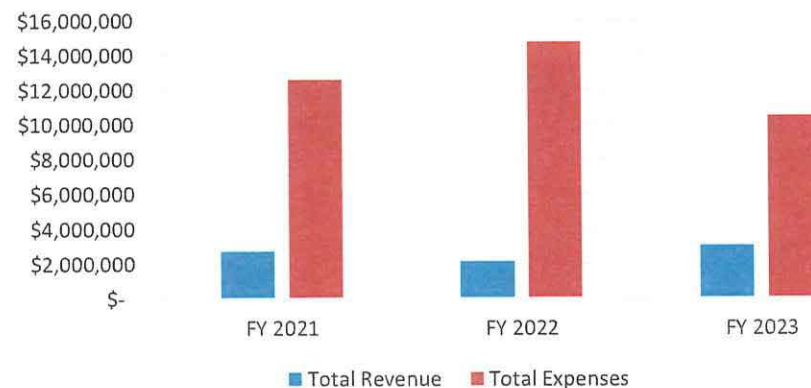
- pre-hospital providers,
- Level I Trauma Centers,
- rehabilitation centers, and
- trauma review process.

The Trauma Quality Improvement Committee ("TQIC") convenes for the purpose of addressing hospital and pre-hospital provider quality-of-care issues concerning trauma, including the overall performance and coordination of the trauma care system. This committee supplements the individual trauma centers' performance improvement process to ensure the operational components of the Trauma System function as a cohesive unit. Both trauma centers and our community partners including EMS chiefs, the medical examiner's office, specialty physicians and others are active participants on this committee.

Financial Performance

The chart above illustrates the combined revenue and expenses for the Trauma System, Aeromedical, and Transportation services within the Health Care District of Palm Beach County over the past three fiscal years.

Combined Revenue
(Trauma, Aeromedical, Transportation)



RESULTS / PERFORMANCE (CONTINUED)

Trauma System (Continued)

Established Goals, Objectives

- ❖ *Goal 1: Continue to evaluate and revise extant quality assessment metrics and procedures.*
 - Continuously monitor evaluation standards established by the TQIC; apply nationally-accepted benchmarks and evidence-based performance indicators for data collected throughout the trauma system.
 - Data indicators will be evaluated and revised as necessary to ensure outcome measurement veracity, as well as compliance with national, state and local standards.
 - Trauma centers will report quality assessment data to the appropriate entity each month as contractually specified, including:
 - Morbidity and mortality audit filter reviews
 - The Medical Director's summary of quality improvement evaluations
 - Trauma center calendars and physician call rosters
 - Trauma center accountability for participation in quality assessment will be reinforced via compensatory incentives issued by the District.
- ❖ *Goal 2: Continue standardized data collection and reporting procedures throughout the trauma system and along the care continuum.*
 - Continue to verify the accuracy of collected data throughout the system utilizing computer software, substantiating manually as indicated.
 - Review and refine data points and definitions continuously to improve consistency and ensure statistical and inferential veracity.
 - Trauma centers will report data to the appropriate entity in a timely fashion as contractually specified, including:
 - Initial trauma patient information (within 24 hours)
 - Trauma registry data
 - Initial demographics and screens (within two business days)
 - Chart closeout (30 days after discharge)
 - Transfer logs (monthly): into/out of/within the county; any instances of hospital bypass
 - Trauma center workload statistics (monthly)
 - Trauma center accountability for participation in data collection will be reinforced via compensatory incentives issued by the District.
- ❖ *Goal 3: Promote and facilitate disaster event readiness and preparation throughout the integrated trauma system of Palm Beach County.*
 - The District will regularly, on a rotating basis, sponsor and facilitate the presentation of the DMEP Course for community partners.
 - Presentations and instruction will be provided by local certified experts with trauma and incident command system training, as well as experience in disaster planning and response at the local level.
 - Target audience members for the DMEP course includes individuals in leadership positions throughout the trauma system including prehospital, acute care facility and administrative entities.
 - The DMEP Course will be offered with course scheduling adjusted to community needs.
- ❖ *Goal 4: Maintain compliance with goals and benchmarks established by the Palm Beach County Ordinance Rules and Regulations, specific to Aeromed and Ground Transportation.*

RESULTS / PERFORMANCE (CONTINUED)

Trauma System (Continued)

Performance Measures

- ❖ *Goal 1: Continue to evaluate and revise extant quality assessment metrics and procedures.*

Monthly, the TQIC meets to evaluate the quality of the Trauma System components. Upon review of the meeting packet for April 2024, we noted a detailed analysis of trauma cases at St. Mary's Medical Center and Delray Medical Center. We verified that key metrics were communicated over the course of our review period. The dashboards include data on case volumes, annual changes, and activation levels, along with demographic breakdowns for pediatric, adult, and geriatric patients. The report also provides insights into trauma injury patterns, mechanisms of injury, and specific analyses of vehicular crashes and age-related trends.

Additionally, the packet reviews prehospital care and interfacility trauma transfers. It evaluates prehospital response times and interventions, and assesses how these impact patient outcomes. The analysis of interfacility transfers includes metrics on transfer times and reasons, aiming to enhance the efficiency and effectiveness of the trauma care system.

- ❖ *Goal 2: Continue standardized data collection and reporting procedures throughout the trauma system and along the care continuum.*

Quarterly, the District submits required reporting to the Department of Health for both trauma centers, St. Mary's Medical Center and Delray Medical Center. We verified that reporting was timely submitted.

- ❖ *Goal 3: Promote and facilitate disaster event readiness and preparation throughout the integrated trauma system of Palm Beach County.*

The District sponsored a Disaster Management and Emergency Preparedness Course on November 5, 2021. The Course was provided by local certified experts with trauma and incident command system training, as well as experience in disaster planning and response at the local level. In the marketing for the presentation, we verified that the following individuals were encouraged to attend:

- | | |
|-----------------------------------|---|
| ▪ Emergency Physicians and Nurses | ▪ Hospital Disaster Committee Personnel |
| ▪ Trauma Center Personnel | ▪ HERC membership |
| ▪ Hospital Administrators | ▪ Emergency and Disaster Management |
| ▪ EMS Personnel and Leadership | ▪ Law Enforcement Leadership |

While a course was provided on November 5, 2021, we noted that the District has not sponsored or facilitated the course on a regularly, rotating basis. We reviewed the Trauma Quality Improvement Committee meeting minutes and verified that disaster planning has remained an agenda item for discussion. We noted that the District is in the process of planning another DMEP course presentation during calendar year 2024.

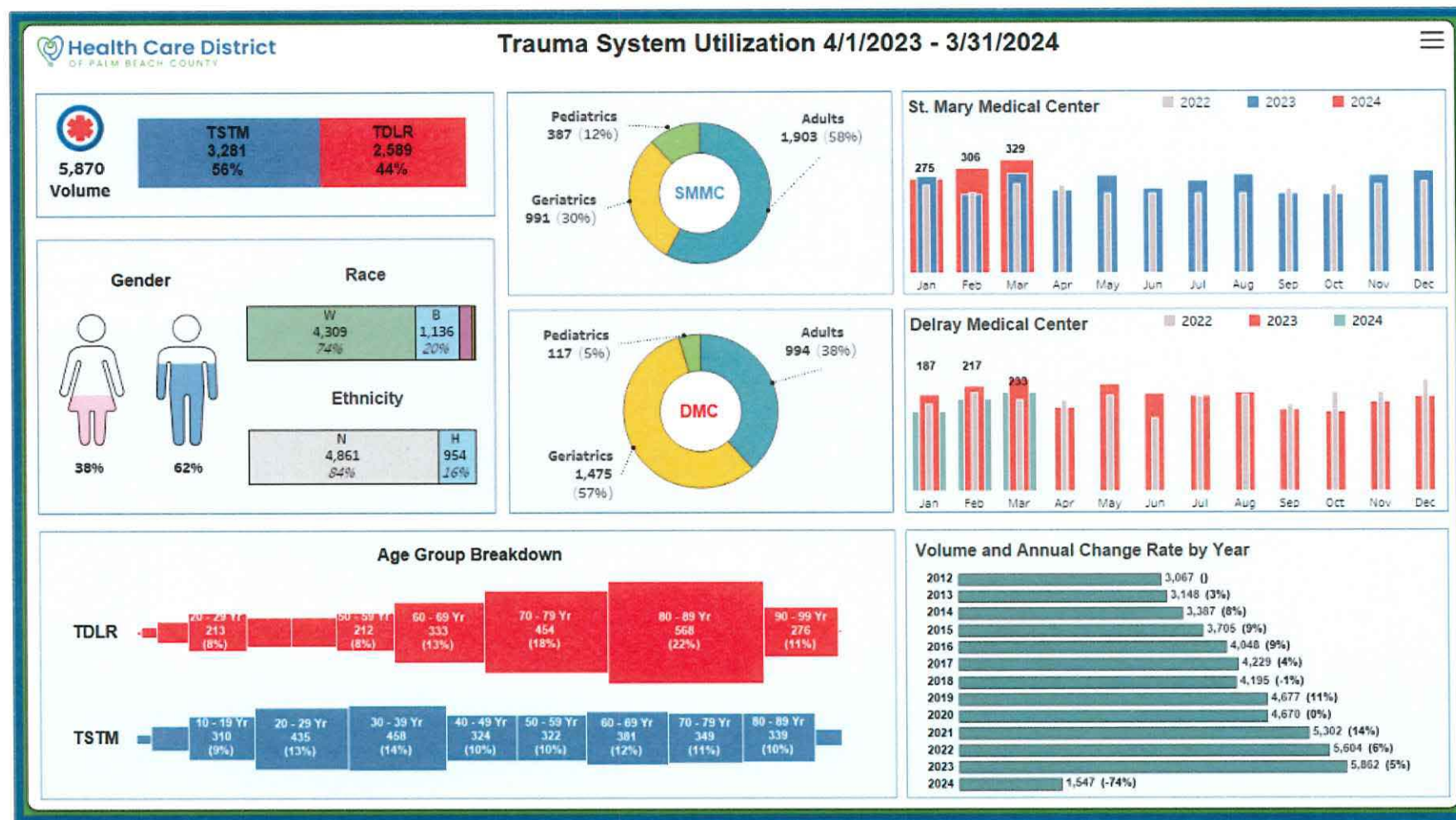
- ❖ *Goal 4: Maintain compliance with goals and benchmarks established by the Palm Beach County Ordinance Rules and Regulations, specific to Aeromed and Ground Transportation.*

We reviewed the dashboards provided to the TQIC during our review period and verified that key metrics, including detailed runtime reporting, were communicated and aligned with established benchmarks. Key metrics included scene dispatch to enroute average, scene dispatch to LZ average, scene dispatch type, and scene destination. Additionally, essential quality metrics related to ground transportation were captured, such as the percentage of reliable pain assessments, blood glucose checks, waveform capnography usage, and aortic emergencies, vitals, and equipment failures.

RESULTS / PERFORMANCE (CONTINUED)

Trauma System (Continued)

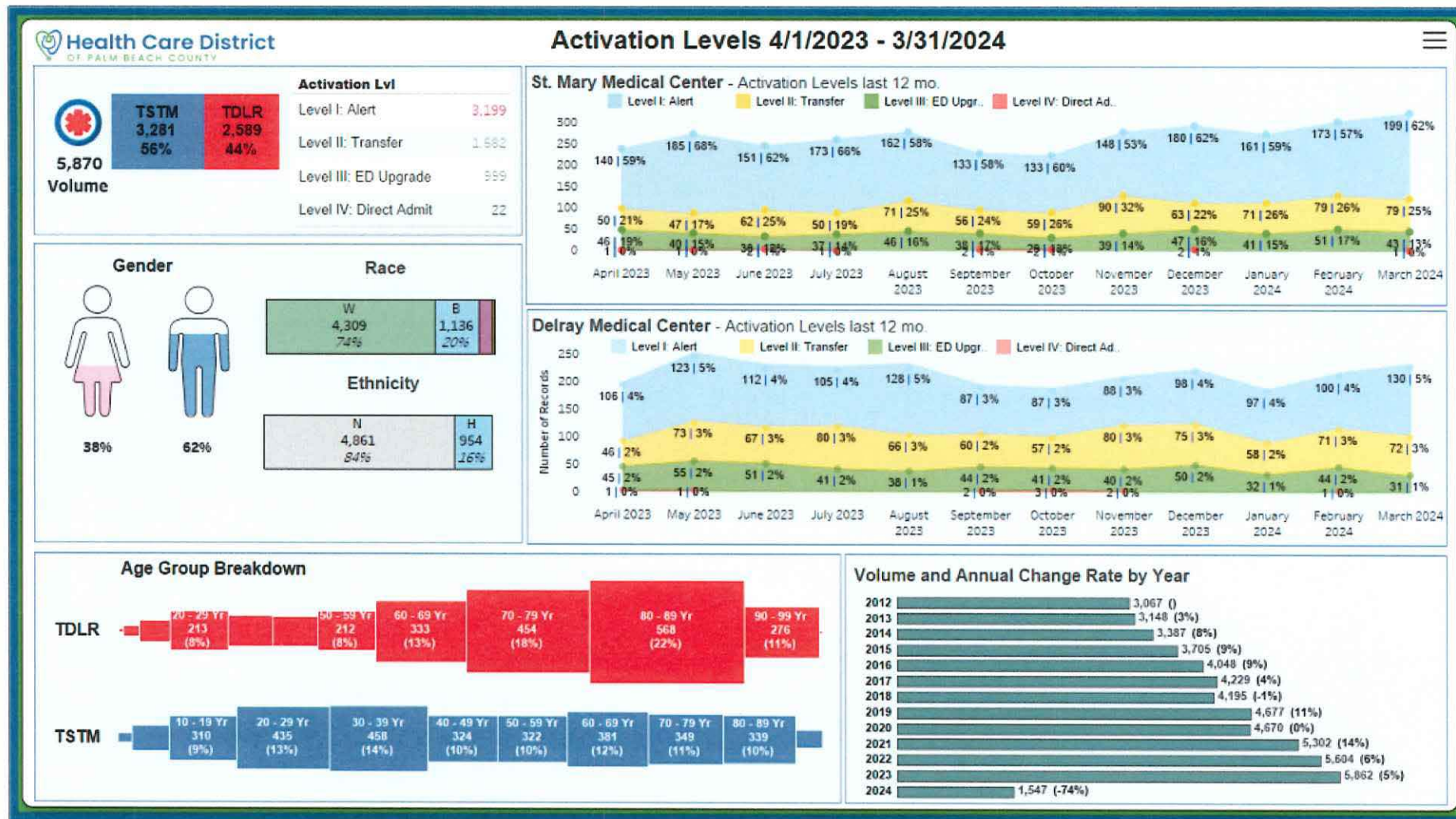
Performance Measures (Continued)



RESULTS / PERFORMANCE (CONTINUED)

Trauma System (Continued)

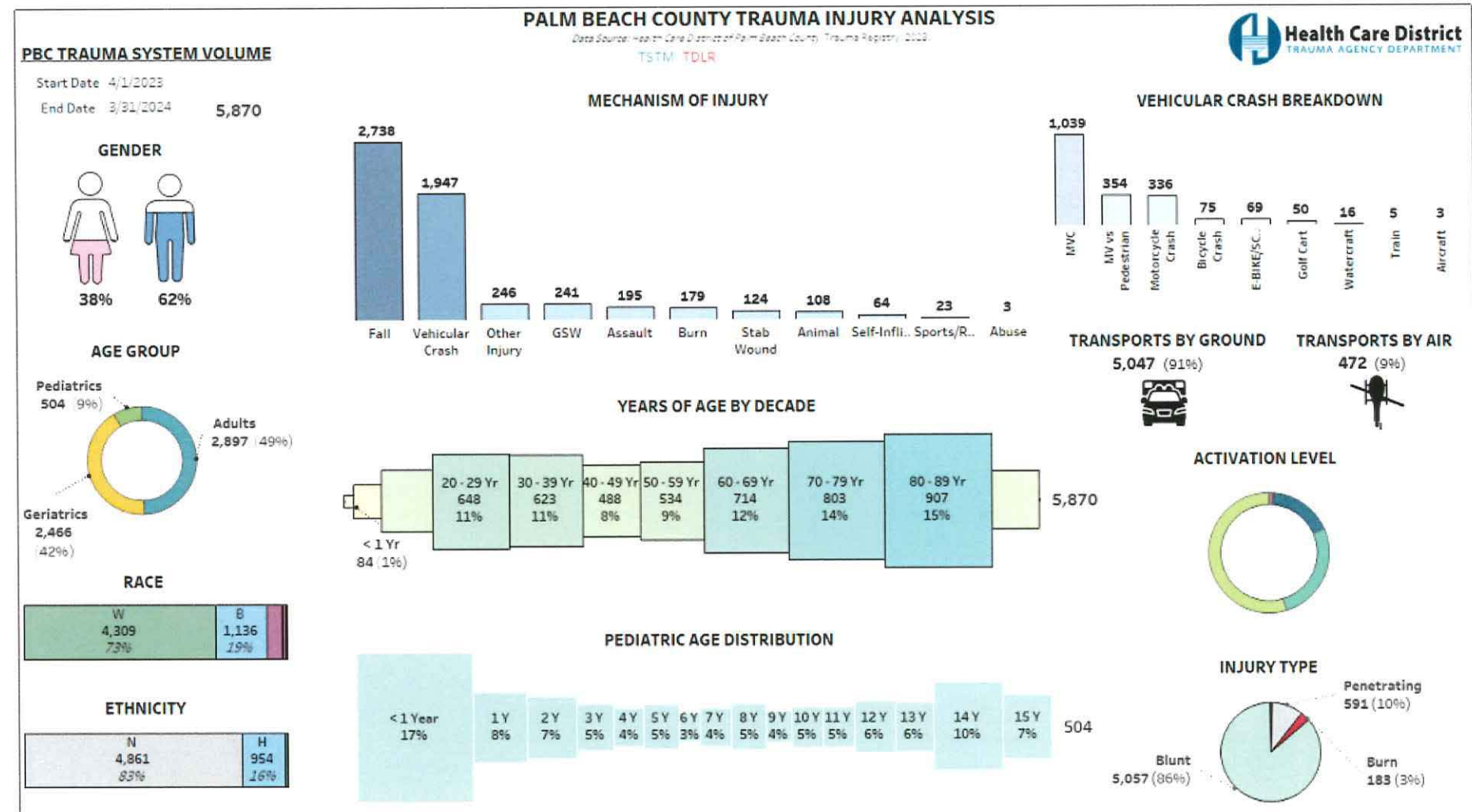
Performance Measures (Continued)



RESULTS / PERFORMANCE (CONTINUED)

Trauma System (Continued)

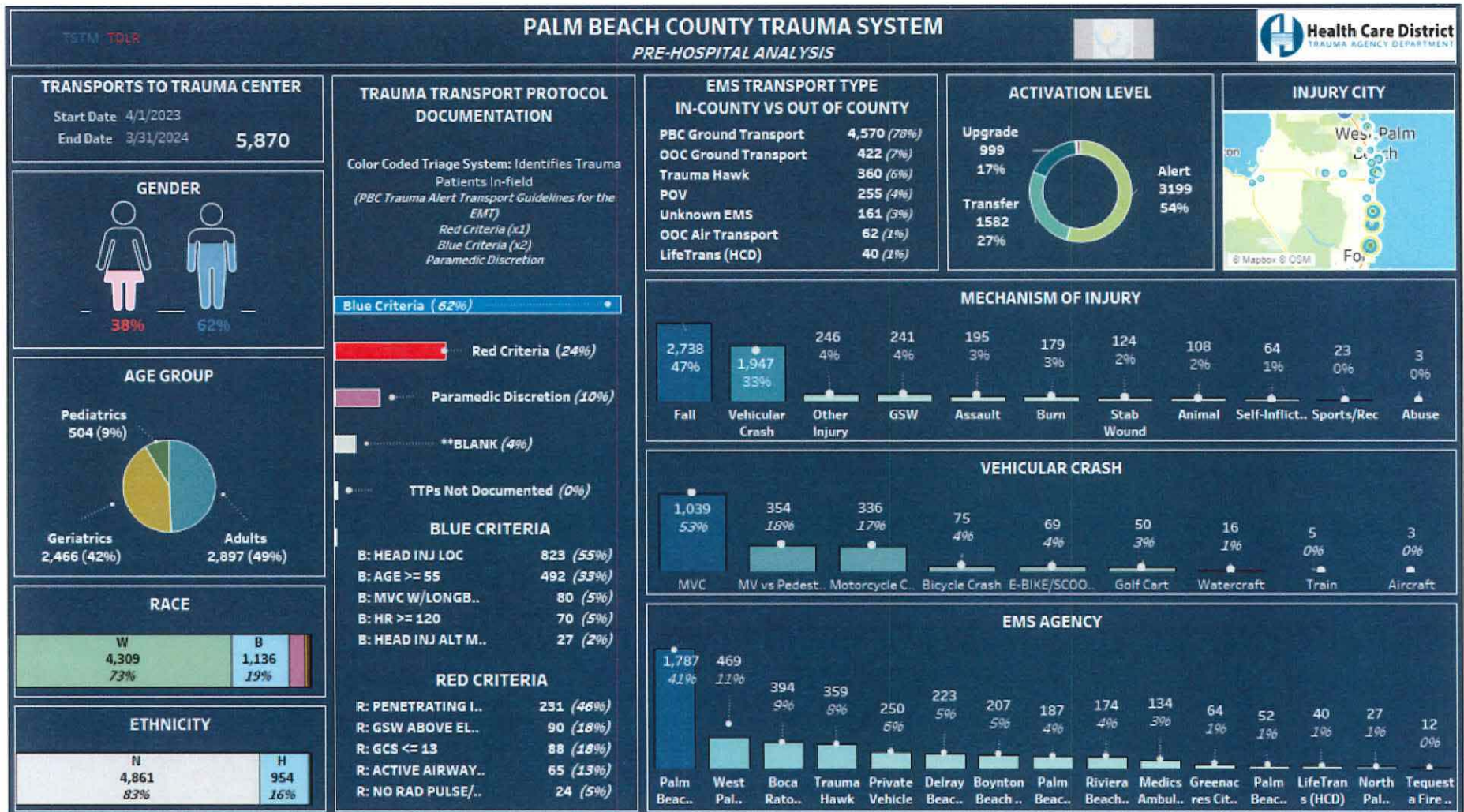
Performance Measures (Continued)



RESULTS / PERFORMANCE (CONTINUED)

Trauma System (Continued)

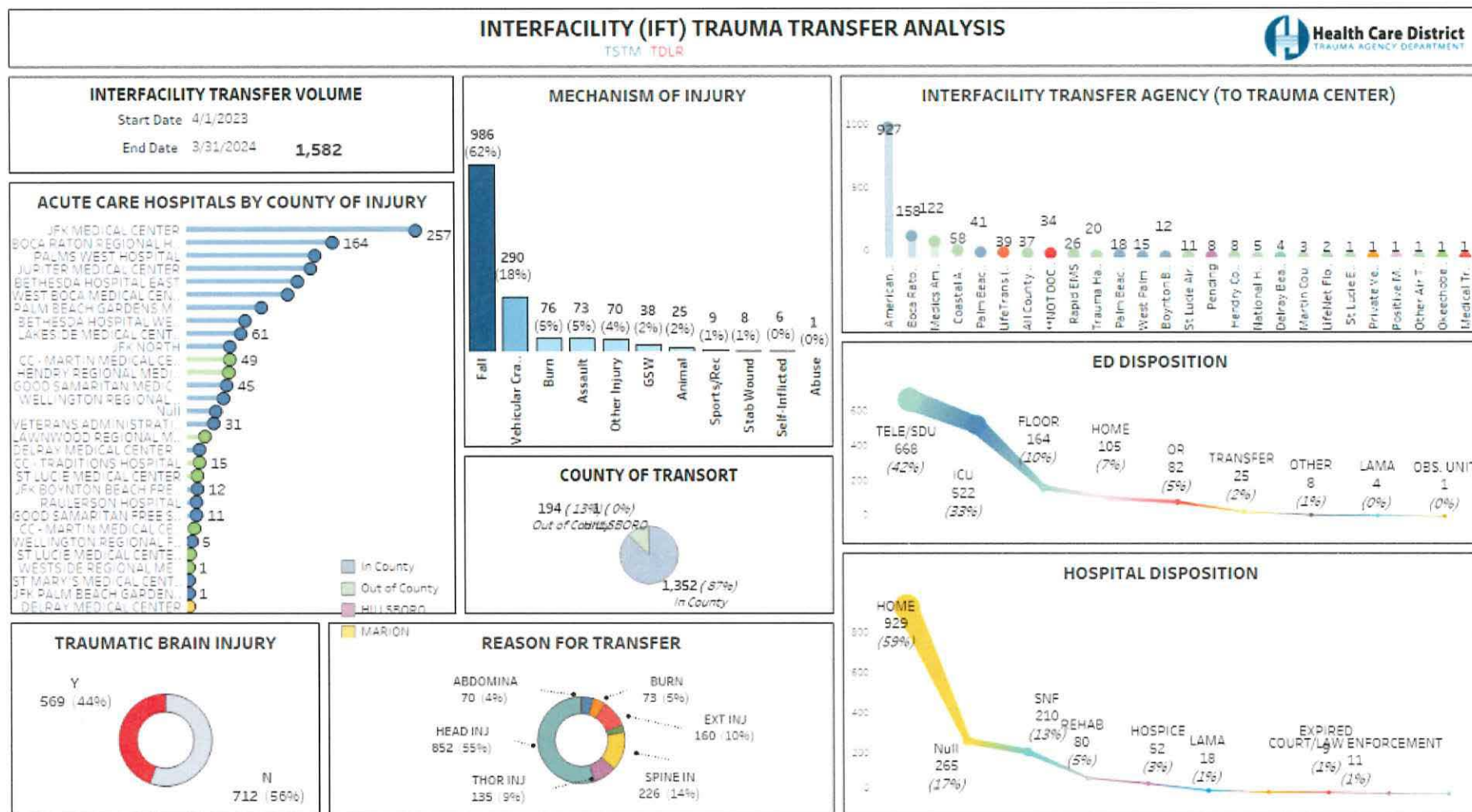
Performance Measures (Continued)



RESULTS / PERFORMANCE (CONTINUED)

Trauma System (Continued)

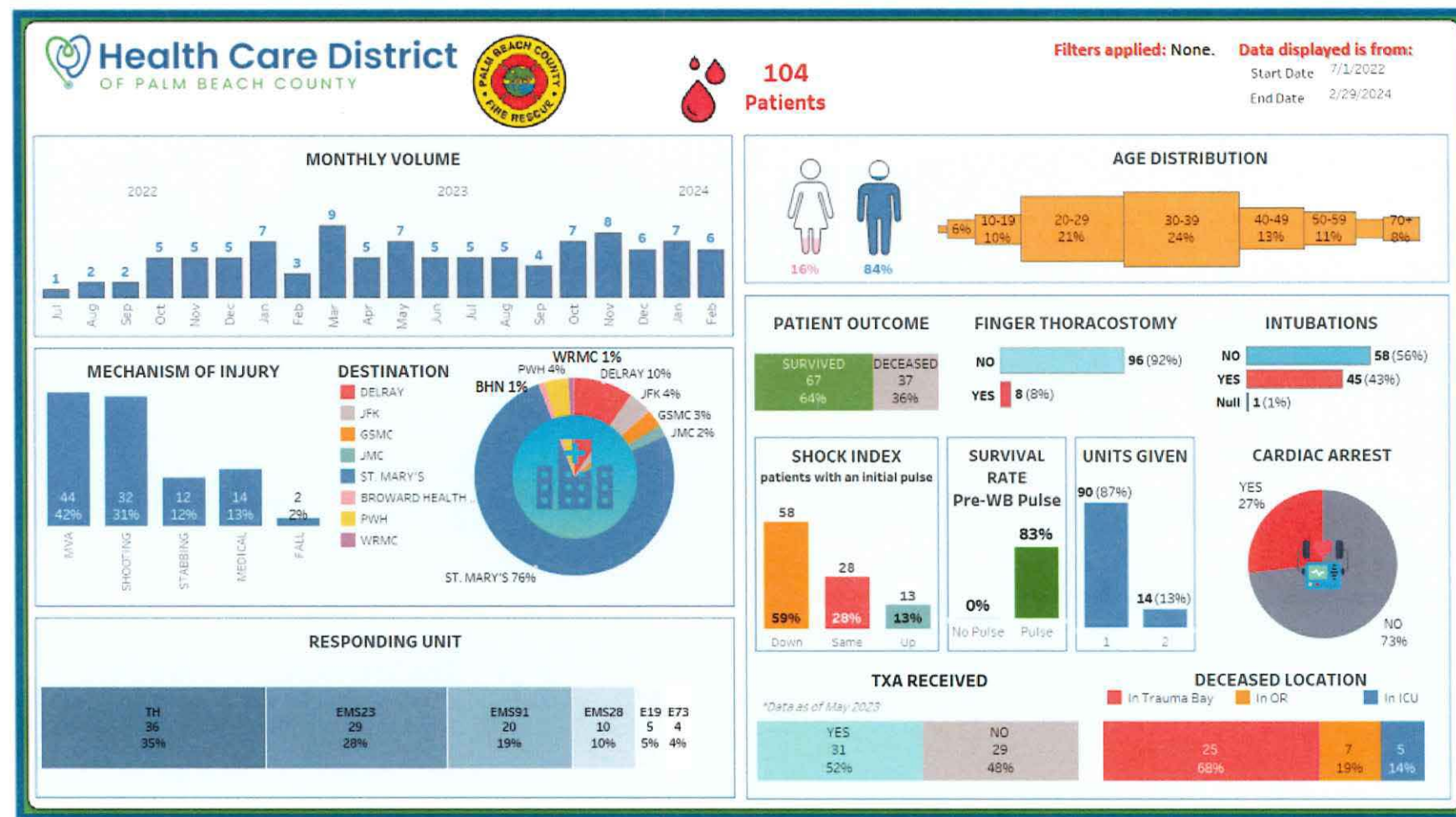
Performance Measures (Continued)



RESULTS / PERFORMANCE (CONTINUED)

Trauma System (Continued)

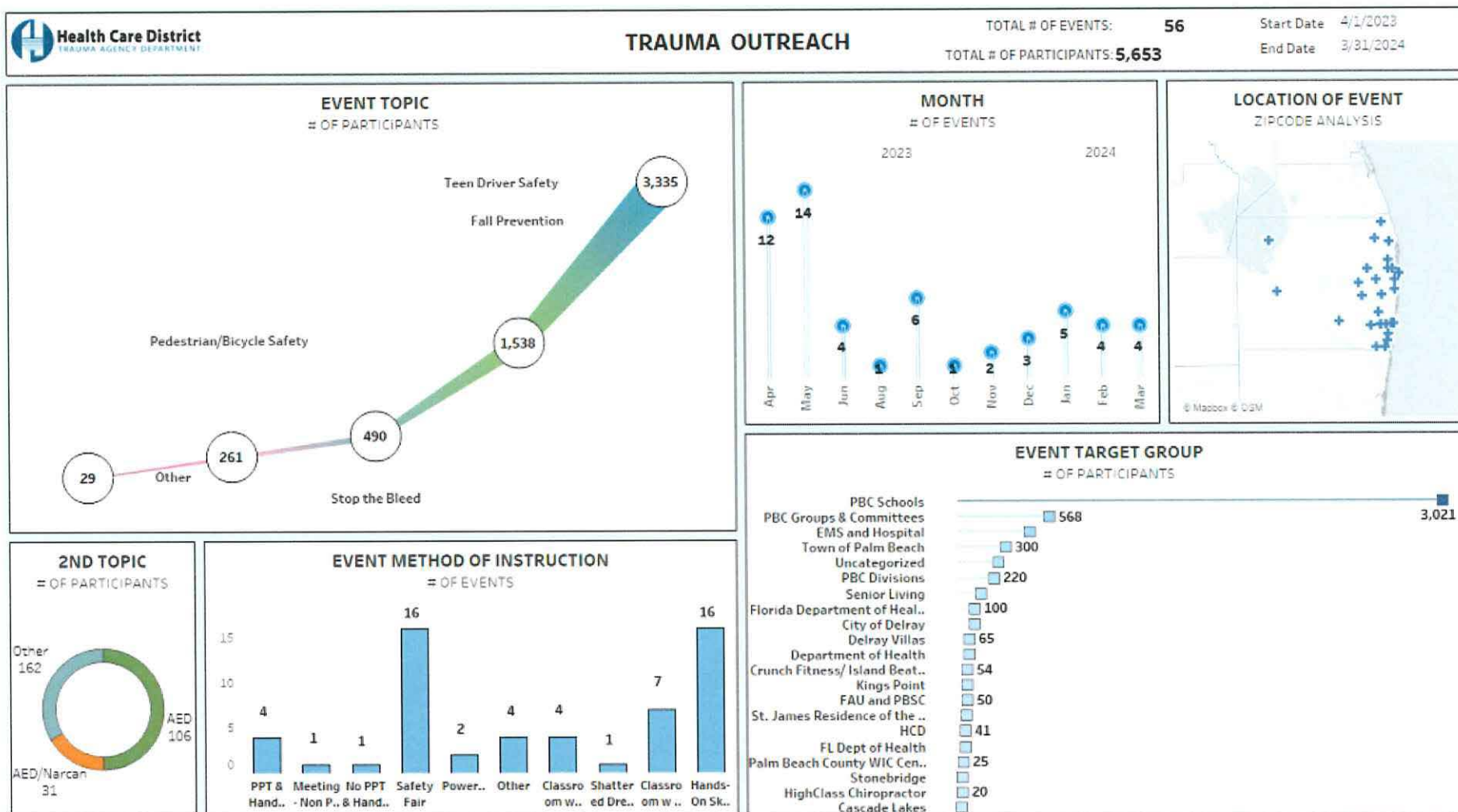
Performance Measures (Continued)



RESULTS / PERFORMANCE (CONTINUED)

Trauma System (Continued)

Performance Measures (Continued)



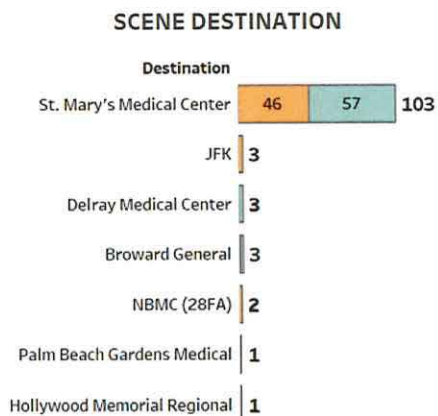
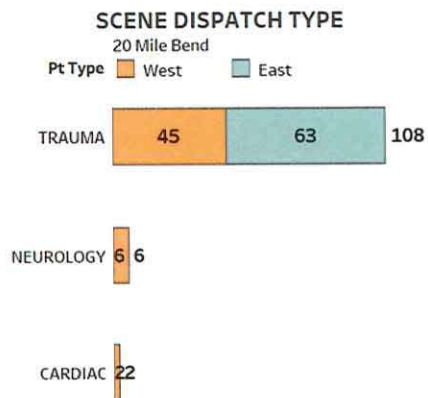
RESULTS / PERFORMANCE (CONTINUED)

Trauma System (Continued)

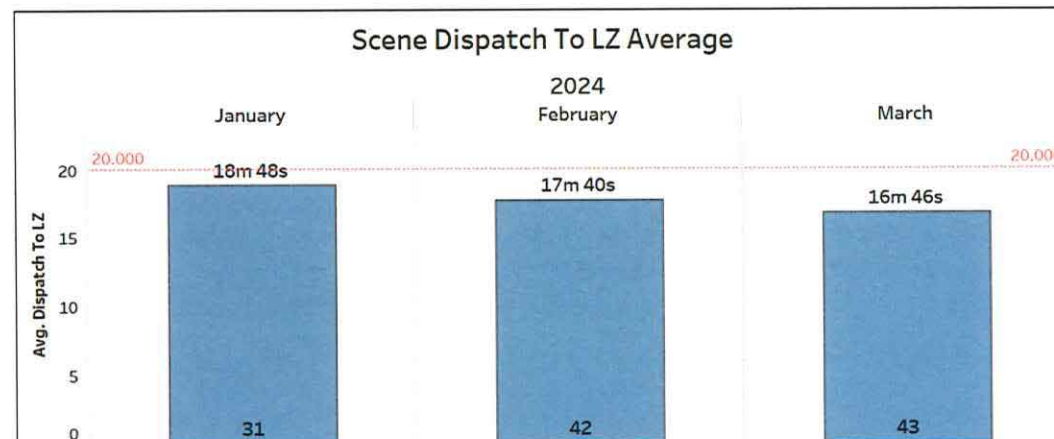
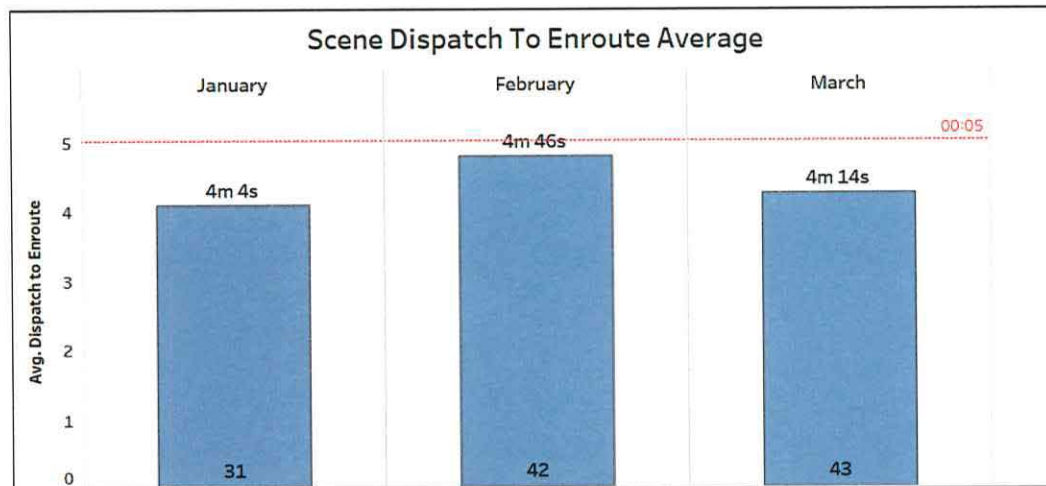
Performance Measures (Continued)



Total Transports: **116**
Total Patients: **117**



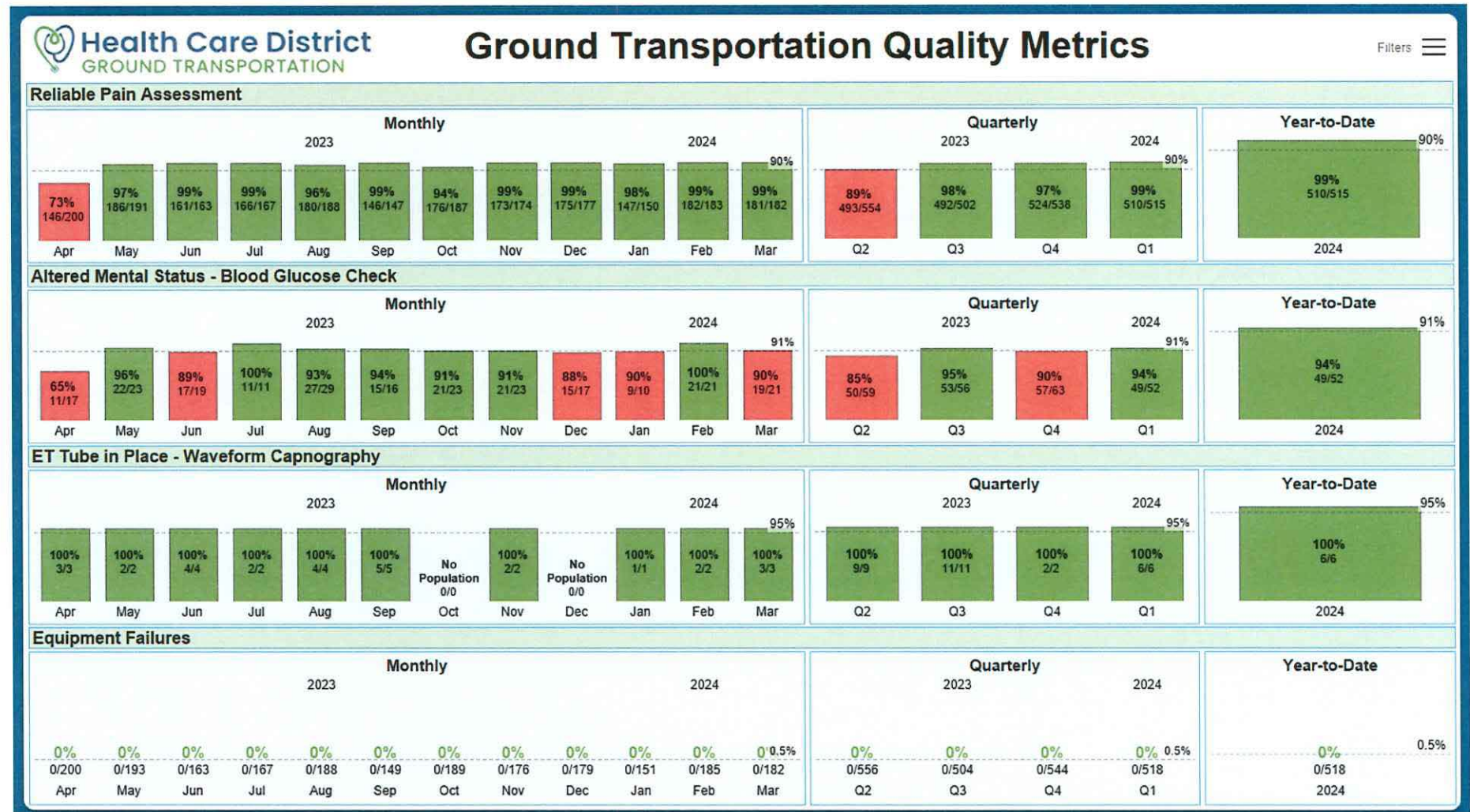
Detailed RunTime Report TH135 (Scene Dispatches)



RESULTS / PERFORMANCE (CONTINUED)

Trauma System (Continued)

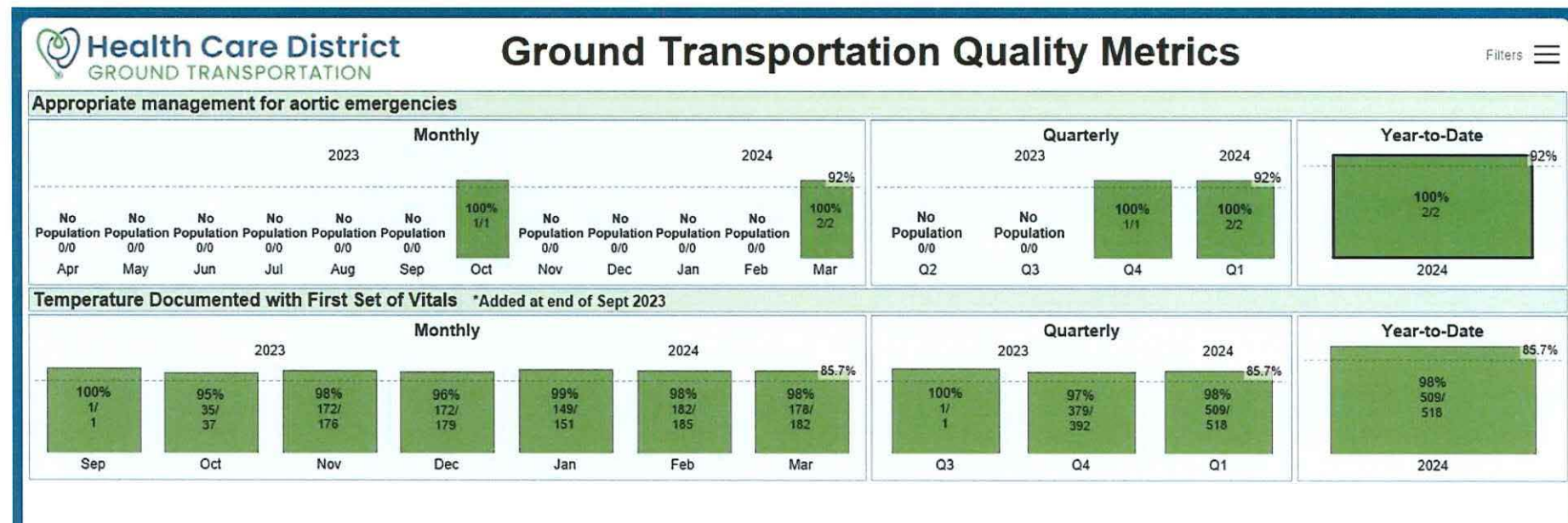
Performance Measures (Continued)



RESULTS / PERFORMANCE (CONTINUED)

Trauma System (Continued)

Performance Measures (Continued)



RESULTS / PERFORMANCE (CONTINUED)

School Health

Overview

The Health Care District staffs a School Health team of more than 200 registered nurses and certified nursing assistants (CNAs) in health rooms at nearly 170 public schools, caring for more than 160,000 students in pre-kindergarten through 12th grade. The School Health nursing staff provides nursing assessments, first aid, medication administration, chronic health condition management, Florida-mandated screenings (vision, hearing, BMI and scoliosis), no-cost COVID-19 screening and testing and influenza A/B (flu) testing with parent or guardian consent, referrals, and consultations with parents and providers. In the 2022-2023 school year, the Health Care District’s School Health team received 456,074 student visits.

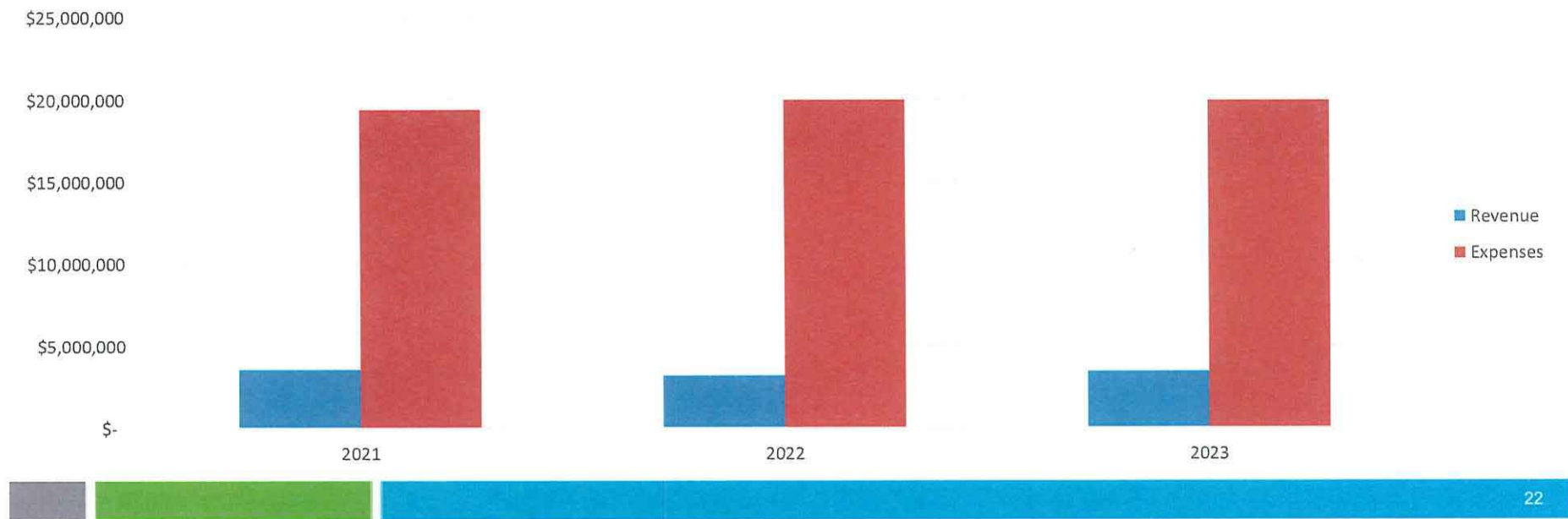
For more than 25 years, the Health Care District has been committed to promoting and improving the health and wellness for public school students through a School Health Program that achieves learning readiness, prevents and addresses physical, social and emotional health problems, and enhances the students’ quality of life. The School Health Program is a partnership with the Florida Department of Health Palm Beach County and the School District of Palm Beach County.

School Health services are provided in accordance with a local School Health Services Plan (per s.381.0056, F.S.) and administered via an interlocal agreement between the School District of Palm Beach County and the Health Care District. Section 6(30) of the Health Care Act authorizes the District to “plan, coordinate, manage, and take such other action as appropriate to implement the school health program as established by the District...”

Financial Performance

The chart below illustrates the revenue and expenses for School Health of The Health Care District of Palm Beach County over the past three fiscal years.

School Health Revenue and Expenses



RESULTS / PERFORMANCE (CONTINUED)

School Health (Continued)

Established Goals, Objectives

- ❖ *Goal 1: Maintain compliance with Florida Department of Health Screening Requirements, by trimester.*
 - Ensure or provide Basic School Health Services to all students and in all public schools in county in accordance with section 381.0056, Florida Statutes. At a minimum, provide the following Basic School Health Services, unless the student has a parent or guardian opt-out form or other written exemption, is not able to be screened due to profound disability, or is currently in treatment for the condition:
 - Perform Vision Screenings for a minimum of 45 percent of non-exempted students in kindergarten, first, third, and sixth grade by December 31 and a minimum of 95 percent by March 31 of each contract year.
 - Perform Hearing Screenings for a minimum of 45 percent of non-exempted students in kindergarten, first, and sixth grade by December 31 and a minimum of 95 percent by March 31 of each contract year.
 - Perform Scoliosis Screenings for a minimum of 45 percent of non-exempted students in sixth grade by March 31 and a minimum of 95 percent by June 30 of each contract year.
 - Perform Growth and Development Screenings for a minimum of 45 percent of non-exempted students in first, third, and sixth grade by March 31 and a minimum of 95 percent by June 30 of each contract year.
 - Refer all students with abnormal screening results to the appropriate health care providers for further evaluation and treatment within 45 days of receiving the screening results. Document all referrals made in the student cumulative health record.
 - Confirm that all students referred to state contracted vision service providers have a signed parent or guardian consent form that includes permission for a Comprehensive Eye Exam, which may involve refraction and dilation.
 - Provide at least one follow-up with the parents or guardians of students referred within 45 days of referring the student for further evaluation or treatment to ensure the students receive the necessary care. Document the attempt(s) to follow-up with the parents or guardians and, if applicable, document any incidence(s) of a parent or guardian being non-response to the referral, refusing to follow-up, or a student withdrawing from school in the cumulative health record.

Performance Measures

- ❖ *Goal 1: Maintain compliance with Florida Department of Health Screening Requirements, by trimester.*

Through our procedures, we verified that all required screenings were achieved during our review period. We obtained the Productivity report dashboards provided through the Quality, Patient Safety and Compliance Committee. We confirmed that all Florida Mandated Student Screening requirements were met in compliance with internal goals and State of Florida requirements.

While not identified as goals, we verified that other quality metrics are tracked specific to school health, including grievances, complaints and compliments. These metrics are tracked and monitored through the Quality, Patient Safety and Compliance Committee.

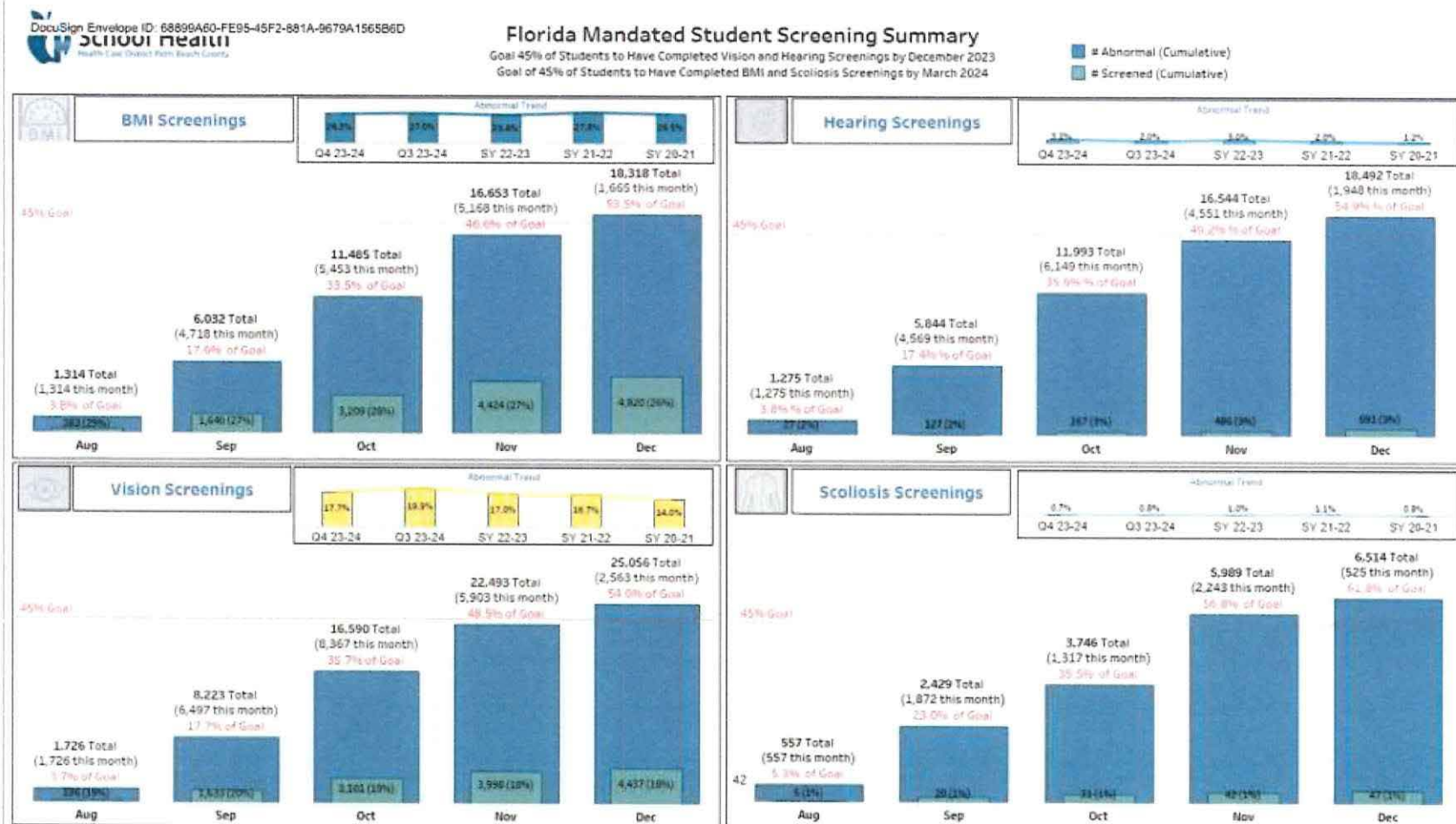
Screening Goal	December 2023	March 2024
Vision Screening	Goal Achieved	Goal Achieved
Hearing Screening	Goal Achieved	Goal Achieved
Scoliosis Screening	Goal Achieved	Goal Achieved
Growth and Development (BMI) Screening	Goal Achieved	Goal Achieved

RESULTS / PERFORMANCE (CONTINUED)

School Health (Continued)

Performance Measures (Continued)

The graph below illustrates the School Health District of Palm Beach County has met their screening goal across all categories (BMI, Hearing, Vision, and Scoliosis) through December 2023. BMI screenings were at a 53.5% completion, Hearing Screenings were at a 54.9% completion, Vision screenings were at a 54% completion and Scoliosis screenings were at a 61.8% completion.



RESULTS / PERFORMANCE (CONTINUED)

School Health (Continued)

Performance Measures (Continued)

The graph below illustrates the School Health District of Palm Beach County has met their screening goal across all categories (BMI, Hearing, Vision, and Scoliosis) through March 2024. BMI screenings were at a 96.3% completion, Hearing Screenings were at a 95.8% completion, Vision screenings were at a 96% completion and Scoliosis screenings were at a 96.7% completion.



Florida Mandated Student Screening Summary

Goal 95% of Students to Have Completed Vision and Hearing Screenings by March 2024
Goal of 45% of Students to Have Completed BMI and Scoliosis Screenings by March 2024

Abnormal (Cumulative)
Screened (Cumulative)

Color Legend:
Total Distinct Students
Distinct Students screened this month
Percent of Goal reached

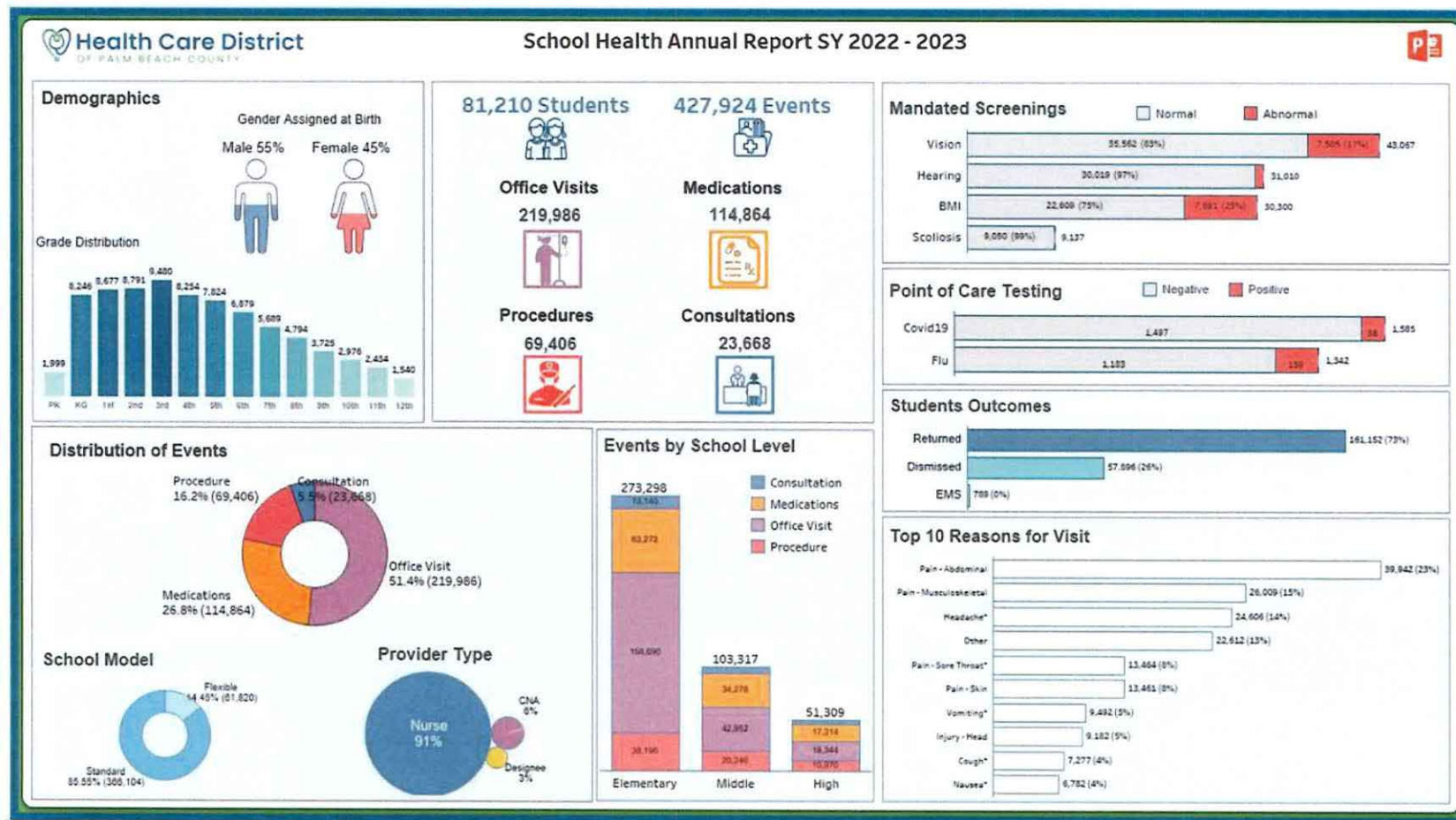


RESULTS / PERFORMANCE (CONTINUED)

School Health (Continued)

Performance Measures (Continued)

The dashboard below highlights the key quality and utilization metrics monitored on an annual basis and presented during the Strategic Planning meeting on March 14, 2024. The dashboard provides a comprehensive overview of student health services, including demographics and the number of students served. It tracks key metrics such as the number of events held, office visits, medications administered, procedures performed, consultations, and mandated screenings. Additionally, it includes data on point of care testing and student outcomes, detailing whether students returned to class, were dismissed, or required EMS assistance. The dashboard also breaks down events by school level and their distribution, highlighting the top 10 reasons for visits. This detailed information helps in understanding the health needs and service utilization of the student population.



RESULTS / PERFORMANCE (CONTINUED)

School Health (Continued)

Performance Measures (Continued)

The following dashboard is presented quarterly through the Quality, Patient Safety and Compliance Committee on March 13, 2024. The dashboard offers a detailed analysis of complaints and grievances within the school system. It presents the total number of complaints, categorizes schools by areas, and highlights the top 5 complaint types. Additionally, it breaks down care and treatment categories, providing insights into specific areas of concern. A trend analysis by quarter of the top 5 complaint categories is included, allowing for the identification of patterns and changes over time. This comprehensive view aids in addressing and improving the areas most frequently highlighted by students and parents.



Patient Relations School Health (Grievances, Complaints & Compliments)

Start Date 10/1/2023 End Date 12/31/2023 Top Catego.. 5

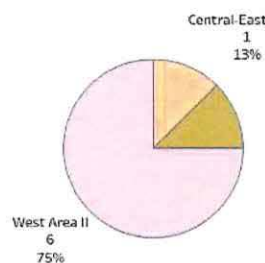
2023 Q4

Total Complaints and Grievances

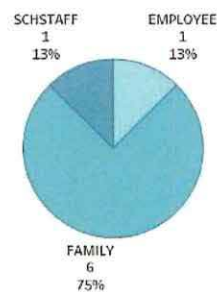
8

Late Entries: 0

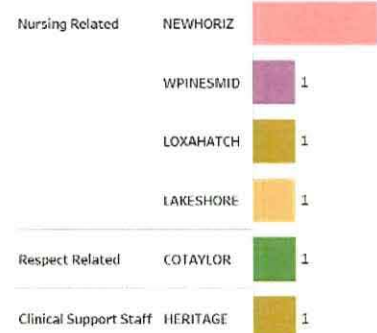
Schools by Area



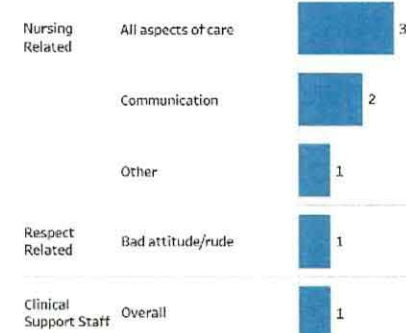
Complainant



Top 5 Categories



Total Top 5 Subcategories



Total Compliments

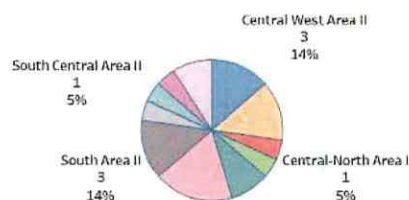
22

Late Entries: 2

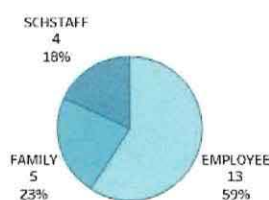
Comp/Griev Prev 4 Quarters

21

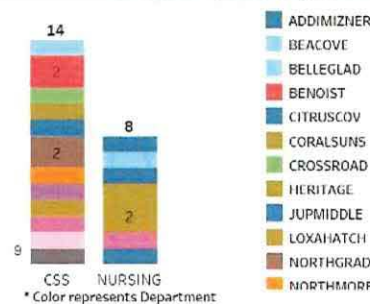
Schools by Area



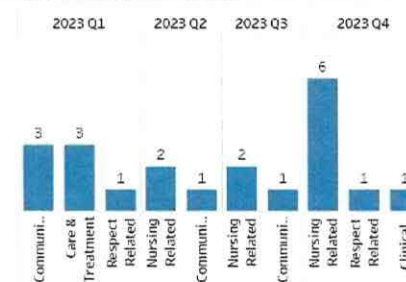
Complimentor



Care & Treatment Categories



Top 5 Categories Trended



RESULTS / PERFORMANCE (CONTINUED)

Health Coverage

Overview

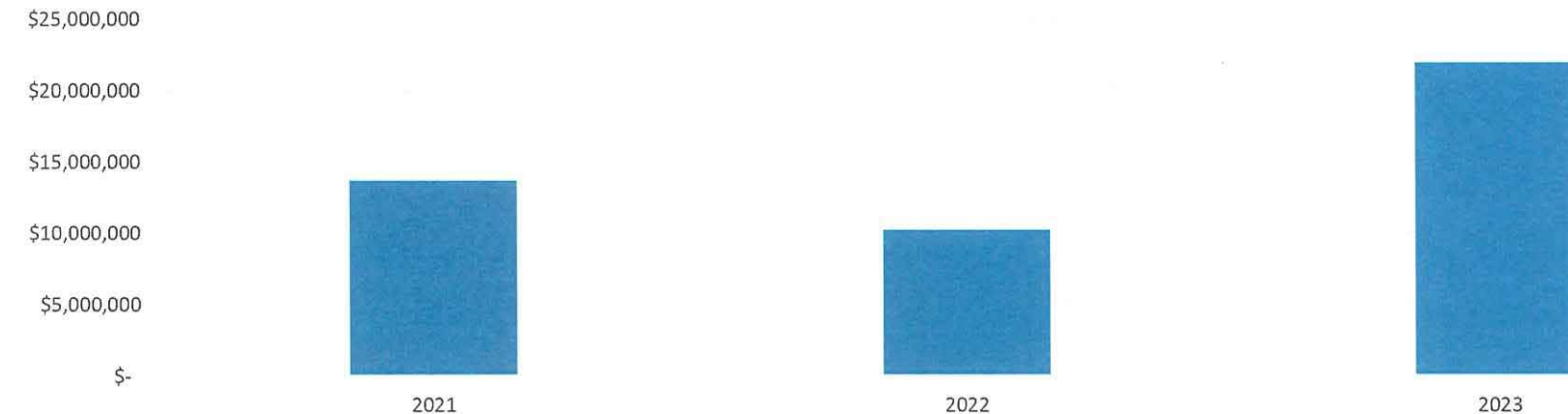
The Health Care District provides community access to quality health care service. The Federally Qualified Health Centers serve all patients, regardless of their ability to pay or insurance status. The District Cares Specialty Benefit is an option for many uninsured residents who are patients. The Health Care District of Palm Beach County administers the District Cares specialty benefits for eligible patients of the C. L. Brumback Primary Care and Dental Centers. The specialty benefits are available to uninsured residents of Palm Beach County who do not qualify for any other public assistance health coverage program and who meet income and residency requirements. The District Cares Specialty Voucher Program includes:

- Emergency Room Services
- Inpatient – Hospital Care (including Trauma)
- Inpatient – Rehabilitation (including Trauma)
- Outpatient – Cardiac Rehabilitation
- Outpatient – Diagnostics
- Outpatient – Surgery (including Trauma)
- Outpatient – Therapy
- Outpatient – prenatal obstetric care
- Durable Medical Equipment / Supplies (including Trauma)
- Home Care / Home Infusion
- Orthotics
- Prosthetics
- Laboratory Services
- Specialty Provider Services (i.e. cardiology, dermatology, hematology, oncology, endocrinology, pulmonology, perinatology, gastroenterology, rheumatology, nephrology, infectious disease, ophthalmology, otolaryngology, podiatry, gynecology, orthopedics, otolaryngology/ENT, and urology)

Financial Performance

The chart below illustrates the total expenses for care coordination related to the District Cares program within the Health Care District of Palm Beach County over the past three fiscal years. There is no revenue tied to this program.

District Care Coordination - Total Expenses



RESULTS / PERFORMANCE (CONTINUED)

Health Coverage (Continued)

Established Goals, Objectives

- ❖ *Goal 1: To provide care to as many people as possible within the service district of Palm Beach County.*
 - Renegotiate existing network provider contracts to align compensation with fair market value
 - Expand network of specialty providers

Performance Measures

- ❖ *Goal 1: To provide care to as many people as possible within the service district of Palm Beach County.*

Through inquiry with management, we noted that the District maintained existing network provider contracts which were over 13 years old. Recently, the District has taken steps to renegotiate with providers to create an updated fee schedule aligned with current market rates. Furthermore, a District analysis of referrals received revealed an opportunity to expand the number of specialty providers to better meet the District's needs, and efforts are underway to secure contracts with these providers.

Due to the timing of this report, management was not able to provide evidence of the increase in specialty service providers or the number of existing providers that were recontacted to bring the District closer in line with fair market value compensation. Additionally, we noted that while the District may have informal goals related processing time of patient referral applications and continuity of care and specialists in the network, measurable success related to these initiatives and a mechanism by which to measure the success of the program are not currently tracked. Management may be proactively managing the goals related to this program, but we recommend formally collecting and tracking progress against established objectives.

RESULTS / PERFORMANCE (CONTINUED)

Hospital (Lakeside Medical Center)

Overview

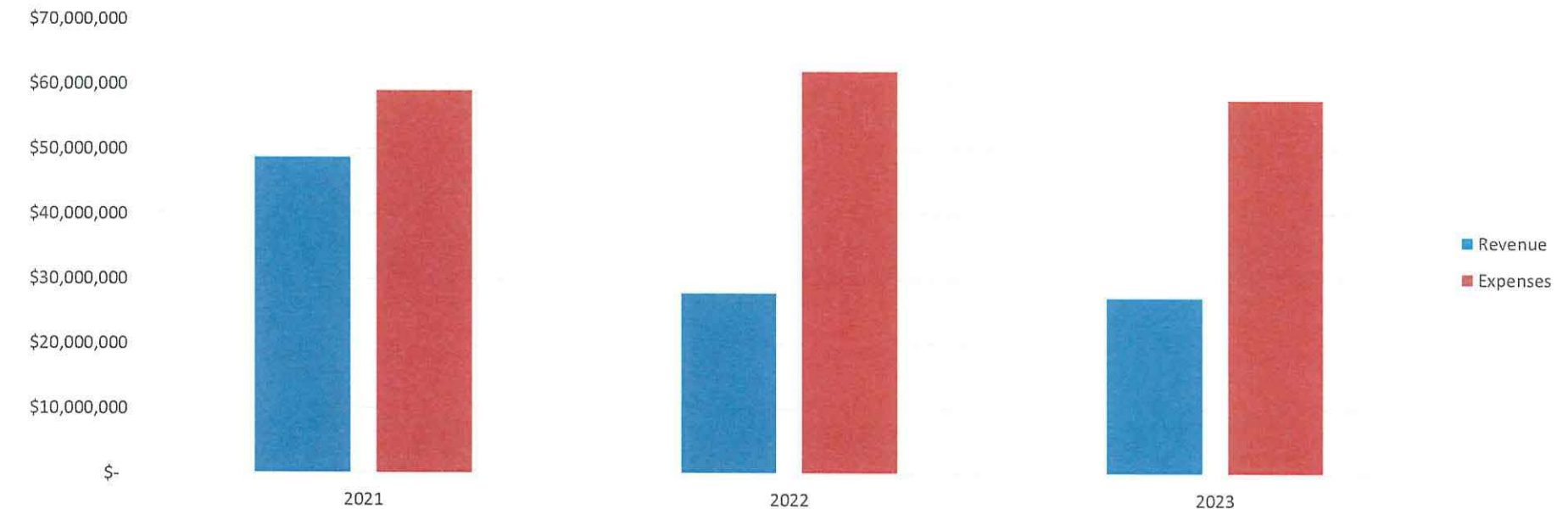
The Health Care District operates and funds Lakeside Medical Center, the only public hospital in Palm Beach County. This 70-bed, acute care facility is centrally located in Belle Glade to serve the agricultural communities around the southern shores of Lake Okeechobee. The hospital, accredited by The Joint Commission and offering exclusively private rooms, managed nearly 25,400 patient encounters last year. Lakeside Medical Center provides inpatient and outpatient services and has a busy emergency room. Additionally, Lakeside started a family residency program in July 2011 to train 15 resident physicians. The hospital serves as the main clinical training site and partners with academic and community organizations, including Nova Southeastern University and the Florida Department of Health for Palm Beach County.

In 2022, the Health Care District launched its new ground ambulance program, LifeTrans, that provides Health Care District patients with 24/7 emergency advanced life support (ALS) and basic life support (BLS) transport services, as well as secondary ALS transport services. Both of the District's two ambulances are based at Lakeside Medical Center to support the safe and rapid transport of hospital patients needing a higher level of care. The medical center utilizes a centralized quality supervision, allowing for District-wide support of processes and identification of improvement initiatives.

Financial Performance

The chart below illustrates the revenue and expenses for The Lakeside Medical Center of The Health Care District of Palm Beach County over the past three fiscal years.

Lakeside Medical Revenue and Expenses



RESULTS / PERFORMANCE (CONTINUED)

Hospital (Lakeside Medical Center) (Continued)

Established Goals, Objectives

❖ *Goal 1: Maintain Compliance with Key Quality Core Measures*

- Monitor and track key quality metrics, providing ongoing communication on a quarterly basis of progress towards the following benchmarks, at a minimum:
 - Emergency Dept-1a (timeliness of patient arrival and departure),
 - Measures the median time from ED arrival to ED departure for admitted patients aiming for completion in under 280 minutes.
 - Sepsis-1 (percentage of patients treated promptly),
 - Tracks the early management bundle, severe sepsis/ septic shock, targeting treatment of at least 70% of patients.
 - Immunization-2 (percentage of patients immunized),
 - Tracks immunizations (seasonal), with a goal of immunizing over 96% of patients.
 - Venous thromboembolism-6 (percentage of patients developing VTE),
 - Monitors the hospital acquired preventable VTE, aiming for a 0% incidence rate.
 - Outpatient-18 (timeliness of discharge or transfer), and
 - Tracks the median time from ED arrival to discharge home or transferred, with a goal of under 137 minutes.
 - Outpatient-23 (percentage of stroke patients imaged upon arrival).
 - Monitors stroke patients arriving in ED within 2 hours of onset symptoms who had CT or MRI results w/in 45 mins of arrival, aiming for imaging in over 71% of patients within 45 minutes.

Performance Measures

❖ *Goal 1: Maintain Compliance with Key Quality Core Measures*

We examined the dashboards reported quarterly to the Quality, Patient Safety, and Compliance Committee throughout our review period. We verified that all six quality metrics are monitored against established benchmarks and consistently reported to the committee. The progress toward these benchmarks are indicated on the dashboards with the outcomes: 'yes,' 'no,' or 'not applicable.'

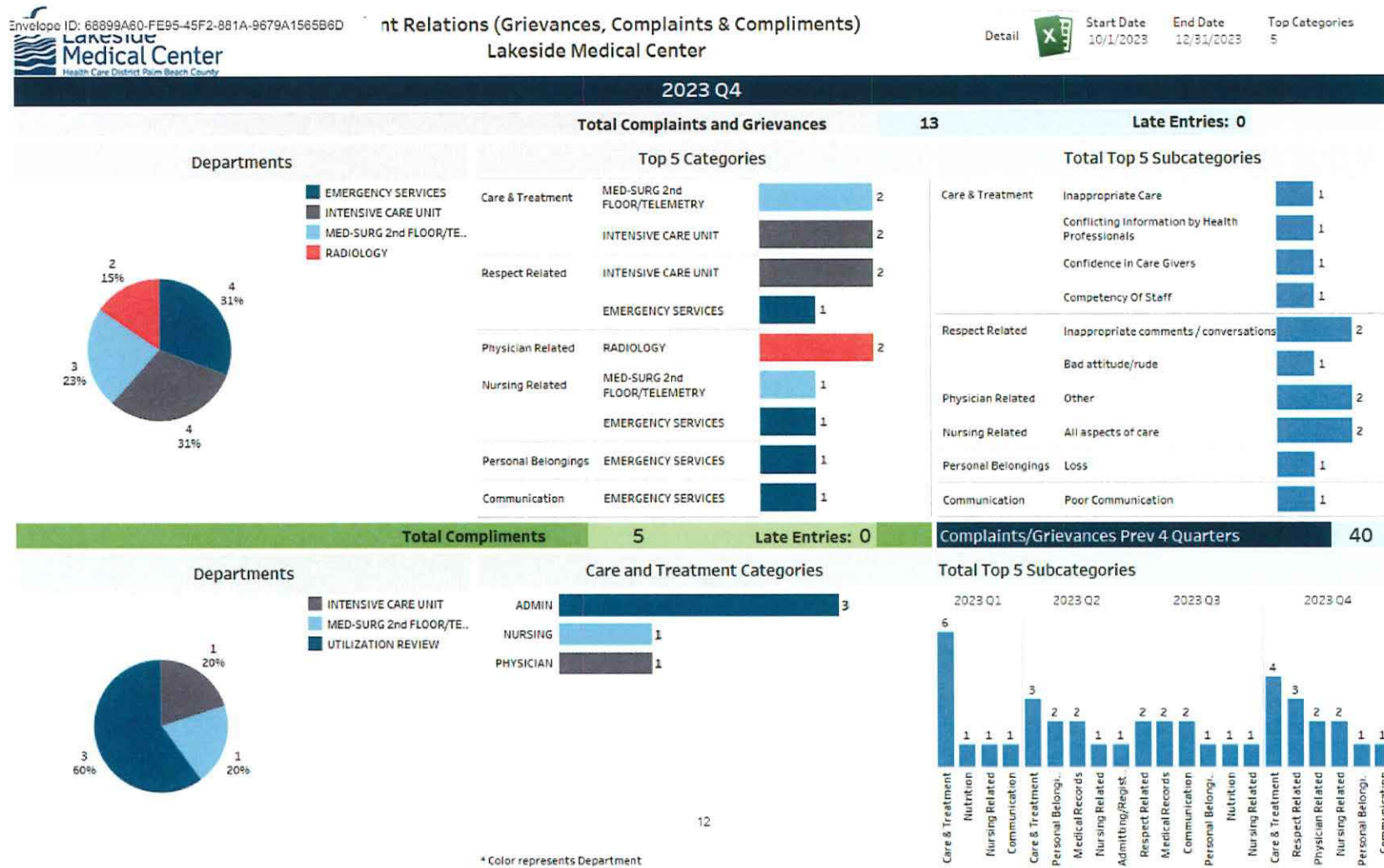
Additionally, a dashboard is presented quarterly through the Quality, Patient Safety and Compliance Committee that provides a thorough overview of complaints and grievances, segmented by department. It highlights the top categories of complaints, including issues related to care and treatment, respect, physicians, nursing, personal belongings, and communication. Detailed care and treatment categories are also delineated. Additionally, the dashboard features a trend analysis, comparing the current quarter's complaints and grievances with those from previous quarters. This comparative analysis helps identify trends, allowing for targeted improvements in areas consistently highlighted by these complaints.

RESULTS / PERFORMANCE (CONTINUED)

Hospital (Lakeside Medical Center) (Continued)

Performance Measures (Continued)

The following dashboard is presented quarterly through the Quality, Patient Safety and Compliance Committee on March 13, 2024.

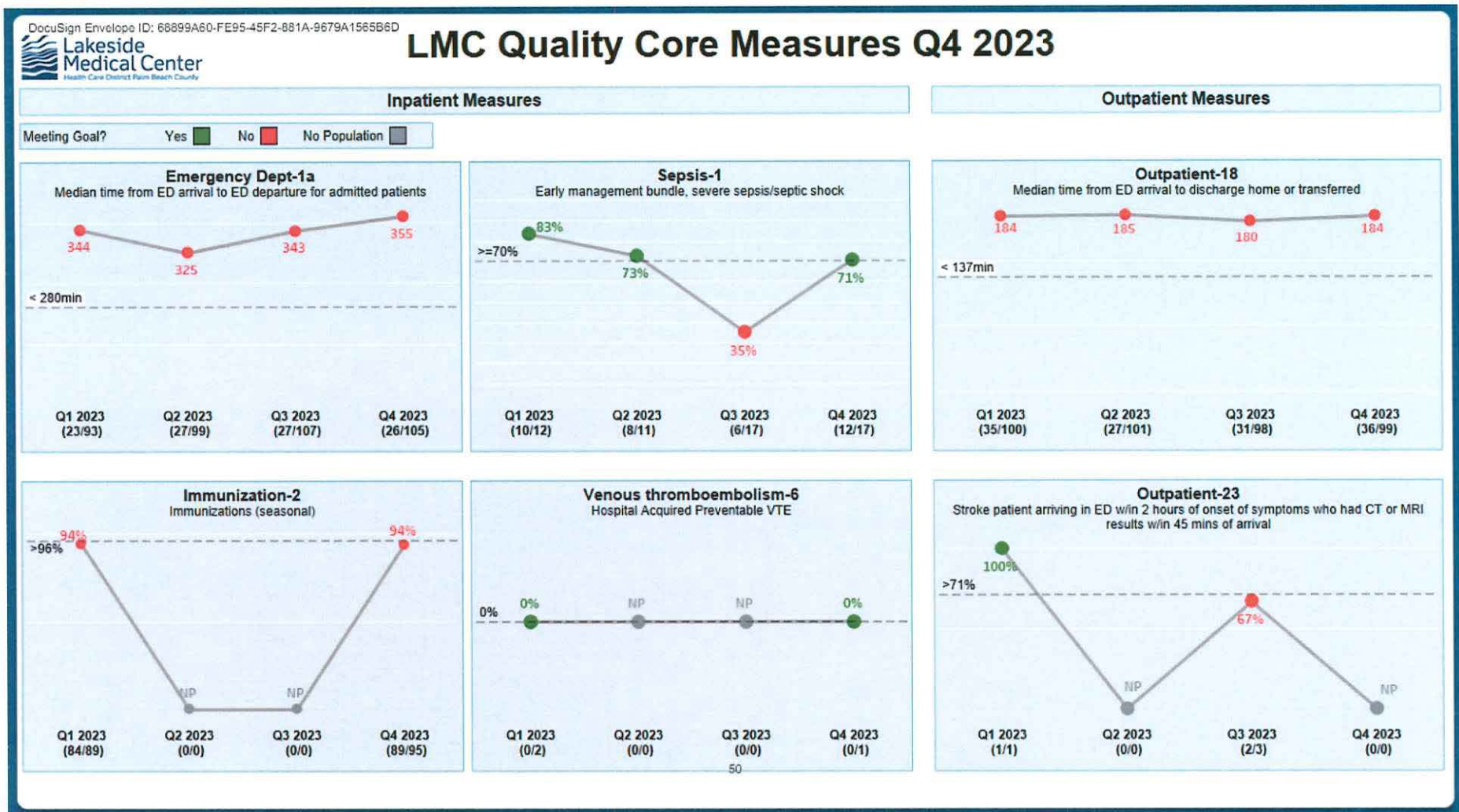


RESULTS / PERFORMANCE (CONTINUED)

Hospital (Lakeside Medical Center) (Continued)

Performance Measures (Continued)

The following dashboard is presented quarterly through the Quality, Patient Safety and Compliance Committee on March 13, 2024. The dashboard provides a summary of quality core measures tracked including inpatient, and outpatient measures.



RESULTS / PERFORMANCE (CONTINUED)

Skilled Nursing Care (Edward J. Healey Rehabilitation and Nursing Center)

Overview

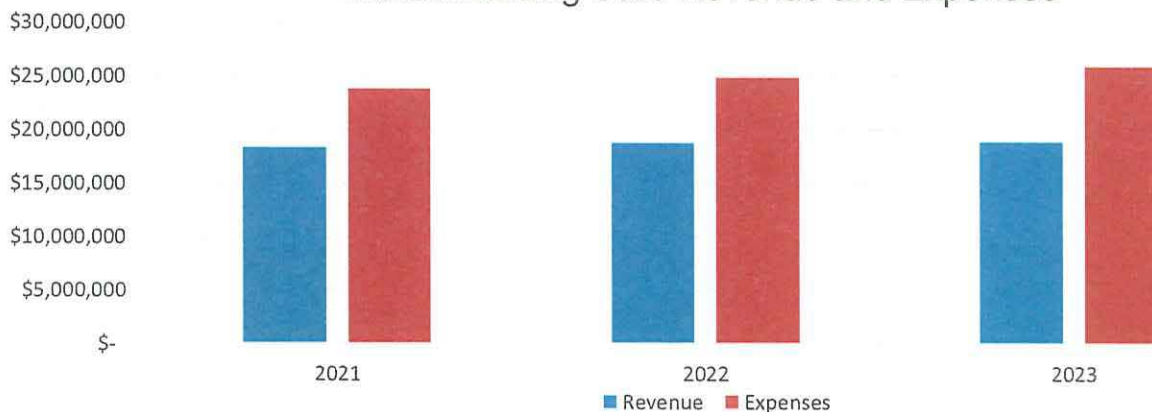
The new Edward J. Healey Rehabilitation and Nursing Center, a 120-bed facility which opened in 2013, provides top-quality short-term and long-term rehabilitation and 24/7 skilled nursing care for eligible adult county residents. They are a non-profit facility, funded and operated by the tax-supported Health Care District of Palm Beach County as part of its mission to provide access to quality health care services to residents.

The staff at the Healey Center proudly serve that mission of providing healing and hope. They are committed to helping each and every resident reach and maintain their optimum possible level of functional and social ability. The Center provides rehabilitative, social, and quality-of-life activities, including entertainment within the facility and trips to outside events, restaurants, and other activities. Services and accommodations include Psychiatric Evaluations, Medication Management, Psychosocial Assessments, and Case Management Services. The Center accepts private pay, Medicare, and Medicaid.

The Rehabilitation and Nursing Center provides patients with a wide range of amenities and services;

- ❖ ARNP on staff
- ❖ Certified wound care nurse on site
- ❖ 24-hour nursing care
- ❖ Special diets accommodated and monitored by Registered Dietitian
- ❖ Respiratory therapist on staff
- ❖ Bariatric services
- ❖ Lab, X-ray, and pharmacy services
- ❖ Community re-entry evaluations
- ❖ EKG done on site
- ❖ Tracheotomy management
- ❖ Bladder scanning done on site
- ❖ Intravenous Infusion Therapy
- ❖ Dental services available through the Health Care District

Skilled Nursing Care Revenue and Expenses



Financial Performance

The chart above illustrates the revenues and expenses for the Edward J. Healey Rehabilitation and Nursing Center of the Health Care District of Palm Beach County over the past three fiscal years.

RESULTS / PERFORMANCE (CONTINUED)

Skilled Nursing Care (Edward J. Healey Rehabilitation and Nursing Center) (Continued)

Established Goals, Objectives

- ❖ *Goal 1: Maintain compliance with CMS and AHCA Reporting requirements.*

Performance Measures

- ❖ *Goal 1: Maintain compliance with CMS and AHCA Reporting requirements.*

We verified that the District has maintained compliance with the quarterly CMS Reporting requirements during our review period. Additionally, the District recently experienced a Florida Agency for Health Care Administration ("AHCA") site visit which management confirmed resulted in no findings. Furthermore, we verified the presence and tracking of key productivity and quality metrics reported through the Quality, Patient Safety and Compliance Committee on a quarterly basis. The presence and tracking of goals are evident through various internal processes and discussions with staff and program managers. Additionally, a dashboard is presented quarterly through the Quality, Patient Safety and Compliance Committee that offers a detailed overview of key healthcare metrics, including the average monthly census, which tracks the average number of patients per month. It also includes the meal count, providing data on the number of meals served. The dashboard monitors treatments performed and medication administrations, giving a comprehensive view of patient care activities. Therapy productivity is analyzed to assess the efficiency and effectiveness of therapeutic services. Additionally, the dashboard tracks CNA point of care compliance trends by month, demonstrating progress towards adherence to care standards and identifying areas for improvement in patient care compliance. Additionally, the dashboard provides a summary of quality measures monitored and tracked specific to the Healey Center.

We recommend that the District consider formalizing goals around the productivity and quality goals already tracked and monitored through the quarterly dashboards distributed through the Quality, Patient Safety and Compliance Committee. By documenting these goals, the District can clearly demonstrate the comprehensive goals maintained and tracked to improve service, quality and productivity.

RESULTS / PERFORMANCE (CONTINUED)

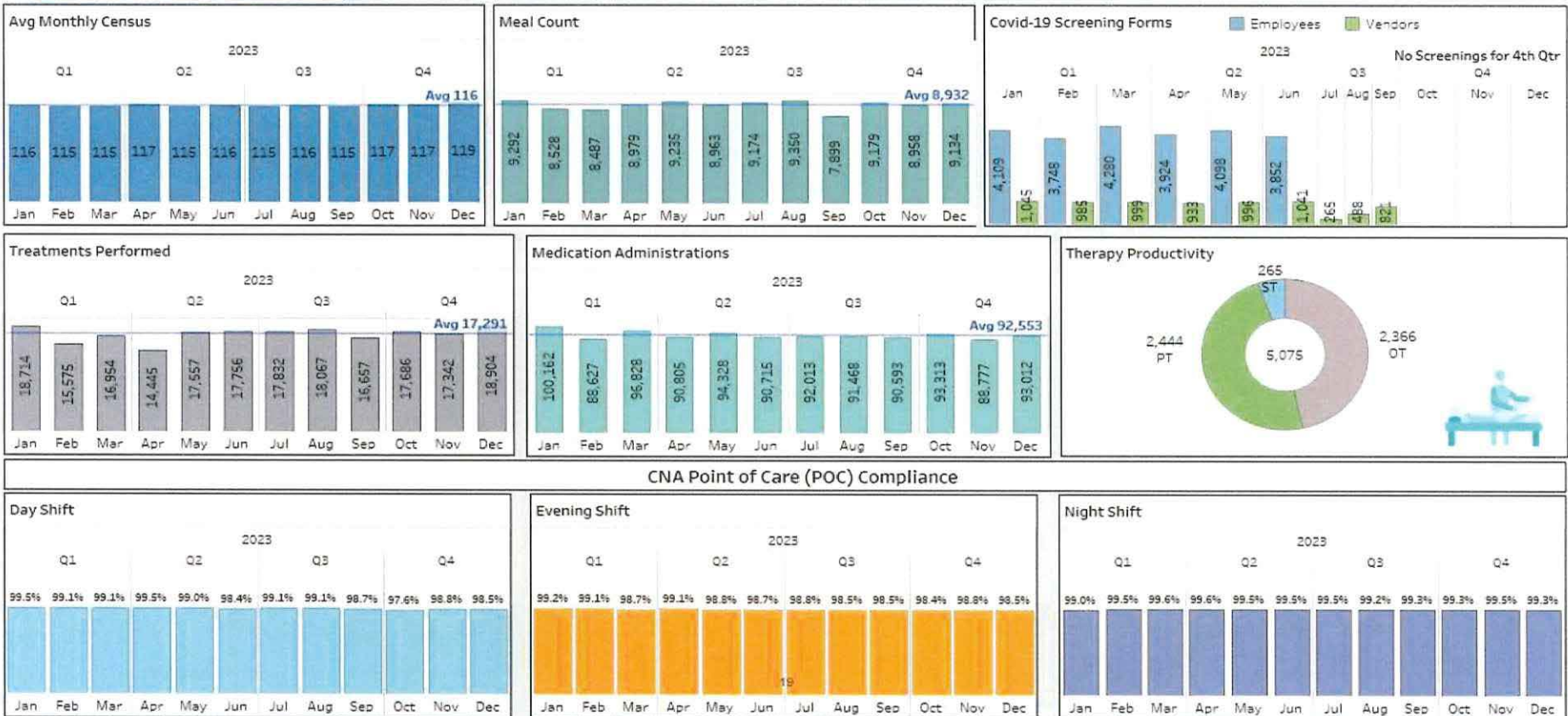
Skilled Nursing Care (Edward J. Healey Rehabilitation and Nursing Center) (Continued)

Performance Measures (Continued)

The following dashboard is presented quarterly through the Quality, Patient Safety and Compliance Committee on March 13, 2024.



Healey Center Productivity Data Q4 2023

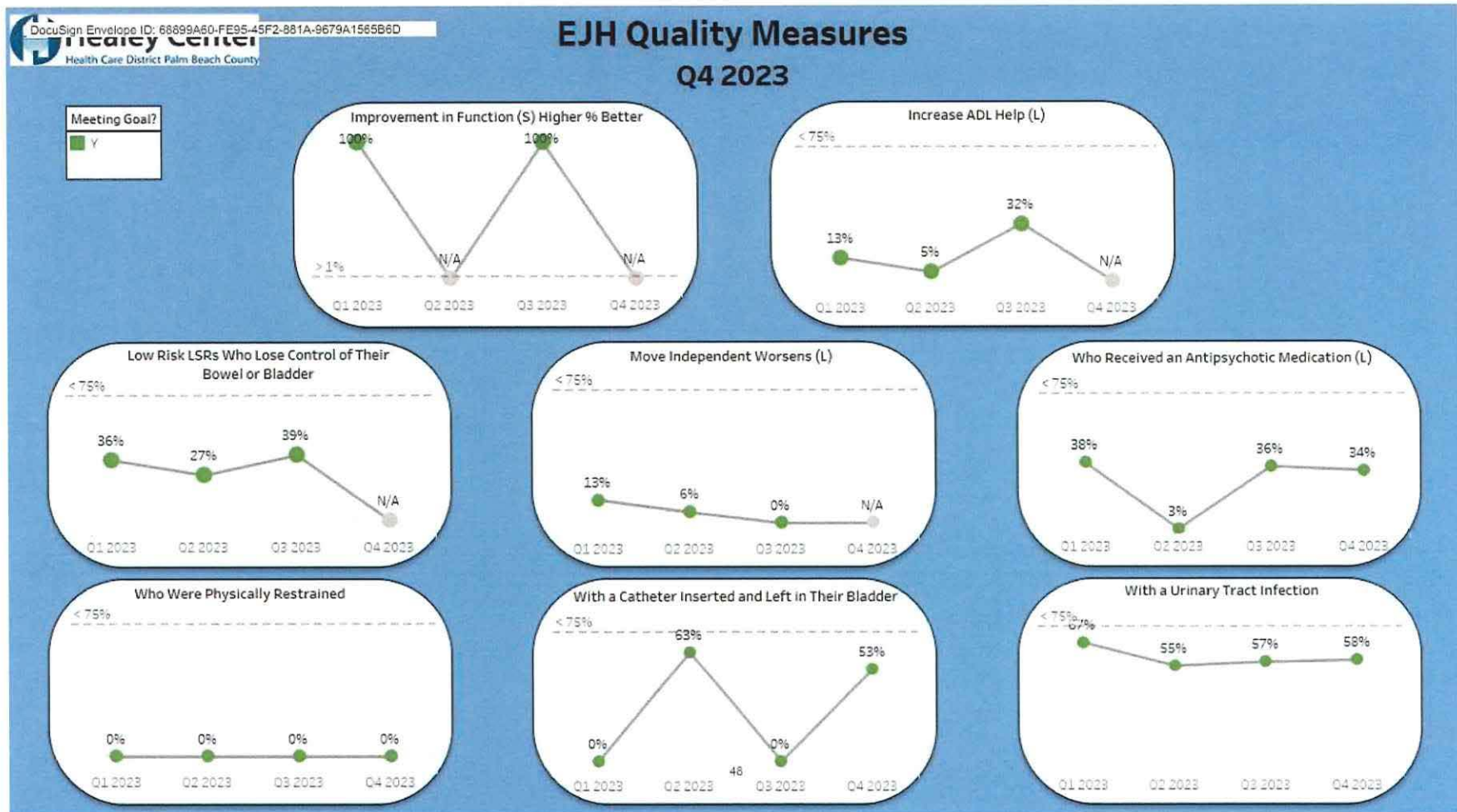


RESULTS / PERFORMANCE (CONTINUED)

Skilled Nursing Care (Edward J. Healey Rehabilitation and Nursing Center) (Continued)

Performance Measures (Continued)

The following dashboard is presented quarterly through the Quality, Patient Safety and Compliance Committee on March 13, 2024. The dashboard provides a summary of quality measures monitored and tracked specific to the Healey Center.

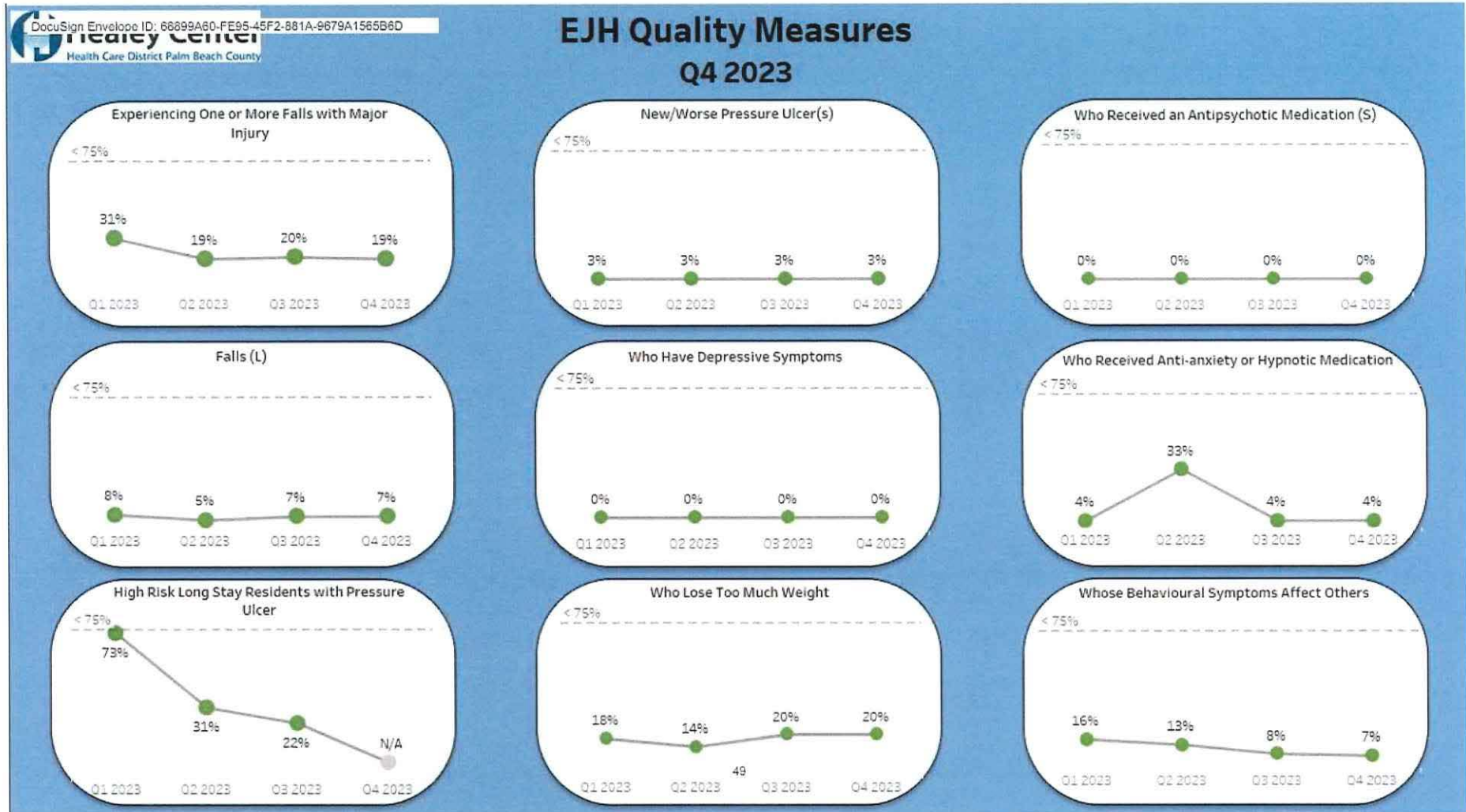


RESULTS / PERFORMANCE (CONTINUED)

Skilled Nursing Care (Edward J. Healey Rehabilitation and Nursing Center) (Continued)

Performance Measures (Continued)

The following dashboard is presented quarterly through the Quality, Patient Safety and Compliance Committee on March 13, 2024. The dashboard provides a summary of quality measures monitored and tracked specific to the Healey Center.



RESULTS / PERFORMANCE (CONTINUED)

C. L. Brumback Primary Care Clinics

Overview

The C. L. Brumback Primary Care Clinics are Federally Qualified Health Centers (FQHCs) that provide outpatient care at locations across Palm Beach County. These community health centers provide comprehensive health care for all ages in a one-stop-shop manner and are often referred to as “the front door of the Health Care District of Palm Beach County. In 2023, the FQHCs cared for 41,000 unique adult and pediatric primary care patients.

SERVICES PROVIDED – Adult and pediatric medical services include routine check-ups, age appropriate screenings, mental health screenings, treatment for acute illnesses, management of chronic diseases, psychiatric services, mental health counseling and therapy, immunizations, referrals to specialty care, laboratory and diagnostic services and care coordination. Women’s health services include gynecology, pregnancy and post-pregnancy care, newborn care, and referrals for mammograms. Also offered: adult and pediatric dental services, pharmacy services, outpatient substance use disorder treatment, financial counseling, assistance with housing and transportation, health coverage enrollment, legal aid and other community resources.



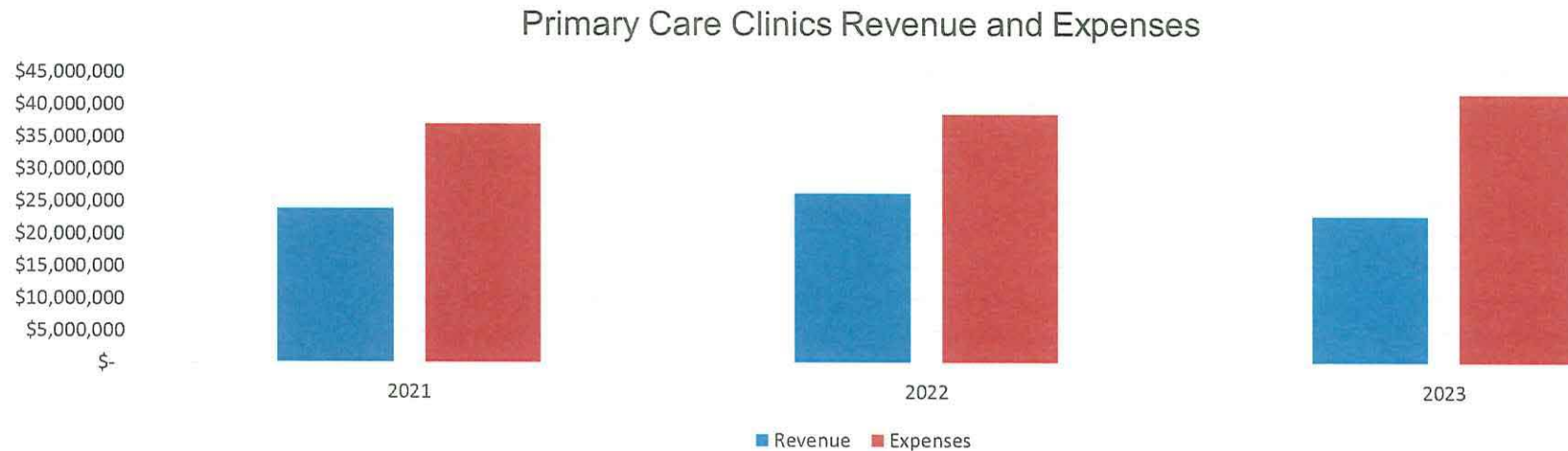
If one of the FQHC providers needs to refer a patient to see a specialist, the patient may be eligible for the District’s specialty care voucher program, District Cares. Patients may be eligible if they reside in Palm Beach County and their income falls below 135 percent of the poverty level. Patients who qualify for this program receive medical benefits at no cost for specialty coverage, hospitalization and emergency care. The care is delivered through the District Cares’ network of credentialed healthcare providers. Patients who qualify for Medicaid, Medicare or any other entitlement program are not eligible for District Cares. The program serves as the payer of last resort.

RESULTS / PERFORMANCE (CONTINUED)

C. L. Brumback Primary Care Clinics (Continued)

Financial Performance

The chart below illustrates the revenue and expenses for C. L. Brumback Primary Care Clinics of The Health Care District of Palm Beach County over the past three fiscal years.



Established Goals, Objectives

- ❖ *Goal 1: Confirm: Maintain compliance with annual UDS Reporting requirements to HRSA.*

Performance Measures

- ❖ *Goal 1: Confirm: Maintain compliance with annual UDS Reporting requirements to HRSA.*

We confirmed that the District has adhered to UDS Reporting requirements. Furthermore, we verified that quarterly reports are submitted to the Quality, Patient Safety, and Compliance Committee, detailing UDS Provider level quality measures based on national quality leader metrics. This dashboard encompasses metrics in areas such as heart health, diabetes, behavioral health, childhood measures, HIV prevention and care, and cancer prevention.

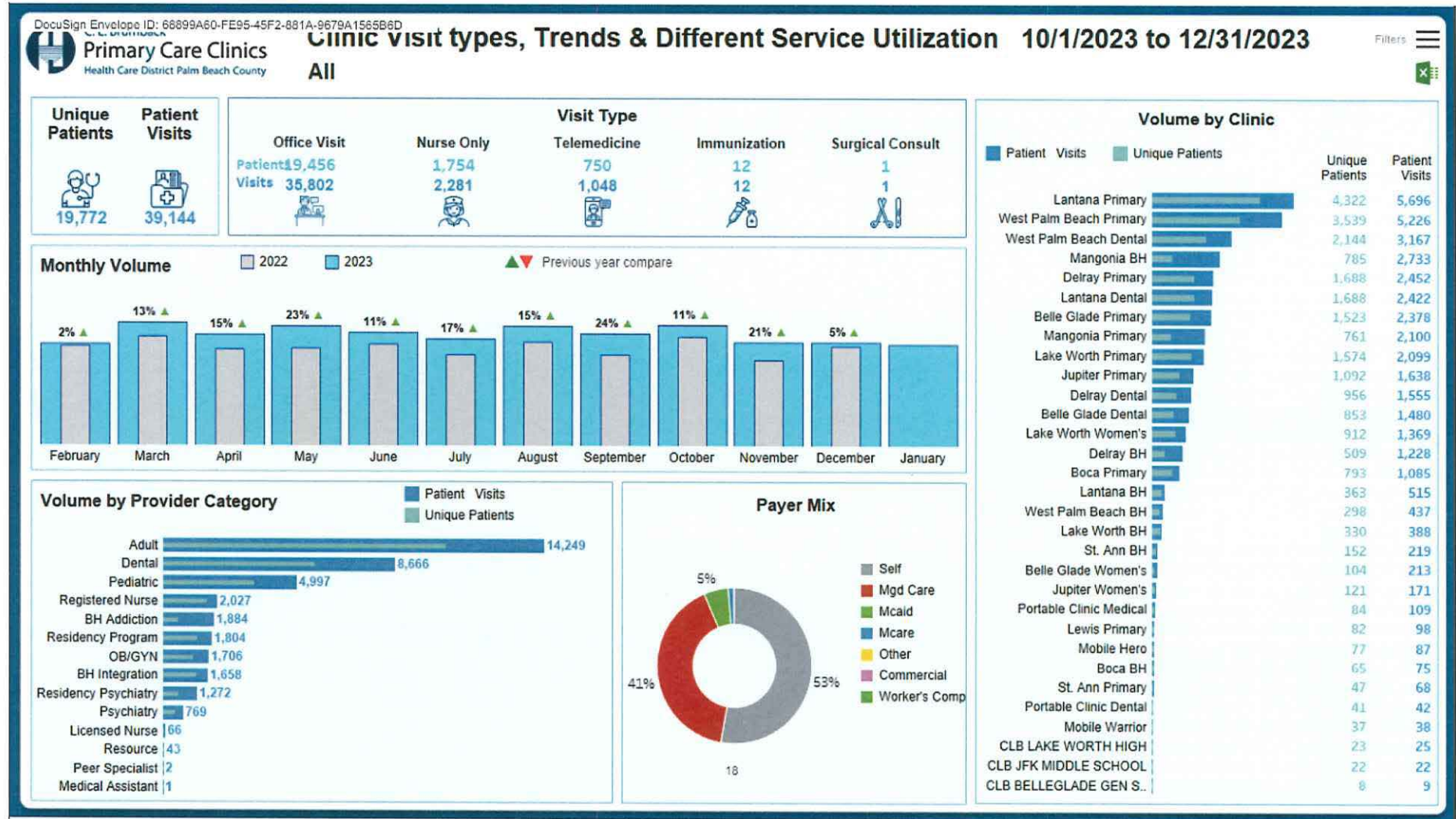
Additionally, a dashboard is presented quarterly through the Quality, Patient Safety and Compliance Committee that provides a comprehensive summary of patient visit metrics, including the total number of visits and the types of visits conducted. It details the volume of visits by clinic, offering a clear view of each clinic's activity. Monthly volume trends are tracked to identify fluctuations over time. Additionally, the dashboard breaks down the volume by provider category, giving insight into the distribution of visits among different types of healthcare providers. The payer mix is also analyzed, revealing the proportion of visits covered by various payer sources, which helps in understanding the financial aspects of patient care.

RESULTS / PERFORMANCE (CONTINUED)

C. L. Brumback Primary Care Clinics (Continued)

Performance Measures (Continued)

The following dashboard is presented quarterly through the Quality, Patient Safety and Compliance Committee on March 13, 2024.



RESULTS / PERFORMANCE (CONTINUED)

C. L. Brumback Primary Care Clinics (Continued)

Performance Measures (Continued)



UDS PROVIDER LEVEL QUALITY MEASURES 2023 NATIONAL QUALITY LEADER METRICS

Load Date
1/8/2024

Filters

HEART HEALTH



DIABETES



BEHAVIORAL HEALTH



CHILDHOOD MEASURES



HIV PREVENTION AND CARE



CANCER PREVENTION



0% 5% 10% 15% 20% 25% 30% 35% 40% 45% 50% 55% 60% 65% 70% 75% 80% 85% 90% 95%



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Health Care District

OF PALM BEACH COUNTY

Darcy J. Davis
President and CEO

Board of Commissioners



Patrick Rooney
Chair



Tracy Caruso
Secretary



Carlos Vidueira



Tammy Jackson-Moore
Vice Chair



Cathleen Ward



Albert Borroto



Jyothi Gunta, MD

Appointed by the Governor



Appointed by the Board of Palm Beach County Commissioners



Standing Seat



Enabling Legislation

Ch. 2003-326

LAWS OF FLORIDA

Ch. 2003-326

Mandate & Purpose: The District Board is responsible for planning and delivering sufficient health care facilities and services, especially for medically needy citizens. All actions are for public health, public good, and use by county residents.

Authority & Powers

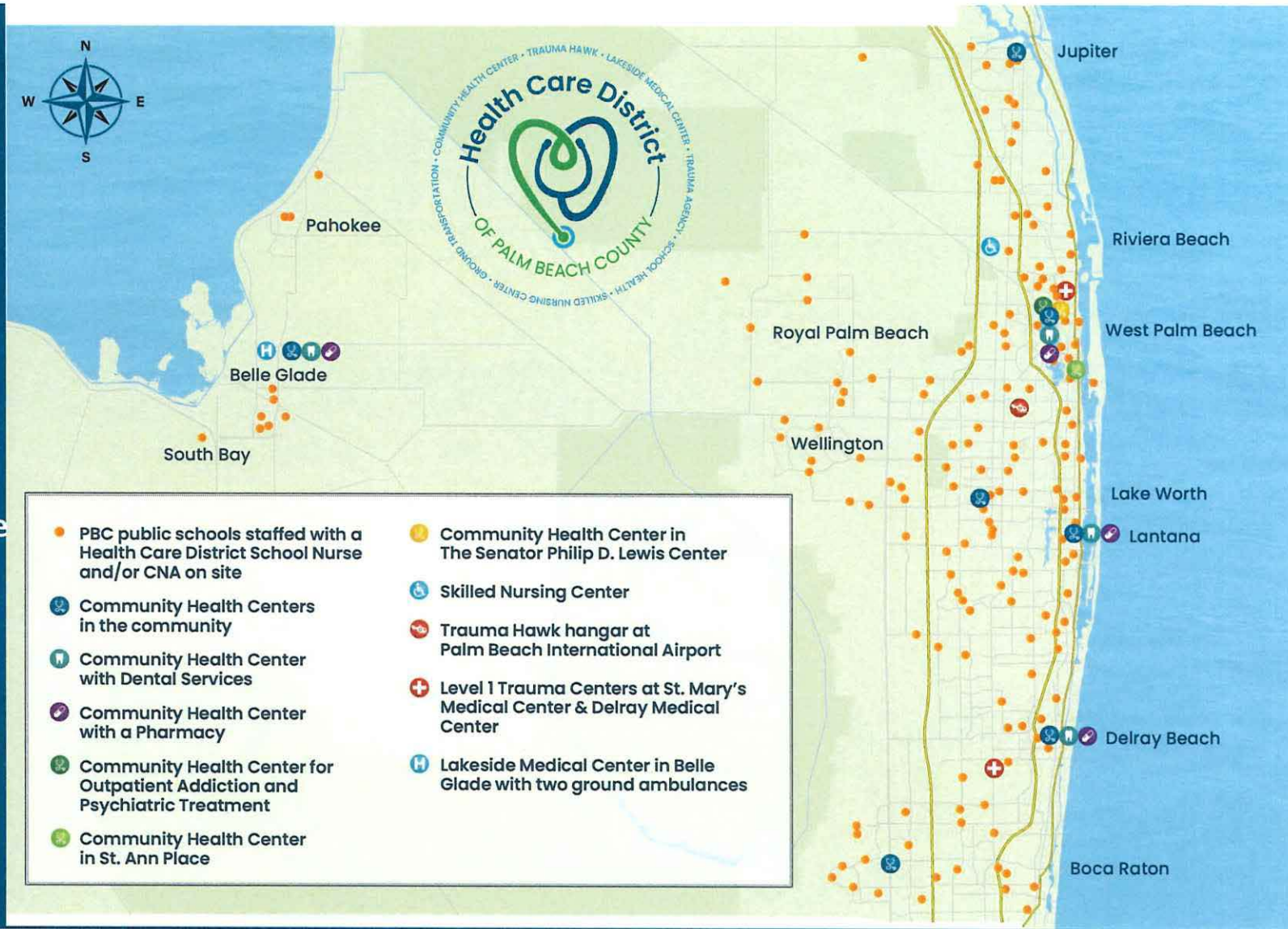
- Plan, fund, build, lease, operate, maintain health care facilities as needed.
- Must ensure at least one hospital remains in the Glades area.
- Enter into joint efforts with public/private health care providers to reduce cost burdens and enhance service reach, taking into account funds available from other sources, including other governmental funding sources
- Provide health care services via facilities not owned by the District deemed a public purpose, essential to preserving public health and welfare.

Our Reach

~1,400 Employees

600 Licensed Health Care Providers

Top Employer in the Glades



Public Safety and Health

“Utilizing limited resources to achieve the greatest impact, prioritizing interventions that benefit the largest number of people and reduce preventable illness and death.”

- ☒ Is it evidence-based health care?
- ☒ Does the data indicate a population-level community need?
- ☒ Does Medicare or Medicaid pay for it?
- ☒ Is the cost of service delivery aligned with Medicare/Medicaid rates?
- ☒ No duplication of services provided by private sector
- ☒ No duplication of services provided by Department of Health.
 - HCD direct provider of care for cost-efficiency
 - DOH charged with disease control and prevention, epidemiology, sanitation, etc.

District History

1987



GLADES GENERAL
HOSPITAL

1990



TRAUMA SYSTEM AND
TRAUMA HAWKS

1991



TRAUMA
AGENCY

1995



SKILLED
NURSING CENTER

1997



SCHOOL HEALTH

2009



LAKESIDE
MEDICAL CENTER

District History

2013



FEDERALLY QUALIFIED
HEALTH CENTERS

2017



OPIOID CRISIS
RESPONSE

2020



COVID-19
PANDEMIC

Current



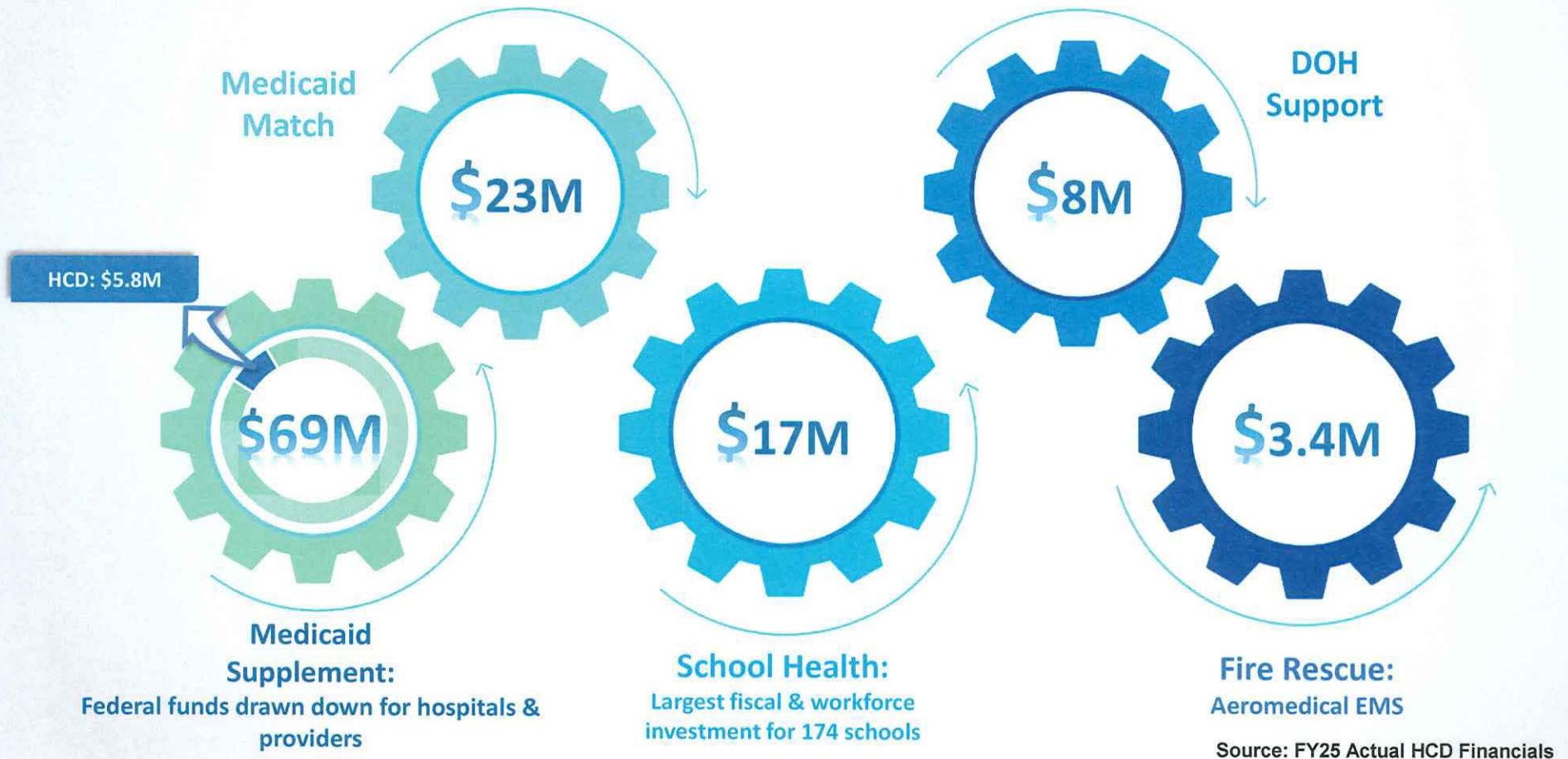
MENTAL HEALTH
AND CRISIS CARE

2022



GROUND TRANSPORT

Economic Engine for Palm Beach County



Service Expansion: Mental Health

Crisis Response

- MOUs with nearly all PBC Law Enforcement Agencies
- Co-responder unit with Palm Beach Sheriffs Office CRT
- Pediatric Baker Act Beds for under 12

Immediate Care

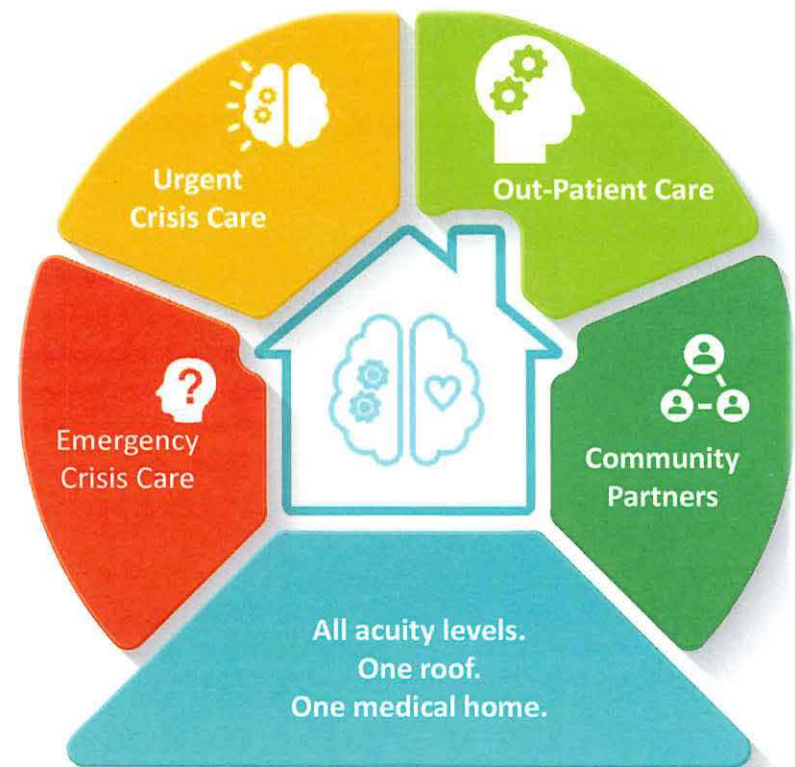
- Diverse specialty care
- Walk-ins and appointments available across CHCs
- Mangonia Park Location open daily 7 am to 7 pm
- All Ages
- No one turned away
- Affordable options for both uninsured, underinsured, and insured.
- After-Hours Answering Service

Follow-Up Care

- Psychiatric Care
- Individual Therapy
- Group Therapy
- Medication Assisted Treatment (MAT)
- Telehealth Options
- 340B pharmacy on-site
- Pediatric BH hub with psychiatry and therapy at Atlantis

Psychiatric Provider Workforce

- Psychiatry Director
- Addiction Psychiatrist
- Child Psychiatrist
- Adult Psychiatrist
- Physician Assistant (Primary & Psych)
- 3 Nurse Practitioners
- 12 Licensed Mental Health Professionals
- 3 Mental Health Professional Interns

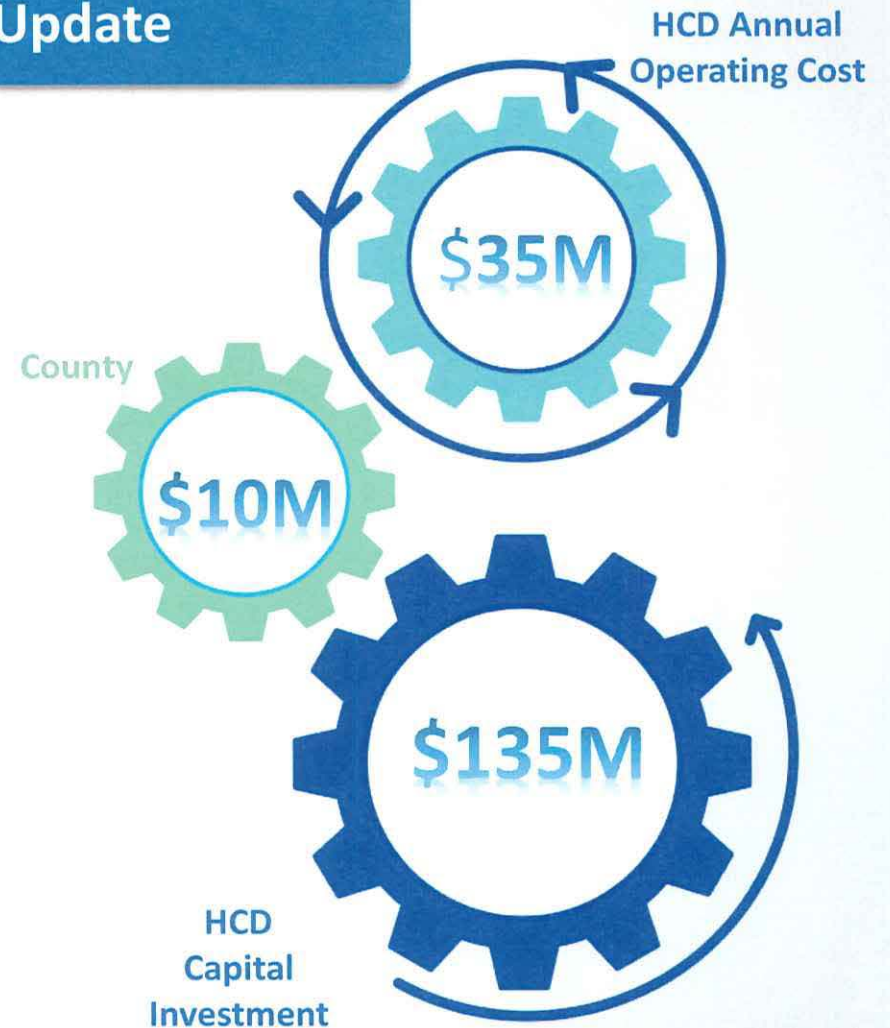


Crisis Center Update

Location: Accessible to all
39 municipalities within 1 hour drive.
100 N Benoist Farms Rd., West Palm Beach



Current Status: Planning and Design. Construction contractor selected and site under preparation for development.



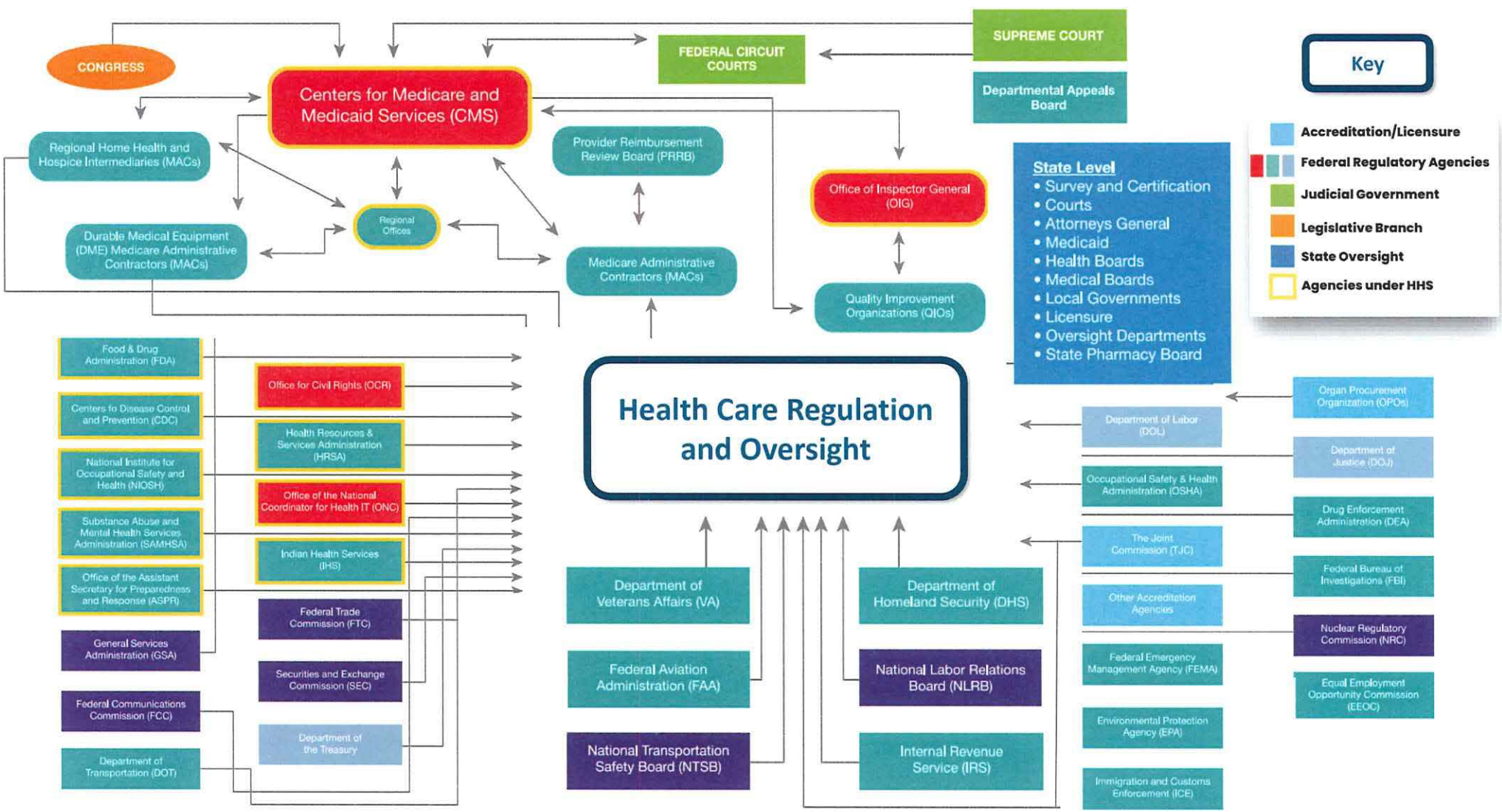


Follow Us on Social Media

APPENDIX 1:

Regulatory and Data Compliance and Oversight





Awards & Accomplishments

Health Care District OF PALM BEACH COUNTY



Health Care District COMMUNITY HEALTH CENTER



Health Care District SKILLED NURSING CENTER



Health Care District LAKESIDE MEDICAL CENTER



- ❖ Recognized as one of Florida's top five hospitals for inclusivity and equity (Lown Institute)
- ❖ The Chartis Center for Rural Health Performance Leadership Award for Patient Outcomes (Top 25% of 2,100 rural hospitals nationwide)
- ❖ Top employer in the Glades

Health Care Data Protections

Lifecycle of Responsible Data Use



Highly regulated compliance requirements through state and federal laws.

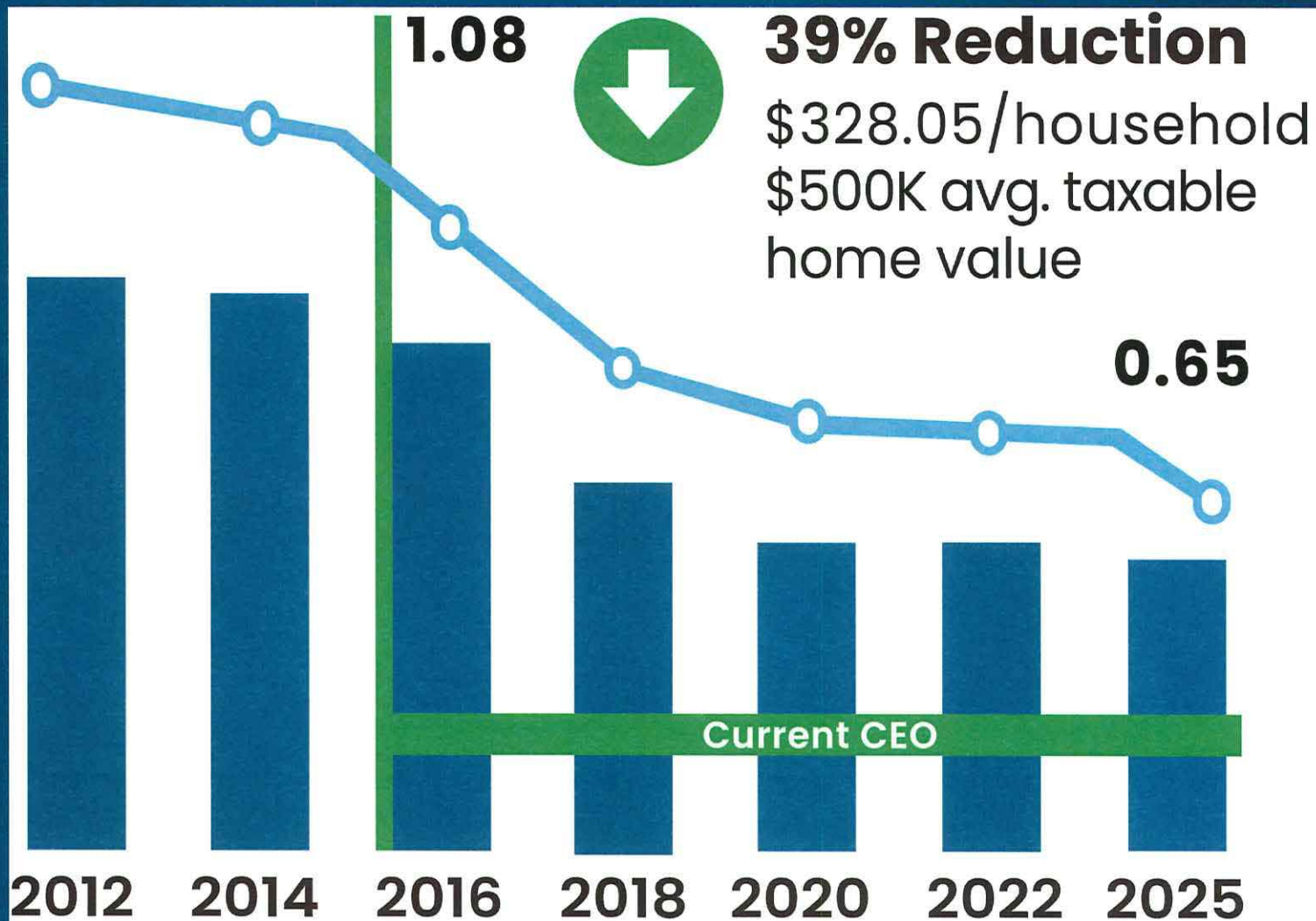
- **Legal & ethical responsibility:** Protecting patient information is mandatory and foundational.
- **Sensitive data:** Access limited to those with a legitimate professional or medical need.
- **Regulatory compliance:** HIPAA requires written authorization for most uses, except treatment, payment, and operations.
- **Patient rights:** Safeguards ensure control over personal information.
- **Risk management:** Responsible stewardship reduces financial, reputational, and legal exposure.
- **Trust & transparency:** Aligns practices with societal expectations and reinforces confidence in care.
- **Modern healthcare context:** Electronic health records, telemedicine, and data-driven innovation increase the need for strong privacy and governance.
- **Essential for care:** Prioritizing privacy and security supports ethical, patient-centered care.

APPENDIX 2:

Fiscal Responsibility



Lowest Millage Rate in District History



Strategic Investments

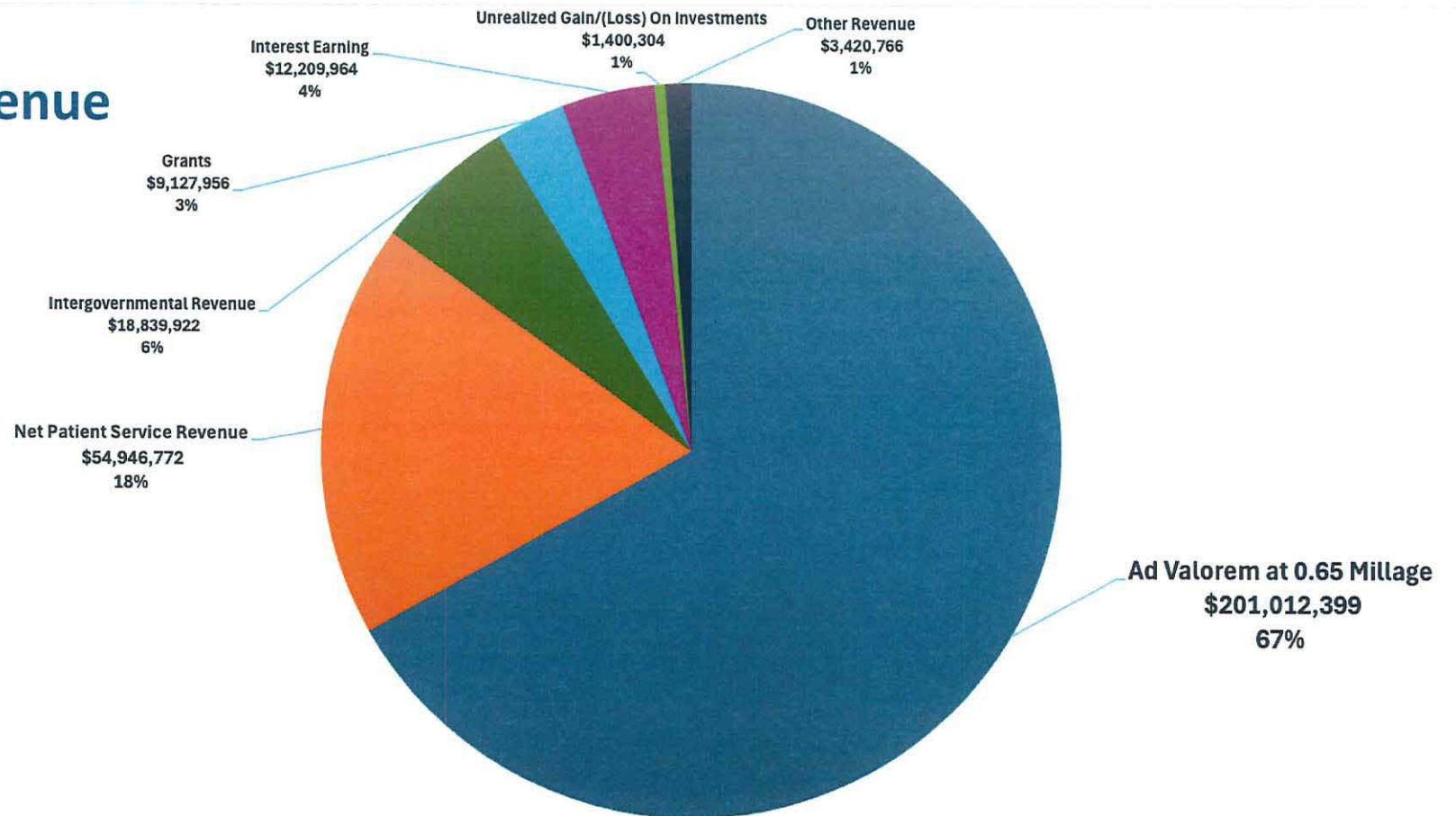
Current and Future (FY 25-26)

 Annual Strategic Operating Initiatives (\$19M)

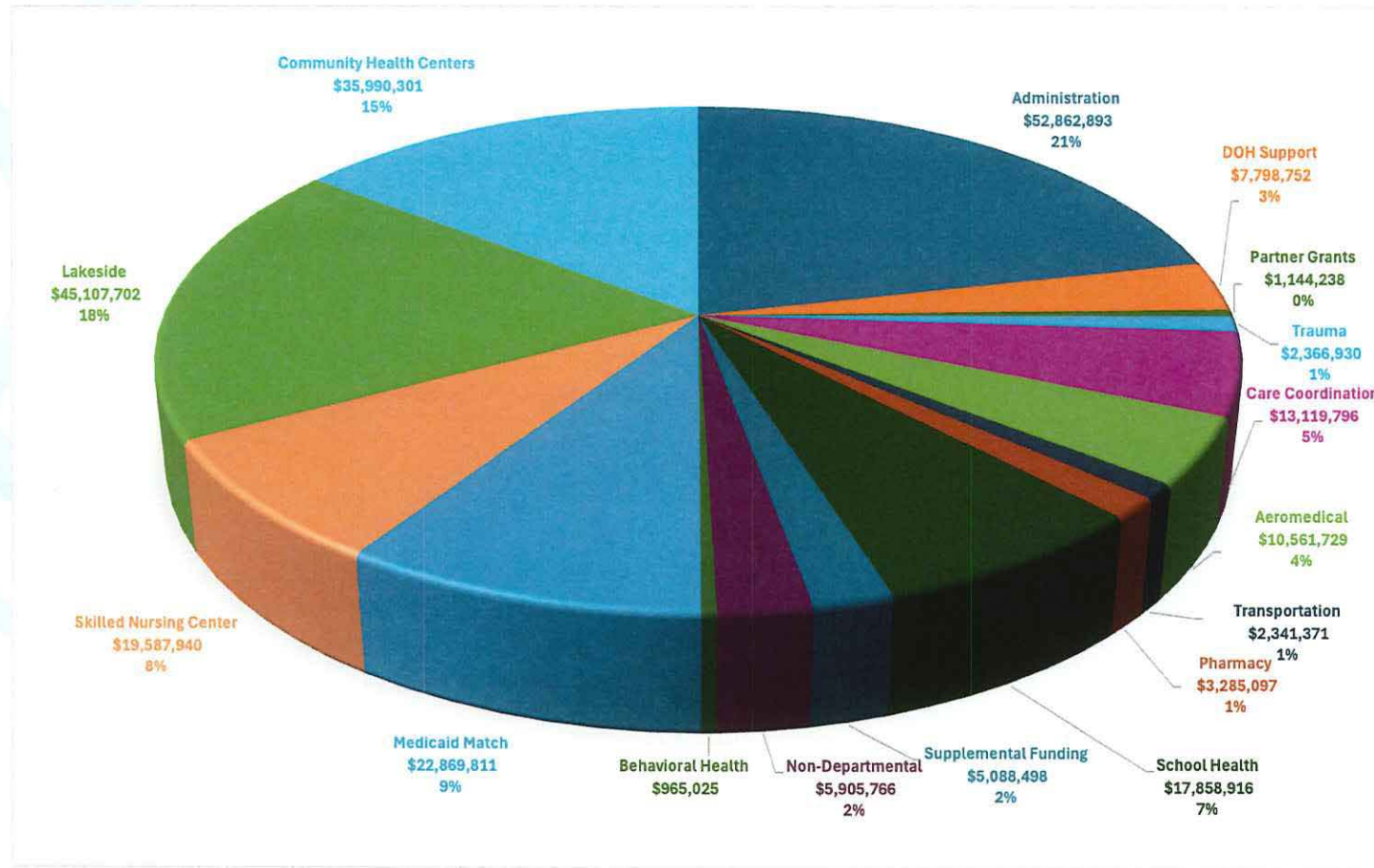
 Future Capital Initiatives (\$187M)

 BEHAVIORAL HEALTH \$148.5M	 ASSET REPLACEMENT \$57.4M	 TECHNOLOGY INVESTMENT \$46M	 COMMUNITY INVESTMENT \$32.7M	 RURAL HEALTH \$15.4M
 Crisis Center \$145M  Operation C.O.A.S.T \$1.5M  Mental Health Integration \$2M	- Aeromedical Helicopters and Command center \$24.2M  Flagship Health Center \$15M - Mobile Health Units \$735k - Skilled Nursing Center Infrastructure Enhancements \$5.5M  Project Rise \$12M	- EPIC EHR (FY21) \$22M  EPIC EHR (FY26) \$15M - Oracle Integration \$8.7M - Frontline \$203k - UKG Analytics \$179k  Point Click Care \$129k	- Stabilization Fund \$25.8M  Medicaid Match Increase \$5.6M  DOH Increase (TB and Roof) \$1.25M	 Ground Transportation \$7.2M - MRI Scanner \$2.3M - CT Scanner \$1.2M - Hospital Infrastructure \$2M - Patient Care Technology \$1.4M  Strategic Partnerships \$1.3M

2025 Revenue



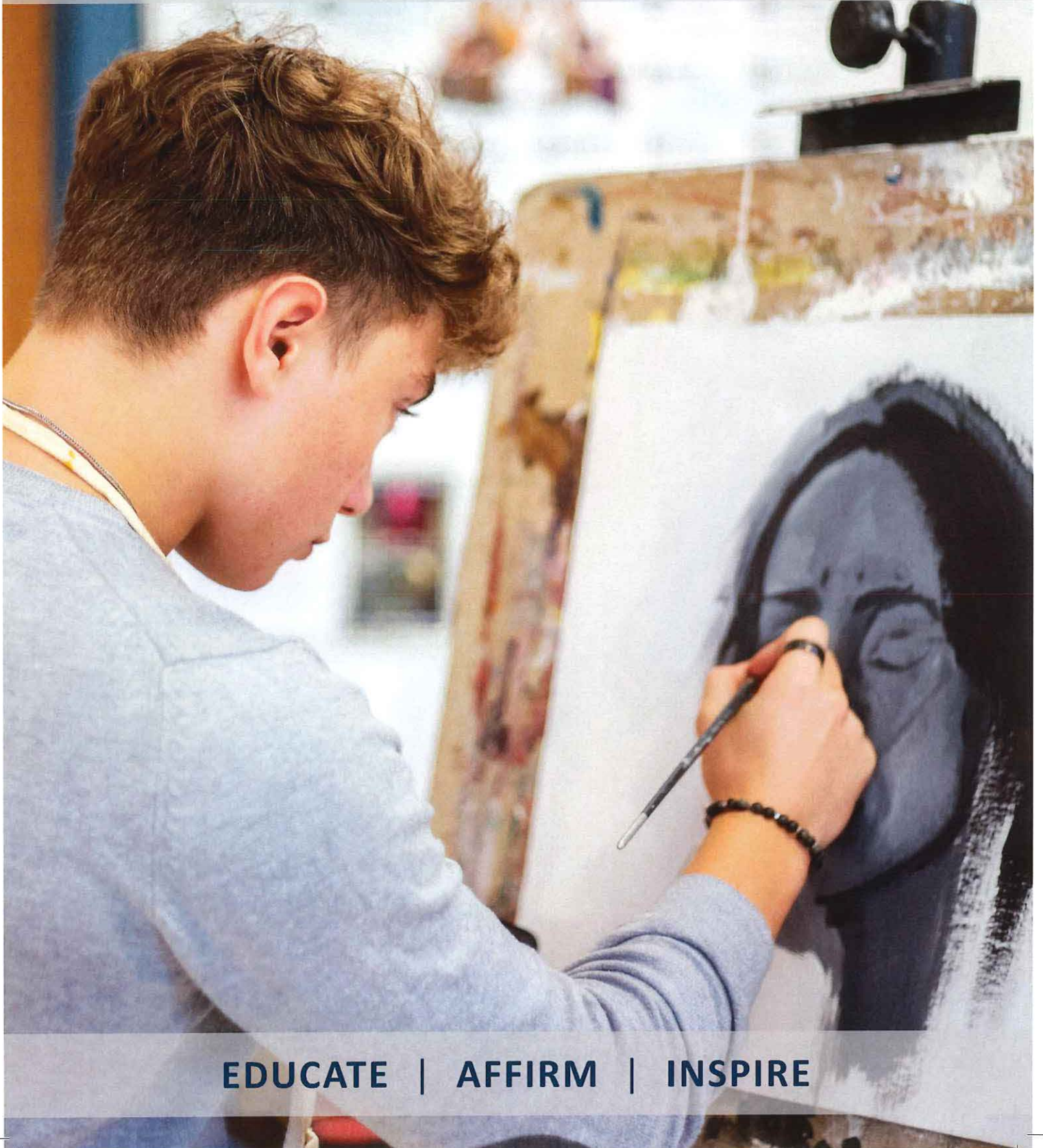
2026 Budgeted Expenditures





SUPERINTENDENT ANNUAL REPORT

Michael J. Burke | 2024 - 2025



EDUCATE | AFFIRM | INSPIRE

MISSION

The mission of Palm Beach County School District is to educate, affirm, and inspire each student in an equity-embedded school system.

VISION

We envision...

Palm Beach County School District is an educational and working environment, where both students and staff are unimpeded by bias or discrimination. Individuals of all backgrounds and experiences are embraced, affirmed, and inspired. Each and every one will succeed and flourish.

Palm Beach County School District will take ownership for students' academic mastery, emotional intelligence, and social-emotional needs by creating environments where students, families, staff, and communities will develop agency and voice.

A joy of learning is fostered in each student and a positive vision for their future is nurtured. Each student's cultural heritage is valued and their physical, emotional, academic, and social needs are met.

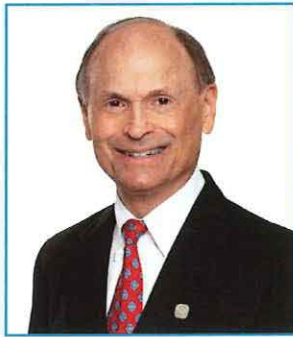
...WE SEE YOU.

EQUITY STATEMENT

Palm Beach County School District is committed to creating safe, equitable and inclusive learning environments that ensure students have what they need to be successful in life.

Palm Beach County School District will provide each student – regardless of race, ethnicity, economic status, disability, national origin, religious affiliation, gender identity or sexual orientation – access to any and all opportunities, resources and support they need to develop agency, voice and achieve their dreams.

Palm Beach County School District will embrace, celebrate and honor our students, families, staff and community members and their unique cultural histories, while ensuring each student achieves personal, academic and sustainable success.



Matthew Jay Lane, Esq.
District 1



Virginia Savietto
District 2



Karen Brill
Board Chair; District 3



Erica Whitfield
District 4



Gloria Branch
District 5



Marcia Andrews
Board Vice Chair; District 6



Edwin Ferguson, Esq.
District 7

SCHOOL BOARD MEMBERS

MESSAGE FROM THE SUPERINTENDENT

Dear Chair Brill, Board Members, Colleagues, and Community Stakeholders:

Guided by the mission to educate, affirm, and inspire each student in an equity-embedded school system, the 2024-2025 school year was marked by strong academic results, notable achievements, and expanded opportunities. From successes in our classrooms to our ongoing dedication to safety and community engagement, our schools continue to show why the School District of Palm Beach County is "Your Best Choice."

Academic Excellence and Student Growth

Building on a foundation of continuous improvement, this year brought notable academic achievements across our District. We proudly earned our "A" rating from the Florida Department of Education (FDOE). A significant number of our schools also achieved "A" and "B" designations, and 56 schools received FDOE Schools of Excellence recognition, reflecting their commitment to academic rigor and student success.

In 2024-2025, we welcomed a new kindergarten class, the future Class of 2037. These students received kindergarten readiness kits upon registration prior to the start of the school year. We also hosted a coordinated round of kindergarten kickoff events in the spring to welcome our newest kindergarteners in August 2025.

The Class of 2024 achieved a remarkable graduation rate of 95.92% for District-operated schools, demonstrating sustained improvement over the past three years. Collective efforts led to an 8% increase in third-grade reading proficiency, and our middle school students continue to excel in Algebra 1. We are also proud to report greater access to rigorous coursework across all academic levels, fostering an educational experience that challenges students and prepares them for post-secondary opportunities. Validating these achievements, the Class of 2025 earned millions in scholarships, broadening their prospects for higher education. This year also marked the graduation of the first class from our newest comprehensive high school, Dr. Joaquín García High School.

Our dedication to academic excellence is further shown as 79% of our SY25 seniors enrolled in at least one Advanced Placement, International Baccalaureate, or Dual Enrollment course, with 32,222 high school students participating in at least one AICE course and more than 57,860 AICE courses completed. We specifically highlight the significant increases in high school accelerated course participation from SY22 to SY25, with a 15.6% rise among Black students, a 12.8% increase among Hispanic students, and an 11.2% increase among White students.

Student-Focused Culture, Health, and Wellness

Our commitment to student success extends beyond academics by creating a safe and supportive learning environment. For the ninth consecutive year, our District was recognized as one of the Best Communities for Music Education, highlighting our robust performing arts programs. Through our Strategic Plan initiatives, we launched the Student Climate Coalition and the Trusted Adult Initiative. Our ongoing safety accomplishments include having at least one School Police officer on every campus. We are further enhancing campus safety by integrating an advanced school safety platform with GIS digital mapping technology, providing first responders and school officials with access to detailed digital building layouts during emergencies, enabling quicker and more coordinated responses.

The support of the Palm Beach County community has been highly instrumental in sustaining and expanding our progress. We extend our gratitude to Palm Beach County voters, who continue to validate our work through the passage of the ½ Penny for Schools. This vital funding will generate over \$2 billion in the next decade, enabling the maintenance and enhancement of school buildings, upgrading classroom technology and Technical Education Center/Choice program equipment, and acquiring new school buses.

Our Strategic Plan has served as a clear guide for our efforts. We have completed four key initiatives, effectively integrating this work into our daily practices and procedures. This report provides an overview of the substantial progress made across all initiatives. A highlight of our technological advancements is the implementation of Khanmigo, the largest in the United States, reaching nearly 100,000 secondary students and all 13,000 teachers. This initiative is a core component of our broader Artificial Intelligence initiative, advancing innovative learning. Additionally, to better align our academic programming with our region's workforce needs, we conducted a thorough analysis of our choice and career pathways, the results of which now serve as a roadmap for enhancing career-connected educational opportunities.



Committed and Impactful Employees

Our dedicated team drives our success. We continue our proactive recruitment efforts for Team Palm Beach, including our Grow Our Own initiatives through the Palm Beach Associate Teacher Program, and note our significantly low teacher vacancy rate. We also successfully negotiated salary increases with all employee groups and came to an agreement on a three-year plan with our employees to support the long-term stability of our health insurance fund. Sound financial management remains fundamental to our operations. We maintain healthy budget reserves and stellar credit ratings. Once again, we received a clean audit opinion on our annual external financial audit, demonstrating our commitment to fiscal responsibility. We also continue our Catch the Wave efforts to embed customer service throughout our school district, from front office staff to regional and district administrators, prioritizing excellent customer service for our colleagues and the community.

Our Facilities Management team continues to be actively engaged in providing our students with modern and suitable learning environments. This year, we celebrated the opening of the modernized Grove Park ES and Pine Grove ES, and construction is underway to open our newest school, Saddle View ES, in 2025-2026. We also opened Phase 1 of the Historic Carver Technical Education Center and are currently building Phase 1 of the Historic Roosevelt Technical Education Center. Additionally, we are continuing the modernization of West Riviera Beach ES and RISE Academy (formerly South Intensive Transition).

We have taken all necessary steps to comply with USDOE and FDOE certification requirements, safeguarding an estimated \$300 million in federal funding that supports our students with the greatest needs. We also celebrate that all 28 of the 2024-2025 Dwyer Awards Finalists were from District schools, marking a clean sweep for our District for three consecutive years. This year, we expanded District-wide Community Experiences for all students in Grades 3, 5, 6, 7, 11, and 12, providing valuable opportunities for real-world learning and connecting our students with many amazing venues across Palm Beach County. Our robust community partnerships continue to enhance our students' experiences across diverse programs, including Arts (Visual, Performing, and Communication), Agritechnology, Aviation and Aerospace, Construction and Trades, Culinary, Criminal Justice, Cybersecurity, Education, Finance, Fire Academy, HVAC/R, Hospitality and Tourism, and Medical and Veterinary Sciences.

Beyond the classroom, our students have excelled in numerous competitions. We recognize our numerous State Champions, including:

- Individual Boys Weightlifting at Forest Hill Community HS, Jupiter Community HS, and Glades Central Community HS
- Girls Competition Cheer at Olympic Heights Community HS and Wellington Community HS
- Boys Track at Spanish River Community HS and Dr. Joaquín García HS
- Individual Girls Bowling at West Boca Raton Community HS
- Girls Flag Football at Seminole Ridge Community HS
- Boys Football at West Boca Raton Community HS
- Girls Beach Volleyball at Jupiter Community HS
- Girls Softball at Wellington Community HS
- Girls Track at Pahokee Senior HS

In recognition of the strength and quality of our District, many of our schools and administrators received well-deserved honors and awards. These accolades include Cypress Trails ES and Plumosa School of the Arts each receiving the ECTAC Exceeding Expectations Award, Pioneer Park ES earning the Imagine Learning School of Excellence Award, Hidden Oaks K-8 being named a National Forum School to Watch, and both A.W. Dreyfoos School of the Arts and Suncoast HS being recognized as Top 100 High Schools by U.S. News & World Report. Numerous administrators across multiple schools were also honored for their contributions and outstanding educational leadership. Furthermore, dozens of our leaders received training to become mentor leaders, actively participating in our Leaders Growing Leaders programs to develop the next generation of principals and assistant principals.

The Board elected Mrs. Karen Brill from District 3 as chair and Mrs. Marcia Andrews from District 6 as vice chair. We also welcomed three new members to our School Board: Mr. Matthew Jay Lane, Esq., representing District 1; Ms. Virginia Savietto, representing District 2; and Ms. Gloria Branch, representing District 5.

These accomplishments reflect the diligent work, commitment, and collaborative spirit of our entire school district community. Together, Team Palm Beach anticipates another productive year as we continue to educate, affirm, and inspire each student, proving that we are "Your Best Choice" for education in Palm Beach County.

Sincerely,



Michael J. Burke
Superintendent

CORE BELIEFS

We believe:

- Every student can learn and is capable of growth and success.
- Every student is deserving of programs and opportunities that match their needs and interests.
- We all have a role in student success.
- High expectations for both students and employees will promote high performance.
- Investing in our employees is an investment in their ability to serve our students.
- Diversity makes our community stronger and must be celebrated and fostered.
- Palm Beach County Schools are the community's best choice, and we must prove that each day with an unwavering commitment to prioritizing the needs of our students.

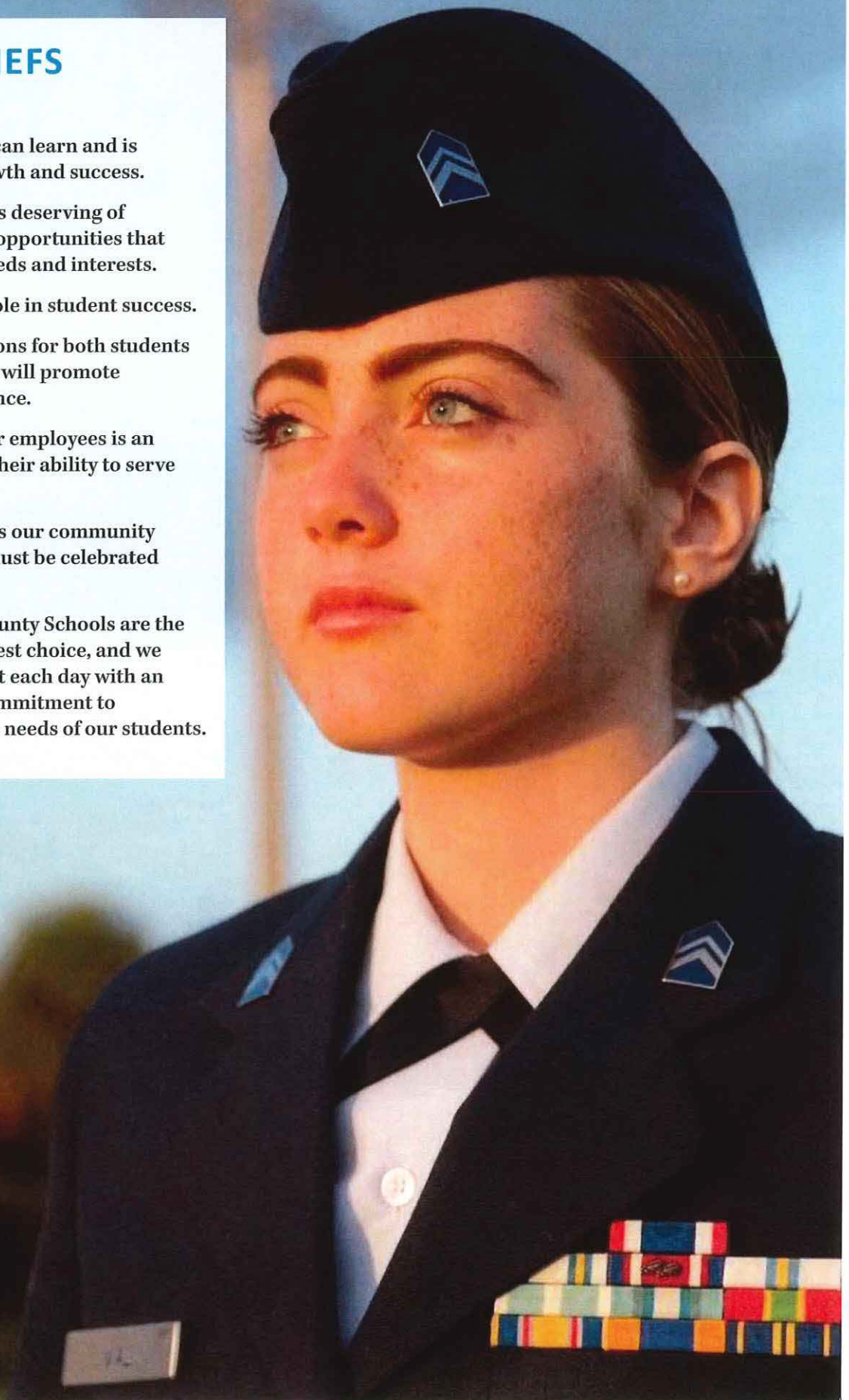


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THE SCHOOL DISTRICT OF PALM BEACH COUNTY IS

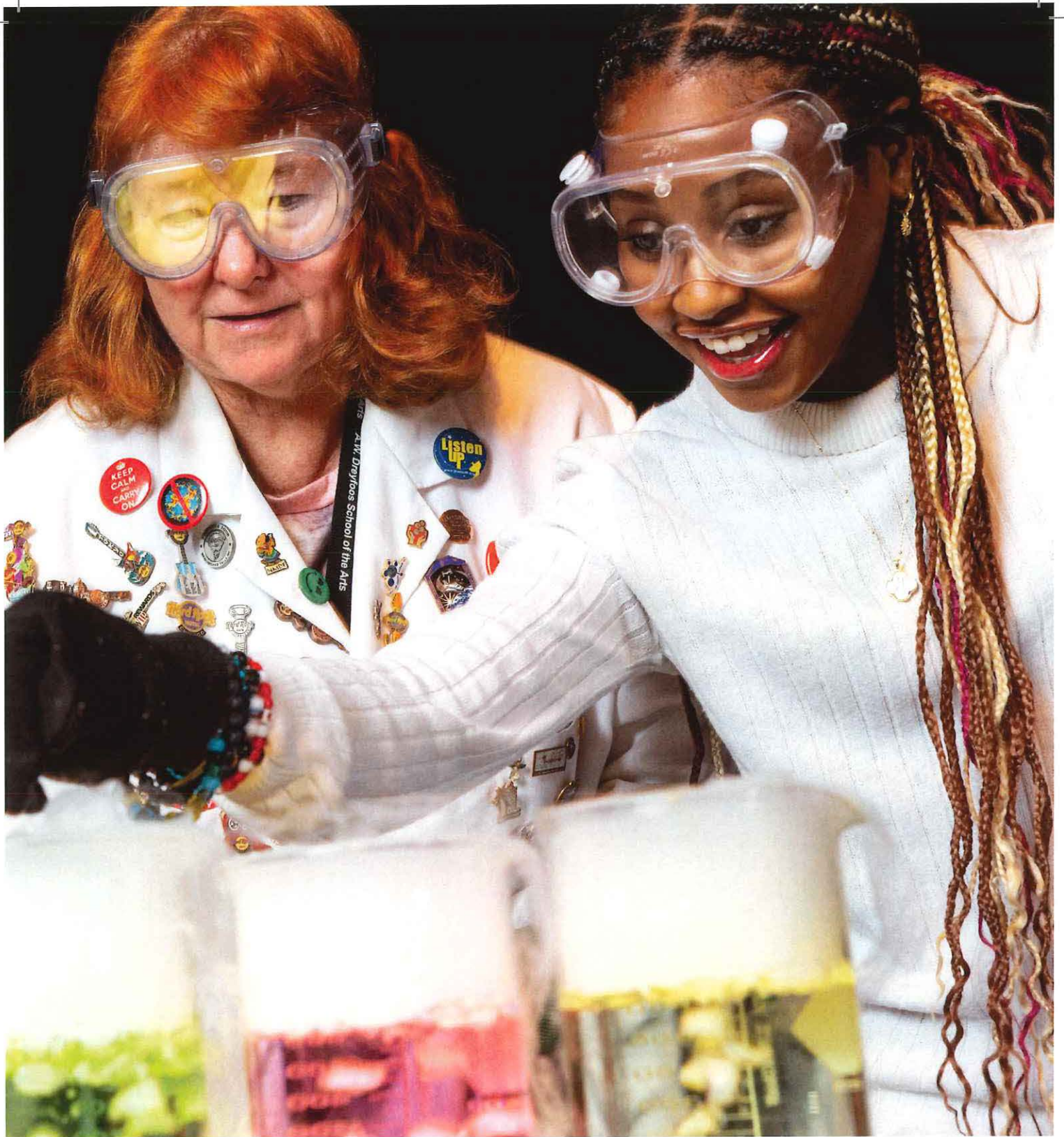
A RATED!



ACADEMIC EXCELLENCE AND GROWTH

We must provide every child with the necessary skills and knowledge for future success. Additionally, we must ensure that they continue to grow and develop to their fullest potential so they can pursue their aspirations and achieve their dreams.





ACADEMIC EXCELLENCE AND GROWTH

Objective 1: Ensure all students engage in teaching and learning that results in academic excellence

EARLY CHILDHOOD EDUCATION

The Department of Early Childhood Education oversees the District's Voluntary Prekindergarten (VPK), Head Start, and Early Head Start programs. In FY25, these programs served approximately 2,600 students across 132 classrooms in 66 public schools, focusing on school readiness and enriched learning environments.

The department enhanced its partnership with the Education Foundation of Palm Beach County by expanding the Book Creator Program. Through the expansion:

- Students received access to iPads, wireless microphones, stylus pens, and digital book software.
- Teachers engaged in targeted professional learning to effectively utilize these resources.
- Students developed early literacy skills and cultivated author and illustrator identities through the digital book creation process.
- Digital books were shared with families to strengthen school-home connections and foster a love of literacy.



Citrus Cove ES VPK digital book fair, showcasing children's self-authored and illustrated stories.



Feelings Play-Doh in Character Education, Timber Trace ES

LITERACY INITIATIVES

Strategic Initiative A.1a: Effective Literacy Instruction in PreK-3

Throughout FY25, the elementary literacy team remained committed to supporting consistent and effective literacy instruction for students in grades PreK-3. In the continued partnership with the University of Florida's Lastinger Center, the team delivered comprehensive professional training to empower educators and enhance literacy outcomes across the District.

The support for K-2 educators centered around a small-group instructional framework designed to offer differentiated learning experiences to address the diverse needs of students at various stages of reading development. The elementary literacy team facilitated three days of professional learning focused on this framework, equipping teachers with the strategies and tools necessary for effective implementation.

Additionally, teachers' understanding of the Science of Reading deepened through three full-day professional learning sessions, each centered on six critical components. To ensure this knowledge is translated into practice, the team conducted coaching cycles that included hands-on support and guidance. After the initial professional learning sessions, lab sites were established where literacy specialists modeled small-group instruction. This provided teachers with a concrete demonstration on how to apply the framework. Following the labs, the team continued the cycle by offering side-by-side coaching, allowing for immediate feedback and refinement. In response to ongoing needs, the elementary literacy team also provided virtual after-school sessions to address specific misconceptions observed during the labs.

Through these initiatives, the elementary literacy team equipped teachers with the knowledge, resources, and coaching necessary to enhance literacy outcomes while fostering a culture of continuous learning and professional growth throughout the District.

Elementary Literacy Coach Endorsement

The elementary literacy team conducted seven full-day professional learning sessions for literacy coaches. These sessions aimed to deepen the coaches' literacy knowledge and enhance their coaching effectiveness. By emphasizing content expertise and the development of coaching skills, these sessions ensured that coaches were well-prepared to support their colleagues. Eighteen participants completed the course, allowing them to earn the Florida Literacy Coach Endorsement, which may be added to their Florida Educator's Certificate.

Elementary Literacy Administrative Series

To emphasize the crucial role of leadership in literacy instruction, the elementary literacy team facilitated a series of four professional learning sessions for administrators. These sessions focused on developing administrators' understanding of the Science of Reading and effective practices for supporting literacy instruction within their schools.



Character book parade at Plumosa School of the Arts K-8

Grade-Level Cadres

During FY25, the elementary literacy team facilitated grade-level cadres as professional learning opportunities. These sessions enhanced District K-5 teachers' understanding of the English Language Arts (ELA) Benchmarks for Excellent Student Thinking (B.E.S.T.) Standards. Throughout each cadre, teachers from across the District learned to develop questions and tasks aligned with the expected learning outcomes of their grade-level standards. These cadres equipped participating teachers with the knowledge and tools to confidently lead instructional planning, ensuring students receive ELA standards-aligned instruction and ultimately promoting positive student outcomes.

Literacy and the Arts Initiative - Norton Museum of Art

The partnership between the Norton Museum of Art and local elementary schools, which began in 2018 with a pilot program involving five schools, expanded to include 15 schools in FY25. This initiative focuses on second-grade students by integrating visual thinking strategies and vocabulary into the ELA curriculum through the theme "Stories in Art." Teachers participated in professional learning opportunities at the museum and collaborated to develop pre- and post-visit lesson plans that integrate art and literacy. Students subsequently visited the Norton for inquiry-based tours, where docents facilitated discussions on art and storytelling, culminating in a hands-on art creation experience.

STARS Grant

The Supporting Teachers to Accelerate Reading (STARS) initiative provided teacher training on research-based instructional strategies to enhance literacy instruction for students in grades K-2. The program also provided coaching and targeted support to strengthen whole-group and differentiated small-group reading instruction. With an emphasis on program expansion and the continuous improvement of reading instructional methods, the STARS program offered professional learning opportunities for kindergarten and early elementary teachers, instructional coaches, single-school culture coordinators, and administrators.



CULTURAL INFUSION INITIATIVES

Culturally Sustaining Education: Celebrating Diversity Through Learning

The District is committed to providing educational experiences that reflect and affirm the diverse cultural identities of all students. As part of this initiative, the study of African, African American, Latino, Holocaust, and Jewish history plays a vital role in fostering a positive and inclusive school culture. When students see their cultures, perspectives, and unique experiences represented in the curriculum, their academic engagement and sense of belonging are strengthened. The Department of Secondary Education supports schools in creating an enriching environment by developing curriculum and instructional materials, offering job-embedded professional learning, and designing programs that highlight the historical and societal contributions of diverse racial and ethnic groups in all grades.

E.L.I.T.E. Summer Institutes

FY25 concluded with the E.L.I.T.E. (Elevating Learners by Innovating Teaching and Education) Summit, a two-day workshop dedicated to enhancing educators' instructional practices. This summit was led by curriculum and instructional design experts and focused on teaching content literacy through the arts and Project-Based Learning. Workshops explored ways to integrate Hispanic and African American history into social studies and English Language Arts, equipping teachers with strategies to boost literacy among underperforming student groups. The second day featured travel presentations and a bus tour, during which participants experienced the rich cultural heritage and history of our local community. The overarching goal was to empower educators to embed culturally relevant content across multiple disciplines, enriching the learning experience for all students.

Holocaust and Jewish History Studies

The District offers a wide array of impactful, live programming designed to educate and engage students of all ages in the study of Holocaust and Jewish History. Holocaust survivors share their powerful and moving testimonies with elementary, middle, and high school students, helping to deepen their understanding of the Holocaust and its lasting relevance. In addition to survivor presentations, students participate in dynamic experiences such as live theatrical productions and ballets based on Holocaust history, followed by panel discussions with historians, survivors, and subject matter experts. Examples included:

- “Living Voices” performances combined live acting with multimedia storytelling to connect historical events to real-life personal narratives.
- The “Hate Ends Now: Cattle Car” exhibit visited 18 high schools and two middle schools, allowing students to step inside a replica of a WWII-era cattle car while viewing a 360-degree film and exploring authentic artifacts.
- Elementary programming, including age-appropriate puppet shows and interactive lessons for grades K-5, taught students empathy, courage, and the importance of standing up to hate.
- Student Awareness Days involved middle and high school students participating in discussions, workshops, and reflective activities focused on Holocaust education and combating antisemitism.



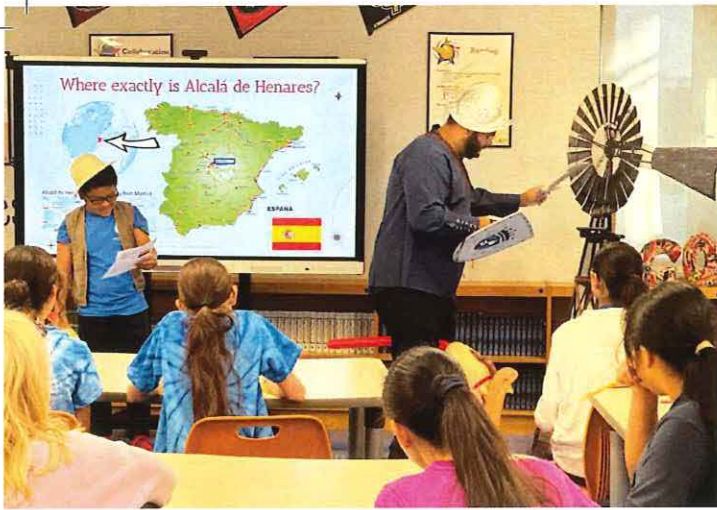
Teachers participate in professional learning for Holocaust and Jewish history with nationally recognized Holocaust historians.

- Field trips to Holocaust education centers and museums throughout South Florida provided students with hands-on learning experiences in authentic historical contexts.
- Art and writing contests encouraged students to reflect on Holocaust themes through creative expression.
- Traveling exhibits from Yad Vashem provided students with a deeper, curated historical perspective using world-renowned archival resources.
- The Museum of Tolerance Mobile Museums offered interactive, state-of-the-art learning experiences focused on tolerance, human rights, and Holocaust education.
- District educators participated in a two-day professional learning event on Holocaust and Jewish history education. Through expert-led sessions, interactive workshops, and survivor testimony, participants learned how to create thoughtful, age-appropriate, and impactful learning experiences for their students.
- School and District leaders traveled to Washington, D.C. to visit the U.S. Holocaust Memorial Museum and the National Museum of African American History and Culture, exploring meaningful ways to integrate these lessons into their curriculum.

“See What I Can Be” Book Series

Designed for students in grades K-5, the “See What I Can Be” book series highlights the achievements and life stories of individuals who have been historically underrepresented. Written by African American authors, these books feature characters from the African Diaspora, allowing young readers to see themselves reflected in the stories they explore. Interactive read-aloud sessions with the authors fostered meaningful connections between students and literature. Participating schools received a collection of books to enrich their classroom libraries and encourage ongoing learning.





Students engage in the interactive reading experience of "En un Lugar de la Mancha" lesson series.



"Voces de Sueños:" Celebrating Latino Stories in Schools

Hispanic Studies Read-Aloud Series

During Hispanic Heritage Month, students participated in the "En un Lugar de la Mancha" lesson series, an engaging exploration of the classic tale of Don Quixote de la Mancha. This interactive session guided students through a dramatic reading inspired by Don Quixote's famous encounter with windmills, enabling them to make cross-disciplinary connections between physical science and language arts.

"Voces de Sueños:" Celebrating Latino Stories in Schools

Designed for students in grades K-5, the "Voces de Sueños:" Celebrating Latino Stories in Schools highlighted the achievements and life stories of underrepresented individuals. Written by Hispanic and Latino authors, these books feature characters from Hispanic and Latino communities or cultural heritage, helping young readers connect with the characters and their experiences. Interactive read-aloud sessions with the authors fostered meaningful connections between students and literature. Participating schools received a generous collection of books to enhance their classroom libraries and promote ongoing learning.



STUDENT PERFORMANCE DATA

The Florida Assessment of Student Thinking (FAST) is the State's progress monitoring (PM) system for evaluating performance in English Language Arts (ELA) and mathematics. First implemented in FY23, FAST is administered three times per year and measures student achievement based on Florida's Benchmarks for Excellent Student Thinking (B.E.S.T.) standards. Additionally, the Algebra and Geometry End-of-Course (EOC) assessments have been aligned with these standards. Key highlights from the assessments are presented in the figures below.

English Language Arts (ELA)

In ELA, more students began the school year on grade level in FY25 than in FY24. Student growth in on-grade-level performance from fall to spring in FY25 ranged from 13 to 38 percentage points, with the largest gain in kindergarten. Notable highlights for FY25 include a 10-point increase in grade 7 and over 4 percentage points growth in grades 4, 6, 9, and 10 compared to FY24.

Figure 1
FY24 vs. FY25 Grades K-5 FAST Reading Scores from the Fall and Spring Progress Monitoring

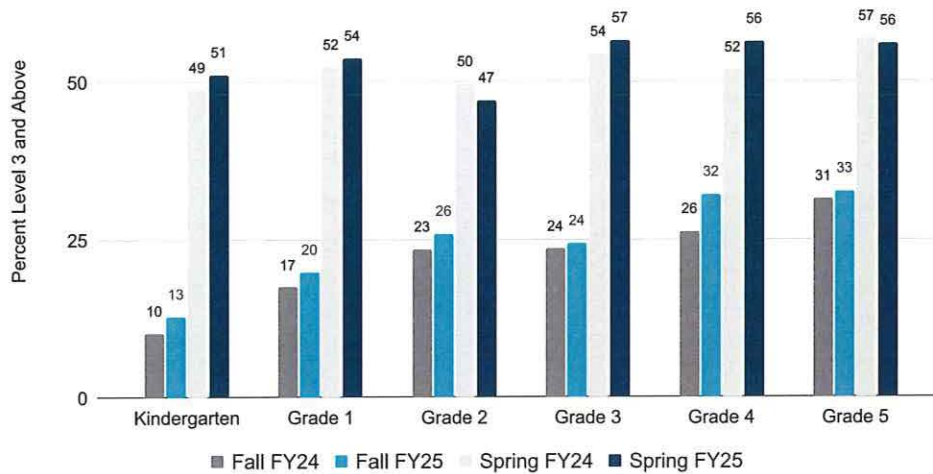
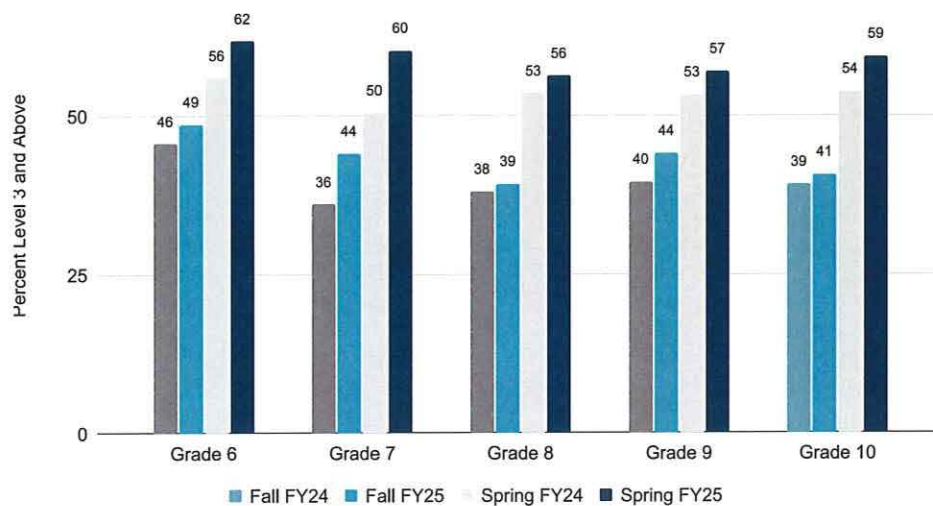


Figure 2
FY24 vs. FY25 Grades 6-10 FAST Reading Scores from the Fall & Spring Progress Monitoring



Mathematics

In grades K–8 mathematics, fall performance in FY25 was generally similar to or slightly higher compared to FY24. From fall to spring in FY25, student growth in on-grade-level performance ranged from 29 (grade 7) to 54 (grade 3) percentage points. PM3 performance was higher in FY25 than in FY24 across all grade levels. Notable year-over-year growth was observed in grades 1, 3, 4, 6, and 7. Algebra and Geometry also showed improvement from FY24 to FY25, with gains of 6 and 5 percentage points, respectively.

Figure 3

FY24 vs. FY25 Grades K-5 FAST Mathematics Scores from the Fall and Spring Progress Monitoring

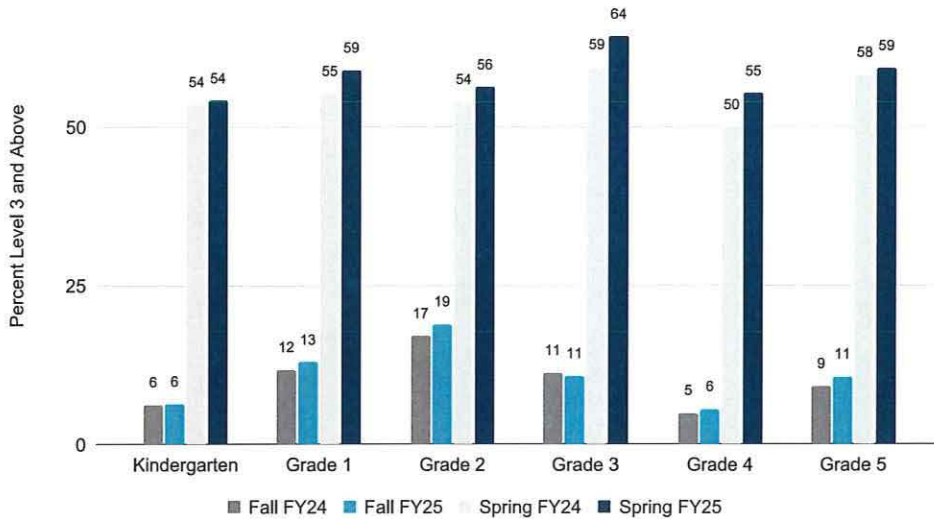
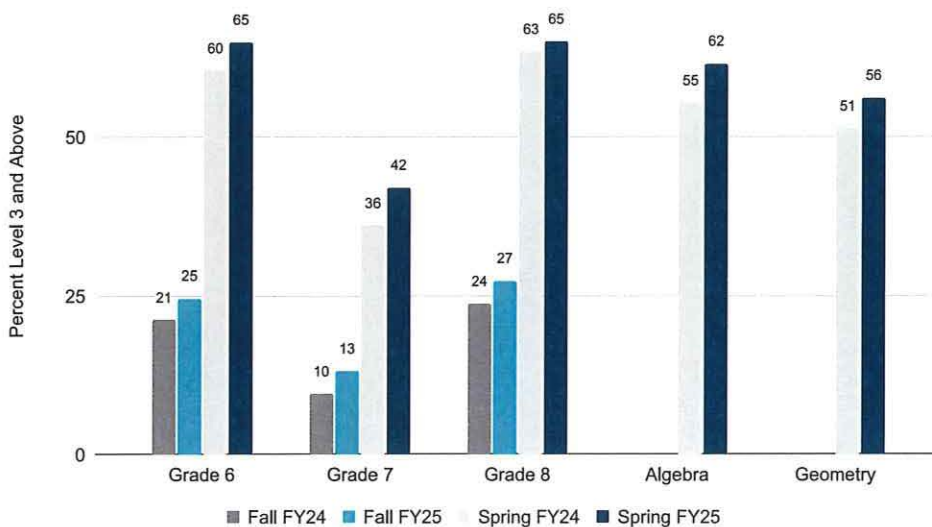


Figure 4

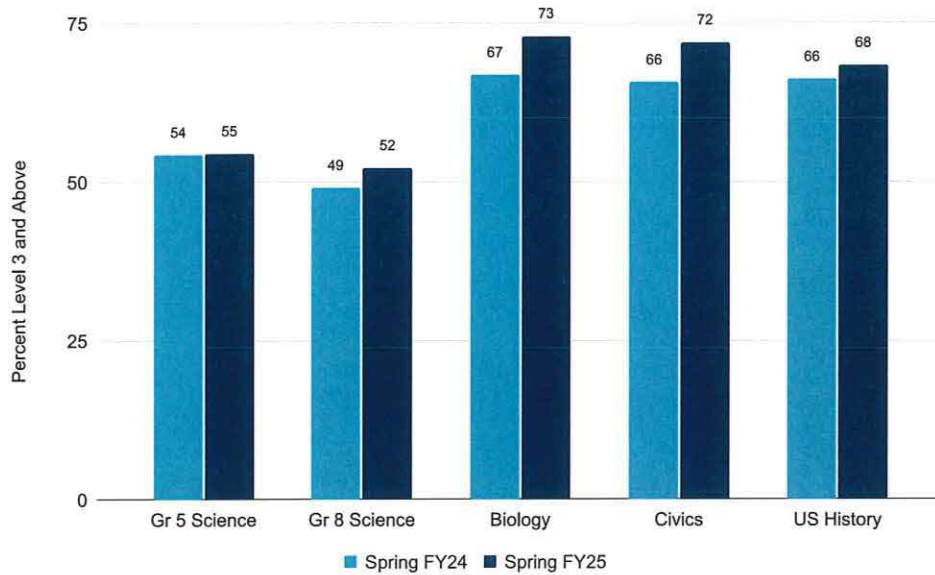
FY24 vs. FY25 Grades 6-8 FAST Math Scores from the Fall and Spring Progress Monitoring and B.E.S.T. End-of-Course Exams



Science and Social Studies

While the State science and social studies test content is not part of the progress monitoring system, grade 8 science and Biology saw increases of 3 and 6 percentage points respectively, and grade 5 science remained stable. The percent of students scoring at grade level rose significantly from 66% to 72% in Civics and slightly in US History from 66% to 68%.

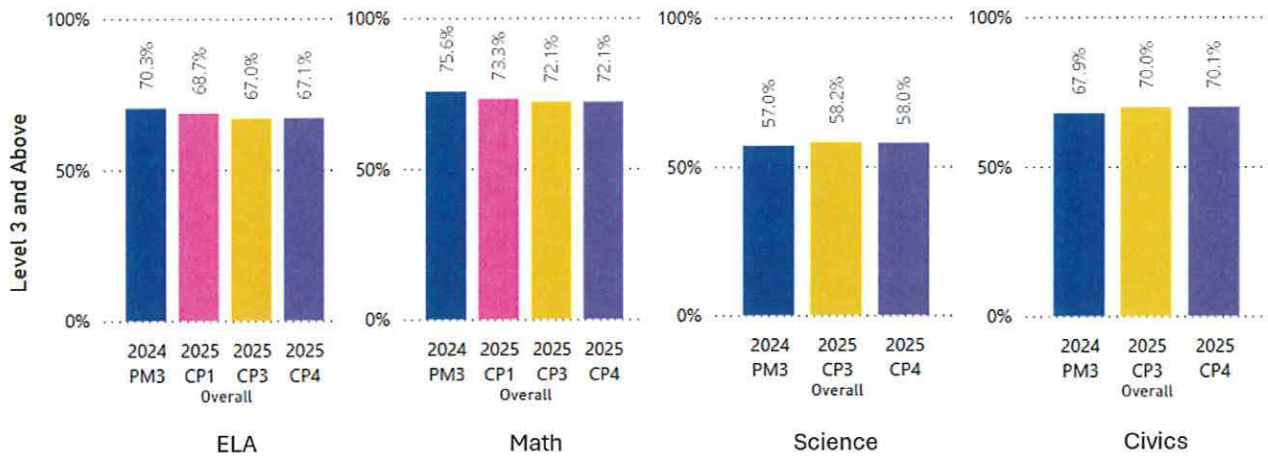
Figure 5
FY24 vs. FY25 Science and Social Studies Scores



DATA CHECKPOINTS

To support progress monitoring (PM) in schools, the District uses data checkpoints throughout the year. These checkpoints incorporate data from the Florida Assessment of Student Thinking (FAST) fall and winter assessments, along with performance on the Unit Standards Assessment (USA), to help predict PM3 outcomes in English Language Arts and mathematics. Predictions for Science and State End-of-Course (EOC) assessments are based on midterms, diagnostics, and USA results. The figure below shows the FY25 Checkpoint data.

Figure 6
FY25 Checkpoint (CP) Data



CHOICE & CAREER OPTIONS

The Department of Choice & Career Options offers educational pathways that align with student interests and career goals. The new choice programs approved for FY26 include:

- Engineering & Technology Exploration - South Olive ES
- Pre-Engineering - Christa McAuliffe MS
- Computer Science and Marketing & Entrepreneurship - Dr. Joaquín García HS
- Medical Sciences - Seminole Ridge Community HS
- Commercial Digital Photography, Drafting & Design, and Game Simulation & Animation Programming - Suncoast HS
- Digital Media - West Boca Raton Community HS



Wellington Community HS Equine/Pre-Veterinarian program

The department supports programs that connect academics to real-world applications, offering choices from Montessori and International Baccalaureate (IB) to pre-professional and technical academies.

Preparing Teachers for Computer Science Instruction

To prepare students for careers in Information Technology (IT) and Computer Science, the department provided extensive professional learning in computer science for District teachers through the Computer Science Teacher Certification Grant. K-12 teachers participated in hybrid boot camps to get ready for the Florida Teacher Certification Exam (FTCE) in Computer Science, offered at no cost through the State grant. The District also provided training in computer science content and pedagogy through partnerships with Code.org and the University of Florida. These professional learning opportunities enhanced teachers' instructional capacity with programming languages such as JavaScript, Python, and HTML/CSS.



John I. Leonard HS Medical Academy

International Baccalaureate

The District's International Baccalaureate (IB) program is the fourth-largest in the United States, reflecting its strong commitment to providing high-quality, globally-minded education.

Forest Hill Community HS offers a unique IB Career Programme with instruction exclusively in Spanish. The IB organization recognized the program's success and invited the school to present its model at an upcoming global conference.

In FY25, the Westward ES IB Programme garnered media attention for its impactful community partnerships during Celebrate Literacy Week, Florida! and the school's financial literacy week. These partnerships demonstrate the school's commitment to real-world application and community involvement.

The Power of Partnerships

At the heart of program success lies the strong foundation of business and industry partnerships. Local businesses are essential allies, offering mentorship, internships, industry tours, in-kind donations, and financial support to strengthen student learning and workplace readiness.

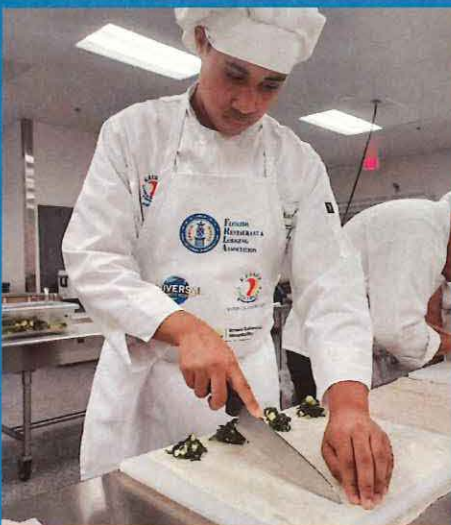
In FY25, key partnerships allowed students to explore careers in some of Palm Beach County's most important economic sectors. Through these partnerships, the department provided opportunities for students to tour a variety of local industries, including Florida Power and Light (FPL), Carrier Corporation, Junior Achievement, Gulfstream Industries, CareerSource Palm Beach County, Business Development Board of Palm Beach County, City of Delray Beach, Marine Industries Association of Palm Beach County, Palm Beach County Food Bank, United Franchise Group, The Palm Beaches (tourist information center), Palm Beach International Airport, Port of Palm Beach, South Florida Fair, Keiser University, Palm Beach State College, Education Foundation of Palm Beach County, and many others. A detailed list of the District's business partners is on page 174.



John I. Leonard HS HOSA - Future Health Professionals



Palm Beach Lakes Community HS Biotech



Lake Worth Community HS Culinary

CAREER DUAL-ENROLLMENT

The Department of Adult & Community Education, in collaboration with Palm Beach State College, established the District's first career dual-enrollment program in welding.

This innovative program, based at West Technical Education Center (West Tech), provides high school students with an early start in the high-demand welding field. Students complete the first 300 hours of introductory welding instruction at West Tech before transitioning to Palm Beach State College to finish the program.

This partnership marks a significant advancement in enhancing career and technical education opportunities for our students, providing them with a direct and seamless pathway into skilled trades and post-secondary training.

HIGH SCHOOL GRADUATION

In FY24, the District's overall graduation rate was 92.1%, with District-operated schools achieving a rate of 95.9%.* From FY23 to FY24, the graduation rate increased or remained stable for each subgroup. Notably, the graduation rate meets or exceeds that of FY20 (despite the COVID-19 assessment waiver) for most subgroups. Highlights from FY24 are below.

Table 1
High School Graduation for District-Operated Schools by Subgroup

Group	FY20**	FY21**	FY22	FY23	FY24	Change from 2023	Change from 2020
All Students	95	96	93	94	96	2	1
Female - Black	97	98	92	94	95	1	-2
Female - Hispanic	96	97	93	94	96	2	0
Female - White	98	98	98	98	98	0	0
Female - ELL	91	93	80	85	91	6	0
Female - ESE	96	95	94	96	96	0	0
Female - FRL	95	97	92	93	95	2	0
Male - Black	93	93	87	91	94	3	1
Male - Hispanic	90	92	87	89	94	5	4
Male - White	96	97	96	96	98	2	2
Male - ELL	80	88	69	75	87	12	7
Male - ESE	91	90	90	91	95	4	4
Male - FRL	90	92	87	89	94	5	4

* Graduation rate is lagging data.

** FLDOE allowed a waiver for graduation tests due to COVID-19.

PRE-APPRENTICE AND APPRENTICE PROGRAMS

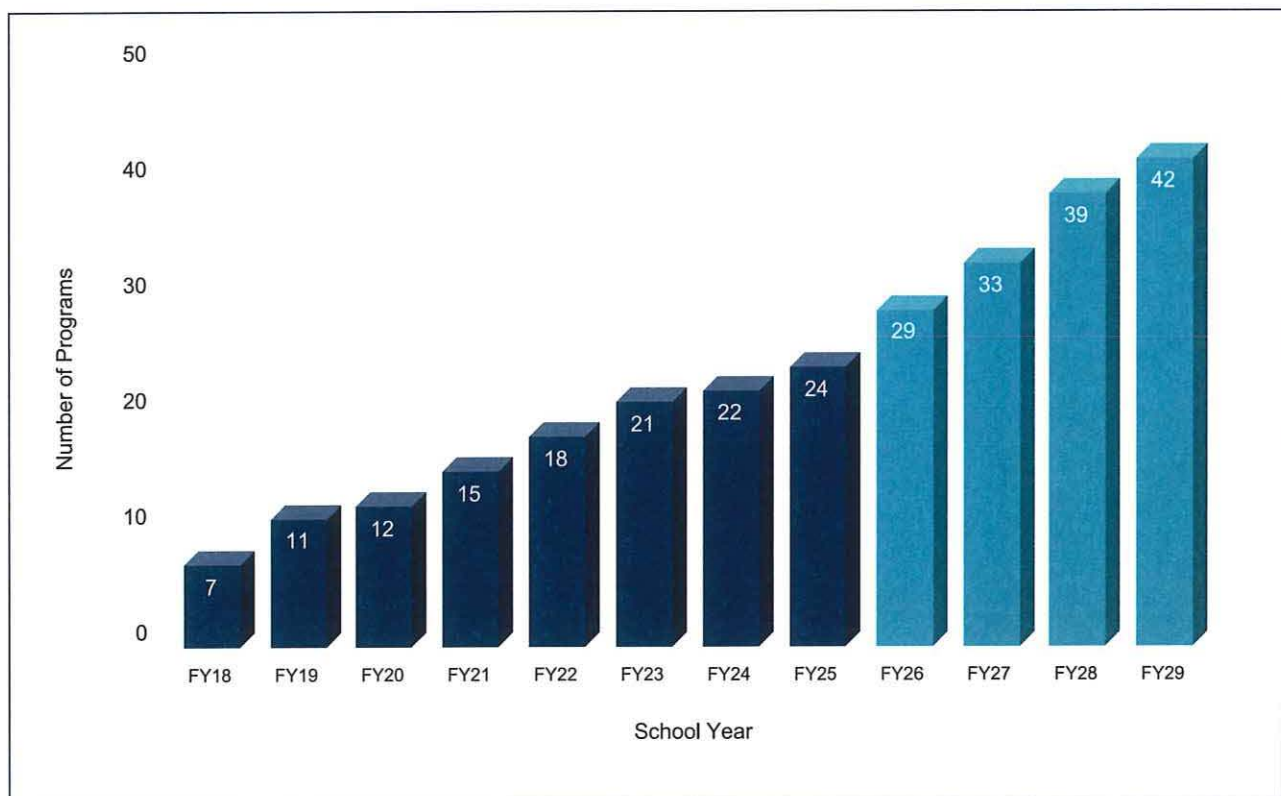
In FY25, the Department of Adult & Community Education continued its expansion of career training programs, including medical, pre-apprenticeship, and apprenticeship courses, to meet the growing demand for workforce development. As part of this initiative, a departmental strategic plan was created to establish five technical centers across the District, each offering specialized workforce programs.

- Chuck Shaw Technical Education Center - serving the central region
- West Technical Education Center - serving the western region
- Historic Carver Technical Education Center - serving the southern region
- North Technical Education Center - serving the northern region
- Roosevelt Full-Service Adult Education Center opens in FY26 - serving the northeast region

New programs include Heating, Ventilation, Air-Conditioning/Refrigeration (HVAC/R), Cosmetology, and Solar Photovoltaic System Design, Installation, and Maintenance.

Additionally, West Technical Education Center's new Electronic Systems Technology program targets students aged 16 to 21 and focuses on the electronics behind fire alarms and security systems.

Figure 7
Growth of Career and Technical Education Programs in Adult Education



STRENGTHEN CAREER PATHWAYS FOR POST-SECONDARY STUDENTS AND ADULTS

The Department of Adult & Community Education highlights several significant advancements that support its mission of providing career-focused educational opportunities for adult learners and out-of-school youth.

The department was awarded a grant from the National Center for Construction Education and Research to implement integrated education and training programs for English Language Learners and General Education Diploma (GED) students. With this funding, participants engaged in exploratory training in Heating, Ventilation, Air-Conditioning/Refrigeration (HVAC/R) and electrical trades—two high-demand career fields. Upon completing these programs, offered at Lake Worth Community HS and the Historic Carver Technical Education Center (formerly Delray Full Service Adult Education Center), students are prepared for entry-level technician positions, with opportunities to advance further through District-registered apprenticeship programs. Collaboration among the Department of Adult & Community Education, the Department of Choice & Career Options, and higher education institutions signifies a strategic alignment that broadens career pathways across the District.

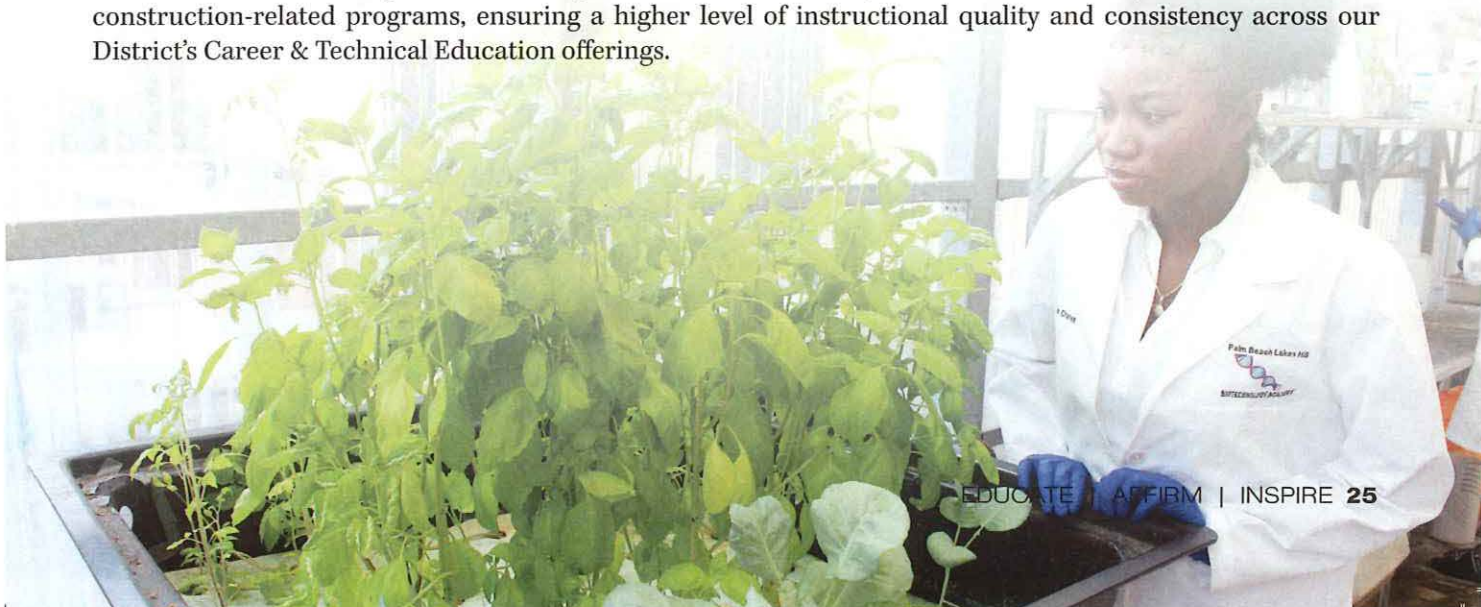
For out-of-school youth, the District received funding through the Graduation Alternative to Traditional Education (GATE) grant. GATE funding supported training for students at West Technical Education Center in Electronic Systems Technology and Commercial Driver's License programs, both recognized as high-demand fields that provide immediate entry into the workforce with a strong earning potential.

These collective efforts demonstrate a steadfast commitment to providing workforce-aligned, accessible programs that benefit our students and respond to the evolving needs of local employers and the broader community.

DRIVING EXCELLENCE THROUGH ACCREDITATION

The Department of Adult & Community Education continues to progress with accrediting its technical education programs. The West Technical Education Center and Chuck Shaw Technical Education Center hold accreditation from the Council on Occupational Education (COE). The Historic Carver Technical Education Center will initiate the COE accreditation process in FY26.

In FY25, the department earned accreditation through the National Center for Construction Education and Research (NCCER). The NCCER credential accredited the construction labs at West Technical Education Center, Lake Worth Community HS, and Historic Carver Technical Education Center. Additionally, the NCCER accreditation granted the department the authority to train and certify instructors in all construction-related programs, ensuring a higher level of instructional quality and consistency across our District's Career & Technical Education offerings.



ADULT AND COMMUNITY EDUCATION

The Department of Adult & Community Education supports underserved community members seeking a high school diploma, including those learning English. In FY25, approximately 20,000 adult students were served, many of whom are parents of District K-12 students.

Through comprehensive instructional programs, the department enhances employability by increasing the number of adult students who pursue post-secondary education, earn degrees, obtain certificates, or achieve industry certifications. These programs improve students' occupational prospects by developing essential communication skills and cultural competencies in reading, writing, speaking, and listening in the English language.

In FY25, the department offered innovative community education courses for high school seniors, such as “Are You Wired to Be an Electrician?” and “Can You Dig It?” These hands-on programs allowed students to explore potential career paths through firsthand experience in electrical work and underground utilities.

Additional programs and services offered in FY25 included:

- Credit recovery programs for high school students.
- Adult High School classes through virtual education.
- Apprentice and pre-apprenticeship programs in Plumbing, Carpentry, Welding, Electricity, and Heating, Ventilation, and Air-Conditioning (HVAC).
- Commercial Driver's License (CDL) - Class A, including a state-approved testing site at West Technical Education Center.
- Medical Programs in Electrocardiograph (EKG) Technician, Phlebotomy, Home Health Aide, and Medical Assisting.
- Administrative Office Assistant Training in preparation for careers in office administration.
- Family literacy programs at multiple elementary schools.
- Florida Teacher Certification Examination support for educators.
- Scholastic Aptitude Test (SAT) preparatory for students.
- Adult Basic Education and English for Speakers of Other Language.



Phlebotomy program at Historic Carver Technical Education Center



Graduates of the “Are You Wired to Be an Electrician?” career exploration program for seniors at John I. Leonard HS

MEDIA CENTER UPGRADES

College Football Playoff Foundation/Orange Bowl Committee Media Center Project

The District continued its partnership with the College Football Playoff Foundation/Orange Bowl Committee (CFPF/OBC) to enhance school media centers. This collaboration, part of the CFPF/OBC's "Extra Yard for Teachers" program, aimed to create modern, dynamic learning spaces that better support students and educators. As part of the initiative, the CFPF/OBC and the District provided matching funds to upgrade several school media centers, offering resources such as updated furniture and educational tools.

For FY25, the program included two schools, with three more planned for FY26. This program fosters an environment conducive to learning and promotes creativity, collaboration, and access to modern resources. The partnership emphasizes the importance of investing in educational infrastructure. It recognizes the essential role of media centers in student success and aims to enhance students' academic experiences by increasing the flexibility of these spaces. By supporting these enhancements, the CFPF/OBC Foundation helps equip students with the tools needed for educational growth and success in an increasingly digital world.



Ribbon cutting for the upgraded media center at Jerry Thomas ES

21st Century Media Center

The District continues to upgrade its high school media centers to better support modern learning styles. The upgraded media centers feature new flooring, lighting, and furniture, providing various options for students to connect and learn. Each upgrade is designed to foster student collaboration and technology use, while each school customizes the space to reflect its unique style.



Upgraded media center at Jerry Thomas ES



Upgraded media center at Forest Hill Community HS



MODERNIZATION OF GROVE PARK ES AND PINE GROVE ES

Grove Park ES and Pine Grove ES were modernized in FY25. The newer buildings were remodeled, and the oldest structures were replaced. Careful design ensured that each campus provides students with the latest technology, safety features, and functionality, significantly enhancing the teaching and learning environments. Grove Park ES is a neighborhood school that emphasizes pedestrian access due to the large number of walkers. Pine Grove ES students and staff were able to remain on campus while the new facility was being constructed, allowing more funding to be allocated for the project.



Above: The completed Pine Grove ES modernization project



Above: The completed Grove Park ES modernization project

Right: Grove Park ES playground



Left: Pine Grove ES dining and stage area



Pine Grove ES play courts

Objective 2: Accelerate student learning using innovative and differentiated approaches

ARTIFICIAL INTELLIGENCE

The District recognizes the potential of artificial intelligence (AI) to transform the education sector. The District is committed to providing students with effective AI tools that enhance learning while prioritizing student data privacy and ethical considerations.

A key initiative in FY25 was the implementation of Khanmigo, an AI-powered tutor embedded in the trusted Khan Academy platform, for all middle and high school students. Led by the Department of Educational Technology, the District provided training for over 6,500 educators to effectively integrate Khanmigo into their instruction. The Khanmigo Ambassador Program, launched across 60 schools, provided Title IV grant funding to compensate participating teachers. These Khanmigo Ambassadors support implementation, champion innovative teaching using AI, and share their knowledge with colleagues. As a result, over 95% of all secondary students have used AI through Khan Academy. Khan Academy's six-month impact report recognized the District as a "best-in-class" example of large-scale implementation of Khan Academy.

The TechSafe program, mandatory for all students in grades K-12, provides targeted instruction for students in grades 3-12 on the safe and responsible use of AI. In addition to Khanmigo, the District offers students AI-infused applications, including Adobe Express and Canva, each equipped with appropriate content guardrails within secure educational environments.

ARTIFICIAL INTELLIGENCE APPLICATIONS APPROVED FOR STUDENTS IN FY25



Khanmigo - Students in Grades 6-12

- AI tutor for students providing personalized support in math, science, humanities, and more
- Provides a safe and structured way to introduce students to AI, with age-appropriate, curriculum-aligned tools and built-in safeguards to protect privacy and promote responsible use.
- Accessible on District portal - Works on mobile devices and desktops



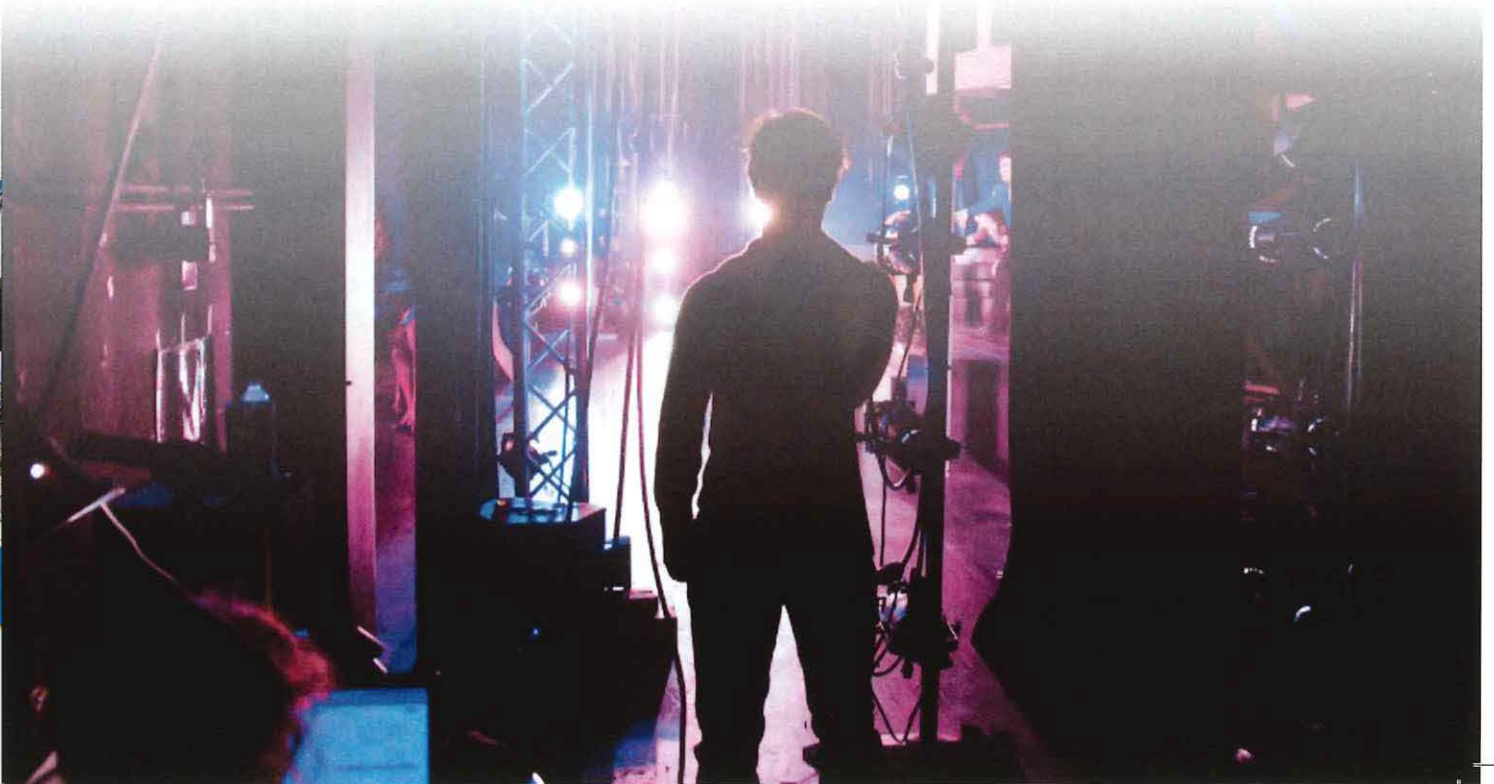
Adobe Express - All Students

- Create graphics, web pages, and videos with simple tools
- Built-in generative artificial intelligence features
- Accessible on District portal - Works on mobile devices and desktops



Canva AI Tools - Students in Grades 9-12

- Create graphics, web pages, and videos with simple tools
- Built-in generative artificial intelligence features
- Accessible on District portal - Works on mobile devices and desktops



GIFTED SUPPORT

To better identify gifted students from underrepresented groups, the District requires universal gifted screening for all second-grade students. In FY25, the District completed its fourth year of administering the Naglieri Non-Verbal Ability Test (NNAT3) as a universal screening tool. The NNAT3 was given to 10,247 second-grade students across all District-operated schools.

As gifted eligibility is determined, the District ensures that gifted-certified teachers are available to support students' educational needs. The District offers flexible online gifted endorsement courses at no cost to teachers, available in both English and Spanish. In FY25, approximately 250 teachers enrolled in this program. To further support professional learning, the District provides gifted-endorsed teachers with a year-long membership to the National Association for Gifted Children.

PROJECT-BASED LEARNING

In Project-Based Learning (PBL), students actively acquire knowledge and skills through in-depth investigations and responses to real-world questions, problems, or challenges that align with academic standards. This evidence-based approach increases student engagement, fosters essential competencies for future success, and connects classroom learning to broader real-world problems.

In FY25, the District established a PBL Network of Schools to implement innovative learning strategies aligned with each school's mission, vision, and goals while preserving the core elements of PBL. Utilizing various models such as PBLWorks, Participate Learning, 3DE, and Inquiry-Based Learning, 16 network schools engaged students in innovative learning experiences that challenged them to apply standards-based learning to real-world problems and contexts.

Principals and regional leaders from networked schools established a PBL Community of Practice, fostering collaboration and an inquiry-based culture. Teachers and school leaders enhanced their instructional capacity through peer learning, classroom walkthroughs, and continuous job-embedded professional learning.



D.D. Eisenhower ES kindergarten students' interactive project board engages other classes in the data-gathering and feedback process.



Students at Park Vista Community HS build an underwater robotic rover and compete in the SeaPerch Competition.

GLOBAL LEADERSHIP PROJECT

Focused on critical thinking, communication, and collaboration, students at six schools spent FY25 immersed in the Global Leadership Project. This unique initiative, now in its eighth year, encourages students to explore the world through the lens of global leaders. Partnering with Participate Learning, these schools engaged in community-significant projects grounded in State standards. The benefits of a global leadership education include critical thinking about world issues, creative problem-solving, collaboration, and improved communication skills.

Students at Jupiter MS were given the unique opportunity to enroll in a global perspectives course, where they explored the local impact of global issues and then presented insightful findings and innovative ideas to their peers. At Melaleuca ES, students worked on problem-solving issues specific to their school community. Each grade level focused on topics centered around the United Nations Sustainable Development Goal of Sustainable Cities and Communities. The students read, researched, and learned about technology advancements to determine collaborative solutions to identified concerns. At Jupiter ES, teachers held their third annual Global Leadership Day, where students participated in various learning activities designed to promote critical thinking and effective communication.

SCHOLASTIC eSPORTS

Scholastic eSports in the District offers an inclusive alternative for students who seek peer engagement while developing teamwork, strategic thinking, and problem-solving skills. In FY25, 64 schools integrated Scholastic eSports, with 36 of those at the secondary level. To achieve this level of involvement, the District aligned with the Network of Academic and Scholastic eSports Federations (NASEF) and its Florida affiliate, the Sunshine State Esports League (SSEL). District eSports teams also participated in professional national competitions with the Electronic Gaming Federation (EGF) and PlayVS, featuring games such as Minecraft EDU, Rocket League, League of Legends, Mario Kart, Super Smash Bros., and more.

South Florida Minecraft Showdown

In FY25, the Department of Educational Technology collaborated with Microsoft, Minecraft, and neighboring districts to host the South Florida Minecraft Showdown. Teams received prompts related to Florida's unique environmental ecosystem and responded by building solutions in Minecraft. Out of the 11 participating schools, the top teams from elementary, middle, and high school advanced to the semifinals held at the Palm Beach Lakes Retro Ramz eSports facility.

Winners then competed in the finals, where each District team placed second in their respective grade band.



Palm Beach Lakes Community HS Retro Ramz plans their build for the South Florida Minecraft Showdown Finals.

In recognition of the talent on the Palm Beach Lakes Retro Ramz, the team competed in the EGF Scholastic Championship in Rocket League and Super Smash Bros. against other national finalists in San Antonio, Texas. Students gained valuable experience in communication, collaboration, critical thinking, competition, and public speaking.

Since 2022, District students have received over \$400,000 in eSports scholarships to various colleges nationwide. In FY25, a Palm Beach Lakes Community HS senior made history as the first District student to earn a full eSports scholarship by signing with Keiser University's Super Smash Bros. team. Also, a Jupiter Community HS student was awarded a \$6,250 recurring scholarship to play Rocket League at Keiser University.



The Jupiter MS Earth Squad presents their build to judges at the South Florida Minecraft Showdown.

VIRTUAL AND HOME EDUCATIONAL SERVICES



The Department of Virtual & Home Educational Services promotes academic excellence and growth by implementing innovative and differentiated learning approaches through virtual education, hospital homebound education, and home education beyond the traditional brick-and-mortar environment.

Palm Beach Virtual School is a K-12 option in Palm Beach County. It offers both full-time and part-time choices. All full-time students follow a flexible schedule where students access learning materials and complete assignments at their own pace and schedule.

Hospital Homebound is a temporary intervention service. The primary goal is to minimize instructional gaps by providing access to the curriculum while the student is medically confined and to help them re-enter a traditional setting.

Home Education is a parent-directed educational option. Parents determine their child's academic path and plan for achieving their goals. Students have the opportunity to explore and learn at their own pace.

For FY25, more than 13,000 students participated in virtual and home educational services.

CHARTER SCHOOLS

The Department of Charter Schools reviews and renews the District's 47 charter schools. These charter schools operate in all major geographic areas of Palm Beach County, offering additional school choice to over 22,000 students across elementary, middle, high, alternative, special education, and technical education settings.

The District recognizes charter schools as important partners in providing choice options for the students and families of Palm Beach County.



Army JROTC, Seminole Ridge Community HS



Students using cubes as a mathematics resource, Crosspointe ES

Objective 3: Improve equitable participation in programs and resources

ACCELERATED MATHEMATICS PLAN

The Accelerated Mathematics Plan (AMP) provides a pathway for students to maximize their potential and support their continued growth in mathematics and science. Students who have demonstrated exceptional ability in mathematics are provided with a fast track to math success. In AMP, students can work at their skill level rather than their grade level and are offered personalized instruction to meet their needs. It is associated with higher proficiency levels than students not in accelerated pathways, regardless of their prior performance. Accelerated mathematics courses are available to students in grades 3 through 8, leading to various mathematical opportunities depending on interest.

If acceleration begins in middle school, students may enroll in Algebra 1 as early as grade 8. If acceleration starts in elementary school, students may enroll in Algebra 1 as early as grade 7.

The Florida Assessment of Student Thinking (FAST) is the State's progress monitoring assessment system for mathematics. Figures 8-10 illustrate the increase in enrollment across years by subgroup and the difference in the percentage of students scoring at grade level when comparing students in accelerated math courses to their peers in regular mathematics courses, broken down by subgroup. Notably, across all subgroups, students in accelerated classes performed better than those in regular courses.

A Pathway to Algebra 1 in Grade 8

Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12
3 rd Math	4 th Math	5 th Math	6 th Acc. Math	7 th Acc. Math	Alg. 1	Geo.	Alg. 2*	Pre-Calc.*	Stats.*

A Pathway to Algebra 1 in Grade 7

Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12
3 rd Acc. Math	4 th Acc. Math	6 th Acc. Math	7 th Acc. Math	Alg. 1	Geo.	Alg. 2*	Pre-Calc.*	Stats.*	Calc.*

* High school mathematics courses after Geometry can be taken in various progressions, depending on the needs of the student and the course offerings available at the school. Note: Acc=Accelerated

Figure 8
AMP Enrollment by Subgroup (FY23 to FY25)

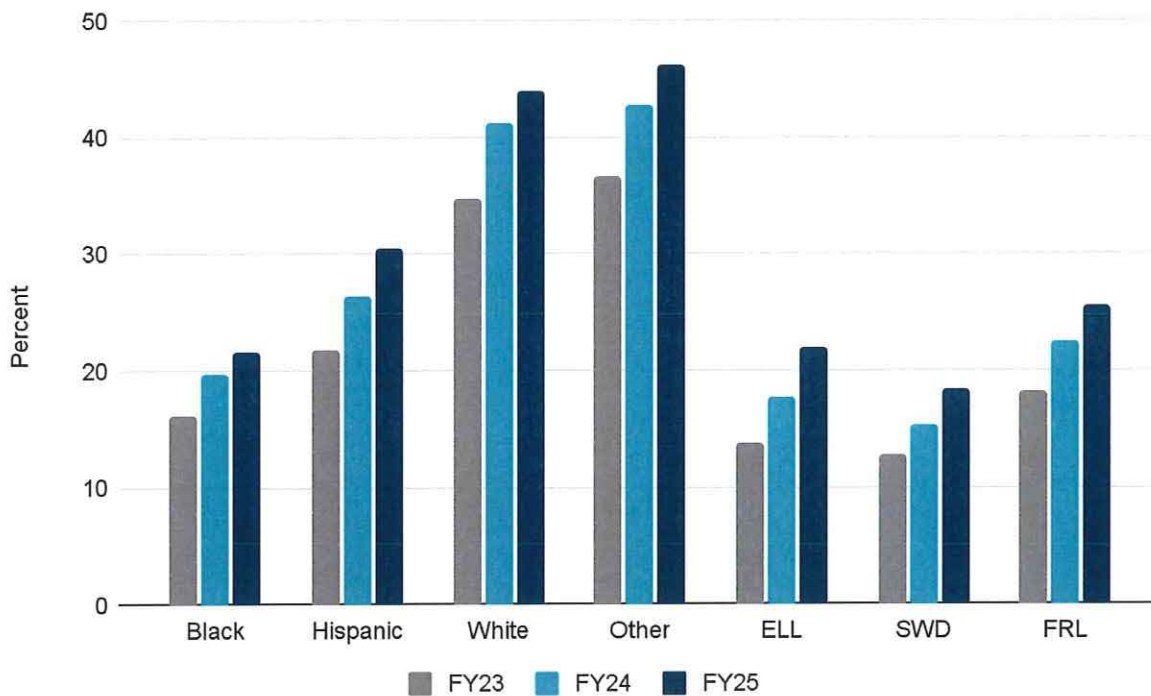


Figure 9
Elementary Students Scoring Level 3 and Above on FY25 FAST Math by AMP vs. Regular Math Instruction, PM3

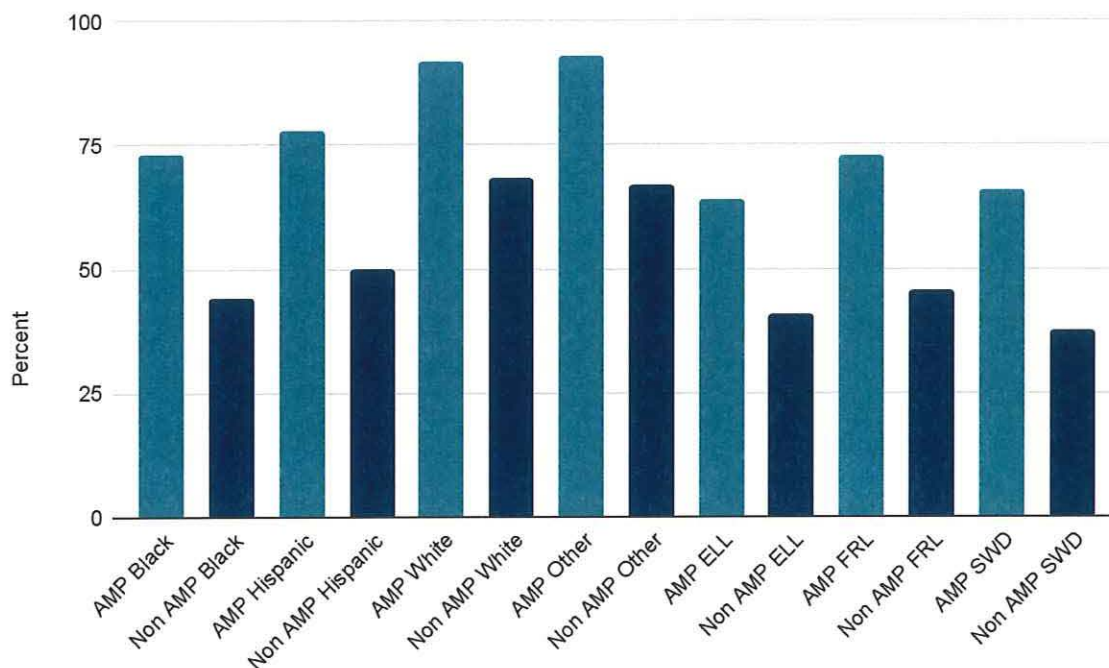
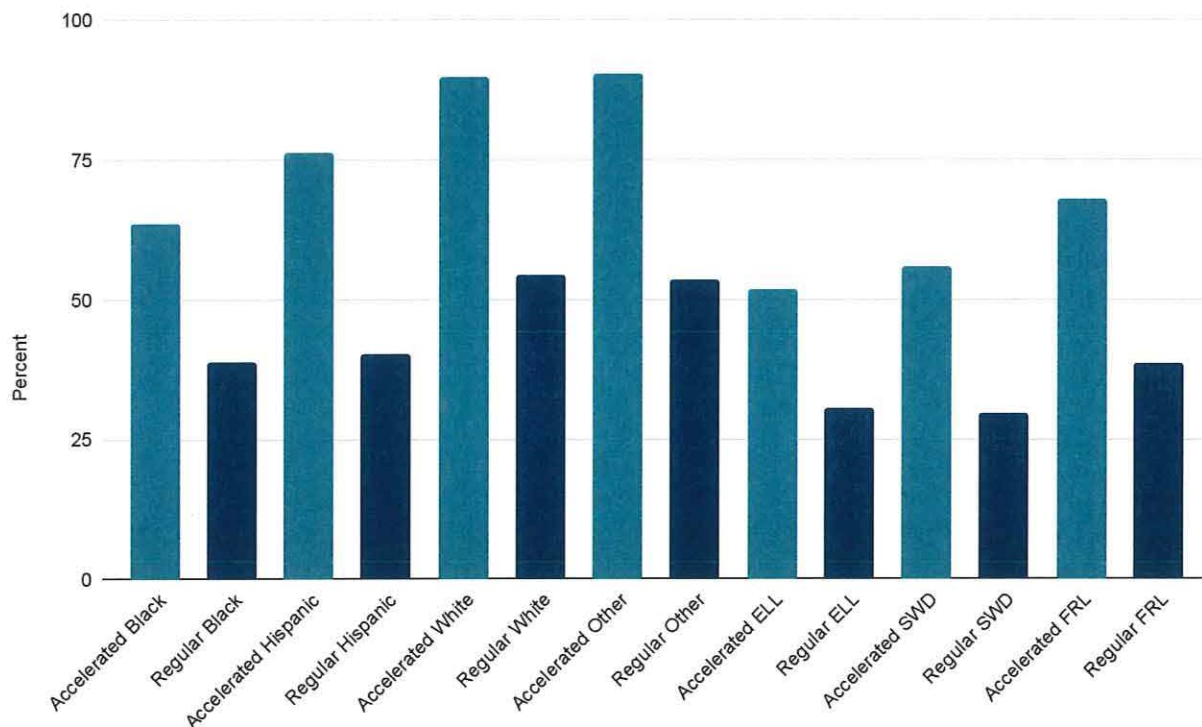


Figure 10

Middle School Students Scoring Level 3 and Above on FY25 FAST Math by Accelerated or Regular Instruction, PM3



COURSE ACCELERATION

The District defines acceleration as the practice of delivering curriculum content earlier or at a faster pace. To provide flexibility in meeting individual student needs, the District offers various acceleration opportunities, including subject-specific acceleration, grade-level acceleration, college courses in high school, early graduation, and early college entrance.

Schools identify and select students for accelerated coursework. The District supports open access for students who are interested and motivated to participate. To determine readiness, schools consider several criteria, such as teacher or counselor recommendations, grade point average, proficiency levels, District and State assessment scores, student portfolios, and achievement in prerequisite courses.

To improve the pedagogy of acceleration among its educators, the District has created collaborative professional learning communities for teachers of accelerated courses. Monthly cadre meetings, Google Classrooms, program-specific training, and supplemental curriculum support these communities.

Accelerated Science

Middle school science acceleration provides students the opportunity to complete a year and a half of content in one academic year, while fully meeting all required learning standards. Students receive instruction on grades 6, 7, and 8 science standards during grades 6 and 7, which prepares them for high school Physical Science Honors in grade 8.

High School Acceleration

The District continues to broaden access to accelerated courses for more high school students by creating opportunities for them to engage in college-level coursework while still in high school. Students who are enrolled in accelerated courses are more likely than their peers to attend college and graduate on time.

Seventy-nine percent of the graduating class of 2025 completed at least one accelerated course during high school. All high schools in the District offer a variety of Cambridge Advanced International Certificate of Education (AICE) and Advanced Placement (AP) courses. In FY24, the District administered approximately 54,500 AICE exams and 27,400 AP exams. Students earning a Cambridge AICE Diploma qualify for a full Bright Futures Scholarship. The AP passing rate (scores of 3 or higher) increased by five percentage points, from 63% to 68%. Additionally, 191 students earned an AP Capstone Diploma™.

The District uses the AP Potential report to identify students likely to succeed in accelerated programs. Through a District-wide practice of scheduling for potential, students who perform at levels 1 and 2 can enroll in pre-AICE or pre-AP coursework. These courses include scaffolding and lay a foundation for accelerated programs, allowing students to remain at their current grade level and facilitating a smooth transition to college-level courses upon success.



Captured through the lens of Cyrus Pakravan, student from Boca Raton Community HS AP Photography class



Skylar Victoria Young and Aiden Lehrhaupt, Valedictorian and Salutatorian of the Class of 2025, Dr. Joaquín García HS

MASTER SCHEDULE COURSE ACCELERATION

The District Master Schedule Analysis system is part of the continuous improvement process for student scheduling. The goal is to strengthen and coordinate cohesive alignment across elementary, middle, and high schools by increasing access to accelerated courses for all students. Principals, school leadership teams, and principal supervisors collaborate during the analysis process.

In FY25, the District improved the Master Schedule Analysis system through the following practices:

- Elementary principals provided feedback and recommended proposed coursework for students entering grade 6, which increased enrollment in advanced coursework.
- Secondary principals continuously conducted in-depth analyses of course requests and scheduling, focusing on the identification and removal of barriers to success in advanced coursework.
- To support students in accelerated classes, school administrators collaborated to identify students who would benefit from additional resources.
- Principals communicated to parents the importance of advanced coursework, emphasizing how these opportunities help students better prepare for college and the Bright Futures Scholarship.
- Informational videos in English, Spanish, and Haitian-Creole showcasing students' and parents' testimonials describing the benefits of advanced coursework were created and posted on the District website.
- Graduation data and scholarship dollar amounts were shared with families and the community.

Tables 2 and 3 show the middle and high school acceleration rates by subgroup from FY21 to FY25, along with one- and five-year changes.

Table 2

Comparison of Middle School Student Acceleration Rates (FY21 to FY25)

Group	FY21	FY22	FY23	FY24	FY25	Change from 2024	Change from 2021
All Students	46.7%	51.2%	59.5%	63.0%	67.5%	4.5%	20.8%
Female - Black	37.5%	44.5%	52.6%	55.8%	61.3%	5.5%	23.8%
Female - Hispanic	51.8%	56.0%	62.2%	66.7%	70.1%	3.4%	18.3%
Female - White	66.5%	69.4%	78.1%	79.5%	82.1%	2.6%	15.6%
Female - ELL	23.4%	31.3%	36.0%	39.6%	45.3%	5.7%	21.9%
Female - ESE	15.5%	21.2%	27.2%	32.4%	38.1%	5.7%	22.6%
Female - FRL	49.5%	53.2%	55.5%	60.5%	63.7%	3.2%	14.2%
Male - Black	23.3%	29.6%	36.0%	43.3%	49.8%	6.5%	26.5%
Male - Hispanic	38.3%	43.2%	50.4%	55.6%	61.2%	5.6%	22.9%
Male - White	54.0%	57.0%	67.3%	70.1%	74.2%	4.1%	20.2%
Male - ELL	18.8%	23.7%	28.5%	34.0%	41.1%	7.1%	22.3%
Male - ESE	11.8%	15.4%	21.3%	25.2%	33.2%	8.0%	21.4%
Male - FRL	35.6%	39.0%	41.9%	49.2%	54.0%	4.8%	18.4%

ELL - English Language Learners

SWD - Students with Disabilities

FRL - Free and Reduced Lunch

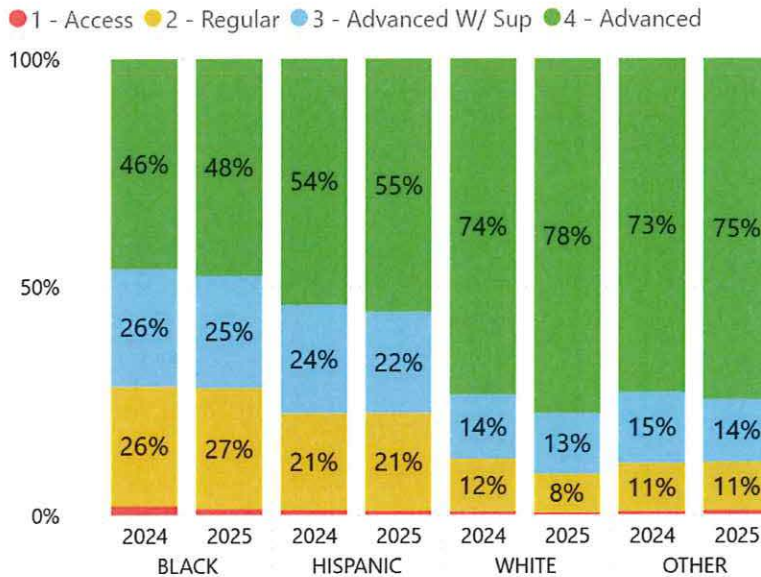
Table 3

Comparison of High School Student Acceleration Rates (FY21 to FY25)

Group	FY21	FY22	FY23	FY24	FY25	Change from 2024	Change from 2021
All Students	46.7%	51.2%	59.5%	63.0%	67.5%	4.5%	20.8%
Female - Black	37.5%	44.5%	52.6%	55.8%	61.3%	5.5%	23.8%
Female - Hispanic	51.8%	56.0%	62.2%	66.7%	70.1%	3.4%	18.3%
Female - White	66.5%	69.4%	78.1%	79.5%	82.1%	2.6%	15.6%
Female - ELL	23.4%	31.3%	36.0%	39.6%	45.3%	5.7%	21.9%
Female - ESE	15.5%	21.2%	27.2%	32.4%	38.1%	5.7%	22.6%
Female - FRL	49.5%	53.2%	55.5%	60.5%	63.7%	3.2%	14.2%
Male - Black	23.3%	29.6%	36.0%	43.3%	49.8%	6.5%	26.5%
Male - Hispanic	38.3%	43.2%	50.4%	55.6%	61.2%	5.6%	22.9%
Male - White	54.0%	57.0%	67.3%	70.1%	74.2%	4.1%	20.2%
Male - ELL	18.8%	23.7%	28.5%	34.0%	41.1%	7.1%	22.3%
Male - ESE	11.8%	15.4%	21.3%	25.2%	33.2%	8.0%	21.4%
Male - FRL	35.6%	39.0%	41.9%	49.2%	54.0%	4.8%	18.4%

Figure 11

Elementary Recommendations for Grade 6 Course Placement by Race

*Note:**Access - recommended for modified coursework for students with specific disabilities**Regular - recommended for the standard-level coursework**Advanced with Support - recommended for advanced-level coursework – additional support may be needed for success**Advanced - recommended for advanced-level coursework*

ADVANCED INTERNATIONAL CERTIFICATE OF EDUCATION DIPLOMA

As the masterboard process matures, the District is shifting its strategic focus from course access to a successful course completion mindset regarding college-level coursework. This shift is driven by the recognition that students' successful completion of the requirements for an AICE Diploma is a key indicator of their readiness for college. The AICE Diploma, which is the District's primary focus in the scheduling process, exists in nearly all of our high schools and can result in Bright Futures Scholarships. Between FY20 and FY24, there has been a 52% increase in the total number of AICE Diplomas awarded.

Table 4
Comparison of AICE Diploma Counts by Subgroup (FY20 to FY24)

Group	FY20	FY21	FY22	FY23	FY24	Change from 2023	Change from 2020
Total Count	1,464	1,726	1,623	1,785	2,229	444	765
Black Female	68	106	81	95	122	27	54
Hispanic Female	287	308	279	327	390	63	103
White Female	476	508	531	522	631	109	155
ELL Female	2	2	10	6	6	0	4
SWD Female	11	14	20	7	17	10	6
FRL Female	270	361	276	265	377	112	107
Black Male	28	32	30	37	53	16	25E
Hispanic Male	156	196	160	229	309	80	153
White Male	315	395	404	408	515	107	200
ELL Male	1	1	0	4	7	3	6
SWD Male	11	6	17	16	33	17	22
FRL Male	138	221	156	149	234	85	96

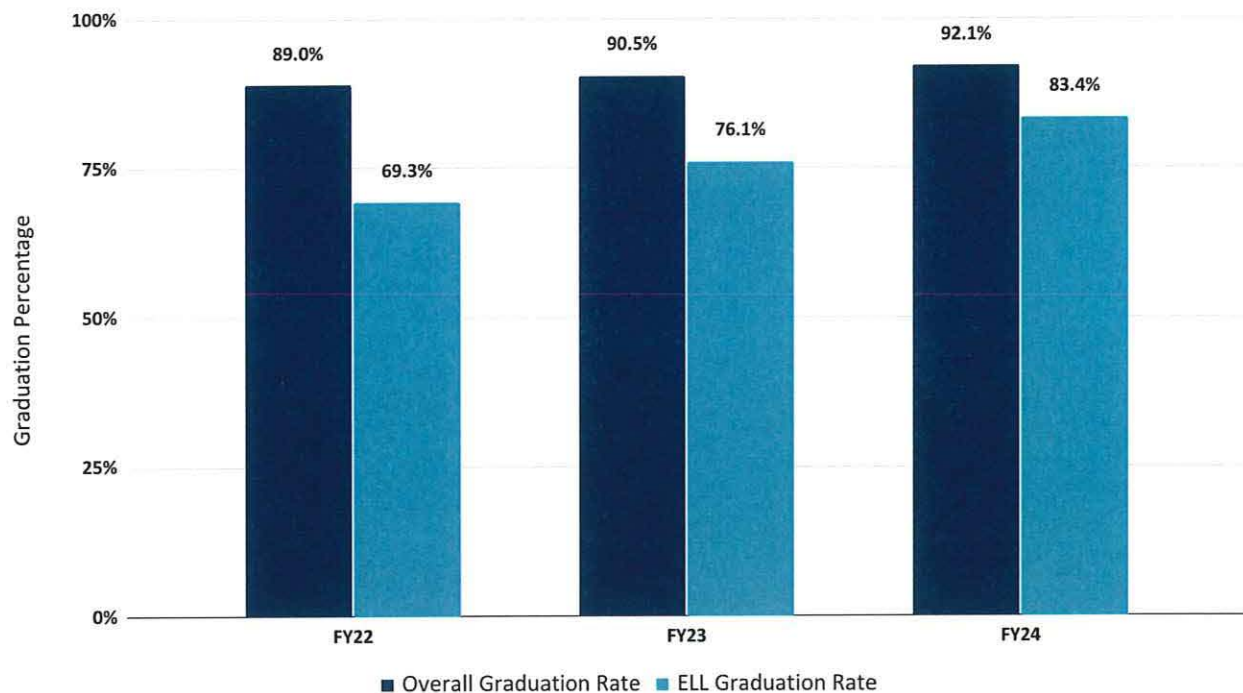
MULTICULTURAL EDUCATION

The Department of Multicultural Education manages the English for Speakers of Other Languages (ESOL) program, Dual-Language programs, the Welcome Center, and instruction in world languages. The ESOL program facilitates the development of English language proficiency for over 44,000 non-native English speakers while promoting their academic progress.

In addition to language acquisition, the department provides comprehensive support to families through community resources, curriculum materials, and professional learning opportunities for educators. Furthermore, the department promotes family engagement programs and outreach initiatives to connect parents with educational resources and support.

The department also provides guidelines for after-school and summer learning programs, including ESOL and Dual-Language options, designed to maintain and strengthen language skills throughout the year. These efforts support students' continued academic growth while fostering confidence in their language abilities. In FY25, the department provided educational support to schools and assisted in monitoring graduation requirements for 12th-grade students in the program. The graduation rate for English Language Learners (ELL) has significantly improved, with a 14% increase from FY22 to FY24.

Figure 12
Three-Year ELL Graduation Rate



Dual-Language

The District Dual-Language program helps students develop linguistic proficiency and achieve academic success in two languages. In FY25, there were 35 Spanish-English Dual-Language programs and three Haitian Creole-English programs, collectively serving over 10,000 students.

In FY25, the department implemented an accelerated beginning-Spanish reading program for bilingual and dual-language learners to enhance multisensory instruction in phonemic awareness, phonics, and fluency. This instruction aligns with the current English phonics implementation, fostering a cohesive and supportive literacy environment. To ensure fidelity of implementation, 160 teachers received comprehensive summer training. Additionally, the Dual-Language team facilitated cadres of over 100 K-5 teachers, focusing on improving proficiency in biliteracy instruction using the District's core reading curriculum and biliteracy-focused cohorts for K-2 teachers to strengthen foundational skills.

Latinos in Action

The District Latinos in Action (LIA) curriculum, which focuses on developing student leadership skills and promoting community service, is offered in 12 high schools and five middle schools. LIA students provided cross-age literacy tutoring at 21 elementary schools and participated in community events such as Fiesta de Pueblo, parent nights, and fashion shows. During FY25, LIA expanded to the elementary level, with Palm Springs ES and Melaleuca ES as the first District elementary schools to implement the program. At these sites, students in grades 3 and 4 tutored kindergarten students and planned and implemented leadership projects within their schools.



LIA 2025 scholarship winners



LIA elementary students attended their first LIA Leadership Conference at Florida Atlantic University.



LIA high school students host a community fashion show.

Welcome Center

The Welcome Center is a vital resource for the community, providing various essential services and support to schools and parents in Palm Beach County. Throughout FY25, the Center collaborated with local partners to facilitate free weekly physicals and vaccines for students entering the District. Additionally, the center supported families needing assistance with the registration process, connected them with social services, and helped schools interpret transcripts and other school documents. Demonstrating a commitment to accessibility, the Welcome Center also offered monthly vaccine services at the West Technical Education Center in Belle Glade, serving both incoming and currently enrolled students who needed immunizations.

Through the generosity of community partners, the Welcome Center facilitated food donations to families. The center conducted parent workshops on school readiness, and its staff collaborated with schools to meet the individual needs of students and their families. Furthermore, the center engaged in community outreach, organizing events and initiatives to promote family well-being and strengthen relationships between schools and the community.

Migrant Education Programs

The goal of the Migrant Education Program (MEP) is to ensure that all migratory students reach challenging academic standards and graduate with a high school diploma that prepares them for careers, responsible citizenship, and further learning. In FY25, MEP's partnership with the University of South Florida (USF) College Assistant Migrant Program (CAMP) established the District as the leading contributor of migrant high school graduates to USF, with 30% of CAMP freshmen originating from the District.

Community engagement remained a significant focus for the MEP, demonstrated through active participation in events such as the Festival De Familia, school parent nights, and open houses. These outreach efforts connected families with essential community resources, including events held at Lake Shore MS and Lake Worth Community HS. Additionally, over 300 attendees received backpacks filled with school supplies. To further support migrant families, the MEP collaborated with the Welcome Center to host Federal Student Aid Nights, facilitating access to crucial financial aid opportunities.



The MEP provided essential academic support to 1,671 migrant students, predominantly in the Glades Region. In October, the MEP launched extended learning tutoring across 10 schools. The tutoring focused on English Language Arts and mathematics, benefiting over 200 students. Demonstrating the impact of the MEP on student success, the FY24 graduation rate for migrant students increased from 86.6% to 94.9%, marking an 8.3% improvement.



MEP college assistance event



MEP students at the University of Central Florida during a college tour



Community Experience at Mounts Botanical Garden

COMMUNITY EXPERIENCES

FY25 marked a significant expansion of the District's commitment to experiential learning through the Community Experiences initiative, connecting students with the rich resources of Palm Beach County. Focused on collaborating with community partners throughout the County, these off-campus field trips engage our students with the community through immersive, beyond-the-classroom experiences. Expanding from the initial three grade levels offered during the initiative's inaugural year, FY25 Community Experiences doubled to include grades 3, 5, 6, 7, 11, and 12, ultimately impacting nearly 87,000 students.

- **Grade 3 - Mounts Botanical Garden:** Garden staff provided chaperones with a colorful garden map highlighting locations of special interest. Student groups, led by their chaperones, embarked on a self-guided tour featuring interactive activities and botanical discoveries. Garden staff were stationed throughout the venue to offer personalized support.
- **Grade 5 - Kravis Center for the Performing Arts:** With five different shows across seven dates, grade 5 students enjoyed a live performance in the grand A.W. Dreyfoos Hall. Students remained actively engaged throughout each production.
- **Grade 6 - Arts & Culture Choice Menu:** Eleven community partners offered field trips based on arts and culture themes. Venues included the Norton Museum of Art, the Historical Society of Palm Beach County, and Yesteryear Village.
- **Grade 7 - Science & Nature Choice Menu:** Fourteen community partners offered science and nature-focused field trip options for grade 7 students. These included field trips to Busch Wildlife Sanctuary, Loggerhead Marinelife Center, Solid Waste Authority of Palm Beach County, and the Palm Beach Zoo.
- **Grades 11 and 12 - Career Fair:** Junior Achievement of the Palm Beaches and Treasure Coast, along with Junior Achievement of South Florida, hosted career fairs for grade 11 and 12 students. In partnership with Palm Beach State College (PBSC), these events were held at regional PBSC campuses across Palm Beach County.

Following these field trips, school staff expressed appreciation for the unique, interactive learning opportunities provided by multiple community partners. Staff at each venue consistently demonstrated a commitment to creating a fun and educational environment for students in the District. The memories and knowledge gained from these experiences strengthen the foundation of educational opportunities for all students. In alignment with the District's commitment to educate, affirm, and inspire each student, the Community Experience initiative will continue to expand, including future collaborations and more opportunities to connect students with real-world learning experiences while highlighting partnerships in Palm Beach County.



Community Experience at Mounts Botanical Garden

EXTENDED LEARNING

The Department of Extended Learning is dedicated to delivering high-quality after-school programming that enriches students' lives beyond the traditional school day. Through engaging, hands-on experiences, after-school programming promotes academic growth, character development, and creative exploration in a safe and supportive environment.

Kindergarten through Grade 5

In FY25, the Department of Extended Learning partnered with the Department of Exceptional Student Education and the Arc of Palm Beach County to support after-school staff who work with students with special needs. The support included a workshop for after-school directors and a Google Classroom to share resources. Additionally, the STEM in a Box® pilot was expanded to 32 K-5 after-school programs. Comprehensive training, ongoing support, and site visits have fostered student and staff engagement.

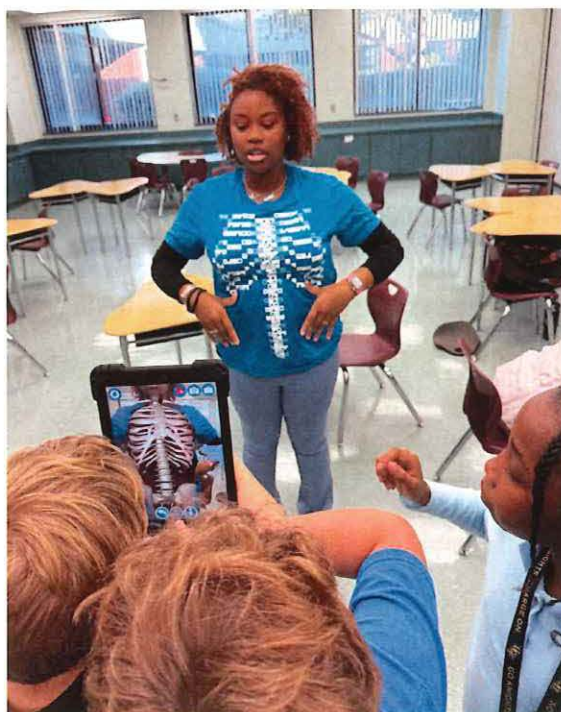


STEM activities at Grove Park ES and Manatee ES

21st Century Community Learning Centers

The 21st Century Community Learning Centers (CCLC) program aims to provide students with academic and personal enrichment opportunities during the school year and throughout the summer. The program received five new Nita M. Lowey grants for nine program sites, which supported 740 students. In total, the 21st CCLC program holds 18 grants serving approximately 2,600 students. This grant program successfully delivered personalized learning support for all 21st CCLC students, achieving the following outcomes for the FY25 school year:

- Provided new laptops to ensure a 1:1 student-to-technology ratio.
- Offered a robotics curriculum to develop computational, logical, and critical thinking skills.
- Offered new mathematics and reading curricula through Age of Learning.
- Offered a new reading curriculum through DreamBox Reading and Reading Park.
- Secured and implemented the Skills for Life and Learning program through Charity for Change.
- Supported program sites that collectively conducted approximately 160 family service events to engage and support parents in developing the whole child.
- Offered over 160 expanded learning opportunities to students through our partnership with Prime Time Palm Beach County.
- Provided four field trip opportunities at each program site, totaling 152 trips.
- Provided over 30 professional learning opportunities for principals, site leads, teachers, and counselors.



21st CCLC activities



Students engage in enriching activities in the 21st CCLC after-school programs.

Middle School

To bring consistency and alignment with K-5 after-school programs, the department rolled out the Eleyo system to middle school after-school programs. Eleyo is an integrated software platform that simplifies registration, payments, attendance tracking, and communication for after-school programs. With more than 3,500 enrolled students, this implementation features:

- An online portal that parents utilize to register their children for after-school programs, reducing the need for paper forms and manual processes.
- Real-time enrollment updates provide accurate tracking of student participation.
- Secure online payment methods, streamline financial transactions, and ensure timely fee collection.
- Automated attendance systems proficiently track student attendance, enhancing safety and accountability.
- A messaging system that facilitates smooth communication between parents and program staff.



Middle School Eagles Arts Club

SUMMER STUDENT INTERNSHIP PROGRAM

The Summer Student Internship Program continues to have a lasting impact on high school students, recent graduates, District departments, and schools. In FY25, the District proudly recognized the accomplishments of interns who utilized their skills across 21 departments and 24 schools, generating fresh ideas and engaging in meaningful work.

This transformative six-week program immersed students in real-world projects with District administrators and educators, providing hands-on experiences and job-embedded learning that enhanced critical thinking skills and career readiness. Interns gained practical experience in classroom instruction, software applications, accounting and budgeting, communication and teamwork, event coordination, IT projects, and data analysis. These experiences not only strengthened their resumes but also provided a competitive advantage for national opportunities.

Beyond gaining experience, student interns provided immediate value to the teams they supported by offering unique perspectives that enhanced District initiatives. This program is also vital for strengthening our talent pipeline, increasing the likelihood that interns will return for their first job, and encouraging them to pursue full-time careers within the District.



A summer student intern engages in an IT project as Superintendent Burke looks on.



Superintendent Burke celebrates the participants of the Summer Student Internship Program.

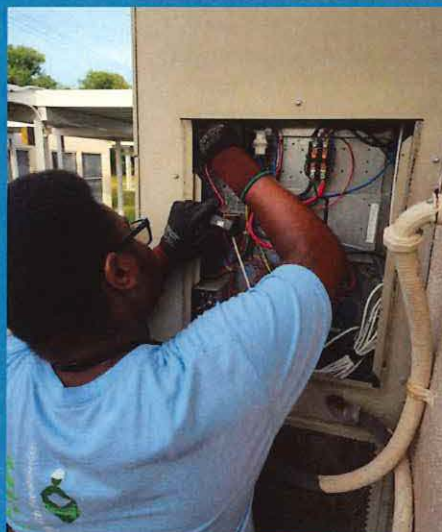
MAINTENANCE AND PLANT OPERATIONS STEP PROGRAM

In FY25, the Department of Maintenance and Plant Operations (MPO) Intern Program hosted 13 students from West Technical Education Center, Seminole Ridge Community HS, Lake Worth Community HS, and Royal Palm Beach Community HS. All student interns participated in their respective schools' Construction or Air Conditioning, Refrigeration, and Heating Technology (HVAC) programs. The MPO offered these interns practical learning experiences by engaging them in authentic scenarios across schools within the District.

Throughout the program, several interns contributed to two important projects at Belle Glade ES:

- **Classroom flooring replacement**
Interns assisted in removing damaged flooring caused by a leaking water valve under a sink.
- **Protective cover installation**
Interns installed protective covers under a covered walkway to prevent birds from nesting.

Beyond these projects, MPO interns also gained experience in painting, replacing ceiling tiles, performing HVAC maintenance, organizing the warehouse, and other tasks. MPO appreciated their hard work and was proud to offer opportunities for continued employment. MPO successfully hired four graduating seniors for full-time positions.



MPO summer interns learning new skills such as painting, replacing ceiling tiles, and tackling HVAC maintenance

PRE-SERVICE PROGRAM



The District's Pre-Service Program remained a vital element in preparing future educators. Notably, the successful renewal of affiliation agreements with four universities—Nova Southeastern University, St. Petersburg College, Adams State University, and the University of Phoenix—ensured that students pursuing education degrees had access to valuable, hands-on teaching experiences in District schools. These renewals add to 11 existing Board-approved agreements, further reinforcing our dedication to developing future educators.

Through these partnerships, District schools hosted 570 students who completed field observations, 180 students engaged in university-affiliated practicum experiences, and 107 college interns refined their teaching skills. Each intern benefited from the guidance of a cooperating educator who provided mentorship in lesson planning, instructional delivery, and classroom management. To further enrich their experiences, interns received access to District technology, mirroring the tools used by their mentors, and participated in targeted professional learning opportunities designed to facilitate their transition to full-time teaching roles.

The Pre-Service Program collaborated with Florida Atlantic University and Lynn University to create four specialized professional learning sessions for student interns. These sessions addressed key areas, including Skills for Learning and Life, classroom management, and the Palm Beach Model of Instruction.

Demonstrating its value beyond the internship experience, the program served as a significant recruitment channel. The District hired 464 former pre-service students in FY25, marking a 17% increase from the previous year. By investing in these individuals, the District secures a future of high-quality, standards-aligned instruction delivered by well-prepared teachers.

Medicaid Reimbursement

The Department of Transportation Services made significant strides in FY25 through its proactive efforts to implement Medicaid reimbursement. This crucial initiative leveraged the newly introduced barcode scanning technology. Accurately tracking eligible student ridership enabled the department to effectively pursue reimbursement for transportation services covered under Medicaid, thereby providing a mechanism to offset student transportation costs. The achievement of this important milestone was significantly bolstered by strong collaborative support and expertise provided by the Department of Exceptional Student Education. This partnership was instrumental in navigating the complexities of Medicaid regulations and ensuring the seamless integration of this reimbursement process within the Department of Transportation Services' operations. This endeavor demonstrates inter-departmental collaboration and fiscally responsible approaches to managing student transportation resources within the District.

SUPPORTING SMALL BUSINESSES IN DISTRICT CONSTRUCTION OPPORTUNITIES

The District remains committed to creating opportunities for small construction businesses. Through strategic outreach, training, and mentorship, the District empowers these businesses to participate in and succeed within our contracting process.

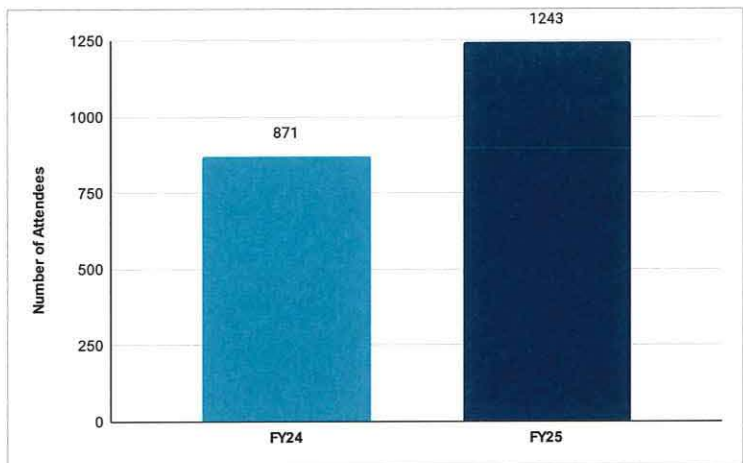
Expanding Opportunities through Outreach and Training

Numerous outreach events were hosted throughout FY25. These events equipped small business contractors with critical knowledge regarding continuing contracts and upcoming projects. One hundred eighty-two subcontractors participated in outreach for four large projects, while 826 subcontractors engaged in outreach for 15 smaller projects. These sessions provided insight into bidding requirements, project timelines, and networking opportunities with Prime Contractors.

Small Business University remains a cornerstone of our efforts by providing customized training and yielding a 43% growth in attendance (Figure 13). Building on this momentum, our Business Growth Mentorship Forum connects emerging small businesses with industry leaders, fostering valuable discussions on capacity-building strategies and best practices.

Figure 13

FY24 vs. FY25 Attendance Comparison for Small Business University



Community entrepreneurs gain insights and strategies from industry mentors during the Business Growth Mentorship Forum.

Certified Design and Construction Vendors Secured Work

District outreach and training efforts produced strong results, showcasing increasing industry opportunities and revenue levels. As shown in Figure 14, among certified construction vendors:

- 84% secured work in the range of \$6M–\$13M.
- 75% secured work in the range of \$2M–\$4M.
- 56% secured work in the range of \$1M–\$2M.

Figure 14

Construction: Active Certified Vendors Receiving Work

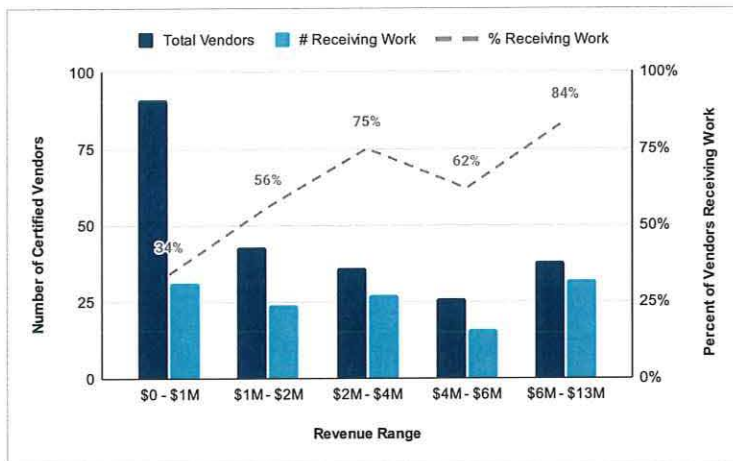
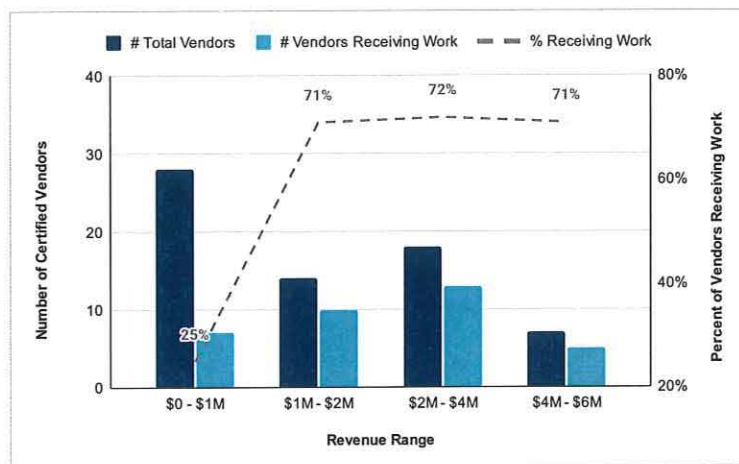


Figure 15 shows the success for design vendors as follows:

- 72% secured contracts worth \$2M–\$4M.
- 71% secured contracts worth \$1M–\$2M and \$4M–\$6M.
- 25% secured contracts worth up to \$1M.

Figure 15

Architects & Engineers: Active Certified Vendors Receiving Work





Veterans Day Celebration, Timber Trace ES

STUDENT- FOCUSED CULTURE

The District's decisions and actions are centered around effectively serving students and families by understanding and valuing their perceptions and creating systems focused on their success.





STUDENT-FOCUSED CULTURE

OBJECTIVE 1: Increase student voice and choice in educational experiences

SUPERINTENDENT'S STUDENT ADVISORY COMMITTEE

The Superintendent's Student Advisory Committee (SSAC) is comprised of student leaders who meet with Superintendent Burke to share insights, perspectives, and recommendations that reflect the experiences and needs of students. This committee serves as a platform for authentic student voices, ensuring that students contribute to discussions that shape their education and school communities.

Through structured discussions, collaborative problem-solving, and engagement with District departments, SSAC members provide valuable feedback on District initiatives. In addition to regular meetings, student voices are amplified through organized panels where committee members address key issues such as mental health, academic support, and school climate. In FY25, SSAC students participated in the student-led FutureMakers Forum: Students Defining Tomorrow, serving as panelists on leadership, student voice, and student empowerment topics. These students also shared their perspectives at the Bold Leadership Conference, contributing to impactful community conversations on education and equity.

The SSAC committee reinforces the District's commitment to inclusive decision-making by fostering shared responsibility in establishing responsive learning environments for all while elevating student perspectives. The committee actively contributed to District decision-making through feedback sessions with various departments. For example, students reviewed and shared input on middle school counseling tools such as Career Shines and Xello, identifying strengths and areas for improvement. Additionally, SSAC members provided perspectives on the District's approach to understanding the impact of threats in schools, offering suggestions for preventative, responsive, and supportive measures.



Superintendent's Student Advisory Committee with Superintendent Burke

ELEVATING STUDENT VOICE AND CHOICE IN EDUCATIONAL EXPERIENCES

In FY25, the Student Voice initiative expanded from a pilot involving 48 schools to a District-wide integration. To support this growth, every school designated a Student Voice advisor who collaborated with their principals to establish the Student Voice committee at each school. Subsequently, each group collected data and focused on issues relevant to their school community. After gathering data, engaging in problem-solving, and meeting with the relevant stakeholders, the groups advocated for their proposed solutions.

Schools addressed various issues, including respect-related problems within educational environments. School-specific solutions involved student-created lessons to foster better relationships, bulletin boards highlighting positive behavior, and student-driven incentive programs. Other problem-solution combinations tackled dress codes, allowing students to present proposals to adults, understand the policies and rationale behind decisions, and practice the art of compromise.

To foster collaboration, the District hosted 70 Student Voice advisors at Park Vista Community HS for a professional learning day featuring speakers from across the District. Additionally, over 200 students from District-operated elementary, middle, and high schools participated in the inaugural FutureMakers Forum, which included conference-style sessions led by their peers.



Student Voice advisors enjoy a professional learning day.

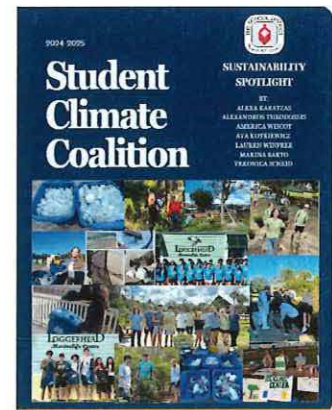


Students collaborate during a breakout session.



STUDENT CLIMATE COALITION: AMPLIFYING STUDENT VOICE FOR SUSTAINABILITY

The Student Climate Coalition (SCC) provides a platform for students to lead environmental and sustainability initiatives in their schools, the District, and local communities. In FY25, students promoted sustainable practices while amplifying student voices in decision-making processes. SCC members, along with aspiring green team leaders from across the District, participated in the annual Earth Month student presentation to the School Board. During this presentation, students shared their perspectives on sustainability and advocated for ongoing environmental action within the District. The FY25 SCC cohort collaborated on an electronic magazine (e-zine) that highlights their collective efforts to drive environmentally focused projects on their school campuses and within their communities. The e-zine was distributed to fellow students and District employees to showcase the importance and impact of student voices.



The SCC's e-zine

The SCC's membership, interest, and ongoing growth indicates a strengthening of student leadership in sustainability, fostering tangible environmental impacts on school campuses. Throughout FY25, students:

- Initiated recycling programs to reduce campus waste.
- Organized tree plantings to enhance local ecosystems.
- Developed and delivered presentations on environmental stewardship.
- Created an e-zine to showcase sustainability efforts and share best practices.
- Connected with sustainability professionals to explore career paths and grant opportunities.



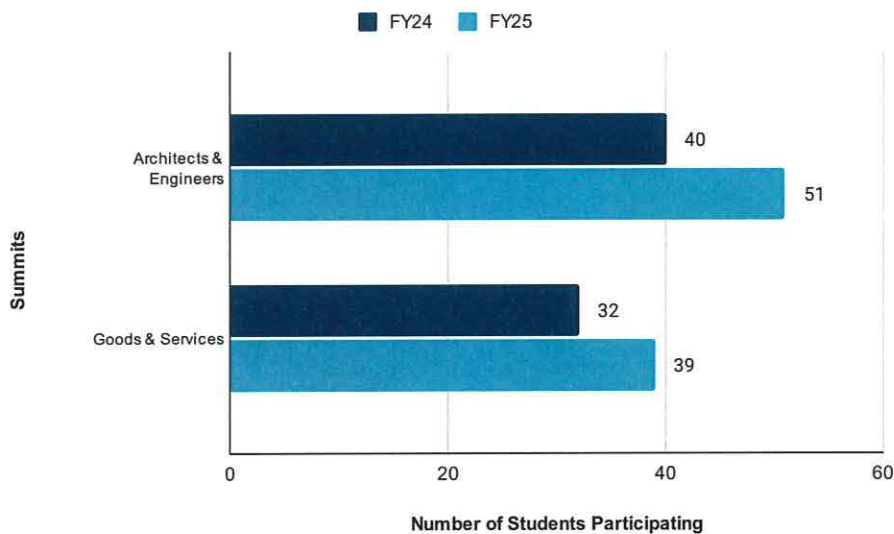
OFFICE OF SMALL BUSINESS DEVELOPMENT

STUDENT PARTICIPATION

The District's initiative to connect students with industry professionals began with the Architects and Engineers (A&E) Summit, which was created to expose students to careers in design and engineering. To expand access, the District invited students from a select group of schools enrolled in Drafting & Design, Engineering/Project Lead the Way, Marketing, and Entrepreneurship programs. Many certified District architects and engineers volunteered as mentors, recognizing the importance of early career exploration.

Since then, this initiative has grown to include additional summits, such as the Goods and Services Summit, which further broadens opportunities for students to engage with business owners and industry leaders. Student participation increased from 72 students across four schools in FY24 to 90 students from eight schools in FY25, reinforcing the District's commitment to hands-on learning experiences. (Figure 1).

Figure 1
FY24 and FY25 Student Participation in Summits



Students explore opportunities in architecture within the engineering industry at the A&E Summit.

OBJECTIVE 2: Increase family engagement in supporting student success

TRANSITION TO KINDERGARTEN



The District's Transition to Kindergarten (T2K) initiative offers various strategies to young learners and their families, enabling them to develop the foundational skills necessary for a successful start to their educational journey. All materials are provided in multiple languages to promote accessibility and inclusivity. As schools prepare to welcome the Class of 2038, the District remains committed to supporting student growth and development.

The FY25 plan included the following components:

- **Kindergarten Kickoff Week**
District-wide orientations set the foundation for future collaboration between families and the District, offering activities and resources for incoming kindergarten students and their families.
- **Media Campaign**
The comprehensive advertising campaign included television, radio, magazines, billboards, direct mailers, social media, and dedicated webpages that provided information about enrollment and kindergarten readiness, ensuring broad community awareness.
- **Kindergarten Readiness Kits**
Each incoming kindergarten student received a readiness kit containing literacy and mathematics tools and instructional videos to support skill development before the start of school.
- **Community Outreach**
T2K ambassadors collaborated with local organizations and community centers to offer direct support and resources to families.
- **Collaboration with Private VPK Centers**
Partnerships with private Voluntary Prekindergarten (VPK) centers fostered a strong early childhood education network by utilizing shared resources, parent workshops, and webinars.
- **Parent Outreach with Parent Webinars**
Informative webinars addressed common concerns, offered practical strategies, and included live Q&A sessions, enabling parents to engage directly with T2K ambassadors.

PARENT PORTAL

The goal of the Parent Portal initiative is to improve the existing Student Information System (SIS) Gateway by providing a centralized location for parents and guardians to access various applications that support their child's education, empowering them to engage in their child's academic experience.

To ensure easy access, families will use their existing SIS login credentials or create a new account to access the Parent Portal on the improved SIS. Based on the work completed in FY25, the home screen will showcase a section of application icons, similar to the Student or District Portal, allowing connection via Single Sign-On (SSO) and direct links to various programs and websites.

DISTRICT AND SCHOOL WEBSITES

The District successfully transitioned its digital web services to Finalsity, a communications platform that integrates the employee intranet (The Hub), the District website, and a mobile app, facilitating more consistent communication with the community.

To enhance accessibility and maintain up-to-date information, the District website received the following essential updates in FY25:

- The restored public phone directory provides convenient access to contact information of District staff and departments.
- The expanded family resources section includes a comprehensive A-Z list of services for students and parents.
- District calendars were integrated to improve planning and coordination for stakeholders.
- With multi-platform access, users can obtain information through the District website and mobile app, providing greater flexibility.
- Uniform ADA compliance standards were established to ensure all District and school sites adhere to federal ADA web standards while maintaining District-specific branding and formatting.

School Website Standardization

In response to feedback from students, parents, school leaders, and School Board members, the B.2a initiative workgroup developed a standardized webpage template for all schools. This initiative ensures a consistent user experience and provides families easy access to important information they may seek across school websites.

FY25 accomplishments include:

- One hundred percent of District school websites were updated to align with the new District brand standards, while allowing schools to include optional content such as clubs and activities, dress code, daily class schedules, Choice programs, after-school programs, athletics, and supply lists.
- Eligible elementary school homepages feature direct access to the District's VPK Program information page.
- Consistent navigation throughout all school websites improves the user experience.

HERE COMES THE BUS APPLICATION

The Department of Transportation Services successfully implemented the Here Comes the Bus (HCTB) app for all District buses. HCTB provides families with real-time notifications about their child's bus pick-up and drop-off times, offering peace of mind. This application, accessible to all parents with the appropriate security permissions, represents a significant step forward in enhancing communication and transparency between the department and the community. FY25 yielded approximately 18,000 registered users.

Notable benefits included the following:

- Eliminated the need for parents to contact schools to check on bus status
- Provided customizable maps, accessible on computers, tablets, or smartphones
- Automated parent alerts for buses approaching designated stops
- Decreased missed student pick-ups
- Reduced wait times at bus stops
- Shortened route times



STUDENT ATTENDANCE AND RE-ENGAGEMENT

The Student Attendance, Truancy, and Re-Engagement initiative completed the first year of a two-year Stronger Connections Grant, awarded through the Bipartisan Safer Communities Act. Throughout FY25, the District enhanced its truancy intervention program to support students identified as habitually truant. The program adopted a multifaceted approach that addressed the root causes of absenteeism while involving students, families, schools, and the community. A seven-hour hybrid training program provided educators with strategies to foster a school-wide culture of attendance and proactively address chronic absenteeism.

Students may be referred to the District's truancy intervention program for further assistance if the interventions from their school-based team do not adequately address their truancy problems. Participants in this program benefit from intensive outreach efforts that include case management, personalized support plans, and coordinated services to improve student attendance as reflected in Figure 2. Students who demonstrate improvement and are no longer classified as habitually truant will exit the program. Conversely, if participants do not respond positively to the prescribed interventions, a truancy petition may be submitted to the Juvenile Court Division of the 15th Judicial Circuit Court of Florida.

Beyond addressing chronic absenteeism and truancy, the Department of Safe Schools continued its re-engagement initiative. A team of case managers was tasked with locating students whose whereabouts were unknown and assisting disengaged students with the school enrollment registration process. Referrals to community agencies were made as needed to support parents with housing, utility bills, food assistance, physical and mental health services, tutoring, mentoring, and childcare. Additionally, students were provided with clothing and school supplies as needed.

Figure 2
FY25 Truancy Intervention Program

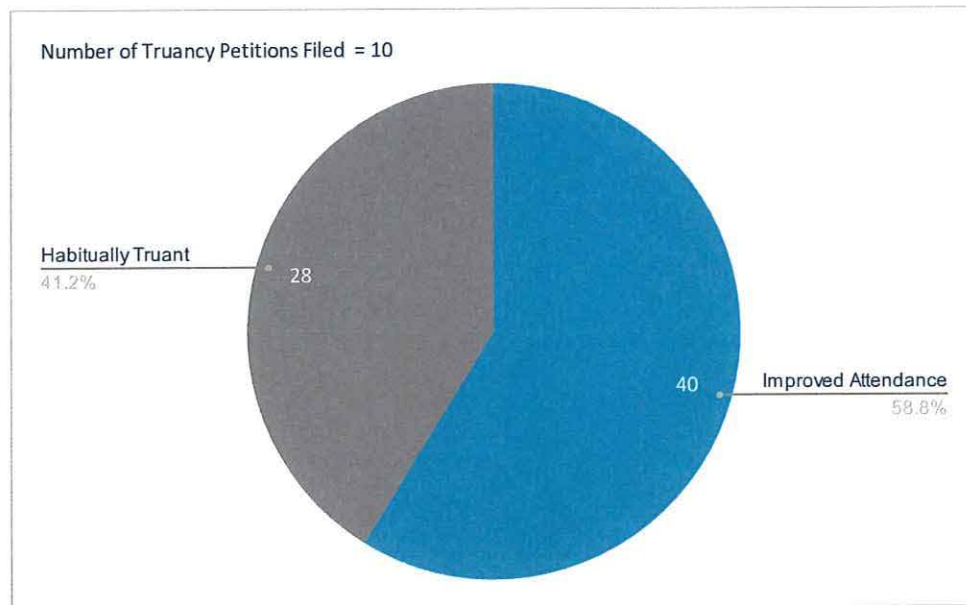
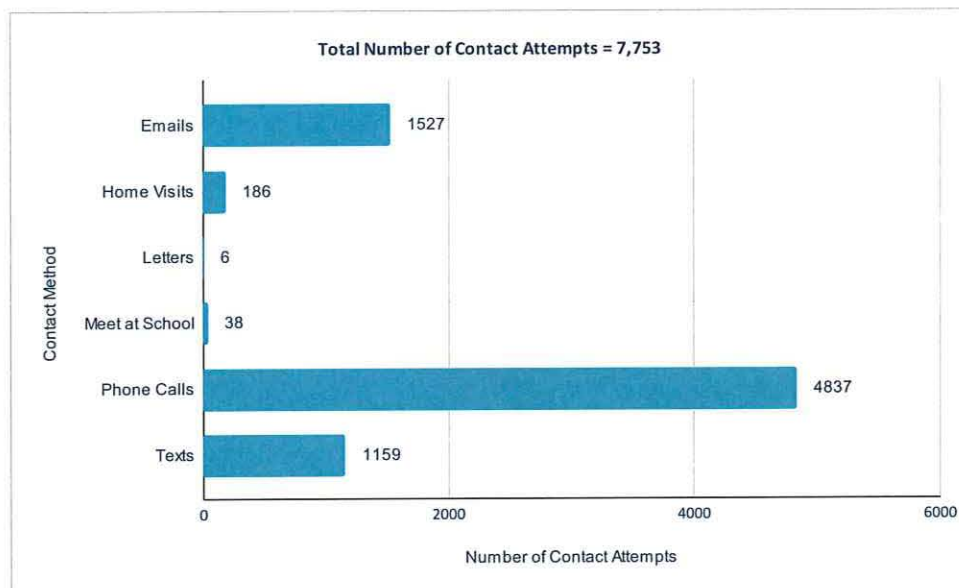


Figure 3
FY25 Re-Engagement Data



EXCEPTIONAL STUDENT EDUCATION PARENT UNIVERSITY

The Department of Exceptional Student Education utilizes Parent University as a vital resource for parents of children with disabilities. The goal of Parent University is to empower and educate parents by providing information and strategies to foster student success. Parents receive support to understand specialized education plans, their legal rights, and how to collaborate effectively with teachers and administrators. Parent University training topics address knowledge of Special Education laws, advocacy tools, collaboration skills, and behavioral and emotional support strategies. The department hosts weekly parent workshops in English, Spanish, and Haitian Creole. In FY25, in collaboration with the Welcome Center, over 50 opportunities were offered to support families through community outreach and awareness initiatives.

FAMILY AND CAREGIVER ENGAGEMENT SERIES WORKSHOPS

In FY25, the District launched the Family and Caregiver Engagement Series (FACES) initiative to support and empower families and caregivers. Through interactive virtual workshops, participants gain access to practical tools, strategies, and resources to help navigate their children's school experiences while fostering academic and personal success.

The District collaborated with community agencies and expert presenters to provide four workshops offered in English, Spanish, Haitian Creole, and Portuguese.

Workshop topics included:

- Strengthening Your Child's Mental Health and Well-being
- Supporting Your Child in Developing a Healthy Relationship with Social Media
- Human Trafficking Awareness and Prevention
- Mental Health Awareness Month

The FACES initiative strengthened the bond between home and school by providing families with knowledge and resources, highlighting the District's commitment to student success and well-being.

STRENGTHENING STUDENT SUCCESS THROUGH STRATEGIC PARTNERSHIPS

Throughout FY25, the District collaborated with community partners to enhance engagement within the community. The Community Partnership Schools initiative exemplifies a model of shared leadership. Since 2022, the District has partnered with Children's Home Services, the Healthcare District of Palm Beach County, and Florida Atlantic University to establish a wraparound model. In this approach, the partners work together to improve literacy achievement, increase access to healthcare, reduce student absenteeism, and expand college and career readiness. For each participating school, activities included placing health clinics near schools, providing food distribution, and establishing councils to gather input from community members.

Building on these collaborative efforts, the District partnered with Boys Town to implement the Well-Managed Schools initiative for students. This initiative improved attendance and reduced behavioral incidents. The associated professional learning series strengthened relationships between teachers and students.

A positive impact is evident at West Gate ES, with a 12.5% decrease in the percentage of students with five or more absences at the mid-year point, as compared to FY24. Furthermore, mid-year behavior incidents at West Gate ES decreased by 29%. Roosevelt ES joined the initiative at the start of FY25 and has already shown promising results. A year-over-year comparison yielded a decrease of 4.7% in students with five or more absences. More notably,

implementing a praise-forward system at Roosevelt ES supported a 78% reduction in behavioral incidents. These accomplishments underscore the efficacy of the District's community partnerships.

STRATEGIC COMMUNICATIONS AND ENGAGEMENT

Promoting the School District of Palm Beach County as “Your Best Choice” remains the focus of the Department of Strategic Communications and Engagement.

The Step into Kindergarten campaign helps families make important decisions regarding their children's educational journeys. In collaboration with the Department of Early Childhood Education, the annual school meet-and-greet events were rebranded as Kindergarten Kickoff. This marketing campaign featured a dedicated webpage, billboards, television and radio commercials, print materials, and digital signage to promote early kindergarten enrollment.

Fall and spring recruitment campaigns attracted qualified candidates to work for the District. The department created and executed Human Resources campaigns in English and Spanish, using television commercials, radio and transit shelter advertisements, emails, and social media.

Leading up to Election Day, the department produced an informational video series titled, “Strong Schools, Strong Communities,” to educate the public on the impact of the One-Half Cent Tax. The series highlighted how the renewed funding would continue to support critical improvements across the District.

To empower schools in recruiting students, The Education Network produced 30 new promotional videos tailored to each school, showcasing their unique programs and activities. The Education Network created engaging content for social media followers and continued to produce successful video series like “Burke at Work” and “Thank a Teacher.” The updated formatting of Spanish and Haitian Creole video content facilitated better communication within the community.

To improve transparency and convenience for community members, the Public Records Management Office provided timely and efficient services to record requestors, including the implementation of online payment methods.



ATHLETIC CAMERAS

The Department of Athletics collaborated with the Department of Educational Technology to complete the installation of 55 Hudl Focus athletic cameras in all District high school gyms and stadium press boxes. These cameras capture game footage of student-athletes. This initiative represents a significant advancement for the District's athletic programs.

These automated, high-definition cameras serve as a valuable tool for developing student athletes. By automatically capturing game footage, Hudl Focus cameras eliminate the need for volunteers or staff to film practices and competitions. This guarantees consistent, high-quality recordings from an optimal vantage point, allowing coaches at every school to conduct in-depth analyses and provide targeted feedback to athletes. Consistently recording games also allows student-athletes to create comprehensive game reels that highlight their skills and athleticism. These reels can be invaluable tools when shared with colleges during the recruitment process.

The Hudl Focus Exchange Network service allows for the automatic upload of footage from away games played at venues equipped with Hudl Focus cameras. This ensures a complete record of a student-athlete's performance throughout the season and enables spectators to view shared live streams and recordings.



Hudl Focus athletic camera



Cheerleading, Dr. Joaquín García HS

Lacrosse, Boca Raton Community HS

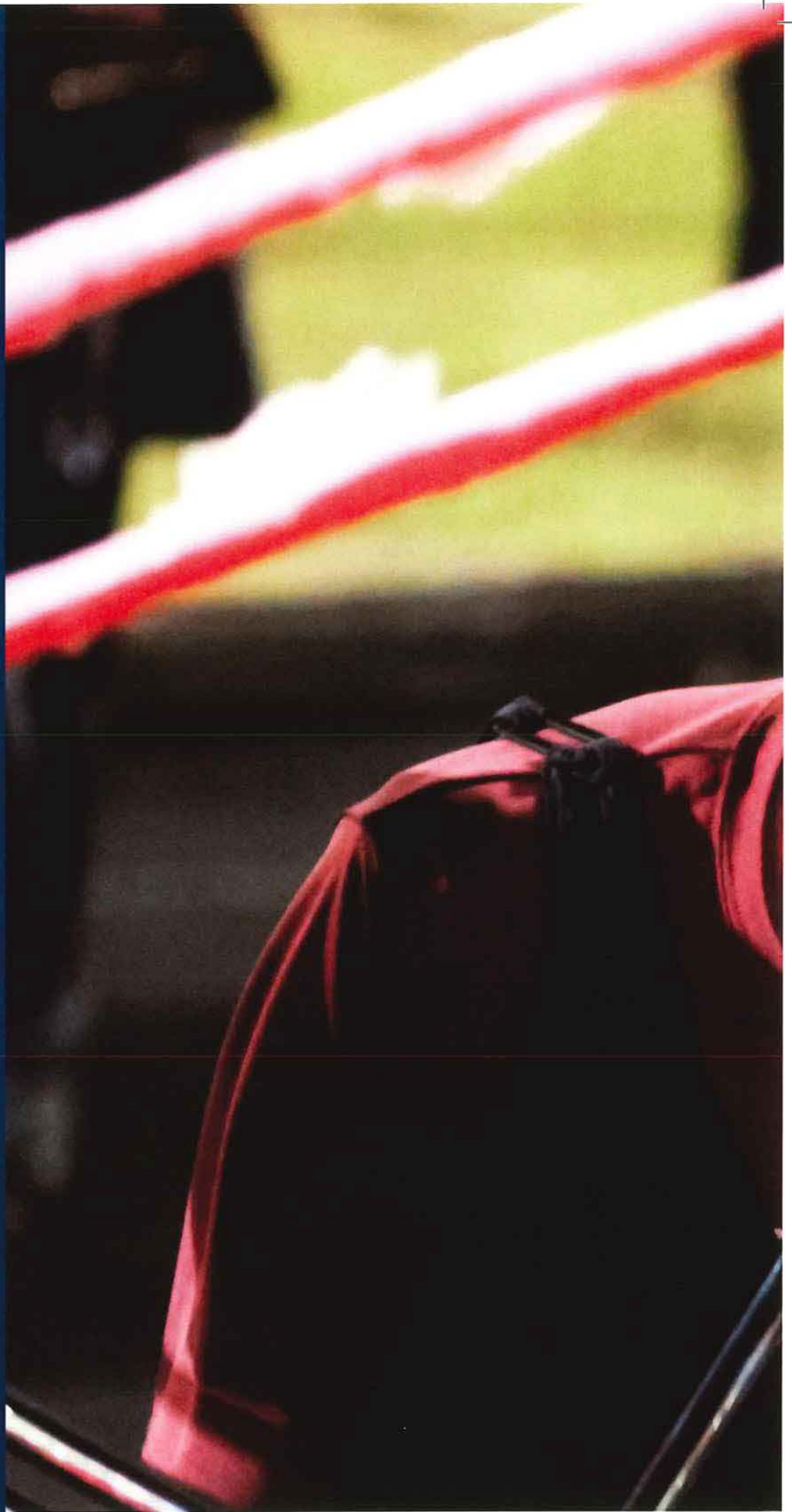


Football, Glades Central Community HS



MENTAL HEALTH AND WELLNESS

As a District, it is our responsibility to recognize and support students' emotional, behavioral, mental, and physical wellness. At the same time, we acknowledge that our employees are the driving force behind our District's success, and we must prioritize their overall wellness to ensure that they can fully support our students and families.





MENTAL HEALTH AND WELLNESS

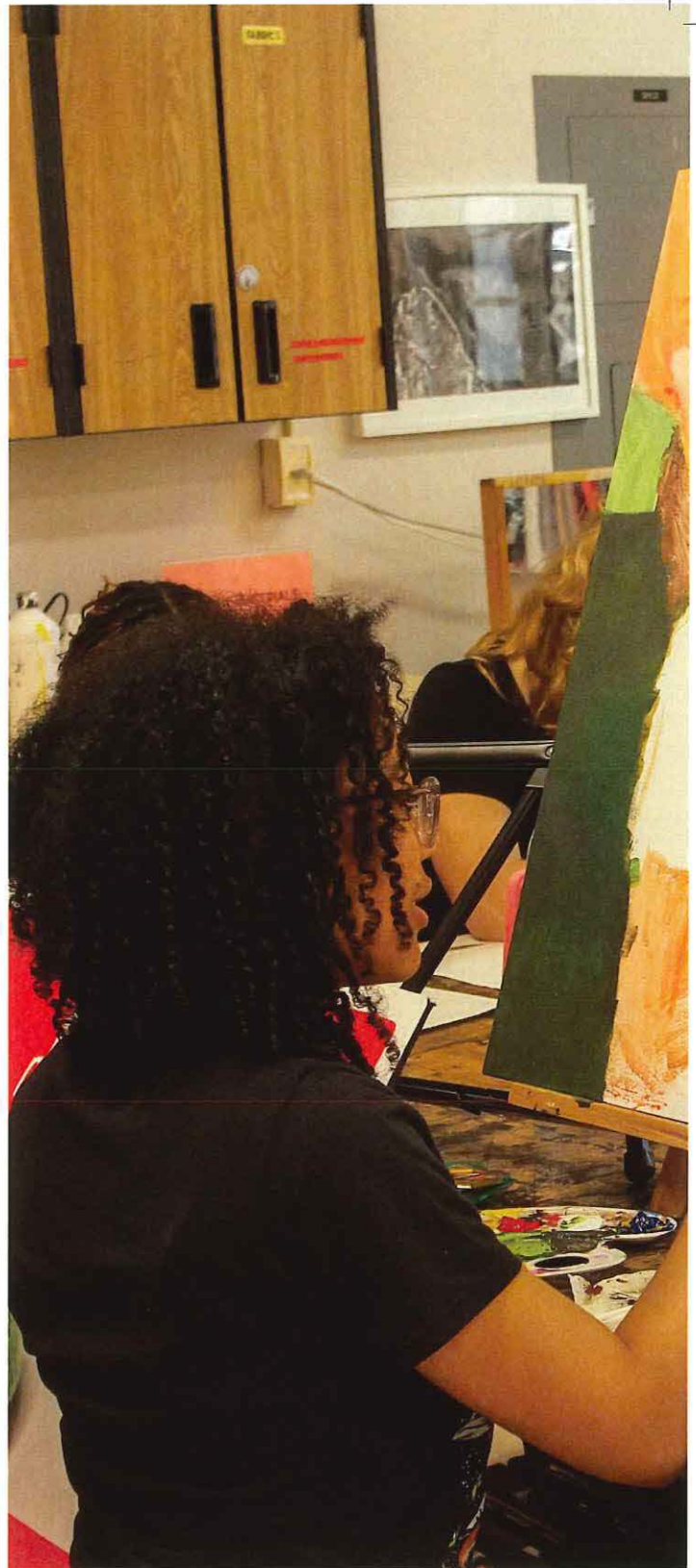
Objective 1 - Enhance a sense of belonging, safety, and acceptance for all students

POSITIVE BEHAVIOR SUPPORT AND CLASSROOM MANAGEMENT SYSTEM

Positive Behavioral Interventions and Supports (PBIS) is an evidence-based, multi-tiered framework for supporting students' behavioral, academic, social, emotional, and mental health needs. All schools implement PBIS systems and practices based on the seven essential components used in the District:

1. Administrator support, participation, and leadership
2. The team process: common purpose and approach to discipline
3. Define positive expectations for all students and staff
4. Procedures for teaching expected behaviors
5. Continuum of procedures for encouraging expectations
6. Continuum of procedures for discouraging inappropriate behavior
7. Procedures for ongoing monitoring and evaluating the effectiveness of the PBIS system

The District received recognition through the FY24 Florida PBIS Project, with 97 schools achieving Model School status. This outstanding achievement included 30 bronze, 50 silver, six gold, and two platinum awards. These recognitions highlight equitable discipline outcomes for all subgroups as well as tier II and III behavioral supports at the school level.





SAFE SCHOOL AMBASSADORS

The Safe School Ambassadors (SSA) program recruits and develops student leaders who represent the diverse student population at each school. In FY25, the SSA collaborated with adults to cultivate positive school climates—a program for students, by students. The SSA program operates on the premise that students possess unique insights into campus dynamics and can effectively intervene as influential agents. Student ambassadors employ specific diplomatic communication skills in non-classroom settings to defuse conflicts, support targeted individuals, redirect aggressors, and mitigate harmful social dynamics, such as gossip, rumors, and intergroup prejudice.

The SSA program cultivates a cohort of proficient student leaders who model, practice, and promote skills for learning and life in elementary and secondary school environments, fostering a more peaceful climate. This initiative also enhances the abilities of SSA members and their adult advisors, equipping them with effective problem-solving strategies applicable in school, at home, and in the community.

The Department of Safe Schools offers comprehensive training to school teams across the District. To date, 33 school sites, including elementary, middle, and high schools, have completed this training, resulting in 76 Safe School Ambassadors. Following the initial training, school-based advisors consistently meet with the SSA for supervision, debriefing, and ongoing program support.

SKILLS FOR LEARNING, LIFE, AND RESILIENCY EDUCATION

In FY25, the District reaffirmed its commitment to fostering a sense of belonging, safety, and acceptance while equipping students with the essential skills necessary for academic and personal success. A key component of this effort was the Skills for Learning Life (SLL) Resource Center, which provided weekly lessons aligned to the Florida Department of Education's Resiliency Standards to promote student resilience and emotional well-being.

To further these efforts, the District prioritized professional learning opportunities by offering various training sessions for instructional and non-instructional staff. These sessions promoted reflective practices and cultivated personal resilience, enabling staff to support students effectively by bringing their best selves to work.

The District furthered its mission through three SLL initiatives:

- **SLL Emotion Regulation Kiwi Cohort**

Implemented in 21 elementary schools, this new initiative focused on developing kindergarten students' abilities to recognize, name, and regulate their emotions. Classrooms involved in this program were equipped with calm corner resources, providing students with designated spaces for self-regulation.

- **SLL Climate & Culture House System Cohort**

Adopted by 21 elementary and middle schools, this initiative cultivated a positive school culture through a House System framework. The House System fostered relationships among students, character development, and opportunities for student leadership.

- **School Climate Transformation Grant/Project Connect Cohort**

In its final year, this initiative integrated Positive Behavioral Interventions and Supports (PBIS) with SLL best practices while connecting participating schools to substance abuse prevention programs.

These targeted efforts have had a significant impact on students and staff, reinforcing the District's commitment to fostering resilience, emotional well-being, and a positive learning environment for all members of the school community.



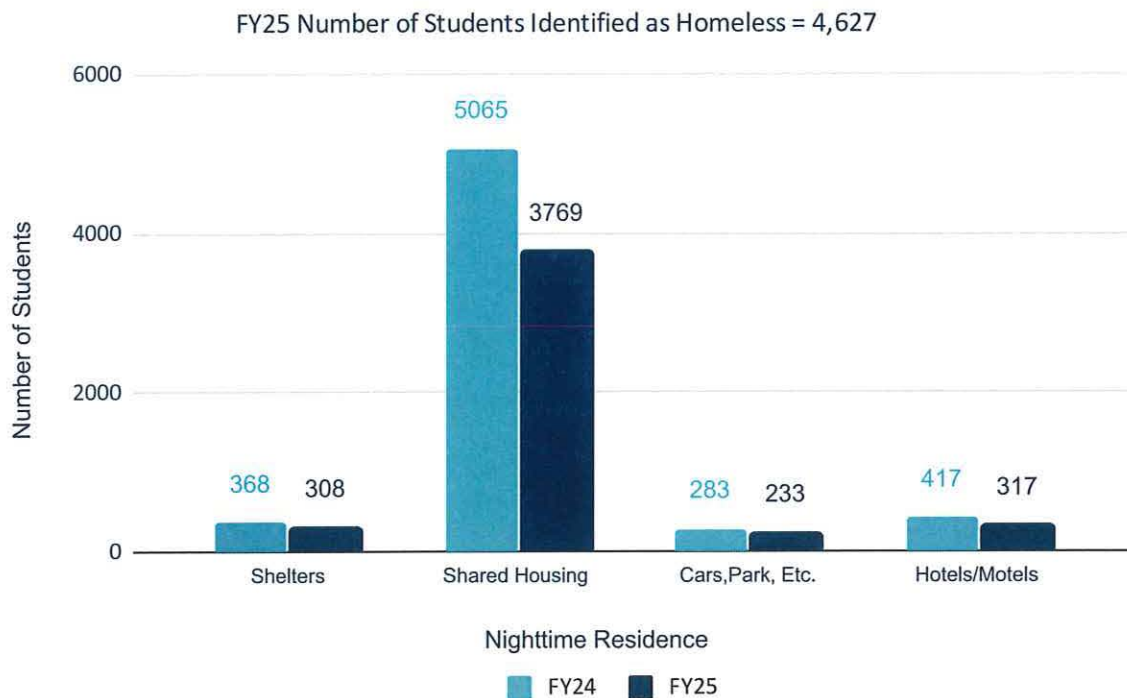
Student leaders, Acreage Pines ES House System

MCKINNEY-VENTO PROGRAM

The McKinney-Vento Program (MVP) aims to ensure educational support for homeless children and youth by reducing barriers to enrollment and academic success. The District's MVP team prioritizes student enrollment, attendance, and academic achievement through coordinated services and support at the school, District, and community levels. Program staff collaborated with schools, departments, and community social service agencies to increase access to educational, social, and enrichment programs that promoted the academic success of homeless children and youth.

In FY25, 4627 students were identified as experiencing homelessness. To support these students, the MVP team participated in the Homeless Coalition Project Connect outreach event, identifying numerous homeless families. The MVP workgroup, a collaborative body comprised of various organizations and agencies within Palm Beach County, strives to connect homeless families with available resources. Additionally, MVP partnered with Degy Entertainment to install laundry facilities at Palm Beach Lakes HS for families in need and established a two-year partnership with Souls4Soles to provide 1,500 pairs of new footwear to students in grades PreK-12. Finally, the MVP facilitated the registration of more than 300 students for summer camps sponsored by Youth Services of Palm Beach County.

Figure 1
Comparison of Students in the McKinney-Vento Program by Nighttime Residence



SUPPORTING STUDENTS IN FOSTER CARE

The Foster Care Liaison Team, an integral component of the Department of Safe Schools, provides District-wide support each year to over 1,100 students temporarily placed with a non-custodial parent, relative, licensed foster home, temporary shelter, or one of twenty group homes. This support grants access to after-school tutoring and targeted educational assistance, aimed at offering personalized supplemental instruction that enhances academic achievement. District-certified teachers, serving as tutors, utilize effective strategies, relevant materials, and data-driven approaches to improve student outcomes. Tutoring activities focus on skill remediation and homework assistance through targeted instruction. Tutors also offer academic mentoring and deliver computer-based lessons tailored to each student's needs.

In FY25, the department provided academic support to Place of Hope and HomeSafe student residents through its Foster Care Liaison Team. The department delivered educational assistance to eight group homes, four of which were therapeutic. As a result, more than 100 student residents benefited from after-school tutoring facilitated by District-certified teachers. This comprehensive support, along with the distribution of backpacks, uniforms, and supplies, ensured that the students fully participated in their educational experience.

TEEN MENTAL HEALTH FIRST AID

Teen Mental Health First Aid (tMHFA) is an in-person training program that equips high school students with the skills to identify and respond to mental health challenges and substance use concerns among their peers. Students learn to follow a five-step action plan to support friends who may be experiencing crises. A central component of the course emphasizes the importance of involving a trusted adult and addresses the impact of school violence and bullying on student mental health. The program also teaches students to recognize common signs and symptoms of mental health struggles and guides them in initiating supportive conversations with their peers.

The National Council for Mental Wellbeing developed tMHFA training in response to research indicating that adolescents are more likely to share personal challenges with peers than with adults. The course emphasizes identifying patterns in thoughts, emotions, and behaviors that may suggest mental health concerns rather than diagnosing specific conditions. As a result of a Department of Justice grant awarded in 2021, the Department of Safe Schools successfully trained 4,370 tenth-grade students across 11 campuses in FY25. This initiative further reinforces the District's commitment to supporting student well-being; both academically and emotionally.



TEENAGE PARENT PROGRAM

The Teenage Parent Program (TPP) is a voluntary program under the Department of Safe Schools that offers education, childcare, and access to health and social services for pregnant and parenting teens. The TPP assists teen mothers and fathers in fulfilling their graduation requirements by working collaboratively with parents, students, school-based contacts, and administrators to ensure academic success and foster community engagement. The TPP team participates in parent conferences and school-based team meetings to provide wraparound support. Program participants must enroll in a parenting skills course and earn credit upon completion.

In FY25, TPP supported 80 students in grades 8–12 with various services and interventions (Figure 2). During the intake process, a case manager assessed each student's needs, and TPP provided essential items such as hygiene kits, diapers, wipes, and clothing. In partnership with the Early Learning Coalition, childcare vouchers were distributed to 48 students throughout Palm Beach County. The TPP also collaborated with the Healthy Mothers, Healthy Babies Coalition (HBHM) of Palm Beach County to assist pregnant and parenting students in maintaining healthy pregnancies and deliveries.

Figure 2
Grade Level of TPP Students

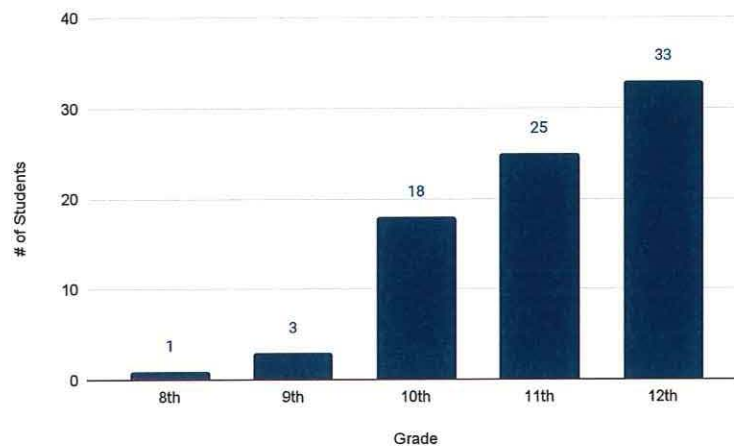
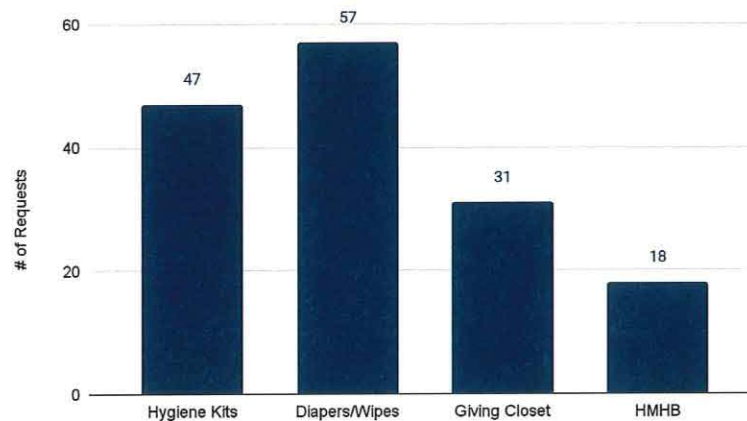


Figure 3
Number of Resource Requests





TOBACCO PREVENTION PROGRAM

The Tobacco Prevention Program works to reduce substance misuse among youth across Florida. In FY25, the program offered alternative-to-suspension courses and prevention-focused training. The alternative-to-suspension courses provided two levels of support for elementary, middle, and high school students facing disciplinary actions related to alcohol, tobacco, or drug infractions. Upon successfully completing the course, students were no longer required to serve the out-of-school suspension days assigned under the District Student Code of Conduct. Additionally, to better support middle and high school students, a Spanish-language vape prevention course was made available.

The program strengthened tobacco and vaping prevention efforts by training over 20 educators and school nurses through professional learning opportunities that provided continuing education credits. These initiatives reached more than 150 students through cascading instruction and interactive course content that focused on industry tactics, health risks of nicotine, and effective prevention strategies.

In FY25, the program :

- Implemented a tobacco prevention course in 100 schools.
- Provided two prevention courses for school personnel.
- Educated 865 students about substance misuse through infraction courses.
- Provided seven online alternative-to-suspension courses for students.
- Prevented students from missing 1,700 instructional hours.

TRUSTED ADULT INITIATIVE

The Trusted Adult Initiative ensures that every student in a District-operated school has access to a trusted adult on campus who provides emotional support, guidance, and a sense of belonging. This adult may be a teacher, counselor, coach, or another staff member with whom students feel comfortable sharing concerns and seeking advice. The initiative was launched in response to findings from the School Effectiveness Questionnaire and aligns with the District's Strategic Plan.

In FY25, over 170 schools designated a trusted adult as the point of contact (POC) to lead implementation at the school level. The trusted adult workgroup supported these POCs through monthly Chat and Chew meetings, where best practices and model implementations were shared and discussed. The Trusted Adult Student Form was created to assess and monitor the presence of trusted adults on each school campus. A trusted adult dashboard was developed to monitor student responses, offering actionable insights to school administrators and POCs. By the end of FY25, over 80% of students District-wide completed the Trusted Adult Student Form, and approximately 85% of respondents indicated they have a trusted adult on campus. The District continues to support schools in achieving 100% participation and ensuring that all students have a trusted adult.

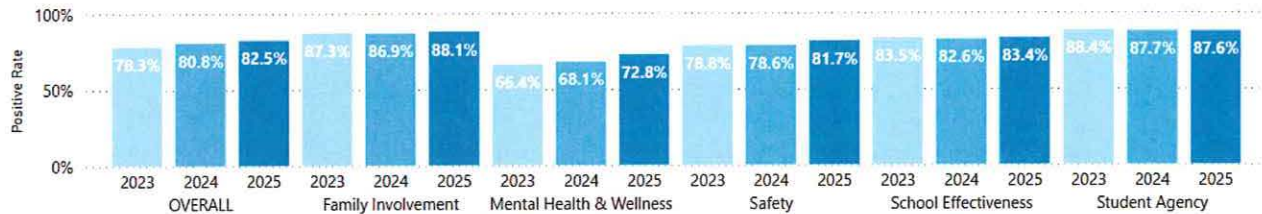
SCHOOL EFFECTIVENESS QUESTIONNAIRE

The FY25 School Effectiveness Questionnaire (SEQ) was administered in January and February. In FY23, the SEQ was redesigned to align with the 2022-2027 strategic plan and was administered for the third time in FY25. The redesign involved creating items that measure specific indicators of the Strategic Plan while reducing the number of items to minimize survey fatigue and increase participation. Furthermore, to encourage higher participation rates, all students received postcards in the mail with a QR code for their parents to access the SEQ. Additionally, one week was designated as Student SEQ Week, during which all students in grades 3-12 were expected to complete the survey. Notably, parent and student participation increased from FY23 to FY25. Overall positive responses remained relatively stable for parents, while students' positive responses increased by 4% from FY23 to FY25.

Figure 4

FY23 to FY25 School Effectiveness Questionnaire-Percent of Positive Responses by Respondent Group

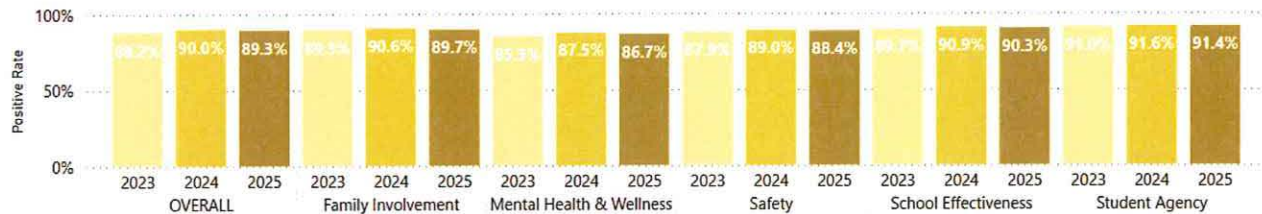
Students



Staff



Parents



SCHOOL POLICE COMMUNITY ENGAGEMENT

The School Police Community Engagement team is committed to building strong relationships among law enforcement, schools, and families throughout Palm Beach County. By focusing on safety, stability, and educational growth, the team addresses immediate needs while establishing a foundation for long-term success. Through various initiatives, the team assists students and families by fostering lasting connections that enhance trust, provide guidance, and offer mentorship, thereby nurturing a positive and supportive environment for all.



Shop with a Cop created lasting bonds between law enforcement officers and students by pairing them for a memorable holiday shopping experience. This annual event, held during the holiday season, brought joy to children from low-income families by allowing them to shop for gifts with the assistance of a police officer. Beyond the gifts, the event served a greater purpose by fostering trust and positive relationships between youth and School Police members. Officers had the opportunity to engage with students in a friendly and supportive atmosphere, helping to break down barriers and build mutual respect.



Police officers and students share a moment during Shop with a Cop at a local Target store.

Similarly, the Adopt-a-Family program supports families experiencing financial hardship by providing essential items, such as food and clothing, which eases some of the pressure during the holidays. These efforts not only address immediate needs but also offer a sense of stability during difficult times.



Adopt-a-Family program



Food pantry at Christa McAuliffe MS

Food insecurity and a lack of necessities can hinder students' ability to concentrate and thrive. The team established a food pantry to ensure that students have reliable access to essential food and clothing. This initiative aims to enhance students' focus and foster a greater sense of security within the school, laying a strong foundation for both academic and personal development.



Students gain hands-on experience with life-saving skills.

The team is committed to long-term stability by assisting families facing homelessness and connecting them with resources to help regain stability. Through collaboration with the Safety4Life Foundation, the Florida Teen Safe Driving Coalition, and Take Stock in Children, students received education on personal safety, road safety, and essential life skills. Additionally, drug awareness initiatives offered resources for students and families to prevent substance abuse and make healthier choices.



As part of the Safety4Life program, students participate in a safety fair, gaining firsthand insight into the dangers of reckless driving and learning valuable tips for staying safe on and off the road.



Officers participated in a parade around St. Mary's Hospital, distributing toys to children and engaging with families. This initiative spreads joy and smiles, highlighting support for children and the mission to eradicate child abuse during the Say Goodnight to Child Abuse event.



Annual Say Goodnight to Child Abuse event and parade at St. Mary's Hospital.

The School Police Community Engagement team successfully spearheaded events such as the Special Olympics Torch Run and Tip-a-Cop, raising funds and awareness for Special Olympics athletes. These initiatives not only generated financial support but also created meaningful opportunities for officers to build strong, respectful relationships with individuals with disabilities. Through their involvement, officers celebrated the athletes' strengths, determination, and accomplishments, fostering a sense of community and mutual understanding.



Police officers carry the Flame of Hope during the annual Torch Run, symbolizing the strength and determination of Special Olympics athletes.



Police officers raise funds and awareness for Special Olympics while connecting with the community during Tip-a-Cop.



Police officers join athletes, staff, and families at the Special Olympics Opening Ceremony at William T. Dwyer HS.

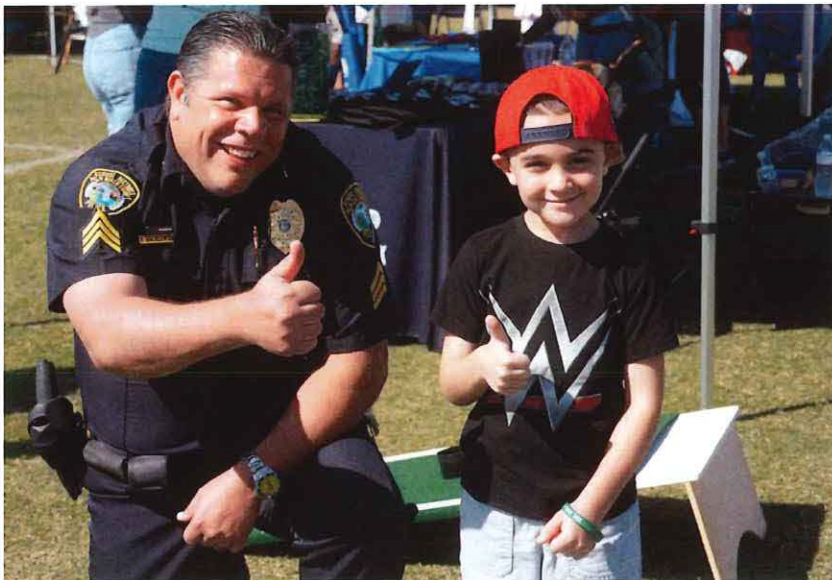


Police officers participate in the final leg of the Special Olympics Torch Run in Orlando, bringing the Flame of Hope to its final destination.

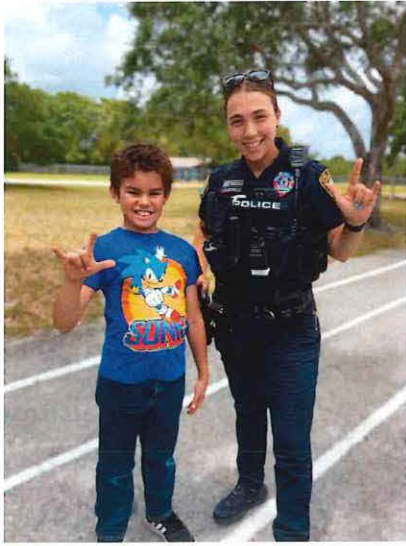
The School Police Community Engagement team demonstrated a strong commitment to raising awareness about Autism Spectrum Disorder (ASD). Through school visits, community outreach, and educational events, they actively shared information and cultivated a deeper understanding of ASD among students, staff, and the broader community. Their efforts helped bridge the gap between law enforcement and students on the spectrum, ensuring these students received the academic and social support they needed.



The department introduced a specially designed badge to symbolize autism awareness, serving as a daily reminder of our commitment to understanding, inclusion, and support for students on the autism spectrum.



District police officers participate in Village of Wellington autism event.



Annual Autism Walk at Sandpiper Shores ES



The team significantly emphasized career development through community engagement initiatives. By participating in career fairs and school presentations, team members provided students with invaluable guidance on potential career paths, particularly in the field of law enforcement. These events allowed students to explore various roles in the field, hear firsthand accounts from police officers, and gain insights into the skills necessary for success in law enforcement careers.



Police officers provide real-world insights, answer questions, and promote careers in law enforcement and public service.

BEHAVIORAL THREAT MANAGEMENT

The District is committed to providing a safe and nurturing environment for all students, staff, and stakeholders, allowing everyone to thrive while attending school. In alignment with Florida Statute 1001.212, the District's threat management process has been implemented as a proactive, non-punitive system designed to ensure school safety by:

- Identifying and assessing potential threats to staff and the school environment.
- Evaluating student behavior to determine risk levels.
- Coordinating interventions and support services to minimize risks and promote positive student outcomes.
- Maintaining comprehensive electronic documentation of threat assessments, as mandated by Florida's behavioral threat assessment instrument.

The behavioral threat management process aims to prevent violence and harm by addressing concerning behaviors at the earliest stage, providing support, and fostering a safe and supportive school community.

During FY25, the Department of Safe Schools supported schools professional learning aligned with the Florida Threat Management Model, case studies, and relevant case development. The District's threat management team assisted schools and regions with all high-level cases and collaborated with school police, mental health teams, and other instructional and behavioral experts as needed.

FACILITY-BASED SECURITY UPGRADES

In FY25, numerous District-wide initiatives were implemented to prioritize security. To enhance campus security, school facilities were equipped with additional card readers, cameras, and fencing. All windows are now secured with either hurricane-rated glass or impact-rated window film.

METAL DETECTORS - HIGH SCHOOL OPERATIONS

The District employs a multi-layered approach to enhance overall campus safety. One of the newest layers of security and risk reduction was the implementation of metal detectors in all District-operated high schools. A successful pilot program in FY24 led to the full implementation of the program in FY25. School Police collaborated closely with administration, students, and staff to develop controlled and efficient processes specifically tailored to the unique needs of each school. Feedback from students and staff has been positive, and the program has become a model for other school districts throughout the State.



All District-operated high schools now have metal detectors.



Internal security gate that leads to the single point of entry at Alexander W. Dreyfoos SOA

STUDENT RIDERSHIP MANAGEMENT SYSTEM

The Department of Transportation Services successfully implemented a Student Ridership Management System that utilizes student identification (ID) scanning technology on all school buses. During FY25, the multifaceted system facilitated student identification and extended its functionality to meal scanning and media service checkouts. Additionally, the system produced a comprehensive list of students assigned to each bus stop and tracked students as they scanned their IDs on the bus. Over 82% of bus riders actively utilized barcode scanning, resulting in the accurate identification of an additional 5,000 students who were included in the FY25 Florida Education Finance Program Transportation Survey.

SCHOOL-BASED RADIO COMMUNICATIONS REPLACEMENT

The District strives to create a safe and secure environment on all campuses. Clear communication is an essential part of any safety plan. In FY25, the District replaced and upgraded all campus-based school radio systems to support efficient on-campus communication among staff members, including school-based police officers. This referendum-supported initiative provides upgraded technology with enhanced connectivity to ensure efficient, effective, and timely transmission of emergency information or routine operational requests.

ELECTRIC BUSES

In FY25, the Department of Transportation Services implemented the electric bus program. Electric school buses produce zero tailpipe pollution, reduce greenhouse gas emissions, and lower maintenance costs. Currently, electric buses service five routes daily.

GEOCOMM SCHOOL MAPPING SOLUTION

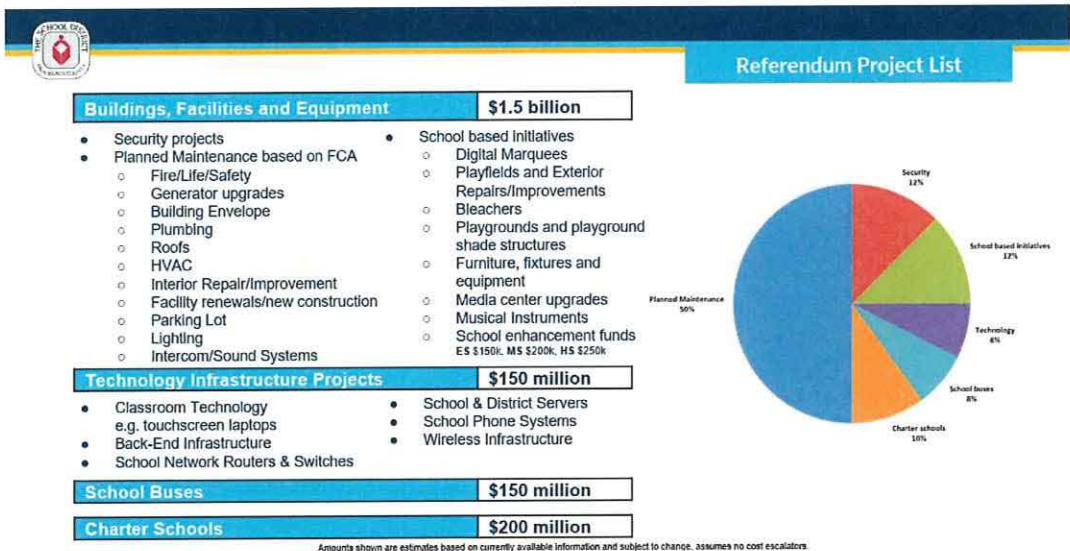
The District took another step forward in campus safety by implementing GeoComm's advanced mapping solution. Designed to improve emergency response time, this cutting-edge technology provides state, local, and federal first responders with real-time, detailed maps of District-operated and charter school campuses. This initiative, partially funded by Florida House Bill 301, ensures that law enforcement and emergency personnel have the necessary information to navigate school grounds swiftly and effectively during critical incidents.

During FY25, the District worked closely with GeoComm to perform thorough site assessments, verify floor plans and access points, and create accurate, interactive digital maps. These maps, available through secure platforms, offer dispatchers and responders essential information, including room layouts, entryways, and emergency routes.

By leveraging this technology, the District reinforced its commitment to the safety of students and staff. GeoComm's mapping solution serves as an essential tool, ensuring that first responders arrive informed and prepared. With ongoing enhancements, this initiative will establish a new standard for school security, underscoring the District's commitment to proactive safety measures.

SUPPORT FOR 2024 SALES TAX REFERENDUM

In preparation for a new \$2 billion referendum on the November 2024 general election ballot, the Department of Facilities Management compiled a project list that included the scope of work and anticipated costs to address critical plant needs over the next 10 years. In addition to developing safety and security projects and funding for school-based initiatives, the department established a framework for planned maintenance in each school. This framework involved upgrading and replacing building and site systems as their components reach the end of their effective lifespan.



Referendum Project List

HURRICANE PREPARATION AND RESPONSE

The Department of Maintenance and Plant Operations (MPO) collaborated closely with the Departments of Risk Management and Accounting Services, along with the District’s new vendor, Haggerty, to develop a comprehensive hurricane tabletop training exercise. This training prepared the District for a worst-case scenario, such as a Category 4 or 5 hurricane, which could lead to widespread power and communication outages, significant structural damage, and the potential loss of an entire school.

The tabletop exercise outlined vital response strategies, such as mobilization plans, establishing the emergency command site, maintaining both internal and external communications, and coordinating operations for the District’s 16 schools designated as community shelters. Additionally, the training highlighted recovery efforts, proper documentation for disaster relief funding, and the systematic restoration of normal operations.

Beyond the tabletop exercise, MPO collaborated with Haggerty to provide hands-on training for field staff. This training focused on conducting post-storm safety inspections, collecting essential documentation through detailed reports and photographs, and ensuring accurate payroll reporting for emergency response efforts. These coordinated efforts improved the District’s readiness and response capabilities, ensuring that personnel at all levels are prepared to manage future disasters effectively and promptly.



Girls golf, Boca Raton Community HS

OBJECTIVE 2: Increase comprehensive support for student and employee well-being

SCHOOL RESOURCE MAPPING QUALITY ASSESSMENT TOOL

School Resource Mapping is an evidence-based strategy informed by research and best practices from the Mental Health Technology Transfer Center Network and the National Center for School Mental Health. It provides a collaborative framework for school teams to evaluate and align multi-tiered behavioral and mental health supports available within their school communities. This process enables schools to identify existing personnel, programs, and practices that support student well-being, while addressing service gaps and streamlining available resources.

Following a successful pilot in FY24, all school teams received tools for analysis, goal-setting, and resource guidance for each part of the School Resource Mapping Quality Assessment Tool (SRMQAT). The SRMQAT provides a framework to utilize the expertise of school-based professionals, such as counselors, psychologists, and co-located mental health staff, for comprehensive support. As a result of this process, schools are expected to improve the alignment and delivery of school-based behavioral and mental health supports. Information about available behavioral and mental health supports was also shared with parents, students, District school staff, and behavioral and mental health partners during community workshops and professional learning days.



MULTI-TIERED SYSTEM OF SUPPORTS

The Multi-Tiered System of Supports (MTSS) is an evidence-based educational model that employs data-driven problem-solving to integrate academic, behavioral, and social-emotional instruction and interventions. These supports are provided across multiple tiers. This needs-based decision-making process ensures that resources are allocated effectively and aligned with the appropriate students and support levels, resulting in a systemic approach to student success and achievement.

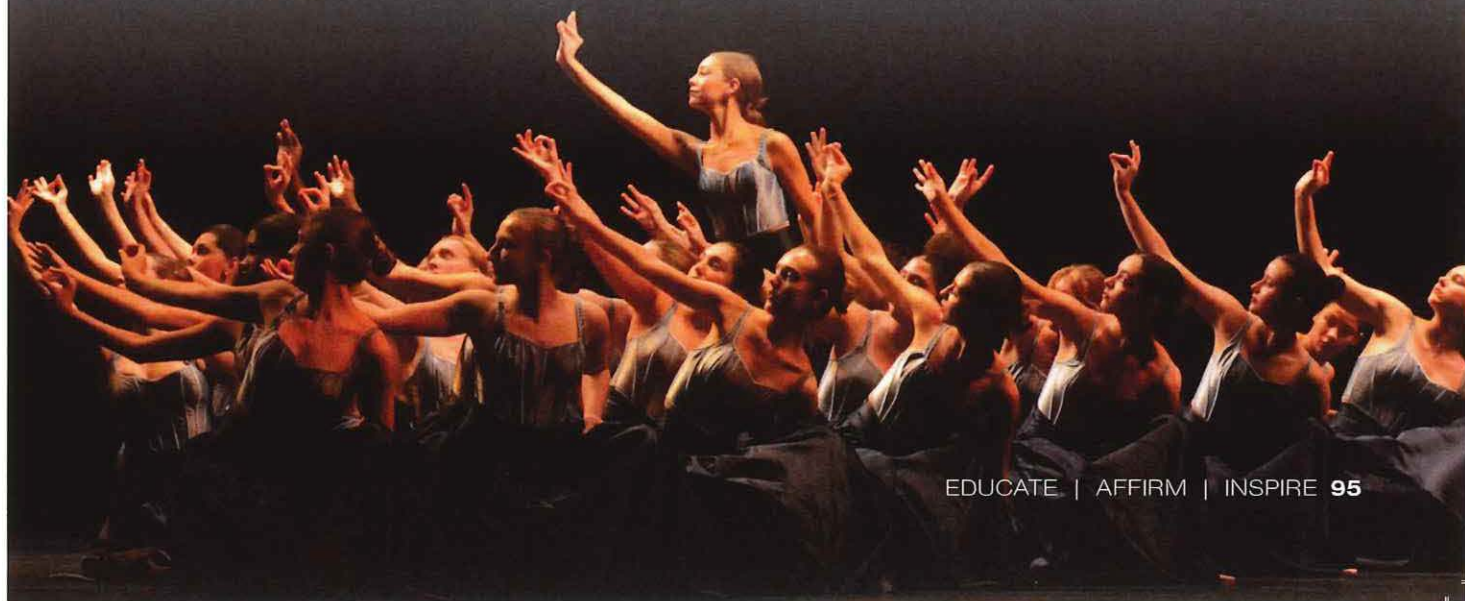
For FY25, schools engaged in extensive professional learning to support MTSS best practices. These sessions were shaped by ongoing administrative needs assessments and action plans developed in collaboration with school leadership teams. Professional learning workshops at both the District and schools included:

- Progress Monitoring
- MTSS Problem-Solving Professional Learning Communities
- Exceptional Student Education/School-Based Team Working Together
- MTSS Core Team
- Problem-Solving for Behavior

The Florida Problem Solving/Response to Intervention Project recognized two District schools as MTSS Recognized Schools for FY24 accomplishments, highlighting their dedication and hard work. In addition to meeting all State-mandated components, these schools exceeded the required learning gains threshold. Notably, two of the three schools recognized statewide were from Palm Beach County.



This recognition was awarded to Morikami Park ES and Pierce Hammock ES.



STUDENT SUPPORT FOR MENTAL HEALTH AND TRAUMA-INFORMED PRACTICES

The Behavioral and Mental Health Framework, integrated with Strategic Plan Initiative C.2a (coordinate systems to assess needs for mental health and well-being, align resources, and deliver the intervention and support for those needs), guides District schools in developing and aligning resources.



Expanded Access to Mental Health Support

In FY25, school-based supports included:

- Contracts for co-located mental health services.
- Technical support for schools to align staff, programs, and practices that enhance student support.
- School mental health teams serving as leaders of support systems.
- Tools and resources available through Caring First, the District Portal, and the Co-located Mental Health Professional Resource site.
- Professional Learning Community (PLC) aimed at improving school-agency collaboration and student counseling services.
- Caring First User's Guide that assists staff in documenting referrals and navigating the site.

In FY25, community-based supports included:

- The Caring First website to connect families to District and community mental health resources.
- Twenty-eight partner agencies offering tiered behavioral health support through formal agreements.
- PLC for agency leaders to improve program effectiveness by sharing insights.
- The Caring First referral app to track follow-through and ensure students receive needed services.

School-Based (Co-located) Mental Health Services

Through a network of 13 partner agencies, co-located mental health clinicians provided free individual counseling at 115 school sites. These on-campus services were available during school hours with parental consent and without requiring a diagnosis.

Table 1
Caring First and SIS Data for Co-located Mental Health Services

FY25 Support Services	
Students Receiving Services	3,414
Individual Counseling Sessions	24,303
Parent or Staff Consultations	11,837
School Team Meetings	2,737

Comprehensive and Individualized Psychological Evaluations

As District mental health professionals, school psychologists have received specialized training in mental health, learning, and behavior. The services they provide include conducting comprehensive and individualized psychological evaluations for students with the highest needs. The results of these evaluations are crucial for establishing personalized and prioritized educational support and services.

School Psychological Services, operating within the Department of Behavioral and Mental Health, remains committed to completing initial evaluations within the State-mandated 60-calendar-day period following parental consent. The most recent State report reflects this dedication, noting a 99.2% completion rate for over 5,000 comprehensive psychological evaluations within the required timeframe.



Crisis, Assessment, Prevention, and Education Support Services

The Crisis, Assessment, Prevention, and Education (CAPE) support services team is comprised of highly qualified and credentialed professionals specializing in crisis management, particularly in mental health, behavioral health, and support for students with disabilities. This team offers comprehensive assistance to schools, students, and families in meeting the needs of individuals facing mental or behavioral health crises.

FY25 CAPE support services professional learning included:

- Trauma-Informed Practices
- Non-Suicidal Self-Injury and Suicidal Behaviors in Children and Adolescents
- Using the Columbia Suicide Severity Rating Scale to Assess Students
- Supporting Mental Health Reentry for Students and Schools After Hospitalization
- Partner Violence in Adolescents: Implications for Mental Health
- ABCs of Anxiety in Education
- The Impact of Social Media on Youth Mental Health
- Coordination of the State Designation for Suicide Prevention-Certified Schools

Suicide Prevention and Certified Schools

In FY25, 86% of assigned staff completed the Suicide Prevention, Mental Health Referral, and District Policies and Procedures Compliance Training. The Suicide Prevention Certified School designation is provided by the Florida Department of Education and requires:

- All instructional personnel complete two hours of department-approved youth suicide awareness and prevention training every three years.
- Youth suicide awareness and prevention training to be included in the District's continuing education or master in-service plan.
- At least two qualified school-based mental health service providers who can conduct a suicide risk assessment using a department-approved screening instrument.
- The District or school has a policy that mandates the use of an approved suicide risk assessment instrument, administered by a school-based mental health services provider, before requesting or initiating an involuntary examination due to concerns about a student's suicide risk.

The following District schools completed all requirements and earned the Suicide Prevention Certified School designation:

- Binks Forest ES
- Boca Raton ES
- Coral Reef ES
- Coral Sunset ES
- Crestwood MS
- Jupiter Farms ES
- Morikami Park ES
- Northboro ES
- Northmore ES
- Panther Run ES
- Polo Park ES
- S.D. Spady ES
- Seminole Ridge Community HS
- Waters Edge ES
- Wellington ES
- West Boynton MS
- Western Pines MS

Student Support for Mental Health and Trauma-Informed Practices

As part of the Trauma-Informed Care District Collaborative, District leaders convened to address trauma-informed data collection and program development, resulting in the creation of a universal trauma-informed problem-solving model. To further cultivate expertise, professional development badges for Trauma-Informed Educator and Trauma-Informed Leader were created, accompanied by a series of recorded courses. To enhance accessibility to relevant materials, a dedicated portal tile provides access to trauma-informed resources, including videos, infographics, webinars, and other practical tools for implementing trauma-informed practices. Additionally, the District distributed the books *Trauma-Sensitive Leadership: Creating a Safe and Predictable School and Classroom Environment* and *Trauma-Sensitive Instruction: Creating a Safe and Predictable Classroom Environment* by John F. Eller and Tom Hierck, to every school principal.



To encourage school-wide adoption, principals were invited to a training session to engage with the book series and establish the foundational framework necessary for achieving the Trauma-Informed Certified School designation. Furthermore, in FY25, trauma-informed professional learning was provided through virtual sessions, in-person workshops, and at the Annual Advancing School Mental Health Conference. Notably, a virtual training on Trauma-Informed Classroom Strategies and Activities was held for 218 School Behavioral Health Professionals, with all participants affirming its positive impact on their understanding of trauma-informed care and their sensitivity towards the students they support.

Trauma-Informed Schoolwide Mental Health Crisis Response

School-based mental health professionals, including school psychologists, school counselors, and school behavior health professionals, are trained in the nationally recognized and evidence-based PREPaRE school crisis intervention model. They collaborate within a multidisciplinary crisis team to address the mental health needs of the school community after a traumatic event.

School Psychological Services enhance school teams by providing support from additional trained and experienced District-level mental health crisis responders. In the most recent period, more than 60 schools benefited from this expanded support offered by District-level mental health response teams.



During FY25, all District mental health professionals received Mental Health Crisis Response training. Sixty were further trained and certified in PREPaRE Workshop 2: Mental Health Crisis Interventions. As a result, 100% of participants reported increased knowledge, and 98% felt more comfortable responding to school crises.

Additionally, self-care training and support were offered virtually to District administrators through Reducing the Impact of Secondary Trauma, with 100% of survey respondents recommending the session. Training and support were also extended to individual school culture coordinators.

Department of Behavioral and Mental Health Resource Tile on the District Portal

Mental health resources remained accessible to District employees through the resource tile. The resources include District Mental Health Plan, Bulletins, PD & Support Calendar, CAPE Support Services, Co-located Clinicians, SBHPs, Behavioral Health Agreements, School Psychological Services, PREPaRE Crisis Response, Trauma-Informed Practices, Mental Health Teams, Caring First, Resources, and Self-Care.

School Behavioral Health Professionals

In FY25, school behavioral health professionals (SBHP) were present in 177 District schools, and their roles included:

- Facilitating school-wide programs to educate students, teachers, and staff on the prevention and early identification of behavioral and mental health concerns as well as effective coping strategies.
- Conducting individual and small-group skill-building sessions to address challenging thoughts and behaviors.
- Initiating or supporting school climate initiatives such as Safe School Ambassadors and We Dine Together, delivering classroom mental wellness presentations, and teaching mindfulness practices.
- Assisting students and their families with accessing behavioral and mental health services for significantly challenging behaviors and concerns.
- Providing services that enable early identification of concerns and help reduce the stigma associated with mental health issues.
- Serving on the school's Mental Health and Problem-Solving Team.



Building on the book study, *Your Brain on Art: How the Arts Transform Us*, these SBHP learned and practiced trauma-informed, arts-based strategies known as NeuroArts to promote the mental well-being of students and their families. NeuroArts is the study of how the arts measurably change the brain and body and how this knowledge informs practices that advance health and well-being.

Annual Student Mental Health and Wellness Conference

The District's annual professional learning event offers an opportunity for collaboration across the District in support of student mental health and well-being, ultimately fostering greater student engagement and improved academic outcomes. The conference began with the keynote session, "Power of the Positive: Cultivating Optimism." Attendees selected from 30 breakout sessions and visited an on-site resource fair to connect with and gain insights from various District departments and community agencies.

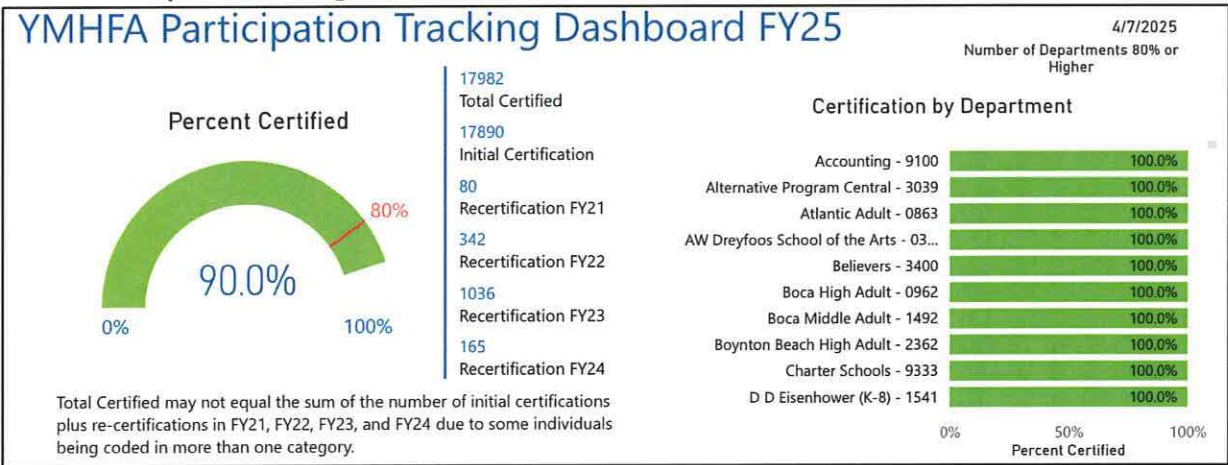


Staff participate in the Student Mental Health and Wellness Conference.

YOUTH MENTAL HEALTH FIRST AID

Under Florida House Bill 1421, which focuses on school safety, all school districts must annually certify that at least 80% of school personnel have received youth mental health awareness and assistance training. The Florida Department of Education has designated Youth Mental Health First Aid (YMHFA), provided by the National Council for Mental Wellbeing, as the mandated training program. The District exceeded this mandate with 90% of our employees receiving YMHFA certifications. (Figure 5)

Figure 5
YMHFA Participation Tracking Dashboard FY25

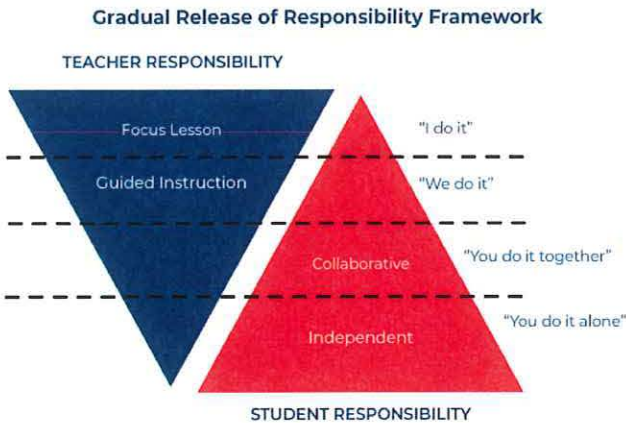


EDUCATION SUPPORTS

Academic Support

The Department of Support Services continued to provide curriculum access for students in alternative education, including Department of Juvenile Justice (DJJ) facilities and Youth Services programs. The goal was to improve student achievement by enhancing explicit, standards-based instruction, co-teaching, small group instruction, data analysis, progress monitoring, and the effective alignment and use of instructional resources. This was accomplished through professional learning for administrators and teachers, professional learning communities, and instructional coaching. The Department of Support Services offered comprehensive academic support through an academic team that included a manager for academics, a reading coach, and a mathematics coach.

A key focus was the Gradual Release of Responsibility Framework for instruction. This framework, utilized throughout the District, involved teachers initially modeling and guiding instruction before gradually shifting responsibility to students for their learning and practice, ultimately leading to independent application of skills and knowledge. Teachers at alternative education sites received support from the academic team of the Department of Support Services in implementing this framework.



Advanced International Certificate of Education

In FY25, the Cambridge Advanced International Certificate of Education (AICE) program was implemented at one alternative education site and one DJJ facility. The District supported this implementation by providing 1:1 instructional coaching to AICE-certified teachers. This coaching focused on teaching the AICE curriculum while addressing the Florida Benchmarks for Excellent Student Thinking (B.E.S.T.) Standards.

EMPLOYEE WELLNESS AND POLICE PEER SUPPORT

Following a successful third year of evaluation and growth, District Strategic Plan Initiative C.2c (expand mental health and wellness peer support programs available to employees) transitioned into the overall employee wellness program. In collaboration with the Department of Recruitment and Retention, ongoing efforts now focus on education, regular updates, and monitoring effectiveness to support and sustain employee well-being.

FY25 accomplishments include:

- Nineteen new relaxation rooms were established in schools and departments, along with a relaxation space in the Fulton-Holland Educational Services Center Bistro.
- Workgroup members attended all portfolio meetings and introduced a new virtual support group for principals, The Principal's Cup. This group focused on practicing self-care while caring for their students, staff, and family members.
- Mental health support was promoted, monitored, evaluated, and refined based on feedback and the needs of police officers.
- Mental health continuum resources were expanded by incorporating the Calm Health app and NeuroArts and presented at meetings, training sessions, and conferences.
- The District's mental health programs: VENG Healthy Thinking & Healthy Living, virtual support groups (including four new groups), and Care and Connect posters were promoted and continues to grow.



A relaxation space in the FHESC Bistro for staff to unwind and learn more about wellness events and programs.



The VENG Healthy Thinking & Healthy Living group participates in the National Alliance on Mental Illness Walk.



Police officers learn about health and wellness benefits and resources available.

OUTSIDE THE LUNCHBOX

Farm Field Trips

The Department of School Food Service (SFS) organized farm field trips for three middle and two high schools, benefiting 250 students who engaged in experiential learning outside the classroom by visiting a local farm, which provided a unique, hands-on experience. The field trips were thoughtfully designed to integrate sensory exploration of agriculture with academic standards, seamlessly merging education and engagement.

Through partnership with Stitt Ranch in Clewiston, students participated in a comprehensive lesson on agriculture, covering plant biology to supply chains. They explored a variety of crops, including corn, sugarcane, green beans, and cabbage, while learning about plant life cycles and nutrition. Students also observed how produce is prepared for distribution, including to their own school. This visit brought concepts of economics, supply chains, and environmental sustainability to life. The day fostered a deep appreciation for local agriculture and the journey of food, demonstrating that education thrives beyond the classroom through hands-on experiences.

Hunger Relief - Bridging the Gap Food Distributions

SFS continued its collaboration with the United Way of Palm Beach County's Hunger Relief Advisory Council and other hunger relief community agencies, which provided meals-in-a-backpack and food pantry programs for students and families (Table 2). These partnerships ensured access to nutritious meals, helping to reduce food insecurity throughout the District. Through the efforts of the Hunger Relief Collaboration Team (HRCT), thousands of students benefited from weekend meal programs, improving the well-being of our students and their families.

Table 2
Partnerships with Local Hunger Relief Organizations

Agency Name with Hunger Relief School Program Participation Agreements	Number of Schools with Backpacks	Number of Schools with Food Pantries
Blessings in a Backpack	1	N/A
Boca Helping Hands	14	N/A
Feeding Dreams	10	N/A
Feeding South Florida	N/A	5
First United Methodist Church Jupiter-Tequesta	4	N/A
Palm Beach County Food Bank	35	4
TOTAL Programs	64	9

In addition, the Department of Multicultural Education, in partnership with Feeding South Florida, hosted a summer food distribution event at the Welcome Center as part of the BACK TO SCHOOL Beyond Limits initiative. This collaboration provided essential hunger relief to 227 households, benefiting 1,116 individuals.

To alleviate food insecurity and support students and families prior to Thanksgiving (P-TB) and prior to winter break (P-WB), SFS collaborated with local nonprofit organizations to distribute food as shown in Table 3.

Table 3
Feeding South Florida

School Name	Individuals Benefited	Pounds of Food
Lake Shore MS (P-TB)	432	4,495
Lake Worth MS (P-TB)	757	5,909
Tradewinds MS (P-TB)	428	4,367
Western Pines MS (P-TB)	376	4,829
Congress MS (P-WB)	418	3,324
Conniston Community MS (P-WB)	620	4,550
Bear Lakes MS (P-WB)	522	3,896
Glades Central Community HS (P-WB)	510	3,519
Total	4,063	34,889

Feeding Dreams

Feeding Dreams expanded its Family Weekend Backpack Program by providing additional food bags to 1,248 students prior to Thanksgiving break and 1,148 students prior to winter break.

Palm Beach County Food Bank

The Palm Beach County Food Bank (PBCFB) distributed 1,860 food bags to 17 schools prior to Thanksgiving break, in addition to 4,032 weekly bags. Prior to winter break, families received information about the PBCFB food pantry and one-time food boxes to address immediate needs.

Hunger Relief - Feeding Our Community in Times of Need

To support the community during Hurricane Milton, SFS staff provided meals at the five open shelters, delivering 793 breakfast meals, 828 lunch meals, and 1,024 supper meals. With support from school principals and school police, SFS opened 28 post-hurricane feeding sites to provide meals to students while schools remained closed. Parents and students visited any open site to receive grab-and-go breakfast and lunch kits. In total, 1,735 breakfast and lunch kits were distributed.





No Kid Hungry Spotlight School Initiative

No Kid Hungry (NKH) has been a long-term partner of SFS, promoting school meal programs and increasing meal participation throughout the District. NKH is a national campaign run by Share Our Strength, a nonprofit organization dedicated to addressing childhood hunger and poverty in the United States and worldwide. NKH partnered with SFS since FY21 for the Spotlight Schools – Palm Beach County Initiative. This initiative shares the stories of hungry children through NKH campaigns and highlights successful school meal programs.

This initiative continued to spotlight Gove ES for a second year, highlighting the school's unique Breakfast in the Classroom meal service. The NKH film crew and publicity team interviewed SFS staff, teachers, administrators, parents, and students, capturing engaging footage of students enjoying breakfast in their classrooms and receiving school lunch in the cafeteria. The NKH photos and interviews continued to reach a national audience. Additionally, SFS and NKH produced a marketing video showcasing the benefits of implementing alternative breakfast solutions in schools across the District.

District Blood Drives

In the third year of a five-year collaboration with OneBlood, Inc., the District continued to inspire students and staff to make life-saving blood donations. The District organized 65 blood drives across 24 high school campuses and five District facility sites, resulting in 3,101 units of blood donated by students and staff. This collective effort directly benefited thousands of patients.

The partnership with OneBlood, Inc. extends beyond blood donations, fostering a culture of community responsibility and life-saving awareness among students. Many students receive support through OneBlood's Educational Assistance and Scholarship Program to pursue higher education. Additionally, OneBlood contributes funds to the Department of Risk and Benefits Management, enhancing employee wellness initiatives. Students enrolled in the District's medical academies also benefit from career exploration and job shadowing opportunities, bridging the gap between academic learning and real-world medical professions.

The District remains committed to this invaluable partnership, recognizing its profound impact on our community and the lives saved through our collaborative efforts.



SFS representation at the Showcase of Schools, South Florida Fairgrounds Expo Center



PROVIDING FOOD FOR THOUGHT

Community Eligibility Provision

The Community Eligibility Provision is a federally funded program that allows eligible schools in the District to provide breakfast and lunch at no cost to all students. This initiative ensures that every student has access to nutritious meals, thereby reducing barriers to food security and supporting student well-being. The District experienced a 4.0% increase in lunch participation and a 9.0% increase in breakfast participation compared to the previous year.

Grade A+ Catering

The Department of School Food Service (SFS) introduced Grade A+ Catering, a rebranded catering program to provide comprehensive food service solutions. From light refreshments to full meals, Grade A+ Catering simplifies event planning by managing all food and beverage details. A dedicated website was launched to offer menu options, pricing guides, and contact information. By delivering exceptional food and impeccable service, Grade A+ Catering has quickly positioned itself as a trusted resource for organizing school events.



Marketing Campaign

To raise awareness that school meals are free for District students, the SFS marketing team mailed postcards to all families at the beginning of the school year. The mailer included information on accessing menus, nutritional details, allergen information, and how school menus are crafted to reflect the District's diverse student population.

SCHOOL FOOD SERVICE

Providing FOOD For Thought!

Did You Know?	¿Sabías?	Eske'w te Konnen?
School Breakfast & Lunch are: • FREE! • Nutritionally balanced. • Specially designed for our students. Our school meals <u>exceed</u> USDA standards and set new bars for better nutrition!	El desayuno y el almuerzo escolar son: • ¡GRATIS!! • Nutricionalmente equilibrado. • Especialmente diseñados para nuestros estudiantes. ¡Nuestras comidas escolares superan los estándares del USDA y establecen nuevos estándares para una mejor nutrición!	Dejene ak manje midi lekòl yo: • GRATIS! • Nitrisyonèl balanse. • Espesyalman fèt pou elèv nou yo. Manje lekòl nou yo depase estanda USDA yo epi mete nouvo ba pou pi bon nitrisyon.
Scan the QR code to view menus, allergens, and nutritional information on Nutrislice or go to: PalmBeachSchools.Nutrislice.com	Escanee el código QR para ver los menús, alérgenos y recuentos de carbohidratos en Nutrislice o vaya a: PalmBeachSchools.Nutrislice.com	Eskane QR kòd la pou wè men, alèjèn, ak enfòmasyon nitrisyonèl sou Nutrislice oswa ale nan: PalmBeachSchools.Nutrislice.com

Employment opportunities are now available in our school cafeterias! We offer...

- A competitive salary starting at \$15.45 per hour
- Full or part-time hours
- Weekends, nights, and summers off

For more information email: SFSHR@palmbeachschools.org

(Las oportunidades de empleo ahora están disponibles en nuestras cafeterías escolares.)

Opòrtinite travay disponib kounye a nan kafeterya lekòl nou yo!

SFS FY25 postcard (back)

Additionally, the SFS marketing team and nutrition staff developed promotional and educational materials. The Napkin Insert Campaign encouraged students to try new items. Special menus were offered on nationally recognized celebration days such as Earth Day and Lunar New Year. Menu promotions were created to enhance cultural awareness by highlighting Hispanic Heritage Month, Black History Month, and Haitian Heritage Month.



SFS FY25 napkin inserts

Summer Meals Outreach

As part of the summer marketing campaign, SFS partnered with United Way of Palm Beach County to promote free summer meals. Targeting seven cities, volunteers distributed door hangers in English, Spanish, and Haitian Creole. Additionally, nearly 100,000 summer meal flyers were included in Riviera Beach utility bills and were distributed through local libraries, Goodwill locations, and community food programs.



SFS FY25 summer meals door hangers

Menu Promotions

Special one-day menus, with themed treats, were promoted throughout the year to celebrate key events. These promotions boosted excitement, creating memorable mealtime experiences and encouraging greater participation in school dining programs.

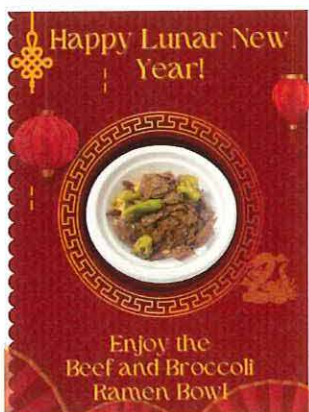
Month	Theme	Treat
September	Patriot Day - 9/11	Stars and Stripes Icee
October	Hulaween	Rice Krispies Treats Hula Cooler Slushie
November	Thanksgiving: 'Giving Thanks'	Pumpkin Spice Cookie
December	Winter Break	Wild Berry Sno Joe
January	100th Day of School: 'Dreaming Big & Shining Bright'	Star Cookie
February	Valentine's Day: 'Be Mine'	Strawberry and Cream Ice Treat
March	Dr. Seuss Day	Green Eggs and Ham
March	School Breakfast Week: 'Clue In' Mystery Theme	The Confetti Pancake Plot with Suspicious Syrup Fiery Fiasco Fiesta Egg and Cheese Sandwich The Secret Sausage and Gravy Pizza Sticky Situation French Toast Sticks



Culturally Diverse Menu

With input from students, culturally diverse dishes were created and tested. These meals introduced global flavors while preserving nutritional value and cultural authenticity. Student feedback shaped these menu additions, ensuring alignment with preferences and positive reception. These initiatives enhance the school meal program, fostering cultural awareness and enriching the dining experience.

- **National Peach Month (August)**
Fresh Peaches, Peach Parfaits, and a Peach Frozen Slushie
- **Johnny Appleseed Day (September)**
Paula Red, Granny Smith, and Golden Delicious
- **Hispanic Heritage Month (September-October)**
Arepas with Carnitas, Chicken and Cheese Empanadas, Curtido, and Guava Pastries
- **Lunar New Year (January)**
Ramen with Chicken and Vegetable Soup, Ramen with Beef and Broccoli
- **Black History Month (February)**
Chicken and Waffles, Mashed Potato Bowl with Southern-style Chicken Poppers
- **Earth Day (April)**
Chana Masala with Brown Rice



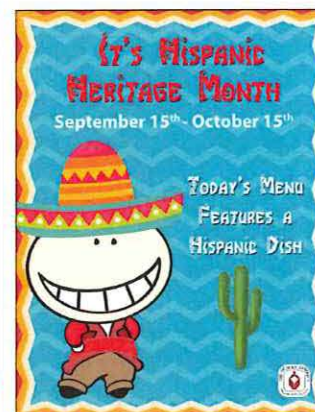
Lunar New Year flyer



Earth Day flyer



Black History Month flyer



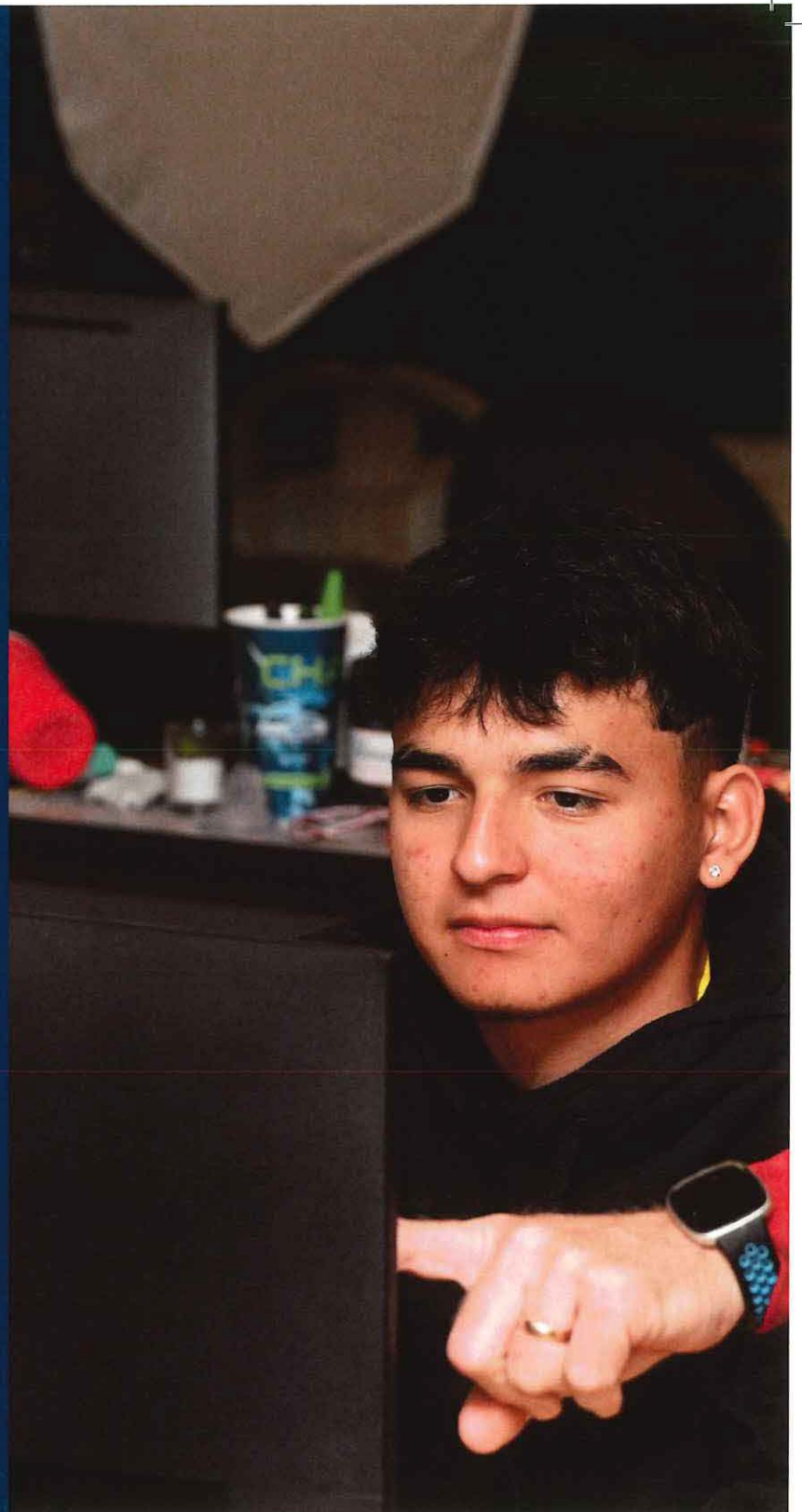
Hispanic Heritage Month flyer

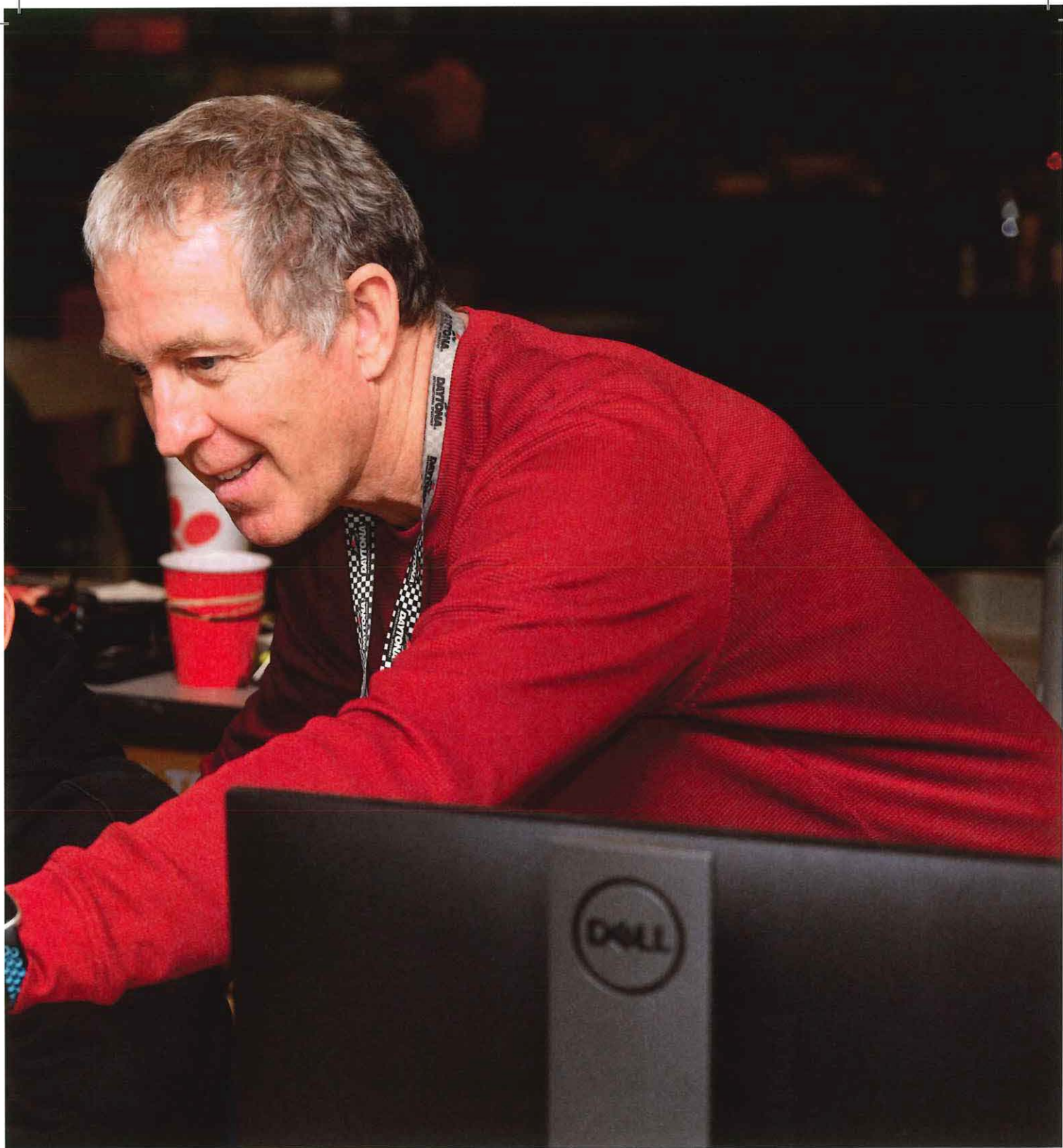


Kindergarten class,
Addison Mizner School

COMMITTED AND IMPACTFUL EMPLOYEES

We prioritize investing in our employees' growth and developing systems that foster an ideal work environment within the District. By doing so, we can provide exceptional service and continue to be the preferred choice for families in Palm Beach County.





COMMITTED AND IMPACTFUL EMPLOYEES

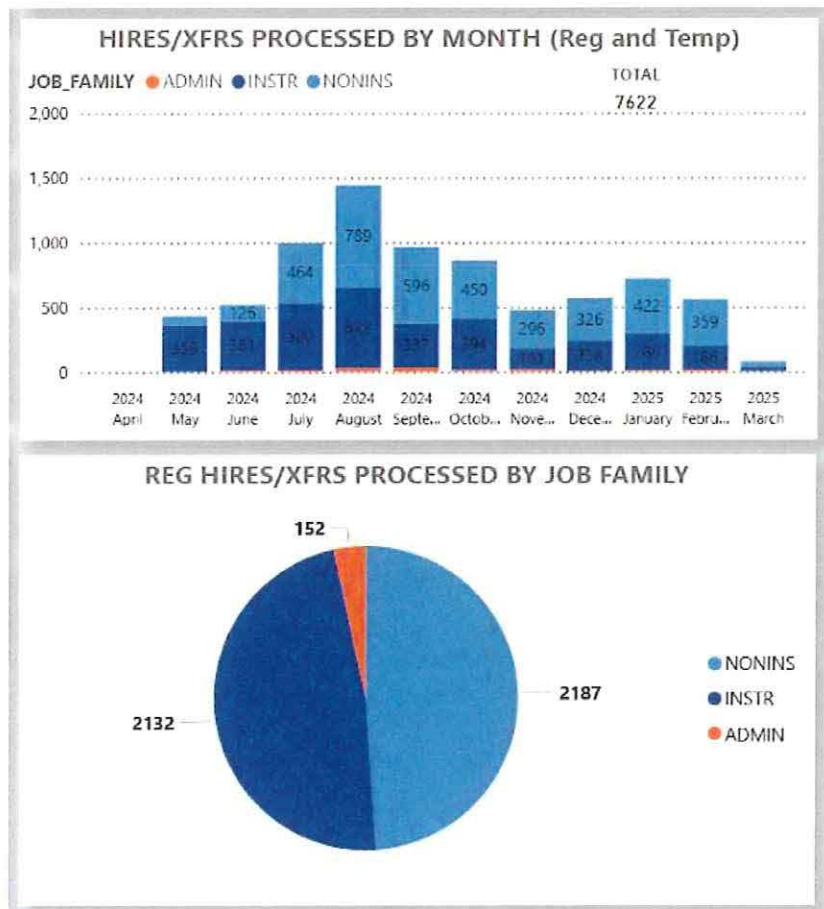
Objective 1: Ensure all employees have the environment, support, skills, and resources for excellence

RECRUITMENT AND RETENTION

The Department of Recruitment and Retention aims to attract, match, place, and retain high-quality talent who exemplify the District's values. In addition to processing the hiring, transfers, and promotions of District employees, the department manages various programs and initiatives.

The department has completed its eighth year of the Human Resources (HR) Partners program. This program serves as a one-stop resource, addressing the human capital needs of schools and departments. HR partners play a crucial role in enhancing the capacity of school principals and directors by providing support in the recruitment, selection, and retention of highly effective teachers and staff. Furthermore, HR partners act as strategic advisors and change agents, driving continuous improvement and promoting proactive, data-driven decision-making. HR partners utilize tools such as the Human Capital Management (HCM) Dashboard to analyze human capital data in collaboration with the principal or hiring manager. They leverage data-driven insights to create ongoing talent management strategies. Meanwhile, HR technicians depend on the dashboard to manage hiring processes and provide exceptional customer service to all schools and departments. The HCM Dashboard enables optimal operational and instructional leadership across the District's schools and departments.

The department emphasized Grow Our Own initiatives in response to the urgent teacher shortage. This involved identifying and nurturing potential educators, including non-instructional staff and talented students. By offering options for professional learning, mentorship opportunities, and financial support for further education, the Grow Our Own initiative cultivates a sustainable pipeline of dedicated and qualified teachers who are already invested in their students and school culture. This proactive approach addresses immediate staffing needs, promotes long-term stability, and enhances the overall quality of our educational system.



In FY25, the District:

- Maintained a low instructional vacancy rate of 2.1% (0.2% lower than FY24)
- Facilitated the hiring or transfer of 2,132 teachers
- Facilitated the hiring or transfer of 2,187 regular non-instructional employees
- Facilitated the hiring or transfer of 152 administrators
- Processed 7,622 new hires and transfers (regular and temporary)



Time to Hire

The hiring process involves collaboration among various stakeholders, including hiring managers at school sites and departments such as Risk Management, Enterprise Resource Planning (ERP), Compensation & Employee Information Services, Human Resources, and School Police. The Department of Recruitment and Retention onboards new employees while ensuring all processes are completed on time and all eligibility requirements are met. The target goal for an applicant to be cleared for employment, from job offer to ready-to-hire status, is 16 working days. Exceeding the department's goal and being 1.7 days faster than FY24, the average time from job offer to ready-to-hire was 14.5 days.

Recruitment Highlights

Team Palm Beach held its largest in-person hiring event at the South Florida Fairgrounds Expo Center, attracting 1,350 individuals who helped fill over 100 vacancies District-wide.

Continuing to build solid relationships with local Historically Black Colleges and Universities and Hispanic-Serving Institutions, the HR partners attended numerous job fairs, including Florida Atlantic University, Florida A&M University, Florida State University, Palm Beach State College, Florida International University, Florida Gulf Coast University, Nova Southeastern University, Palm Beach Atlantic University, the University of Florida, the University of Central Florida, the University of South Florida, Bethune-Cookman University, the State University of New York at Cortland, the University of Puerto Rico, and the Great Florida Teach-In, among others. These efforts resulted in employment offers with placements at schools with the highest priority needs. HR partners established ongoing relationships with future graduates to create a pipeline of potential candidates.

The District launched the Proud Kids marketing and social media campaign to reach potential candidates through various channels, including radio, social media platforms, television (including Spanish programming), streaming services, digital ad panels, bus shelter advertisements, and magazine campaigns.



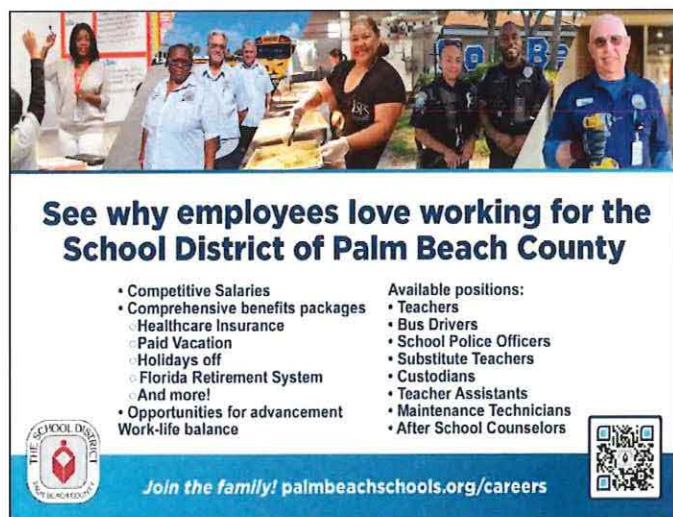
HR recruitment event

The department hosted a series of virtual recruitment chats, allowing prospective candidates to engage with administrators while receiving information about certification options. These sessions proved instrumental in securing numerous hires for priority schools. The department designed, produced, and distributed recruitment postcard calendars to all District-operated schools, showcasing the multiple benefits and opportunities of joining the team of dedicated professionals at each school.

The department invested in a branding campaign with Glassdoor and Indeed to increase the District's visibility to job seekers and strengthen brand awareness among targeted candidates. As a result of this investment, the School District of Palm Beach County ranked highest among key competitors for brand impression on these platforms. Furthermore, the department curated a mailing list of over 28,000 potential instructional candidates interested in working in the District. Job flyers highlighting school-specific vacancies were sent to individuals on the mailing list.



Proud Kids marketing campaign



Recruitment postcard



Magazine advertisement



Building Teacher Pipelines and Grow Our Own Initiatives

Florida Future Educators of America and Teachers of Tomorrow Programs

The District supports the Florida Future Educators of America and Teachers of Tomorrow programs, which provide hands-on, classroom-based experiences for elementary, middle, and high school students to raise awareness of careers in education and nurture their interest in teaching. In FY25, 131 schools participated, an increase of 28 schools from FY24. The goal is to establish a program in every school across the District.

Palm Beach Future Educators Scholarship

In FY25, four Palm Beach Future Educators Scholarships were awarded to non-instructional employees, temporary employees, and high school seniors. The recipients signed agreements committing to return to the District to teach upon graduation.



Paid Student Internships

Rather than taking an unpaid leave for a semester to complete their student teaching internship, employees may apply for the Teach Student Intern position. In FY25, six employees completed their student teaching while on a paid leave of absence, allowing them to retain their salary and benefits. During this time, schools hired interim employees to fill the temporarily vacant positions. This initiative enables employees to advance their careers without a lapse in pay or the need to leave the District. Participants complete their student teaching at a District school with the expectation of teaching in the District following program completion.

School-based Summer Internships

Internships provide current high school juniors, seniors, and recent District graduates attending undergraduate programs at a college or university with the opportunity to gain valuable experience working alongside an elementary teacher and obtaining hands-on classroom experience. In the summer, 37 interns assisted with daily routines and procedures, set up and organized classrooms, and supported students' academic needs during summer academic programming.

Palm Beach Associate Teacher Program

The District partnered with BloomBoard to offer the Palm Beach Associate Teacher Program (PBATP). During FY25, two cohorts of 34 non-instructional regular and temporary employees began the portfolio-based on-the-job program. The PBATP enabled participants with an associate's degree to complete the credit hours necessary to earn a bachelor's degree from Lake Erie College and obtain their official teaching certification in elementary education or exceptional student education. The PBATP empowers interested employees to become certified full-time teachers while cultivating a strong teaching force from within the District.



Non-Instructional Recruitment

In FY25, the department actively recruited non-instructional candidates to fill various trade positions, including electrical, plumbing, and other industry-specific trades. The District hosted monthly job fairs throughout the community. To expand their reach, the department also participated in local, statewide, veteran, and technical college job fairs, including weekend events at community centers.

Specific recruitment efforts targeted graduates from the academies at West Technical Education Center and other qualified candidates from the community. These efforts connected job seekers with employment opportunities. The department also used social media and targeted marketing campaigns to promote available positions and share salary and incentive programs supported by the District.



Substitute Office

Substitute teachers are essential for maintaining educational continuity and student success in the District. The Substitute Office is dedicated to recruiting, hiring, and supporting substitute teachers throughout the hiring process. The office ensures schools are staffed daily with high-quality substitute teachers.

FY25 Key Performance Indicators:

- Active Substitute Pool - A robust pool of 3,490 active substitute teachers
- Substitute Fill Rate - The substitute fill rate for FY25 was 82.5%, an increase of approximately 10% from FY24.
- Professional Development - Skills training and pathway to teacher certification
- Recruit and Retain - Substitute teacher pay increased in FY25

Retention Initiatives

Teacher Ambassador Program

The Teacher Ambassador Program was launched as a two-year pilot program with 10 schools and expanded in FY25 to 17 schools. The teacher ambassadors collaborated with school administrators to develop onboarding plans and motivational and engagement activities for new and transfer teachers.

“Starstruck by You” Campaign

Throughout the last week of February, the District celebrated Public Schools Week, an occasion to honor over 28,500 full-time, part-time, and temporary employees who contributed to the District’s A-rating. Sponsored by the Department of Recruitment and Retention, the “We’re Starstruck by You, PBC!” campaign recognized the dedication of every employee who helped enhance the District’s reputation. Highlights included daily activities across schools and departments to acknowledge and thank employees for their service.

Certification Office

The Certification Office assists prospective and veteran educators in the District with obtaining and maintaining a Florida Educator’s Certificate. In partnership with the Florida Department of Education (FLDOE), the office provides numerous FLDOE services at the District level.

FY25 Accomplishments:

- **Certification Support**
Shared essential updates on teacher certification, revisions to State statutes, and waivers for testing or fees through the District's website and internal hub pages
- **Virtual Certification Chats**
Hosted 60-minute online sessions addressing exam requirements, renewal processes, State criteria, and District guidelines
- **Test Prep Partnerships**
Collaborated with The Learning Liaisons, Inc. to provide discounted exam preparation materials
- **Support for Athletic Coaches**
Offered support to clarify athletic certification upgrade and renewal processes
- **Streamlined Renewal**
Implemented an auto-enrolled eLearning course for instructional certification renewal support, impacting 2,100 staff members in FY25
- **Advancement Scholarships**
Supplied subject area certification exam vouchers and study materials for substitute teachers and non-instructional staff
- **Collaborative Improvements**
Automated parent notifications of out-of-field reporting

OPERATIONS HIRING INITIATIVE

The Operations Division strengthened its hiring initiatives by expanding targeted advertising and enhancing operations-focused job fairs to attract qualified candidates. In FY25, the division hosted 10 in-house job fairs and directly supported over 1,000 prospective applicants with resume assistance, interviews, and application guidance. Outreach efforts extended to 17 community career fairs, and the District partnered with local organizations to attract a diverse pool of candidates, including veterans, career changers, and individuals re-entering the workforce. These efforts successfully increased applications and hires in key operational roles across the division, including but not limited to the Departments of Transportation, Maintenance & Plant Operations, and School Food Service.

In FY25, staff from the Department of School Food Service collaborated with various District departments and participated in events such as the Team Palm Beach Job Fair and the Showcase of Schools. They joined forces for the Operations Division job fairs to connect with potential employees. In addition to recruitment, they showcased their initiatives at community outreach events like Back to School PBC, Fiesta de Pueblo & Business Expo, Spookyville, and the South Florida Fair, promoting career opportunities and emphasizing the importance of school nutrition programs. Starting with a 10% vacancy rate, their strategic hiring efforts resulted in the recruitment and retention of nearly 250 employees, reducing the vacancy rate to 6.25%.



Applicants meet with representatives from the Department of Transportation Services at the monthly job fair at Fulton-Holland Educational Services Center.



A bus shelter advertisement

TEACHER FEST

A strong start lays the foundation for a successful teaching career, and effective employee orientation is essential for ensuring new educators feel supported, prepared, and connected. Teacher Fest, a collaborative initiative between the District and the Palm Beach County Classroom Teachers Association, serves as the cornerstone onboarding experience for the District's newest teachers, helping them transition smoothly into their new roles and empowering them to make an immediate impact.



As the largest onboarding event in the county, FY25 Teacher Fest welcomed 896 new and returning educators, providing a dynamic, conference-style experience to foster growth, confidence, and community.

FY25 attendees:

- Engaged with District leaders who shared the vision and priorities for student success.
- Participated in small-group professional learning sessions to gain valuable instructional strategies.
- Connected with departments and business partners for resources, mentorship, and ongoing support.

FY25 Teacher Fest was noteworthy, earning a 95% positive rating from survey respondents and solidifying its role as an essential launchpad for teacher success. By prioritizing meaningful onboarding experiences, FY25 Teacher Fest ensured that educators began their journey equipped with the tools, knowledge, and connections needed to thrive in their classrooms.

New Educator Seminars

For new hires who missed Teacher Fest, the District launched the New Educator Seminars. These seminars ensured that every new teacher, regardless of start date, received the necessary support, resources, and connections to enhance student instruction. The New Educator Seminars hosted nearly 150 new educators across the District for meaningful professional learning and networking.



EDUCATOR SUPPORT PROGRAM

The Educator Support Program (ESP) has significantly improved the onboarding and induction experience for new educators. To assist the FY25 cohort, the program focused on efficiency by streamlining registration, ensuring clear status monitoring, and providing resources to enhance communication and engagement for new employees.



School leaders have real-time access to participant status, which allows for proactive support and oversight. Four virtual check-in sessions throughout the year enabled ESP contacts and lead mentors to collaborate with specialists from the Department of Professional Development, ensuring the program's fidelity and effectiveness.

Beginning teachers benefited from expanded professional learning opportunities focused on critical areas such as classroom management, Exceptional Student Education strategies, and student engagement. Two new educator seminars provided comprehensive training through breakout sessions on the Palm Beach Model of Instruction, time management, and other essential skills. These seminars featured a keynote address from District leaders and a panel discussion with award-winning teachers and mentors, each offering valuable insights for these new educators.

A highlight was recognizing the Beginning Teacher and Mentor Teacher of the Year. Administrators nominated outstanding educators across the District, celebrating their dedication and professional growth. The FY25 honorees exemplified the highest standards of the teaching profession, reinforcing the ESP's commitment to nurturing and celebrating exceptional beginning educators and mentors.

FY25 Beginning Teacher of the Year Winners	FY25 Mentor Teacher of the Year Winners
Ireland Hagan, <i>Sandpiper Shores ES</i> Philip Lynch, <i>Palm Beach Lakes Community HS</i>	Brandie Soto, <i>Binks Forest ES</i> Volare Dunbar, <i>Boynton Beach Community HS</i>

FY25 Beginning Teacher of the Year Nominees	FY25 Mentor Teacher of the Year Nominees
Aubrey Holland, <i>Jupiter Farms ES</i> Gayle Pamintuan, <i>Carver Community MS</i> Ireland Hagan, <i>Sandpiper Shores ES</i> Isabella Thompson, <i>Palm Beach Central HS</i> Jessica Menke, <i>Forest Hill ES</i> Mikilriya Hale, <i>Glade View ES</i> Philip Lynch, <i>Palm Beach Lakes Community HS</i>	Amy Spano, <i>Marsh Pointe ES</i> Brandie Soto, <i>Binks Forest ES</i> Christi Carter, <i>Suncoast HS</i> Marie Carmichael, <i>Sunrise Park ES</i> Marvett Cobourne, <i>Palm Beach Central HS</i> Pamela Allen, <i>Glade View ES</i> Volare Dunbar, <i>Boynton Beach Community HS</i>

PROFESSIONAL LEARNING CERTIFICATION PROGRAM

The District's Professional Learning Certification Program (PLCP) offers a transformative path for new teachers with temporary teaching certificates to become exceptional educators. Designed for individuals who did not graduate from a college of education program, this rigorous two-year program fosters essential teaching skills through job-embedded professional learning, online coursework, ongoing coaching, and mentorship.



The PLCP emphasizes 10 core competencies and includes additional coursework through Beacon Educator, an online platform offering six core content courses and State-required learning modules. Participants in either path engage in high-quality professional learning that prepares them for success in the classroom.

Recent enhancements to the PLCP have strengthened support for teachers and mentors. Integrating District-provided training resulted in cost savings while ensuring compliance with State requirements. Improved communication with school-based administrative assistants streamlined information sharing, boosted enrollment, and reinforced program support. Furthermore, targeted outreach to mentors enhanced guidance for PLCP candidates, and the introduction of weekly office hours provided consistent, real-time support. Expanded professional learning opportunities and District-level coaching ensure that mentors and candidates have the resources needed to thrive in their careers.

Compared to last year, participation in PLCP more than doubled, with 273 teachers involved in the FY25 program.

PROFESSIONAL LEARNING COMMUNITIES

Professional Learning Communities (PLCs) promote instructional excellence and boost student success by providing educators with dedicated time to collaborate, analyze student data, and refine teaching methods. Teachers engaging in consistent, high-quality PLCs gained the resources to develop more effective instructional approaches, deepen understanding of subject matter, and improve student learning outcomes.

Recognizing the significant impact of PLCs, the Department of Professional Development provided customized support to help schools strengthen and reorganize their PLCs for optimal effectiveness. District specialists offered tailored support to all 13 schools in the Glades Region and delivered targeted training to secondary school PLC facilitators. School administrators indicated that this collaboration led to measurable improvements in teacher practices, as evidenced by indicators of student performance growth.

School-based leadership teams were trained to enhance leadership capacity and equip them with the skills to support and sustain effective PLC facilitation. Principals throughout the District capitalized on these training opportunities, underscoring their commitment to fostering collaborative environments that drive student success. By investing in PLCs, the District empowers teachers to continuously grow, adapt, and refine their craft, ensuring that every student benefits from high-quality instruction and a culture of ongoing improvement.

eLEARNING MANAGEMENT SYSTEMS

The District’s eLearning Management (eLM) system continues to expand professional learning course offerings through a centralized platform with 2,407 active eLearning-trained instructors. The eLM platform empowers instructors to create a structured training framework, monitor implementation, provide feedback, and plan for future training needs.



In FY25, the number of eLM professional learning offerings for both instructional and non-instructional staff increased. These courses supported all District-operated schools and 65 charter schools.

Table 1
Number of eLM Courses

Target Audience	FY24	FY25
Instructional	2,292	3,207
Non-Instructional	492	506

Throughout FY25, the eLM compliance coursework remained a District focus, offering 229 courses across nine titles. These courses required District-wide enrollment to ensure staff met necessary District and State mandates. A significant addition in FY25 was the eLM system’s ability to track State renewal requirements for reading and leadership certifications, streamlining the renewal process for educators. Overall, FY25 was a year of substantial progress, characterized by growth, collaboration, and a strong commitment to excellence in professional learning, highlighting the District’s dedication to both educator development and operational efficiency.

ACADEMIC PROFESSIONAL LEARNING

To sustain the District’s goal of ensuring that all employees have the support, skills, and resources to achieve excellence in District schools, academic and professional learning opportunities are available annually to all teachers and academic support personnel.

During FY25, ongoing professional learning sessions were offered throughout the summer and school year to engage staff in improving standards-based instructional practices.

Topics included:

- K-12 Standards-Based Instruction (across all content areas)
- B.E.S.T. Mathematics and English Language Arts Teacher Leader Cohorts
- B.E.S.T. Mathematics and English Language Arts Teacher Cadres
- K-2 Foundational Literacy Skills
- K-5 Science Leadership Academy
- Secondary Science Content Clinics
- Project-Based Learning: Getting Started in Curriculum Integration
- Project-Based Learning: Authentic Assessments
- Gifted and Enrichment Support
- Progress Monitoring and Assessment Tools
- Reading Intervention Supports and Strategies
- Department Instructional Leaders, Coaches, and Contacts Support
- Resiliency, Character, and Life Skills Education
- AP and AICE Round Table Professional Learning
- Course-specific Accelerated Learning Institutes with Cambridge Learning and College Board

ARTIFICIAL INTELLIGENCE TECHNOLOGY FOR STAFF

In FY25, the Department of Educational Technology trained school and District staff to streamline workflows by integrating artificial intelligence (AI) tools. The department facilitated over 160 AI professional learning sessions, training 7,132 District educators and support staff. This effort supports the District's Strategic Plan Initiative D.1c to empower staff and students to integrate artificial intelligence to enhance learning, increase efficiency, and inspire innovation.

To support these goals, the District approved the following AI applications for staff use:

- Generative AI Assistants**
 Google Gemini, ChatGPT, and Claude are now accessible to teachers and District staff. These tools assist with various tasks, including writing, content creation, problem-solving, and document summarization.
- Visual Content Creation Tools**
 Canva and Adobe Express are accessible for staff use. These platforms offer tools to create visual content, such as graphics and presentations, which allow staff to quickly produce high-quality materials for various communication and instructional needs.
- Teacher-Specific Tools**
 Khanmigo Teacher Tools are AI-powered features within Khan Academy designed to help educators save time and improve efficiency. These features include generating lesson plan outlines and sample assessments, creating personalized feedback, and providing tools to enrich instruction with relevant content, concept explanations, and engaging discussion prompts.
- Lumio AI Assist**
 Integrated into the District's SMART interactive panels, this application allows teachers to generate engaging quiz-based activities directly within the Lumio software.



ARTIFICIAL INTELLIGENCE APPLICATIONS APPROVED FOR STAFF IN FY25

 Google Gemini - Staff Only - Generative artificial intelligence (AI) chatbot developed by Google. - Google integration features that can be used for various tasks such as writing, activity planning, translating, and image generation.	 Khanmigo Teacher Tools - All Teachers - AI-powered tools from Khan Academy; Teacher access to ChatGPT-4. - Serves as a virtual assistant for teachers helping to plan lessons, create rubrics, generate discussion prompts, and provide student feedback. - Standards-based assessment generation.
 ChatGPT & Claude - Staff Only ChatGPT (OpenAI): AI chatbot and virtual assistant utilizing a natural language model, capable of generating responses and various content (articles, essays, code, etc.). Claude (Anthropic): Generative AI assistant useful for writing, coding, problem-solving, and building other AI applications, excelling at complex reasoning and summarizing lengthy documents.	 Lumio AI Assist - All Teachers - AI-powered quiz generation for interactive activities, supporting various formats and customizable by question type, grade, standards, and difficulty. - Included with Lumio software on all District Interactive SMART Panels. - Enhances engagement and saves lesson preparation time.
 NotebookLM - Staff Only - AI-powered research and writing assistant by Google. - Upload files and documents like notes, articles, and PDFs to generate summaries and insights to synthesize information. - Assists staff with lesson planning, research, and creating educational materials (study guides, flash cards, quizzes, and auto-generated podcasts).	 Adobe Express - Staff & Students Canva AI Tools - Staff & Students in Grades 9-12 - Create graphics, web pages and videos with simple tools. - Built-in generative artificial intelligence features. - Accessible on District portal - Work on mobile devices and desktops.

CLINICAL EDUCATOR TRAINING

To strengthen teacher development and elevate instructional practice, the District launched a campaign to attract teachers with over three years of successful teaching experience to be trained as clinical educators. These educators served a critical role in shaping the next generation of teachers through hands-on, job-embedded coaching for both new and pre-service teachers. Through practiced application and expert mentorship, clinical educators connected theory and practice, ensuring incoming District teachers developed the skills, knowledge, and confidence needed for success in the classroom.

To support this initiative, the District launched a targeted promotional campaign that showcased the leadership opportunities, professional growth, and lasting impact associated with becoming a clinical educator. In FY25, the District granted clinical educator credentials to 275 teachers, representing a 37.5% increase from the previous year. This empowered the educators to mentor new teachers and guide pre-service students and interns. The District's dedication to expanding this essential training continued into the summer, with an additional 50 teachers participating in training to serve as mentors and hosts for college interns in the District.

Investing in clinical educator training provided the District with a sustainable mentorship and professional support system. The District ensured every new teacher had access to expert guidance, and every school benefited from highly skilled instructional leaders. This initiative strengthened the educational community and elevated the standard of excellence in teaching across the District.

ASPIRING ASSISTANT PRINCIPALS PROGRAM

The Aspiring Assistant Principals Program provides a pathway for emerging leaders who demonstrate a strong desire to serve in school leadership roles within the District. Based on the Florida Educational Leadership Standards, the program emphasizes cultivating effective instructional leadership practices that are responsive to the diverse needs of the student population. Through thoughtfully curated and relevant experiences, the program aims to prepare aspiring leaders to confidently and effectively guide and manage school operations and initiatives. The FY25 cohort supported 37 motivated educators, whose developing leadership skills had a positive impact on practices and outcomes across 25 schools.



Cohort 6 Aspiring Assistant Principals Program

ASSISTANT PRINCIPALS INDUCTION PROGRAM

The Assistant Principals Induction Program is designed to support new assistant principals during the first two years of their administrative careers. The program provides job-embedded, real-world learning experiences. All assistant principals participating in this program are paired with an assistant principal mentor and engage in collaborative sessions alongside their mentors and senior leadership. In FY25, the Department of Leadership Development supported over 30 newly appointed assistant principals and their mentors.



PREPARING FUTURE PRINCIPALS PROGRAM

The Preparing Future Principals Program (PFPP) included 20 participants in FY25. The PFPP is a comprehensive one-year leadership preparation program for motivated and highly effective assistant principals and District leaders aspiring to become principals. Grounded in the Florida Education Leadership Standards, future principals engage in rigorous and relevant instructional leadership experiences.



Preparing Future Principals Program FY25 Cohort

PRINCIPAL INDUCTION ACADEMY

The Principal Induction Academy supports novice principals during their first two years. Master principals design and facilitate sessions that include job-embedded, real-world learning experiences. All principals participating in this program are paired with a principal mentor. Mentors are trained by the National Association of Elementary School Principals through a Leadership Immersion Institute focused on the principles and practices of effective mentorship for K-12 school principals. In FY25, the Department of Leadership Development supported over 30 newly appointed principals and their mentors.



Principal Induction Academy principals and mentors

ADMINISTRATIVE ASSISTANTS ACADEMY

The District's Administrative Assistants Academy (AAA) is a transformative professional learning initiative designed to empower and elevate the skills of administrative assistants throughout the District. Recognizing their diverse roles, the FY25 AAA provided training and resources that fostered growth at both the school and District levels. Through a flexible and tailored approach, the District offered a blend of self-paced, live online, and in-person learning opportunities, ensuring participants could select courses that best suited their needs. Each class was designed for learning new content, refining existing skills, and expanding their knowledge base.



In FY25, AAA offered 16 classes with 727 participants, representing an increase of nearly 55% from FY24. The District remains committed to continuously improving AAA by using data and direct feedback to align course offerings with the evolving needs of administrative staff.

New in FY25, the AAA hosted two conference-style events exclusively for executive and confidential administrative assistants. The inaugural half-day fall summit featured various breakout sessions led by eight departments. The full-day spring summit included 12 departments, offering a mix of whole-group presentations and breakout sessions tailored to the time-sensitive responsibilities of administrative professionals. Collectively, the FY25 AAA summits provided over 250 attendees with targeted learning experiences and valuable resources.

NON-INSTRUCTIONAL PROFESSIONAL LEARNING

Professional learning opportunities for non-instructional District employees were designed to be responsive to their evolving needs. A total of 75 specialized training classes, aligned with the District's Strategic Plan, supported 3,500 participants. The topics addressed a broad range of critical workplace skills, including supporting students with disabilities, fostering positive work environments, understanding human resources protocols, adhering to legal best practices, managing performance, upholding professional standards, navigating labor relations, developing skills for lifelong learning, writing effective bulletins, and managing large projects.

Non-instructional employees are vital to the success of District schools. Investing in their professional growth strengthens the entire District. As these opportunities expand, the District remains committed to providing innovative, high-impact training that empowers employees to excel in their careers and foster a culture of excellence.

SCHOOL FOOD SERVICE PROFESSIONAL GROWTH

At the start of FY25, School Food Service (SFS) managers and production assistants participated in comprehensive in-service training focused on strategic planning and goal setting. This foundational training established a framework of continuous learning and skills enhancement.

A new initiative, the SFS Leadership Academy, provided ongoing professional learning for 230 SFS employees. Monthly sessions addressed resume writing, interview skills, personal finance, leadership versus management, Excel proficiency, and strategies for leading under pressure.



Beginning of the year School Food Service training

Manager Intern Training

In FY25, two manager intern training programs were offered. Thirteen cafeteria managers graduated from the fall class and six from the spring, resulting in 19 new cafeteria managers.



SFS intern program graduates

Cardiopulmonary Resuscitation and Automated External Defibrillator Classes

In FY25, Cardiopulmonary Resuscitation (CPR) and Automated External Defibrillator (AED) training expanded to include all SFS employees. Eighteen certification classes were offered throughout the District, including after-hours and weekend sessions. As a result, 190 SFS employees earned their CPR and AED certifications.



CPR training

New Employee Training

Throughout FY25, over 100 new SFS staff participated in all seven training classes covering essential topics such as policies, procedures, kitchen safety, sanitation, equipment handling, food preparation, and work expectations.

Recipe 101 Trainings

Sixty-six SFS staff members attended classes designed to improve their kitchen skills. Training topics included advanced recipe preparation, knife skills, kitchen safety, sanitation, and a demonstration on modified-diet pureed food.



SFS staff in training



SFS staff with Certificates of Completion

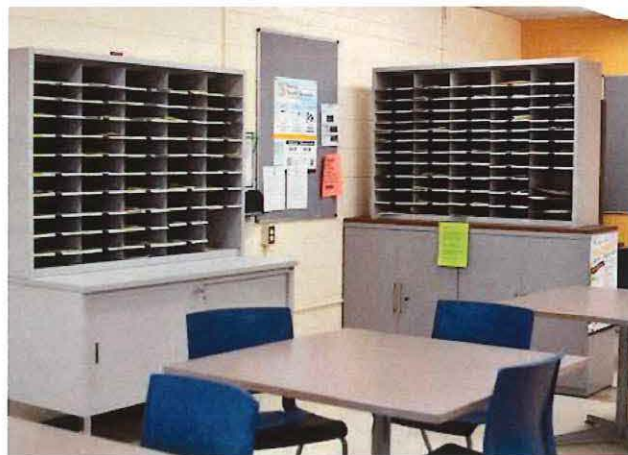


SFS staff prepare food

ENHANCING TRANSPORTATION WORKPLACE CULTURE

The Department of Transportation Services aimed to create a supportive and empowering work environment. This was achieved through investments in facility improvements and professional learning opportunities, providing employees with the resources, skills, and support required for excellence.

In FY25, significant upgrades were completed at the facilities to enhance the daily experience for transportation staff. The West Transportation Facility gained new modular structures for meetings and breaks. The East Transportation Facility underwent exterior improvements, including painting, restriping of the parking lot, and upgraded lighting. The dispatch office at the North Transportation Facility was renovated for improved efficiency and comfort. New ice machines, refrigerators, and microwaves were installed across all transportation sites for employee convenience.



The updated North Transportation Facility breakroom

The department also prioritized professional growth throughout the year. Targeted training improved communication and problem-solving skills for the call center and regional coordinators, while the fleet services team

participated in a leadership series focused on employee empowerment. Annual in-service training sessions provided crucial knowledge on safety, best practices, and industry advancements.

These strategic investments in infrastructure and professional learning strengthened workplace culture and established a solid foundation of support, growth, and excellence for all employees in the department.



Newly installed modular buildings and a breakroom at the West Transportation Facility



Before and after painting at the East Transportation Facility

DISTRICT LEADERSHIP ACADEMY

The District Leadership Academy (DLA) provides training, resources, and support for District-based administrators, support staff, and other leaders seeking to enhance their professional growth. The DLA content aligns with the Florida Educational Leadership Standards and empowers leaders to surpass District goals.

In FY25, the DLA launched the Leaders of Tomorrow program, a tailored leadership development initiative for the transportation fleet team. This program equipped newly promoted mechanics and foremen with essential leadership skills. Guided by a needs analysis, the program provided targeted training to effectively bridge skill gaps, training 26 emerging leaders over eight months. Building on FY25 success, the Leaders of Tomorrow program is projected to develop 30 non-instructional emerging leaders annually.

To increase employee knowledge of the District and foster cross-departmental collaboration and support, the DLA implemented a new Lunch & Learn Series. This series provides a platform for departments to showcase

their work and share the positive impact they have on District stakeholders. Since January, 11 sessions have engaged over 500 employees, offering both live and recorded options.

The workgroup for the District's Strategic Plan Initiative D.1b developed a new self-paced course, "Supporting the New Supervisor", which officially launched in January. The course equips participants with foundational management skills and addresses leadership principles, offering valuable insights and practical tools for application in day-to-day work. This course helps ensure all employees have the environment, support, skills, and resources necessary for excellence.

EXPLORING LEADERSHIP ACADEMY

The Exploring Leadership Academy is designed to support individuals aspiring to take on leadership roles. This program offers two tracks: a non-principal track for those interested in becoming teacher-leaders or District-based leaders, and a principal track for those desiring to become assistant principals or principals. The program provides aspiring leaders with comprehensive, relevant, and personalized learning experiences to equip them for leadership in District schools. The FY25 cohort included 23 candidates from 22 schools and one department.



PERFORMANCE MANAGEMENT

In FY25, the performance management team strengthened employee engagement and aligned its efforts with District goals to drive meaningful results. Through the Department of Professional Development, the evaluation systems were streamlined for all employee groups while expanding initiatives to promote professional growth.

A notable achievement was the implementation of CLEAR Coaching (Contract, Listen, Explore, Action, Review), a transformative model designed to facilitate purposeful growth conversations. This structured approach equips District employees with the tools to set clear objectives, reflect on challenges, and take actionable steps toward improvement.

Beyond academic support, CLEAR Coaching was implemented with non-instructional employees across the District, including the Departments of Transportation and Information Technology. By providing a framework for goal-setting and continuous feedback, the training model enhances leadership capabilities, strengthens team collaboration, and drives operational excellence.

LABOR RELATIONS

In FY25, the Department of Labor Relations successfully negotiated contracts with District-recognized unions, resulting in agreements that improved pay and working conditions while bolstering the District's competitiveness in attracting and retaining a high-quality workforce. In FY25, teachers received some of the highest raises in the State, raising the District average teacher salary to \$69,675, which is well above the State average of \$57,000, and in alignment with national median salary increases.

Following a 4% pay increase, District school police officers enjoyed the second-highest starting hourly rate among regional law enforcement agencies at \$35.03 per hour. Additionally, the School Police Department introduced a pay-for-experience plan to attract skilled officers from other agencies and recognize the expertise experienced officers bring to the District. These steps highlight the District's ongoing commitment to maintaining a high-performing police force and ensuring the safety of students and staff.

The District further demonstrated its commitment to positive labor relations by hosting regularly scheduled

union-management meetings. These meetings provided a proactive forum for discussing upcoming priorities, potential issues, and critical updates on District operations. In FY25, these meetings expanded to include all recognized unions, highlighting the District's focus on transparent communication and collaboration.

EMPLOYEE SALARY ACTIONS

The goal of the Department of Compensation and Employee Information Services (CEIS) is to attract and reward a highly skilled workforce by ensuring District employees are compensated competitively, in alignment with the labor market, and within the funding restrictions set by the State. These efforts include benchmarking District jobs against similar roles in other organizations, determining appropriate pay levels, and recommending adjustments that allow the District to remain competitive for top talent.

CEIS, in collaboration with the Human Resources Information Management (HRIM) team, processed salary increases approved by the School Board for over 23,000 regular and 15,000 temporary positions. As the largest employer in Palm Beach County, the District's diverse workforce consists of multiple employee groups, most represented by separate bargaining units. Through strategic collaboration with the Department of Labor Relations and the Payroll Department, these teams efficiently implemented union bargaining provisions while meeting the agreed-upon objectives and timelines for each employee group.

In addition to managing large-scale salary adjustments for both bargaining and non-bargaining employees, CEIS and the HRIM team oversaw the hiring of over 20,000 employees and job-change transactions. Notably, 87% of these were processed within three days, surpassing the 80% target. This commitment to excellence ensured that thousands of employees transitioned smoothly into new or changing roles throughout the District.

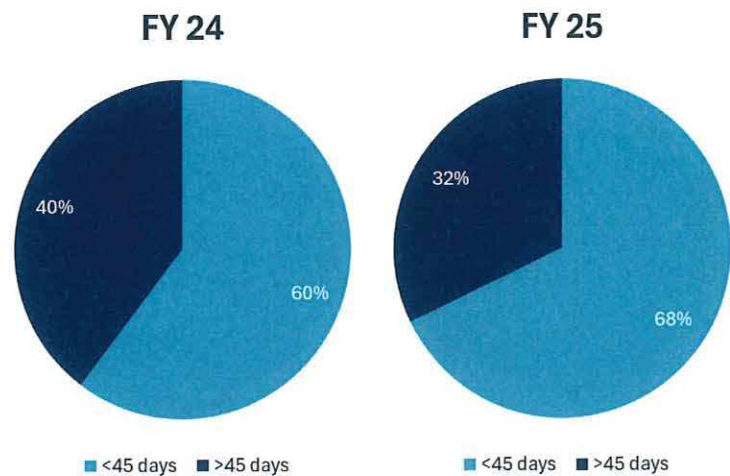
PROFESSIONAL STANDARDS

The goal of the Office of Professional Standards (OPS) is to enhance staff capabilities in alignment with the District's vision to educate, affirm, and inspire all students by fostering a supportive environment. In FY25, OPS launched key initiatives to empower school and District administrators to address progressive discipline concerns and improve employee coaching. Milestones included the implementation of streamlined processes, the launch of the OPS portal tile, and the introduction of new training resources, all contributing to the continuous improvement of the work environment for school and District leaders. These efforts resulted in quicker resolutions, improved support for administrators, and a more effective approach to staff development. These initiatives reflect OPS's commitment to continuous improvement, collaboration, and exceptional service.

Innovations and Achievements:

- **OPS Tile Launch**
The OPS portal tile introduces tailored checklists and templates that provide administrators with step-by-step guidance for managing progressive discipline and work-related issues. This resource ensures a consistent and efficient process for addressing concerns across the District.
- **Case Management and Increased Resolutions**
With an increase in case intakes, OPS significantly improved case closure times by providing targeted training for school and District administrators. These trainings have equipped leaders with the tools to resolve disciplinary issues quickly and supportively.
- **Training and Resources for Effective Coaching**
OPS introduced accessible training materials on verbal coaching and progressive discipline. These resources empowered administrators to coach their staff more effectively, fostering a positive and supportive work environment while promptly addressing challenges.

Figure 1
Case Closures

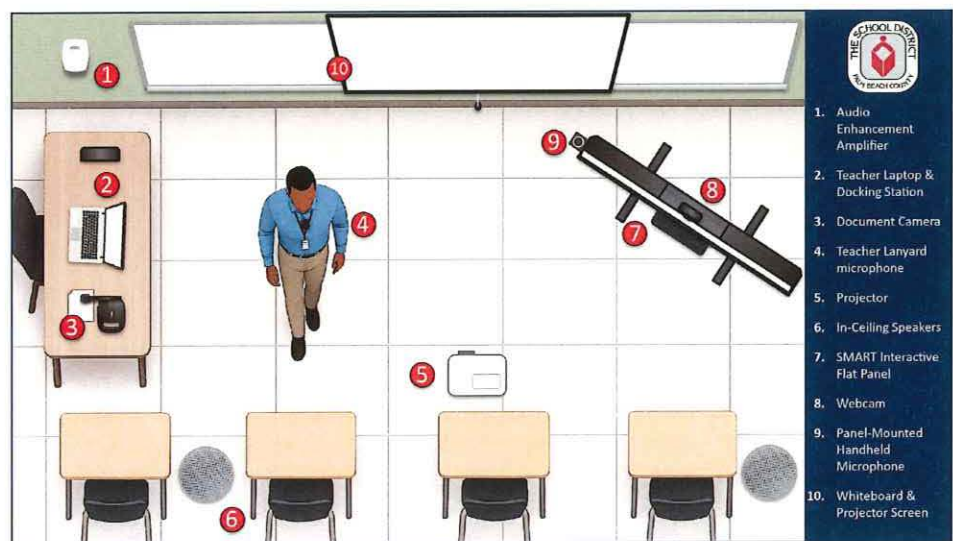


THE INTERACTIVE CLASSROOM

The Interactive Classroom is the established configuration for all standard District classrooms. This configuration includes an Audio Enhancement* system, a document camera, and dual displays, which may consist of either two flat panels or a SMART interactive flat panel along with a classroom projector.

In FY25, the Department of Educational Technology replaced the computers within 11,200 interactive flat panels in 173 schools, ensuring that instructional spaces remained equipped with the latest technology. This upgrade extended the lifespan of the interactive panels from five to 10 years. The old computers were repurposed to replace outdated computers.

Additionally, more than 2,400 classroom sound field enhancement amplifiers in 31 schools were replaced with modern networked amplifiers, laying the groundwork for future upgrades. The District’s commitment to upholding a high standard of technological integration ensures that all classrooms offer digitally rich and personalized learning environments.



The standard interactive classroom configuration

SUPPORTING DISTRICT TECHNOLOGY

The Information Technology (IT) Division provides devices, infrastructure, applications, and support to ensure District students and staff have safe, secure, and equitable access to technology. In FY25, the IT Division had a successful year, as shown by the completion of upgrades to the technology and lighting in the FHESC Boardroom, the implementation of the Transportation Customer Service Phone Chatbot, upgrades to the First Responder District Sites Mapping, as well as the following initiatives:

Student Chromebooks

- Repaired 24,000+ student devices
- Purchased 10,000+ new student devices

Technology Infrastructure

- Technology infrastructure was updated across several new and renovated schools and District sites.
- Advanced Threat Protection was bolstered with significant firewall upgrades.
- Support was extended to over 700 virtual servers, which included a refresh of one elementary school server.
- The District's E-rate annual reimbursement surpassed \$7 million.

Cybersecurity

- Various Multi-Factor Authentication methods were implemented to secure access to over 30,000 District accounts for teachers, staff, administrators, contractors, and charter school personnel.
- The IT Security Awareness Annual Staff Training helped employees understand how to use strong passwords, report suspicious activity promptly, and recognize phishing attempts.
- IT Security Penetration Testing ensured District processes, procedures, and systems remained effective while identifying potential areas of concern.

Sharp Multifunction Device and Printer

Throughout FY25, the IT team delivered, set up, and replaced over 3,000 multifunction and standard printers across 214 schools and District sites. Additionally, the IT team trained staff on how to use the new printers effectively.

Student Information System Document Center

The IT Division continued to convert all student cumulative folder records maintained by schools from paper to digital format. Notably, in FY25, all middle school cumulative folder records were converted.

ServiceNow Enterprise Service Management

To improve customer service, IT replaced the existing service platform with ServiceNow for change management, incident management, hardware and software contract management, the knowledge base, and a website chatbot.

Cloud-Based Enterprise Disaster Recovery and Business Continuity

The IT Division completed an initiative to deliver faster, real-time cloud-based disaster recovery and business continuity for the Enterprise Resource Planning (ERP) system.

Student Safety Monitoring

To proactively identify potential student safety issues, IT launched a pilot program involving 13 schools to evaluate the effectiveness of early-warning monitoring systems.

Vape Detector Pilot

IT partnered with the Division of Operations and the Division of Student Health and Wellness to install vape detectors for monitoring in three schools.

SCHOOL INTERCOM, PAGING, AND BELLS

The Audio Enhancement EPIC System™ (Education Paging & Intercom Communications) is a networked intercom and bell system. Because of its direct integration with classroom sound field enhancement systems and safety alert solutions, the EPIC System™ has been the standard for new construction schools since 2020. Additionally, the EPIC System™ serves as the standard solution for upgrading traditional intercom systems. The Department of Educational Technology incorporated a 10-year plan into the District's capital budget to transition all school intercom systems to this platform. The number of District-operated schools, adult education campuses, and ancillary sites utilizing the EPIC System™ increased from 30 to 45 in FY25.

AESTHETIC CAMPUS UPGRADES

Enhancing Schools: A Commitment to Excellence

In FY25, the Department of Maintenance and Plant Operations (MPO) focused on revitalizing school campuses to reflect the pride and values of the community. These upgrades enhanced the beauty, durability, and functionality of District educational spaces, creating an environment where students and staff can thrive.

Stronger, More Beautiful Exteriors

The MPO team applied advanced waterproofing treatments to protect and preserve school buildings from moisture and structural damage. The buildings were power-washed, and then fresh, high-quality, long-lasting paint was applied to create a welcoming and visually appealing atmosphere that embodies the community's strength and resilience.

Restoring the Heart of Learning

MPO evaluated and addressed maintenance needs within District schools to ensure safe, clean, and comfortable environments. Classrooms and common areas were given fresh paint and necessary repairs. These projects reflect the District's commitment to creating inspiring educational environments. By fostering pride, tradition, and community spirit, the District is building a future where schools embody the greatness of their communities.



Fresh exterior paint at Hagen Road ES



FURNITURE REPLACEMENT

The Operations Division remains committed to creating optimal learning environments through the furniture replacement program established under the 2016 penny sales tax referendum. This program enhanced classrooms for students and teachers by replacing worn-out and damaged furniture.

In FY25, the program addressed the needs of 25 schools, allocating over \$7 million for new classroom furniture, including desks, chairs, and tables for small-group instruction.



New classroom furniture at Sunrise Park ES



New classroom furniture at Palm Springs ES

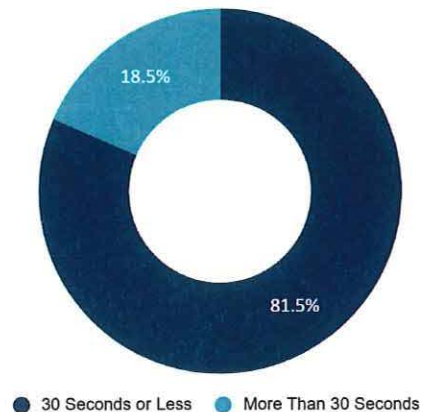
HUMAN RESOURCES CUSTOMER CARE CENTER

The District's HR Customer Care Center is staffed by dedicated experts who work to resolve employees' HR-related questions during a single call. Since its inception, the center has steadily grown and has become a trusted resource, handling approximately 40,000 inquiries annually via phone or email.

Performance is evaluated based on both call response times and email satisfaction surveys. In FY25, the call response time reached 81.5%, exceeding the 80% target for responding to incoming calls within 30 seconds of entering the queue (Figure 2). Email satisfaction surveys were distributed to employees after their inquiries, resulting in 91% of respondents rating the service as satisfactory or better.

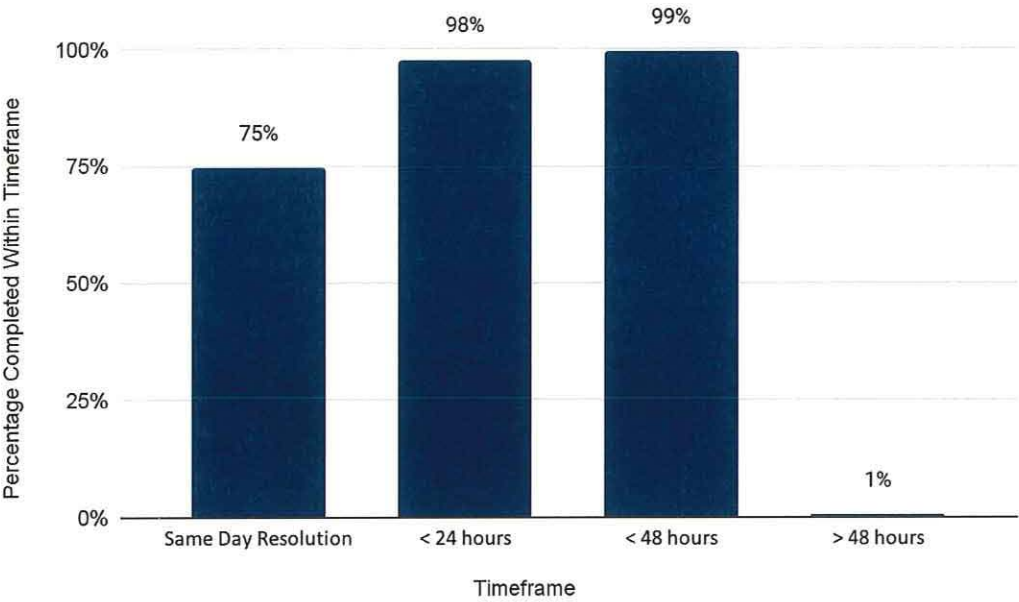
Figure 2
Service Level

Target Goal 80% Within 30 Seconds of Queue



The HR Customer Care Center also managed employment verifications, handled loan forgiveness applications, processed name and address changes, and fulfilled public records requests. In addition, the HR Customer Care Center served as the primary point of contact for scheduling retirement appointments for active employees. For FY25, approximately 5,000 written requests were processed (Figure 3).

Figure 3
Written Request Processing Time



Objective 2: Ensure all employees are committed to effective practices and performance expectations centered on students

CATCH THE WAVE OF CUSTOMER SERVICE EXCELLENCE

The District's Strategic Plan Initiative D.2a workgroup, composed of dedicated staff from various departments and schools, continued to create a culture of customer service excellence among employees. To kick off FY25 with renewed energy, the Catch the WAVE (CTW) logo was refreshed and unveiled at the Superintendent's Leadership Summit, reinforcing the initiative's theme. Customer service books and videos were added to the CTW webpage, serving as valuable training resources. CTW-branded shirts were provided, boosting visibility and team spirit.

The Customer Service Kudos program continued in FY25, recognizing outstanding contributions from staff. Over 80 employees were nominated, and select honorees were celebrated in the District's internal LINK newsletter, fostering pride and reinforcing positive service behaviors.

Building on the District's commitment to exceptional service, 322 employees participated in the Customer Service Excellence: Foundations workshop. This training focuses on the core principles of delivering outstanding customer service every day. Aligned with being "Your BEST Choice!" for students and families, this training equips participants with the skills and mindset needed to provide exceptional customer service.

In the workshop, participants learn to:

- Understand the value and impact of customer service excellence.
- Develop strong, practical communication skills.
- Implement strategies to overcome common service challenges.
- Align daily interactions with the District's customer service standards.

COMING TO A LOCATION NEAR YOU!
CUSTOMER SERVICE EXCELLENCE
THE FOUNDATIONS

This in-person training will boost your customer service skills to a new level!
Learn the foundations of customer service excellence and get practical tools
to deliver exceptional customer service on a consistent basis.

Date	Time	Location
March 20, 2025	8:30 a.m. - 12:30 p.m.	Safe Schools Boca Raton
March 21, 2025	8:30 a.m. - 12:30 p.m.	Fulton-Holland West Palm Beach
April 17, 2025	8:30 a.m. - 12:30 p.m.	Fulton-Holland West Palm Beach
May 15, 2025	8:30 a.m. - 12:30 p.m.	Fulton-Holland West Palm Beach

CATCH THE WAVE
Now open for registration! Search for WAVE in eLearning.
Attendees can earn six (6) non-instructional implementation points.

Marketing for Customer Service Excellence: Foundations training



Customer Service Excellence: Foundations training at the Mary & Robert Pew Center

CATCH THE WAVE
of Customer Service Excellence

Our Commitment

W We **WELCOME** everyone to our schools and buildings.

A We **ACHIEVE** the best possible outcomes for our customers.

V We **VALUE** everyone, everywhere, every day.

E We **EXCEED** our customers' expectations whenever and wherever we can.

Describe our customers' matter, our customer service matters!

Catch the WAVE banner

COMMITMENT TO A HEALTHY LEARNING AND WORKING ENVIRONMENT

The Department of Environmental and Conservation Services (ECS) aims to provide healthy learning and working environments for all students, staff, and visitors. During FY25, the Indoor Air Quality team responded to 547 assessment requests, completed 383 remediation projects, and managed 70 infectious disease incidents within the first eight months of the school year.

ECS plays a vital role in supporting facility construction projects by focusing on the removal, abatement, and mitigation of hazardous materials. For more than three months, ECS oversaw the abatement of lead-based paint from the entire exterior of the gymnasium building at the Historic Roosevelt Full Service Adult Education Center. This initiative not only preserved the historical integrity of the Roosevelt Full Service Adult Education Center but also ensured the safety of workers and created a healthier environment for future occupants.



From left: Historic Roosevelt Full Service Adult Education Center gymnasium building before lead paint abatement; preparation of lead paint abatement; abatement process completed

Superintendent Burke joins Palm Beach Gardens Community HS Marine and Environmental Science students for Earth Day at John D. MacArthur State Park.



GREEN CHAMPIONS LEADING SUSTAINABILITY EFFORTS

Green Champions are the pillars of the Sustainable Schools Initiative, leading impactful sustainability efforts to reduce waste, promote environmental awareness, and empower students and colleagues to take an active role in sustainability. District-wide, 113 Green Champions are environmentally conscious teachers committed to collaboration, sharing resources, and strengthening their dedication to environmental leadership.

During FY25:

- Forty Green Champions and 10 community partners attended the Environmental & Conservation Services (ECS) Sustainability Symposium.
- Sixty-nine Green Champions conducted recycling audits, identifying opportunities for waste reduction.
- Fifteen schools collected over 60,500 wrappers in the “Unwrap the Waves” candy wrapper recycling initiative.
- Thirty-seven schools and facilities developed Sustainable Schools action plans, serving as the foundation for long-term environmental stewardship.

The Sustainable Schools Initiative and Green Champion Stipend Program ensures participation as the District remains dedicated to conserving resources, improving community partnerships, and cultivating a culture of environmental stewardship in every school and facility.



Green Champion with “Unwrap the Waves” candy wrapper recycling boxes



Sustainability Symposium professional learning opportunity

LEADERSHIP FOR EXCELLENCE IN EDUCATION QUALITY

The Leadership for Excellence in Education Quality Program (ExEq) is a 22-month master’s level program in partnership with Florida Atlantic University. This program enables participants to earn a master’s degree in educational leadership while completing the District’s Aspiring Assistant Principals Program, thus expediting their eligibility for an assistant principal role.

The ExEq program emphasizes job-embedded, experiential learning in high-needs schools, led by instructors who are current District principals, directors, and regional or instructional superintendents. The FY25 cohort



Graduates of ExEq Cohort 6

of 26 candidates, representing 19 schools, graduated in December. Their participation in ExEq resulted in documented increases in student performance across these 19 schools, and several graduates secured summer school administrator positions and promotions to assistant principals, thereby demonstrating the real-world effectiveness of the ExEq program.

LEAN SIX SIGMA AND CONTINUOUS IMPROVEMENT

The Division of Performance Accountability continued to offer Lean Six Sigma (LSS) training and certification—an established, globally recognized system for driving continuous improvement.

The yellow belt certification introduces employees to essential LSS principles and tools. For those pursuing greater expertise, the green belt certification develops leaders capable of guiding change and coaching teams. Certification requires the completion of an 18-month process improvement project that applies LSS practices to real-world challenges.

To date, more than 800 District employees have completed LSS training, including 18 certified green belts who have successfully led process improvement projects. The training team now includes representatives from the departments of School Food Service, Professional Development, and Adult and Community Education—enhancing both the program's reach and the diversity of perspectives.

To sustain engagement and foster ongoing learning, a District master black belt hosted monthly Lean Six Sigma Innovation Labs. These virtual sessions united LSS-trained staff to collaborate, explore new ideas, and refine their skills. All sessions were recorded and archived for continuous access and development.

Master BB	Black Belt	Green Belt Certified	Green Belt Trained	Orange Belt	Yellow Belt
3	11	18	36	11	658

SDPBC Lean Six Sigma Trained & Certified Staff

OPERATIONAL EXCELLENCE

In alignment with the District's mission, the Operations Division strives for operational excellence across four priority areas. These initiatives aim to enhance operational excellence in safety and security, recruitment and retention, customer service excellence, and sustainability and reliability.

To strengthen collaboration and alignment, monthly Operational Excellence (OpEx) Forums create an essential space for teams to share progress on active goals, exchange insights, and ensure cross-functional alignment in achieving the four key priority areas. These forums reinforce the District's commitment to effective practices and performance expectations, guaranteeing that every operational decision supports a safe, efficient, high-quality learning environment.

The division also hosted the third annual OpEx Conference at West Boynton MS. This conference brought together school administrators, business partners, and other stakeholders to collaborate in order to achieve the best possible student outcomes.

Recognizing the vital role of strong leadership in achieving operational excellence, the Chief Operating Officer expanded the division's professional learning efforts by expanding the OpEx opportunities. In FY25, the division introduced the Leadership Masterclass, a specialized program for supervisors to refine and broaden their leadership skills across various areas. The District fosters a culture of accountability and high performance by equipping leaders with the tools to manage effectively, inspire teams, and drive continuous improvement.



Joseph Sanches, Chief Operating Officer, welcomes participants to the OpEx Forum.

The Operations Guide, a digital flipbook published twice a year, provides school administrators and department directors with updated information and key contacts to efficiently navigate operational issues.



The Department of Environmental & Conservation Services receives a Top 10 award based on the District's Department Quality Survey.

INSTRUCTIONAL PERSONNEL EVALUATIONS

The Palm Beach Model of Instruction, grounded in the research of Dr. Robert J. Marzano and Instructional Empowerment, is designed to elevate the instructional practices of all employees, regardless of their experience or performance level. At its core, this model fosters continuous growth by identifying strengths and areas for improvement, ensuring that every educator receives the targeted support necessary to maximize their impact on student learning and build a fulfilling career within the District.

For traditional instructional roles, the model includes 22 elements categorized into four domains: Standards-Based Planning, Standards-Based Instruction, Conditions for Learning, and Professional Responsibilities. For District employees in non-traditional instructional roles, there are 16 elements organized into four domains: Planning and Preparing to Provide Support, Supporting Student Achievement, Continuous Improvement of Professional Practice, and Professional Responsibilities.

Effective instruction requires meaningful observation and feedback, which the District prioritizes to ensure that each instructional supervisor possesses the skills necessary to conduct actionable, growth-oriented evaluations.

Notable achievements in FY25 included:

- Over 1,000 new instructional personnel were trained through the Educator Support Program, District-wide training, and school-based sessions.
- Instructional personnel supervisors participated in Observer Calibration training, ensuring they can accurately assess performance and guide teachers toward excellence.
- Sixty new and aspiring leaders were trained to use the model effectively, reinforcing the District's commitment to high-quality instruction across all classrooms.

SCHOOL LEADER EVALUATIONS

The Department of Professional Development successfully launched an updated evaluation system for school leaders called the Focused School Leader Evaluation Model (FSLEM). Based on the work of Dr. Robert J. Marzano and Instructional Empowerment, this model is founded on the belief that, with the right focus and support, school leadership skills can be refined and enhanced to meet goals while supporting the needs of both staff and students.

The FSLEM is structured around six domains that link research-based strategies to student achievement: Data-driven Focus on School Improvement, Instruction of a Viable and Guaranteed Curriculum, Continuous Development of Teachers and Staff, Community of Care and Collaboration, Core Values, and Resource Management. The department, in partnership with the Florida Department of Education, ensured that the model aligns with the Florida Educational Leadership Standards (FELS).

During FY25, all current and new administrators were enrolled in the eLearning course, Understanding the School Administrator Evaluation. Over 530 administrators completed the training to incorporate FSLEM elements into their daily practice. Additionally, eight in-person District-wide training sessions engaged 112 current and aspiring administrators in scenario-based practice, assessing ratings for case studies, identifying evidence of leadership, and establishing qualifiers for scoring.

TRANSPORTATION ADVISORY WORKGROUP

The Transportation Advisory Workgroup supports the District's commitment to operational excellence by providing a pathway for schools to give feedback on transportation services. Comprised of principals and assistant principals from various levels and regions, along with staff from the Operations Division, the workgroup promotes ongoing collaboration between schools and the Department of Transportation Services.

In addition to addressing daily transportation services, the workgroup contributed to two key initiatives in FY25. Workgroup representatives provided input on the Here Comes the Bus program, a user-friendly website and mobile app that enables parents and guardians to receive automated notifications on their devices when their child's school bus is approaching their assigned bus stop. Implemented across all District-operated schools, this program helped to reduce the volume of inquiries to schools regarding bus locations.

The workgroup also supported the ongoing implementation of student identification card scanning during bus boarding and exiting. This practice improved safety by providing accurate ridership records, which resulted in appropriate state funding for student transportation. Throughout the year, workgroup members shared insights from their schools, contributing to additional refinements that increased the program's effectiveness.

SCHOOL LEASE REVENUE

During FY25, the School Facility Leasing program generated over \$3 million in revenue for the District. These funds are vital for District schools and support the following key projects:

- Student Recognition - honor roll, attendance incentives, and assessment incentives
- Tutoring - teacher stipends, snacks for students attending after-school or Saturday sessions, and supplies
- Curriculum Enhancement - computer hardware and software, instructional materials, and field trips
- Security Measures - additional supervision and equipment
- Furniture and Other Equipment
- Campus Beautification

FINANCE DIVISION ACCOLADES AND ACCOMPLISHMENTS

Accounting Department

The Accounting Services Department received the Government Finance Officers Association (GFOA) Certificate of Achievement for Excellence in Financial Reporting for 34 consecutive years. This prestigious award recognizes the department's commitment to high standards of governmental accounting and financial reporting. The department was honored with the Association of School Business Officials (ASBO) Certificate of Excellence in Financial Reporting for 27 consecutive years, highlighting its long-standing dedication to financial transparency and integrity.

Budget Department

The Budget Department's commitment to sound financial planning has been recognized with the ASBO Meritorious Budget Award for eight consecutive years. This award acknowledges proficiency in developing and presenting a comprehensive and understandable budget documentation. Furthermore, innovative practices in financial planning have earned the department the GFOA Best Practices in School District Budgeting recognition for 23 consecutive years, showcasing leadership in effective budget management within the District.

Enterprise Resource Planning and Payroll

In FY25, the Enterprise Resource Planning (ERP) team undertook a significant initiative to improve the District's PeopleSoft system. This involved a comprehensive upgrade to the latest Oracle release, implemented to improve system performance, functionality, security protocols, and compliance with evolving regulatory requirements. Projects included implementing a streamlined employee onboarding process to simplify payroll elections, benefits enrollment procedures, and access to mandatory training classes for new hires. To further support employees, the team introduced automated notifications to proactively assist in the benefits enrollment process, ensuring successful completion.

In collaboration with the payroll team, the ERP team also:

- Improved payroll processing procedures and underlying system processes, aiming for greater efficiency and accuracy.
- Enhanced the recruiting worklist to better manage candidates, facilitate more precise communication with applicants, and optimize human resource functions.
- Streamlined the ePerformance employee review process to provide a more user-friendly experience.
- Implemented further improvements to school safety compliance, including enhancements to drill tracking and School Environmental Safety Incident Reporting (SESIR) verification.
- Established a general work center dedicated to exception reporting to offer a centralized point for simplified navigation within the system and enhance access to critical information.
- Increased the efficiency of financial operations by streamlining Accounts Receivable payment entries and automating the payment application process, which reduced manual effort and increased accuracy.

Purchasing Department

The Purchasing Department's commitment to best practices and efficiency was recognized with the prestigious Best Practice Award from the Florida Association of Public Procurement Officials, Inc. This award was granted for the District's innovative marketplace platform. In FY25, the District platform strategically promoted price compliance by providing schools and departments with direct access to supplier-provided catalogs, ensuring that purchases align with established discounts and agreements secured through bid awards. Additionally, the District marketplace significantly streamlined the approval process by integrating front-end approvals directly

on requisitions, guaranteeing that all purchases were properly authorized and fully aligned with the District’s established contracts and procurement policies.

Department of Risk & Benefits Management

The American Heart Association (AHA) recognized the District as a 2024 Gold Level Workforce Well-Being employer. This significant achievement marks the 12th consecutive year that the AHA has honored the District for its dedication to implementing a comprehensive wellness program based on established best practices in workforce wellness and culture. The AHA recognition emphasizes the District’s ongoing commitment to the well-being of its employees through the continued implementation of a high-quality workforce health and wellness program.

According to the AHA, rigorous studies have consistently shown that thoughtfully designed, fully implemented, and thoroughly evaluated workforce health and wellness programs can lead to tangible benefits, such as improved employee health outcomes, increased productivity, and better employee retention rates. The District continues to share its gold status ranking with other large school districts and private sector employers, including The Breakers and Delta Air Lines.

DEPARTMENT QUALITY SERVICES SURVEY

The FY25 Department Quality Services (DQS) Survey was administered in May. A total of 179 principals were invited to provide input via the survey; 175 (97.8%) responded, which is an increase in participation from 91.2% in FY24. Participation from the latest DQS increased for each school type compared to the FY24 administration:

- Elementary: 110 (100%), up from 104 (94.5%)
- Middle: 33 (100%), up from 29 (87.9%)
- High: 23 (95.8%), up from 21 (87.5%)

Based on the percent of positive responses, a letter grade was computed for each department. Table 2 shows the department grades based on the DQS for the past three years. In FY24, the percentage of departments earning “A” grade was similar to the prior two years at 85.4% and 12.5% earned “B” grades.

Table 2
Department Grades Based on DQS Responses

Grade	FY25		FY24		FY23	
	N	%	N	%	N	%
A = 90+%	46	93.9%	42	87.5%	42	87.5%
B = 89-80%	2	4.2%	5	10.4%	5	10.4%
C = 79-70%	1	2.1%	1	2.1%	0	0.0%
D = 69-60%	0	0.0%	0	0.0%	1	2.1%
F = 59% or below	0	0.0%	0	0.0%	0	0.0%

N=Number of Departments

Table 3
Summary of FY25 DQS Ratings by Department

Department	Grade	Positive Response Percent	Average Rating	1. There is a timely response to initial contact.	2. Customer service is courteous & respectful.	3. Our input is considered as services are provided.	4. Services are delivered in a timely manner.	5. The guidance provided by this department is useful to our school.	6. This department demonstrates professionalism.	7. Our school typically interacts with this department. (frequency)
Academics										
Athletics	A	96.7%	3.8	3.7	3.8	3.7	3.8	3.8	3.8	1.6
Choice & Career Options	A	93.2%	3.7	3.7	3.7	3.5	3.7	3.7	3.7	1.7
Early Childhood Education	A	93.6%	3.7	3.6	3.8	3.6	3.7	3.8	3.8	1.5
Elementary Education	A	91.8%	3.6	3.5	3.7	3.4	3.5	3.6	3.8	1.8
Exceptional Student Education	A	95.0%	3.7	3.7	3.8	3.5	3.6	3.7	3.8	2.4
Extended Learning	A	93.7%	3.7	3.8	3.8	3.5	3.7	3.7	3.7	1.7
Secondary Education	A	97.1%	3.8	3.8	3.8	3.7	3.7	3.7	3.8	1.6
Finance										
Accounting	A	96.9%	3.8	3.7	3.8	3.7	3.7	3.8	3.9	2.1
Budget	A	95.8%	3.8	3.7	3.9	3.7	3.7	3.8	3.9	2.1
Federal Programs	A	99.3%	3.9	3.9	3.9	3.8	3.9	3.9	3.9	1.9
FTE & Student Reporting	A	97.0%	3.8	3.8	3.8	3.7	3.8	3.8	3.9	1.9
PeopleSoft	A	98.3%	3.8	3.8	3.8	3.7	3.8	3.8	3.8	1.5
Purchasing	A	94.2%	3.7	3.7	3.8	3.7	3.7	3.7	3.8	2.2
Risk & Benefits Management	A	98.0%	3.8	3.8	3.9	3.8	3.8	3.8	3.9	1.6
Treasury	A	98.3%	3.9	3.8	3.9	3.9	3.9	3.9	3.9	1.7
Human Resources										
Compensation & Employee Info	A	98.5%	3.8	3.8	3.9	3.8	3.8	3.8	3.9	1.8
Labor Relations	A	98.7%	3.9	3.8	3.9	3.8	3.9	3.8	3.9	1.3
Leadership Development	A	98.0%	3.9	3.9	3.9	3.8	3.9	3.9	3.9	1.5
Professional Development	A	99.3%	3.9	3.9	3.9	3.8	3.8	3.9	3.9	1.6
Professional Standards	A	96.0%	3.8	3.7	3.9	3.8	3.6	3.8	3.9	1.7
Recruitment and Retention	A	99.1%	3.9	3.9	3.9	3.9	3.9	3.9	4.0	1.9
Information Technology										
IT Enterprise Applications	A	96.7%	3.8	3.7	3.8	3.7	3.7	3.8	3.9	1.7
IT Infrastructure & System Support	A	98.4%	3.8	3.8	3.9	3.8	3.8	3.9	3.9	1.7
IT Security	A	98.5%	3.8	3.8	3.9	3.8	3.8	3.9	3.9	1.5
IT Technical Operations	A	96.2%	3.8	3.8	3.8	3.7	3.8	3.8	3.9	1.7
Operations										
Facilities Management & Construction	B	88.9%	3.5	3.5	3.7	3.5	3.3	3.5	3.7	2.0
Planning & Intergovernmental Relations	A	96.4%	3.8	3.8	3.9	3.8	3.8	3.8	3.9	1.2
School Food Services	A	96.7%	3.8	3.8	3.8	3.7	3.8	3.8	3.8	2.0
Transportation Services	C	77.6%	3.2	3.2	3.3	3.1	3.1	3.2	3.3	2.8
Student Health & Wellness										
Behavioral & Mental Health	A	92.8%	3.7	3.6	3.8	3.5	3.6	3.6	3.8	2.0
Health Services	A	93.5%	3.7	3.6	3.7	3.5	3.6	3.7	3.8	1.6
Safe Schools	A	94.6%	3.8	3.7	3.9	3.7	3.7	3.8	3.9	2.1
Support Services	A	93.3%	3.7	3.6	3.7	3.7	3.6	3.7	3.7	1.7
Deputy Superintendent/Chief of Schools										
Adult & Community Education	A	98.5%	3.9	3.8	3.9	3.9	3.9	3.8	3.9	1.5
Multicultural Education	A	97.6%	3.8	3.8	3.9	3.8	3.8	3.8	3.9	1.9
Regional Office	A	99.0%	3.9	4.0	4.0	3.9	3.9	3.9	4.0	3.1
School Transformation	A	90.5%	3.7	3.6	3.7	3.6	3.8	3.7	3.6	1.2

Department	Grade	Positive Response Percent	Average Rating	1. There is a timely response to initial contact.	2. Customer service is courteous & respectful.	3. Our input is considered as services are provided.	4. Services are delivered in a timely manner.	5. The guidance provided by this department is useful to our school.	6. This department demonstrates professionalism.	7. Our school typically interacts with this department. (frequency)
Virtual School & Home Ed Services	A	93.8%	3.8	3.6	3.8	3.8	3.8	3.8	3.8	1.1
Facilities Management										
Building Code Services	A	94.5%	3.7	3.6	3.8	3.6	3.7	3.7	3.8	1.2
Environmental Conservation Services	A	97.5%	3.8	3.8	3.9	3.8	3.8	3.8	3.9	1.4
Maintenance & Plant Operations	B	86.0%	3.5	3.4	3.6	3.4	3.3	3.5	3.6	2.3
Strategic Communications and Engagement										
Communications & Engagement	A	99.8%	4.0	4.0	4.0	3.9	4.0	4.0	4.0	1.5
The Education Network	A	99.2%	3.9	3.9	4.0	3.9	3.9	3.9	4.0	1.2
Chief of Staff										
Educational Technology	A	97.9%	3.9	3.9	3.9	3.8	3.8	3.9	3.9	1.5
Research, Evaluation, & Assessment	A	99.3%	3.9	3.9	3.9	3.9	3.9	3.9	3.9	1.9
School Improvement	A	97.0%	3.9	3.8	3.9	3.8	3.9	3.9	3.9	1.5
Strategy Management	A	93.6%	3.7	3.7	3.8	3.7	3.7	3.7	3.8	1.1
Superintendent of Schools										
School Police	A	97.2%	3.8	3.8	3.9	3.8	3.8	3.9	3.9	2.4



BOARD AND COMMUNITY RELATIONS





BOARD AND COMMUNITY RELATIONS

STRATEGIC PLAN IMPLEMENTATION

FY25 marked a pivotal third year in implementing the District Strategic Plan, which directs substantial improvements in teaching, learning, and operations. Throughout the year, the strategic plan has driven meaningful progress across 14 initiatives aligned with the themes of Academic Excellence & Growth, Student-Focused Culture, Mental Health & Wellness, and Committed & Impactful Employees.

The District is proud to report that four initiatives have entered the closing phase, signifying that their practices and outcomes have been successfully integrated into daily operations. This transition underscores the success of the District's implementation efforts and its commitment to sustaining long-term improvement.

Below are key accomplishments celebrating milestones and affirming the District's commitment to a thriving, future-ready school District.

Academic Excellence & Growth

These initiatives emphasize enhancing educational outcomes and ensuring students receive a high-quality education.

Expanded Literacy Instruction

Through a strategic partnership with the University of Florida Lastinger Center, more than 600 educators completed 36 hours of comprehensive literacy training. In FY25, 16 schools joined the K-2 Literacy Cohort, for a total of 47 schools, advancing early literacy development through evidence-based practices grounded in the Science of Reading.

Increased Career Readiness

The District secured over \$4 million in grants, launched new Career & Technical Education programs, and expanded adult education opportunities, to include commercial driver's license and electrical programs at West Technical Education Center.

Comprehensive Community Experiences

Over 50,000 students participated in curated field trips. To increase collaboration with our community and align learning opportunities for all students, the District partnered with multiple community organizations, students visited scientific or cultural venues, or participated in a career-exploration experience at a local Palm Beach State College campus.

Student-Focused Culture

These initiatives prioritize the needs and experiences of students in all aspects of school life. Initiatives within this theme promote positive relationships between students and staff while implementing programs to support student engagement and leadership development.

Elevated Student Voice

Every school established a Student Voice Committee and appointed a faculty advisor, culminating in the inaugural student-led FutureMakers Forum with over 300 participants. This initiative is now integrated into regular District operations.

Modernized Digital Access for Families

The District migrated its Hub and website to a new platform, Finalsity. Individual school websites were reviewed and updated to ensure they met the newly established standardization requirements.

Mental Health & Wellness

These initiatives offer resources for mental health support, implement strategies to reduce stress and anxiety, and promote a positive school climate where students feel supported and valued.

Fostered Trusted Adult Relationships

Nearly 90% of students indicated they have a trusted adult at school, strengthening their sense of belonging on campus.

Scaled Trauma-Informed Practices

Trauma-Informed Care training, courses, and resources were launched District-wide.

Committed & Impactful Employees

These initiatives focus on strategies to enhance staff well-being and provide the necessary resources and programs to achieve outstanding performance.

Rolled Out Artificial Intelligence (AI) in Education

All middle and high schools adopted Khanmigo, and over 100 AI training sessions impacted more than 7,000 staff members. In grades 3-12, students received training to use AI educational tools, positioning the District as a leader in educational innovation.

Launched New Supervisor Course

Training courses were developed for new and aspiring supervisors to reinforce and deepen fundamental management skills.

ONE-HALF CENT TAX REFERENDUM

In November 2024, voters in Palm Beach County approved the continuation of the existing One-Half Cent Tax Referendum, with approximately 60% voting in favor. This represents an increase in support compared to the original 2016 referendum, which implemented a one-cent sales tax shared between local governments and the School District.

This renewed investment will be in effect from 2026 through 2035 and is projected to generate approximately \$200 million annually. The funding is dedicated solely to capital improvements and is overseen by an independent citizens oversight committee to ensure transparency and accountability.

The One-Half Cent Tax Referendum will support critical needs in four areas:

- Enhancing school security
- Updating technology
- Purchasing school buses
- Repairing and maintaining facilities

Every traditional and charter public school in Palm Beach County benefits from these investments. The District remains committed to its track record of “Promises Made, Promises Kept,” delivering on the objectives outlined in the ballot language with careful stewardship of taxpayer dollars.

SUPERINTENDENT'S CELEBRATIONS: THE TEAM PALM BEACH WAY

Superintendent Burke orchestrated a series of spirited celebrations in the Fulton-Holland Educational Services Center (FHESC), fostering a dynamic and enthusiastic atmosphere. These events go beyond standard work interactions, building a strong sense of community and enhancing morale.

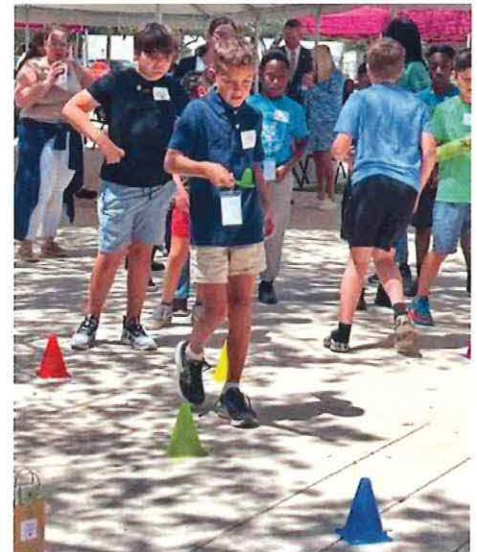
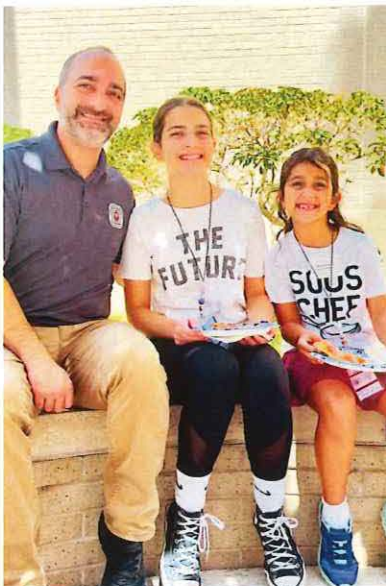
To kick off the academic year, the energetic BACK-to-School "Party Friday" event set a positive and celebratory tone. This event, which highlighted the District's A-rated achievement, provided a valuable opportunity for staff to connect, relax, and prepare collaboratively for the term ahead. Similarly, the Superintendent's Annual Halloween Costume Contest transformed the FHESC into a vibrant celebration, infusing a significant dose of playful creativity. This much-anticipated event encouraged enthusiastic participation from all divisions, fostering a spirit of friendly competition and lighthearted fun. From elaborate group themes to individual, handcrafted costumes, the contest showcased the staff's diverse talents and imaginative spirit. The ensuing laughter and shared experience of the juried costume parade strengthened cross-departmental camaraderie, creating lasting memories and a more connected workplace.

Beyond seasonal festivities, the superintendent's commitment to building a positive climate extended to weekly football giveaways throughout the season, generating excitement and shared enthusiasm. The culminating SUPERintendent's Annual SUPER Bowl Kickoff Party allowed staff to gather and enjoy celebrating Team Palm Beach.





SUPERINTENDENT *Celebrations*



LEGISLATIVE AFFAIRS

The District's FY25 legislative platform was drafted and prepared by the School Board, with the final vote last November. The platform focused on six categories:

- School Safety and Security
- Students
- Teachers and Staff
- Finance
- Curriculum/Accountability
- Prekindergarten

Each year, the superintendent and his leadership team, along with the School Board members, attend a joint meeting with the Palm Beach County Legislative Delegation to review the District's legislative priorities and prepare for the upcoming legislative session.

In response to feedback from FY24, a more effective communication process was established to ensure that the superintendent, leadership team, and School Board members receive timely updates on critical issues during the 2025 legislative session. Consequently, seven leadership meetings were held between March and May, during which updates on State and federal matters were presented. Additional updates were shared through recordings and printed reports. Four updates on legislative items were presented to the School Board between January and May.

Palm Beach County voters once again supported the extension of the schools' portion of a previous penny sales tax increase that has benefited schools. In November, 60% of voters approved the sales tax referendum.

In FY25, three new School Board members were elected. The leadership team met with each new School Board member to review the previously approved legislative platform and provided them with an understanding of the District's legislative priorities. They received information on intricate financial details and policy issues, which also helped during their one-on-one visits with lawmakers.

School Safety & Security

Student safety is a top priority for the District. Therefore, the District is committed to fully funding all state-mandated security requirements for Florida's public schools. For example, while the District receives approximately \$15 million in funding to support school safety, it invests nearly \$43 million annually in its school police department to ensure a secure learning environment.

Students

In 2023, House Bill 733 was passed, requiring all Florida public middle schools to start no earlier than 8:00 a.m. and all high schools to start no earlier than 8:30 a.m. The District conducted a stakeholder survey, in which 65% of respondents opposed changes to the school start times. Lawmakers received feedback from school districts and parents across the State expressing opposition to the mandated changes. In May 2025, Senate Bill 296 was signed into law, allowing school districts to comply with the law and avoid changing start times by submitting a report detailing their current start times, strategies, and the financial and community impacts of potential changes.

Teachers and Staff

In the fall, Superintendent Burke and the School Board approved an agreement with the Palm Beach County Classroom Teachers Association. This agreement provided all District teachers with a raise of up to 4%, with

ESE teachers receiving an additional \$1,250 supplement. This aligns with the District's platform priority to increase the Base Student Allocation and secure additional resources for ESE and Title 1 teachers contingent on legislative budget outcomes from Tallahassee.

Finance

A top priority was to oppose any new funding requirement that diverts existing funds away from the school District and allows the District to continue seeking local revenue from the One-Half Cent Tax. The budget outcomes are pending the legislature's approval. While in Tallahassee for Palm Beach County Days, Superintendent Burke met with several legislators to discuss the District's legislative priorities, including the need for increased funding and concerns about potential reductions to the add-on weights for advanced courses. Throughout the legislative session, he followed up with many of these lawmakers to further address the financial implications of proposed legislation.

Curriculum/Accountability

The District team prioritized maintaining a variety of options for student 3rd grade promotion and successfully did so throughout FY25. Additionally, the curriculum was expanded to include the Classical Learning Test (CLT) under HB1255, alongside the Pre-ACT and PSAT.

Prekindergarten

To meet the requests of our community partners, such as the Economic Council of Palm Beach County, the District continues to seek full funding for a day-long, high-quality Voluntary Pre-kindergarten program. Despite actively advocating for this with the District leadership team and various School Board members, the issue was not addressed during this year's legislative session.

Federal Level

Superintendent Burke and his leadership team advocated at both State and federal levels for increased funding to support students and maintain a high-quality academic system, along with mental health resources and support. They monitored and tracked information to cultivate close working relationships with various federal agencies involved in K-12 education funding.





SUPERINTENDENT'S COMMUNITY ENGAGEMENTS

July

- Back to School Bash - PGA National

August

- Teacher Fest
- Chamber of Commerce of the Palm Beaches Back to School Breakfast
- Back to School Breakfast
- Fireside Chat PBNCC - Business Before Hours: Back to School
- City of Greenacres Back to School Luncheon
- Teacher Appreciation Breakfast - Glades Region
- Back to School Press Conference
- Office Depot Start Proud Backpack Distribution - Hope Centennial ES
- Central Palm Beach Chamber Education Breakfast
- Referendum Presentation - Black Chamber/Hispanic Chamber/Women's Chamber
- Ribbon Cutting Ceremony "Ask Max" - Palm Beach Gardens ES

September

- Boca Raton Chamber of Commerce Golden Bell Breakfast
- Staff Association Welcome Back
- Government Affairs Committee Mtg - PBNCC
- Referendum Presentation - PBNCC
- Referendum Presentation- Kings Point Democratic Club
- Referendum Presentation - COBWRA
- Referendum Presentation - League of Women's Voters
- South County Bar Association Luncheon
- Media Center reveal - Canal Point ES

October

- Rotary Club of Wellington
- Heroes In Education 5K
- HS Counselor Appreciation Breakfast
- Referendum Presentation - Realtors Association of the Palm Beaches
- Showcase of Schools
- Go Teach! Classroom Grant Award Ceremony
- Miami-Jupiter-Tequesta Association of Realtors

November

- 14th Annual Youth Empowerment Luncheon
- Holocaust Student Awareness Day
- Veterans Day Event
- Kravis Center Education Committee
- Junior Achievement of the PB & TC Reception
- Welcome & Kickoff CGCS CFO Meeting
- OpEx Forum
- The Shining Stars Awards Ceremony

December

- Adult and Community Education Annual Luncheon
- 2024 SOFI Economic Mobility Summit

January

- Dr. Joaquin Garcia HS Dedication Ceremony
- Historic Roosevelt Full Service Ground Breaking
- MLK Parade - Lake Shore MS
- 2025 BDB Claim Your Future
- Celebrate the Great Awards Ceremony
- EITC 50th Anniversary

February

- Jerry Thomas Media Center Reveal
- Leadership PBC Education Day
- 2025 Bold Leadership Summit
- FL Gulfstream Education Reception
- 24th Annual Technology Conference
- FPL Event @ The Conservatory School @ North Palm Beach
- Jewish Community Synagogue NPB

March

- Nicklaus' Project ADAM Sudden Cardiac Arrest Drill & Press Conference
- Distinguished Alumni & Leadership Awards
- 39th Annual Rotary Club of Boca Raton Sunrise ToY Celebration
- Administrative Assistant Academy Spring Summit of Excellence

April

- Rededication Ceremony of Grove Park ES
- Education Media Association Gala
- Volunteer & Business Partners Awards Breakfast
- PBNCC 25th Annual Education Awards
- Take Stock in Children 2nd Annual College Decision Day

May

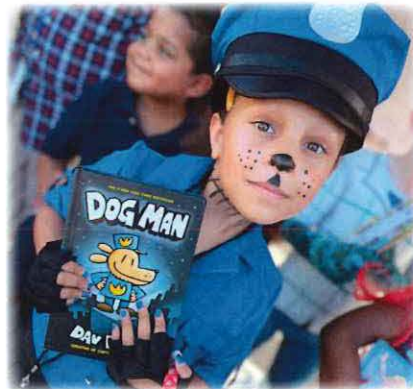
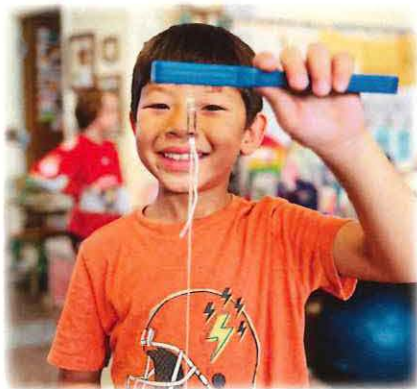
- Spotlight on Young Musicians 2025
- 2025 Dwyer Awards for Excellence in Education
- SDPBC Employee Retirement Celebration

June

- Path to College Luncheon



Winter Holiday Showcase, Plumosa School of the Arts K-8



AWARDS ACCOMPLISHMENTS AND RECOGNITIONS





AWARDS, ACCOMPLISHMENTS, AND RECOGNITIONS

The District celebrates the exceptional achievements of students, staff, and schools. Highlights include State and national honors, athletic championships, and recognitions for instructional excellence. Graduating seniors received substantial scholarships and post-secondary acceptances, demonstrating our strong commitment to student success.

FY25 MAJOR DISTRICT ACCOMPLISHMENTS

Twelve District-operated high schools were named to the Florida FY25 Advanced Placement (AP) Honor Roll, which recognizes schools whose AP programs deliver results for students while broadening access:

*A.W. Dreyfoos School of the Arts
Atlantic Community HS
Boca Raton Community HS
Jupiter Community HS
Olympic Heights Community HS
Palm Beach Central HS*

*Park Vista Community HS
Spanish River Community HS
Suncoast HS
Wellington Community HS
West Boca Raton HS
William T. Dwyer HS*

Two District high schools are among the top 100 public high schools in the country, according to U.S. News & World Report:

*A.W. Dreyfoos School of the Arts is ranked 91
Suncoast HS is ranked 98*

FY25 DISTRICT AWARDS AND RECOGNITIONS

School District named among the [Best Communities for Music Education](#) for the ninth consecutive year by the National Association of Music Merchants (NAMM) Foundation.

FY25 STUDENT AWARDS AND RECOGNITIONS

Sunshine State Scholars

*Anthony Stan - A.W. Dreyfoos School of the Arts
Mathania Saint Hubert - Pahokee Middle-Senior HS
Victoria Sullivan - Wellington HS
Madeleine Defilippo - Palm Beach Gardens HS*

State Science Fair Finalists

Jeffrey Bai - A.W. Dreyfoos School of the Arts
Nicholas Stan - A.W. Dreyfoos School of the Arts
Alexa Karatzas - Palm Beach Central HS
Bozhidar Belichev - Spanish River HS
Hannah Davi - Spanish River HS

Gabriel Faria - Spanish River HS
Colin Quinn - Suncoast HS
Adia Agarwa - Bak Middle School of the Arts
Rishik Vishakh - Don Estridge High Tech MS
Katherine Shiels - Loggers' Run MS

International Science and Engineering Fair Finalist

Colin Quinn - Suncoast HS

Career and Technical Education Students of the Year - MS

Taoyang Pan - Boca Raton MS
Savannah Bouchard - Carver MS
Eli Kujala - Christa McAuliffe MS
Ozell Prieto - Congress MS
Kaliyah Brown - Emerald Cove MS
Amelia Hallenbeck - Independence MS
Tiah Shelinesha Clarke - Jeaga MS
Tom Nguyen - John F. Kennedy MS

Aurora Ashcraft - Jupiter MS
Ana Maria Bejarano - Lake Worth MS
Joanna Leneus - Lantana MS
Zynah Mohamed - Polo Park MS
Zoe Volkovich - Verde K-8
Kaley Pham - Watson B. Duncan MS
Sayi Preeyaali Bodi - Wellington Landings MS
Caleb Kalipersad - Woodlands MS

Career and Technical Education Students of the Year - HS

Seniah Francois - Atlantic HS
Hannah Kemos - Boca Raton HS
Jameson Loper - Boynton Beach HS
Stacey Rosier - Dr. Joaquín García HS
Christopher Ruiz - Forest Hill HS
Sherlyn Lopez - Glades Central HS
Melany Hernandez Mendez - John I. Leonard HS
Eliana Cohn - Jupiter HS
Joshua Alper - Olympic Heights HS

Ayana John - Palm Beach Central HS
Zachary Braga - Palm Beach Gardens HS
Julian McKoy - Palm Beach Lakes HS
Ansa Elvariste - Royal Palm Beach HS
Genesis Escobar - Santaluces HS
Kevin Gonzalez - Seminole Ridge HS
Lucas Lorusso - Wellington HS
Addison Doherty - West Boca Raton HS

Career and Technical Education Students of the Year - JROTC

Aschmy Bienaise - Atlantic HS
Gabriella Gonzalez - Boca Raton HS
Isabella Rosario - Boynton Beach HS
Jangelique Hernandez - Forest Hill HS
Ty Lambert - Jupiter HS

Bianka Gonzalez Garcia - Lake Worth HS
Victoria Rebolledo - Olympic Heights HS
Joel Roldan - Palm Beach Gardens HS
Soriah Rodriguez Cisneros - Santaluces HS
Jayla June Polisena - Seminole Ridge HS

Teacher First Priority Contract Signing Day

Minouche Ace - Palm Beach Lakes HS
Andrea Aguado - Palm Beach Lakes HS
Kyla Albury - William T. Dwyer HS
Farnie Altidor - Palm Beach Lakes HS
Juana Andres-Pedro - Lake Worth HS
Alex Bailey - Palm Beach Lakes HS
Jaylen Battle - Palm Beach Lakes HS
Katherine Black - William T. Dwyer HS
Angelica Barrios-Bautista - Palm Beach Lakes HS
Yordany Cartaya - Forest Hill HS
Isabella Conrado - Olympic Heights HS
Luna Lopez Da Cunha - William T. Dwyer HS
Genesis Escobar - Santaluces HS

Amara Garrett - Palm Beach Lakes HS
D'Vaya Hannah-Jenkins - Palm Beach Lakes HS
Briana Lawrence - Palm Beach Lakes HS
Tanya Lopez - Lake Worth HS
Nehemie Luxana - Olympic Heights HS
Citlaly Chaj Mauricio - Palm Beach Lakes HS
Natasha Montes - Lake Worth HS
Nadae O'Gilvie - Palm Beach Lakes HS
Johanna Salas Ramirez - Lake Worth HS
Lucero Salazar - Palm Beach Lakes HS
Kelsy Sterling - Palm Beach Lakes HS
Brittany Totz - Palm Beach Lakes HS
Gisela Zelaya-Baza - Lake Worth HS

Career and Technical Education Workforce Signing Day

*Alejandro Acosta - West Boca Raton HS
Kyla Albury - William T. Dwyer HS
Luna Da Cuna Lopez - William T. Dwyer HS
Kelsey Allen - William T. Dwyer HS*

Student Recipients of the Palm Beach School Administrators Association Scholarship, Founded by Andrea Peppers

*Brielle Brooks - A.W. Dreyfoos School of the Arts
Garrett Budjinski - Park Vista HS
Tiffani Davis - Atlantic HS
Abigail Dlugos - Boca Raton HS
Isabella Farrell - Wellington HS
Kyle Feaman - Palm Beach Central HS
Cory Folmar - Jupiter HS
Boedy Hatcher - Seminole Ridge HS
Jabari Henry - Atlantic HS
Bryson Hightower - Glades Central HS
Sydney Jones - A.W. Dreyfoos School of the Arts
Ava Keevey - Suncoast HS*

*Hunter Kaliser - Wellington HS
Nicolas Martinez - Dr. Joaquín García HS
Addison Morpheis - A.W. Dreyfoos School of the Arts
Simon Pierre-Louis - Atlantic HS
Alana Riddle - Wellington HS
Alexandra Riddle - Wellington HS
Dylan Roche - Suncoast HS
Jack Sanford - Jupiter HS
Nina-Simone Simmonds - Palm Beach Lakes HS
Bryce Smith - Palm Beach Gardens HS
Anthony Wojciechowsky - Wellington HS
Ethan Zigler - Park Vista High HS*

Recipients of Palm Beach Future Educators Scholarships

*Deaira Coriolant - Substitute Teacher
Maribel Cruz - Lantana MS
Martine Cupidon - Royal Palm School
Mikerson Desir - Forest Hill ES
Kennys Dominguez - Coral Sunset ES
Kacey Edwards - Jupiter HS
Genesis Escobar - Santaluces HS*

*Keisano Forrester - Jerry Thomas ES
Rodric Johnson - Carver MS
Eva LaTorre - Spanish River HS
Magdalena Rojas Nicolas - Lantana MS
Laura Raymundo - John I. Leonard HS
Veremis Cervantes Roa - Gove ES
Mardochee Saintyl - Freedom Shores ES*

Florida Hispanic American Chamber of Commerce Hispanic Heritage Awards for Academic Achievement

*Alfredo Calcurian - John I. Leonard HS
Saraí Congote - John I. Leonard HS
Fabiana Durán Henao - Park Vista HS
Daniela Domínguez Hernando - Boca Raton HS
Enoc Martínez - Lake Worth HS*

*Jamie A. Aguilar Martínez - Lake Worth HS
Angélica Ramírez - Palm Beach Central HS
Andrés Sepúlveda - Wellington HS
Domingo Diego Tomas - Lake Worth HS*

National Association for Bilingual Education 2025 Being Bilingual Student Essay Contest - First Place

Frenel Louis - Lake Worth HS

Carson Scholars

*Emely Aguilar - South Olive ES
Jessie Baxter - Jupiter HS
Brayden Bermudez - Acreage Pines ES
Liliana Burton - Don Estridge High Tech MS
Valery Camacho - Okeechelée MS*

*Jada Castro - Royal Palm Beach HS
Nevaeh Castro - John I. Leonard HS
Semra Erdogan - Suncoast HS
Ada Harper - Northboro ES
Mathew Harper - A.W. Dreyfoos School of the Arts*

Olivia Harper – A.W. Dreyfoos School of the Arts
 Aleya Hightower – Roosevelt MS
 Lucia Johnson – Jupiter HS
 Hayden Jones – Clifford O. Taylor/Kirklane ES
 Alexa Karatzas – Palm Beach Central HS
 Carter Kassiss – Wellington HS
 Graham Kassiss – Wellington Landings MS
 Kalle Lamont – Don Estridge High Tech MS
 Sloan Larrea – Calusa ES
 Tamsin Lee – Seminole Ridge HS
 Allison Mares – Santaluces HS
 Roxana Mendiburt – Palm Beach Central HS
 Graham Miller – Royal Palm Beach ES

Ajani Morgan – Conniston MS
 Thiago Nieto-Ortega – Pioneer Park ES
 Yara Ramadan – Boca Raton HS
 Gaurav Ramanand – Osceola Creek MS
 Camila Luna Reyes – Polo Park MS
 Violet Reynolds – Palm Beach Public
 Daniel Robbert – Wellington HS
 Miliana Sales de Jesus – Forest Hill ES
 Alyssa Samuels – Northboro ES
 Arthur Studart – Boca Raton MS
 Rylie Tinio – Coral Reef ES
 Karen Zhao – A. W. Dreyfoos School of the Arts

First Place Winners at the 58th Annual Academic Games Leagues of America Tournament

Anvith Arra – Polo Park MS
 Wyatt Barreca – Western Pines MS
 Mason Bartolini – Park Vista HS
 Micah Bartolini – Sunset Palms ES
 Katherine Chan – Boca Raton MS
 Mahd Chowdhury – Bak Middle School of the Arts
 Andrew DellaVecchia – Wellington HS
 Daniel Goldberg – A.W. Dreyfoos School of the Arts
 Cole Hoffman – A.W. Dreyfoos School of the Arts
 Justin Kerper – Sunset Palms ES
 Soleil Lubeski – Sunset Palms ES

Hasya Reddy Maram – Sunset Palms ES
 Jithin Nambiar – Polo Park MS
 Joseph Nemzer – Del Prado ES
 Kavya Pandit – Sunset Palms ES
 Abhiram Raj – Suncoast HS
 Ashwath Rajesh – Omni MS
 Conchessa Delos Reyes – Suncoast HS
 Daniel Robbert – Wellington HS
 Diya Shandalingam – Bak Middle School of the Arts
 Rishik Vishakh – Don Estridge High Tech MS

National Merit Scholarship Winners

Max Arthay – Suncoast HS
 Ariel Bengelsdorf – Olympic Heights HS
 Priya L. Gowda – A.W. Dreyfoos School of the Arts
 Claire Natanek – A.W. Dreyfoos School of the Arts

Daniel Robbert – Wellington HS
 Jacob Ryabinky – Suncoast HS
 Josetta Jiayin Wang – A.W. Dreyfoos School of the Arts
 Luca D. Weisman – A.W. Dreyfoos School of the Arts

National Merit Scholarship Semi-Finalists

Lorenzo Alessi – Spanish River HS
 Max Arthay – Suncoast HS
 Jon Robert Bell – Suncoast HS
 Ariel Bengelsdorf – Olympic Heights HS
 Michael Bourns – Suncoast HS
 Charlotte Bull – William T. Dwyer HS
 Raya Centofanti – Wellington HS
 Derek Collins – Park Vista HS
 Liam Devonport – Olympic Heights HS
 David Diperi – Jupiter HS
 Howard Falcon – Suncoast HS
 Ema Frrokaj – Jupiter HS
 Kai Gao – Spanish River HS
 Gavin Garver – West Boca Raton HS
 Paul Gombaut – Suncoast HS
 Preston Gormandy – Olympic Heights HS
 Priya Gowda – A.W. Dreyfoos School of the Arts
 Jake Grubba – Jupiter HS
 Mia Hakkarainen – A.W. Dreyfoos School of the Arts
 Sarah Hubschmitt – Jupiter HS
 Arthur Hu-Manning – Wellington HS
 Jasper Hu-Manning – Wellington HS
 Sejal Jain – Suncoast HS
 Saeed Joshi – A.W. Dreyfoos School of the Arts
 M. Umair Kazi – Suncoast HS

Logan Laker – Park Vista HS
 Alain Lee – Atlantic HS
 Chase Lemay – Palm Beach Virtual School
 Shuncheng Liang – Suncoast HS
 Nicholas Liebig – Spanish River HS
 Timothy Lin – Spanish River HS
 Afonso Nicolau Lourenco – Boca Raton HS
 David Maslach – Atlantic HS
 Jason Monaco – A.W. Dreyfoos School of the Arts
 Claire Natanek – A.W. Dreyfoos School of the Arts
 Drew Nelson – Palm Beach Central HS
 Kirk Polka – William T. Dwyer HS
 Rob Kiefer Ramos – Suncoast HS
 Alexandra Riddle – Wellington HS
 Daniel Robbert – Wellington HS
 Jonathan Ross – Park Vista HS
 Jacob Ryabinky – Suncoast HS
 Austin Schneider – Olympic Heights HS
 Samuel Schneider – A.W. Dreyfoos School of the Arts
 Evelyn Simmons – Suncoast HS
 Dylan Smith – Suncoast HS
 Charles Sober – A.W. Dreyfoos School of the Arts
 Anthony Sokolov – Spanish River HS
 Colette Stickle – Suncoast HS
 Oliver Strow – Jupiter HS

*Katherine Swanson – Suncoast HS
McKinley Taylor – Wellington HS
Jason Vo – Park Vista HS
Josetta Wang – A.W. Dreyfoos School of the Arts*

*Derrick Wu – A.W. Dreyfoos School of the Arts
Austin Yu – A.W. Dreyfoos School of the Arts
Azan Zaman – Suncoast HS*

Corporate-Sponsored Merit Scholarships

*Evelyn Kay Simmons – Suncoast HS
Charles Sober – A.W. Dreyfoos School of the Arts*

Art in the Capitol Contest Winner (District level)

Caitlyn Panse – Crestwood MS

Student Winners of Superintendent's Greeting Card Contest

*Cristina Nolasco – Jerry Thomas ES
Ashley Carbo – Jupiter MS
Alissia Reyes – Forest Hill HS*

RecycleMania Contest

*Ethan Dagostino – Palm Beach Central HS
Lucas Webber – Suncoast HS*

FY25 STUDENT ATHLETIC ACCOMPLISHMENTS

Team State Champions

*West Boca Raton HS - Boys Football Team
Wellington HS - 2A Extra Large Non-Tumbling Competition Cheer Team
Olympic Heights HS - 2A Large Non-Tumbling Competition Cheer Team
Seminole Ridge HS - Flag Football Team
Jupiter HS - Beach Volleyball Team
Wellington HS - Girls Softball Team*

Individual State Champion

*Angelica Blimegger – West Boca Raton HS, Girls Bowling
Emma Han – A.W. Dreyfoos School of the Arts, Swimming
Angel Quintero – Forest Hill HS, Boys Weightlifting
Jamarkus Emerson – Forest Hill HS, Boys Weightlifting
Kaden Quick – Jupiter HS, Boys Weightlifting
Alijah Collins – Glades Central HS, Boys Weightlifting
Vazhan Valburn – Dr. Joaquín García HS, Track & Field*

*Jamaria Richardson – Pahokee Middle-Senior HS,
Track & Field
Max Cescato – Spanish River HS, Track & Field
Casey Sangely – Spanish River HS, Track & Field
Princeton Sangely – Spanish River HS, Track & Field
Daniel Reyes – Spanish River HS, Track & Field*

Team State Runner-Up

*Wellington HS - Boys Wrestling Team Duals
Wellington HS - Flag Football Team
Jupiter HS - Boys Baseball Team*

Individual State Runner-Up

James Kosza – Wellington HS, Boys Wrestling
 Christal Desir – Forest Hill HS, Girls Wrestling
 Niko Casella – Jupiter HS, Boys Weightlifting
 Alijah Collins – Glades Central HS, Boys Weightlifting
 Rafael Gonzalez – Olympic Heights HS, Boys Tennis
 Jimmy Wey – Olympic Heights HS, Boys Tennis

Middle School County Champions

West Boynton MS – Boys Baseball Team
 Jupiter MS – Girls Softball Team
 Don Estridge High Tech MS – Boys Soccer Team
 West Boynton MS – Girls Soccer Team
 Bak Middle School of the Arts – Girls Volleyball Team

Palm Springs MS – Boys Basketball Team
 Woodlands MS – Girls Basketball Team
 Woodlands MS – Girls Track and Field Team
 Emerald Cove MS – Boys Track and Field Team

CHARACTER NOW! FY25 STUDENTS

Shandi Johansson
 Violet Terentieff
 Maja Milovanovic
 R'Nyla Green
 Chloe Schwartz
 Jacob Yeschek
 Ashley Barrera
 Theo Baratta
 Maico Amy
 Kerman Gonzalez
 Kevin Soy
 Valentino Kromberger
 Ethan Humphrey
 Macarena Robalino
 Jayline Rickman
 Emma Foster
 Tobias Rodriguez
 Rood Naika Jean Louis
 Duaa Charki
 Sara Gil Velasquez
 Vanessa Joseph
 Emma Zenuni
 Remy Azzi
 Reagan Washburn
 Rafaela Da Silva
 Ariana Christophe
 David Gonzalez
 Jayden Gaspard
 Dalina Rodriguez
 Gauri More
 Isabella Moreira Pires
 Makayden Jacob
 Amisial
 Emerson Alpeter
 Breanna Leach
 Hannah Lopez
 Crosby Noble
 Andrew Sangster
 Nixon Epstein

Ehud Vincent
 Rhiley Riche
 Danika Staab
 Bella Philippe
 Isabella LaFrance
 Victoria Castelly
 Bissan Mohamed
 Malk Mohamed
 Zander Malachi Blackwood
 Melanie Rodriguez
 Mariah Wyche
 Harper Henson
 Jennifer Pierre-Louis
 Maddie Lynne Holland
 Daileni Diaz Veitia
 Abigail Marcelus
 Rodyla Nitu
 Ryland Greear
 Brianna Perello
 Adalynn Gammons
 Wood Theophilus
 Rislene Lejeune
 John Archimede
 Daveon Peterson
 Angela Bunn
 Jordyn Finn
 Audrey Jenkins
 Keyanna Chevelon
 Shaika Yousuf
 Raymond Collum
 Sarah Ruiz
 Kaylee Perrone
 Abigail Akaloo-Persad
 Jose Leon de Armas
 Zoe Ortiz
 Cesar Noriega Erazo
 Lola Merrell
 Laura Mendoza-Cuellar
 David Perez

Ernest Anderson
 Noe Gonzalez Escalante
 Bastien Joseph
 Johan Quintanar
 Zakia Chehab
 Chanika Mondesir
 Adi Morrow
 William Baltazar
 Xyllah Gibson
 Valentina Mendoza
 Kaia Sheppard
 Latarrah Box
 Joseph Currea
 Mateo Salcedo
 Jeremy Centeno
 Nia Deabreu
 Anjali Naraine
 Lucas Pena
 Prince Martinez
 Mason Gomez
 Narayan Girdhari
 Lauren Fenelon
 Ameerah Manha
 Marshay Wright
 Ameeshar Hudson
 Langston Roundtree
 Abby Petiotte
 Xae'Jah Elie
 Layla Bianca Moneus
 Mariah Johnson
 Dory Champagne
 Melinna Magana
 Carl Estellus
 Akan (James)
 Udo-Akang
 Kendall Michelsen
 Ozzy Rosario
 Phoenix Singleton
 Miles Tuby-O'Connor

Keysha Ramirez Bravo
 Aldo Marra
 Dayna Bilyou
 Kyra Angel-Desama
 Sofia Montanari
 Quinn Cannon
 Edner Lahens
 Charles Johns
 Nevaeh Dawson
 Eva Kazaeva
 Alex Kubinec
 Lashonda Auguste
 TJ Schilling
 Kyle Gibson
 Addison Vittas
 Emma Oerter
 Hayden Rodriguez
 Jonah Cohen
 Gabriella Rowe
 Nahomy Yaritzza
 Escalante Matias
 Owensdy Jeremiah Theus
 Thomas Zoitias
 Katarina Cacamese
 Krystal Batista
 Mayte Hernandez-Pacheco
 Johana Canastuj
 Hazel Parmental
 Makinzie Anderson
 Marciano Baxter
 Bryson Bedford
 Natalie West
 Khrist Cajuste
 Lorkendy Pierre
 Maria Domingo
 Francisco
 Kelsey Holland
 Katherine Shiels

FY25 STAFF AND TEACHER AWARDS AND RECOGNITIONS

Celebrate the Great Awards

Shauntay King – Pine Grove ES, Principal of the Year
Guy Tabuteau – Pahokee Middle-Senior HS, Assistant Principal of the Year
Kimberly Stalker – Polo Park MS, Teacher of the Year
Yasmin Balaguer – Allamanda ES, School-Related Employee of the Year

Beginning and Mentor Teachers of the Year

Beginning Teacher of the Year

Ireland Hagan – Sandpiper Shores ES
Philip Lynch – Palm Beach Lakes HS

Beginning Teacher of the Year Finalists - ES

Mikilriya Hale – Glade View ES
Aubrey Holland – Jupiter Farms ES
Jessica Menke – Forest Hill ES

Beginning Teacher of the Year Finalists - Secondary

Gayle Pamintuan – Carver MS
Isabella Thompson – Palm Beach Central HS

Mentor Teacher of the Year

Brandie Soto – Binks Forest ES
Volare Dunbar – Boynton Beach HS

Mentor Teacher of the Year Finalists - ES

Pamela Allen – Glade View ES
Marie Carmichael – Sunrise Park ES
Amy Spano – Marsh Pointe ES

Mentor Teacher of the Year Finalists - Secondary

Christi Carter – Suncoast HS
Marvett Cobourne – Palm Beach Central HS

Guttermann Family Outstanding Holocaust Educator Award

Daniel Campbell – Teacher, Crestwood MS

Robert I. Goldman Award for Excellence in Holocaust Education

Kim Coombs – K-12 Holocaust Studies and Jewish History Program Planner

Presidential Award for Excellence in Mathematics & Science Teaching

Montana Lee – K-5 Mathematics Resource Teacher

2025 Distinguished Alumni Award Representing Florida Atlantic University College of Education

Dr. Michael Kane – Manager, Department of Behavioral and Mental Health Services

Principal Leadership Award from Florida TaxWatch

Reginald Jeudy – Principal, South Intensive Transition School

Embry-Riddle Aeronautical University Regional Aviation Instructor of the Year

William Colman – Robotics/Aviation/STEM Academy Instructor, Howell L. Watkins MS

2024 Florida History Teacher of the Year Award

Nayyat Bogosyan – Social Studies Teacher, Spanish River HS

Florida Hispanic American Chamber of Commerce Hispanic Heritage Awards - Teachers of the Year

*Gonzo Carcache – Physical Education Teacher, Coral Reef ES
Maria De La Cruz-Gutiérrez – Teacher/Dual Language Coach, Lake Worth HS*

Florida Department of Juvenile Justice Teacher of the Year Award

David Sellepack – Science Teacher, Palm Beach County Jail

School Counselors of the Year Award from Palm Beach School Counselors Association

*Kamille Edgecomb Smith – Cypress Trails ES (New School Counselor of the Year)
Ismaelle A. Lexande – The Conservatory K-8 @ North Palm Beach
(Elementary School Counselor of the Year)
Lori Bednarek – Western Pines MS (Middle School Counselor of the Year)
Jeneka Admore – Palm Beach Lakes HS (High School Counselor of the Year)*

Site-Based Administrators of the Year Award from Palm Beach School Counselors Association

*Gail Pasterczyk – Principal, Elbridge Gale ES
Shannon Makowski – Assistant Principal, Lake Worth MS
Dr. Moody Fuller – Principal, Boynton Beach HS*

Boca Raton Rotary Teacher of the Year Honorees

*Lesley Healey - Addison Mizner School
Mandy Berrocal – Omni MS
Mary Bocskocsky – Calusa ES
Miriam Bravo – Don Estridge High Tech MS
Mary Bridget Briggs – Sandpiper Shores ES
Ashley Carraro – Verde K-8
Maureen Carter – Boca Raton HS
Jacqueline Cuomo – Eagles Landing MS
Charles Fine – West Boca Raton HS
Lea Goller – Loggers' Run MS
Emily Hedengren – Coral Sunset ES*

*Ashley Kluthe – J.C. Mitchell ES
Dori Lebowitz – Waters Edge ES
Maria Mansoor – Boca Raton MS
Dina Marschke – Sunrise Park ES
Jane Nealy – Boca Raton ES
Whitney Pinzon – Del Prado ES
Francesca Sheridan – Hammock Pointe ES
Lindsay Tolerton – Whispering Pines ES
Maureen Tonti – Blue Lake ES
Frank Torres – Spanish River HS
Wendy Zietz – Olympic Heights HS*

GoTeach! and GoReach! Grant Awards from the Education Foundation of Palm Beach County

GoTeach! Classroom Grant Individual \$1,000 Awards

Martha-Paula McAliley – Poinciana ES
Gabrielle Balatovis-McNally – Jupiter Farms ES
Rachel Bennett – Boca Raton ES
Abi Carr – Palm Beach Gardens HS
Chelsey Carr – Lake Worth MS
Rachel Carroll – Dwight D. Eisenhower K-8
Christie Connors – Starlight Cove ES
Kristin DeLaTorre – The Conservatory School @ North
Palm Beach
Sherry Eason – Palm Beach Public
Ivania Fullerton, Christine Joseph –
The Conservatory School @ North Palm Beach
Nula Gallebo – Gove ES
Kenya Glenn, Bernadette Walker – Roosevelt MS
Pattie Hart – Limestone Creek ES
Cheryl Huey – Jupiter MS
Lizzette Lelorge – Royal Palm Beach HS
Joselyn Leon – Belle Glade ES
Mary Mulligan, Lauren Trainor – John I. Leonard HS
Shari Perlowitz – Sunrise Park ES
Joshua Peters – Hidden Oaks K-8
Sarina Sigel – Royal Palm School
Ally Van Valkenburg – Diamond View ES

GoTeach! Classroom Grant Team \$1,500 Awards

Sheila Aubrey, Sandi Harris – Forest Hill HS
Cheryl Banks, Kaitrin Ryan – Northmore ES
Brent Blutworth, Britt Feingold – Lake Worth HS
Arisbeth Cortez, Angela Creary, Nani Dupee,
Jamie Hunter – K. E. Cunningham/Canal Point ES
Jacqueline Cuomo, Veronica Zeppa Pacheco –
Eagles Landing MS
Vanessa Daza, Elizabeth Sheppard – Diamond View ES
Megan Earl, Alan Geppert – Rolling Green ES
Taylor Einsteder, Krysti Miller, Francine Savoie,
Diana Tobin – Discovery Key ES
Angela Figueroa, Helen Rodriguez – Verde K-8
Brandon Gray, Marijana Vuletic – Egret Lake ES
Cali Harris, Dr. Syndie White – Diamond View ES
Dewnita Heatley, Jennifer Tobin – Elbridge Gale ES
Valerie Hernandez, Lisa Shields –
A.W. Dreyfoos School of the Arts
Julie Mandel, Eric Wilson – South Tech Academy
Martha-Paula McAliley,
Alexandrea Verna Wallace – Poinciana ES
Antwyane Osby, Mark Simmonds – Riviera Beach Prep.
and Achievement Academy
Susan Russo, Nan Smith – Dwight D. Eisenhower K-8
Erin Stanton, Jamie Wilson – Jerry Thomas ES

GoReach! High Impact \$3,000 Awards

Holly Allen, Carol Goldenberg, Karen Walters,
Bradley Weissman – William T. Dwyer HS

Sue Alex, Alyssa Croll, Jennifer Dodson,
Gina Roldos – Gove ES
Rachel D'Ausilio, Rachel Lutz – Lake Shore MS
Hillary Duncan, Roxanne Halstead, Caitlin Watson,
Dr. Syndie White – Diamond View ES
Jennifer Bakakos – Frontier ES
Imelda Bangun – Barton ES
Caitlin Beals, Carlene Rejc – Wynnebrook ES
Reed Bennett, Lauren Hepworth,
Maile Santora – Barton ES
Fabiola Bernier, Stephanie Hunte – Congress MS
Jackie Boileau, Fred Hock, Tammy Mose-Cooper,
Marquite Smith – Atlantic HS
Laura Boxley, Deanna Jones – Highland ES
Kristin DeLaTorre, Loren Foster – The Conservatory School
@ North Palm Beach
Mercedes Dybas, Gisele Zuniga –
Sandpiper Shores ES
Jason Carver, Fercella Panier – Riviera Beach
Preparatory and Achievement Academy
Teresa Edgar, Jim Flader, Ryan Jackola, Janice
Konigsberg – South Tech Academy
Leona (Renee) Engelhardt – Lake Worth HS
Danielle Fairclough, Rosemyrtle Louis – Wellington HS
Mary Fish, Helmuth Quinonez – Spanish River HS
David Fisher, Jenna Lleb – Whispering Pines ES
Aimee Habegger, Nikay Jennings –
Seminole Ridge HS
Kimberly Hewitt, Karina Moran – Clifford O. Taylor/Kirk-
lane ES
Marwa Jaber, Linda McDonough,
Terrill Ridgell – Westward ES
Thomas Johnson, Bernadette Walker – Roosevelt MS
Anser Pierre Louis – Santaluces HS
Zondell Morris – Palm Beach Lakes HS
Courtney Prieto, Silive Wellen – Forest Hill ES
Pamela Rothman – Everglades ES
Olena Sinko – Spanish River HS
Shannon Solis – Village Academy
Jasmine Velez – Pine Jog ES
Jill Vicino – Cholee Lake ES

GoTeach! STEM & GoTeach! FINLIT \$5,000 Innovation Awards

Julius Edwards, Michael Marrero – Palm Beach Lakes HS
Jessica Estel, Dana Frenkel, Tracey Howard,
Marwa Jaber – Westward ES
Jose Garcia-Gosling – John I. Leonard HS
Alexa Guy, Sharon Vereen-Thomas – Pleasant City ES
Eric Hollander, Jacques Nicholas – Intensive Transition
South
Deanna Jones – Highland ES
Dr. April Leach, Barbara Malone – Lake Worth MS
Kaitlyn Mauro, Michelle Martello,
Brittany Starr – Diamond View ES
Amy Ramsdell, Tammy Schauers – Pierce Hammock ES

RECYCLEMANIA CONTEST

Staff Recycling Champions

*Christina Mulhern – Teacher, Palm Beach Central HS
Autumn Ramsey – Teacher, Suncoast HS
Lorin West – Teacher, John I. Leonard HS*

Most Students Involved

Teresa Thornton – Teacher, Jupiter HS

Custodial Recycling Champions

*Willie Harris – Custodian, Suncoast HS
Lazaro Morejon – Custodian, John I. Leonard HS*

FY25 SCHOOL AWARDS AND RECOGNITION BY COMMUNITY STAKEHOLDERS

Hidden Oaks K-8 School selected as a 2025 Florida School to Watch.

Morikami Park ES named 2025 Merit School of Distinction.

*Cypress Trails ES and Plumosa School of the Arts named Exceeding Expectations Award Schools.
Village of Wellington Keely Spinelli Grant: \$407,000 to District schools in Wellington.*

All 28 finalists for the FY25 Dwyer Awards are educators from the School District of Palm Beach County. List of finalists below with the winner noted

Grow Up Great-Early Learning Education

*Andrea Kindell – Washington ES
Heather Orloski – Citrus Cove ES
Catherine Terwilliger – Santaluces HS
Amy Winsor – Dwight D. Eisenhower K-8 (winner)*

Elementary Education

*David Allen-LoCaputo – Liberty Park ES
Ashli Fischer – Beacon Cove Intermediate (winner)
Maurice Humphrey – Pioneer Park ES
Dana Tate – Village Academy*

Middle School Education

*Ashley Jones – Bak Middle School of the Arts
Adina Kerr – West Boynton MS
Shanna Lillis – The Conservatory School @
North Palm Beach
Maxwell Slakoff – John F. Kennedy MS (winner)*

Senior High School Education

Lisa Gilbert – Park Vista HS (winner)

*Kerry Grayson – Palm Beach Central HS
Mark Salemme – Dr. Joaquín García HS
Brittany Stephens – Boynton Beach HS*

STEM Education

*Jennifer Barry – Western Pines MS
Erica Cheva – Olympic Heights HS
Salam Shuhaiber – Emerald Cove MS
Rob Sweeten – Boca Raton HS (winner)*

Exceptional Student Education

*Megan Gonzalez – John I. Leonard HS
Jacqueline Hagan – Lake Worth HS (winner)
Tamra Helman – Discovery Key ES
Christian Kahler – Highland ES*

Student Support and Advancement

*Taylor Hoover – Discovery Key ES
Allyson Joseph – Wellington HS
Maria Rodriguez Vazquez – John I. Leonard HS
Tiffany Wilkes – William T. Dwyer HS (winner)*

FY25 SPECIAL RECOGNITION

Superintendent Michael J. Burke received the Professional of the Year Award from the Florida Hispanic American Chamber of Commerce.

District 4 School Board Member Erica Whitfield received the 2024 Legislator of the Year Award from the Florida Association for Theatre Education.

District 6 School Board Member Marcia Andrews received an award from the Council of the Great City Schools for her leadership and support as chair of the Council of the Great City Schools.

TOP TEN COLLEGES AND UNIVERSITIES CLASS OF 2025 SDPBC GRADUATES

*Florida Atlantic University
Florida Gulf Coast University
Florida International University
Florida State University
Palm Beach State College*

*University of Central Florida
University of Florida
University of South Florida-Main Campus
Tallahassee Community College
Valencia College*

IVY LEAGUE COLLEGES AND UNIVERSITIES CLASS OF 2025 SDPBC GRADUATES

*Brown University
Columbia University in the City of New York
Cornell University
Dartmouth College*

*Harvard University
Princeton University
University of Pennsylvania
Yale University*



COLLEGES AND UNIVERSITIES

CLASS OF 2025 SDPBC GRADUATES

Academy for Five Element Acupuncture
 Academy of Career Training
 Academy of Cosmetology
 Adrian College
 Aerosim Flight Academy
 Agnes Scott College
 Aiken Technical College
 Alabama A & M University
 Alabama Southern Community College
 Alabama State University
 Alamance Community College
 Alaska Career College
 Albany State University
 Albertus Magnus College
 Allegany College of Maryland
 Allegheny College
 Allied Health Institute
 Ambiance Beauty & Barber Academy Inc
 American Academy of Cosmetology
 American Academy of Dramatic Arts-New York
 American Advanced Technicians Institute
 American Health Institute
 American Institute
 American International College
 American University
 Anna Maria College
 Appalachian State University
 Aquinas College
 Arizona State University-Downtown Phoenix
 Arizona State University-Tempe
 Armstrong Atlantic State University
 Atlanta Technical College
 Atlantic Technical Center
 Auburn University
 Auguste Escoffier School of Culinary Arts-Boulder
 Austin Community College District
 Ave Maria University
 Aviator College of Aeronautical Science and Technology
 Baldwin Wallace University
 Bard College
 Barnard College
 Barry University
 Baylor University
 Beacon College
 Beauty Academy of South Florida
 Beauty Schools of America-Hialeah
 Beauty Schools of America-Homestead
 Belmont Abbey College
 Belmont University
 Beloit College
 Bentley University
 Berklee College of Music
 Bethany College
 Bethune-Cookman University
 Black Hawk College
 Bluefield State College
 Boston College
 Boston University
 Branford Hall Career
 Institute-Bohemia Campus
 Brigham Young University-Idaho
 Brigham Young University-Provo
 Broward College
 Cabell County Career Technology Center
 California State University-Los Angeles
 Cambridge Institute of Allied Health & Technology
 Cambridge Institute of Health & Technology
 Cape Coral Institute of Technology
 Capital University
 Carleton College
 Carnegie Mellon University
 Catawba Valley Community College
 Catholic University of America
 CBT College-Cutler Bay
 Central Christian College of Kansas
 Central Piedmont Community College
 Chandler-Gilbert Community College
 Chapman University
 Charleston School of Law
 Charleston Southern University
 Charlotte Technical Center
 Chesapeake College
 Chipola College
 CHOICE High School and Technical Center

Citadel Military College of South Carolina
 City College-Fort Lauderdale
 City College-Miami
 Clark Atlanta University
 Clarke University
 Clemson University
 Cleveland Institute of Art
 Coastal Carolina University
 College of Business and Technology-Flagler
 College of Business and Technology-Miami Gardens
 College of Central Florida
 College of Charleston
 College of Coastal Georgia
 College of Micronesia-FSM
 College of Mount St Joseph
 Colorado State University-Fort Collins
 Columbia College-Chicago
 Columbus State University
 Concordia University-Saint Paul
 Connecticut College
 Coppin State University
 County College of Morris
 Craven Community College
 Culinary Institute Inc.
 Culinary Institute of America
 Culver-Stockton College
 CUNY Borough of Manhattan Community College
 CUNY Brooklyn College
 CUNY Queens College
 Curry College
 Davidson College
 Daytona State College
 Dean College
 Delaware Technical Community College-Stanton/
 Wilmington
 DePaul University
 DePauw University
 Digital Media Arts College
 Dominican College of Blauvelt
 Douglas Education Center
 Duke University
 East Carolina University
 East Tennessee State University
 Eastern Florida State College
 Eastern Kentucky University
 Eastern University
 Eckerd College
 Edison State College
 Edward Waters College
 Elon University
 Embry-Riddle Aeronautical University-Daytona
 Beach
 Embry-Riddle Aeronautical University-Worldwide
 Emerson College
 Emory University
 Empire Beauty School-West Palm
 Everest University-North Orlando
 Everglades University
 Fashion Institute of Technology
 Fayetteville State University
 Fayetteville Technical
 Community College
 Felician College
 Ferris State University
 Fitchburg State University
 Flagler College-St. Augustine
 Flagler College-Tallahassee
 Florida Agricultural and Mechanical University
 Florida Barber Academy
 Florida College
 Florida Education Institute
 Florida Gateway College
 Florida Institute of Technology
 Florida Institute of Technology-Online
 Florida Institute of Ultrasound Inc.
 Florida Keys Community College
 Florida Memorial University
 Florida National University-Main Campus
 Florida Polytechnic University
 Florida Southern College
 Florida State College at Jacksonville
 Florida Technical College
 Florida Vocational Institute
 Fordham University
 Framingham State University

Franciscan University of Steubenville
 Franklin W. Olin College of Engineering
 Friends University
 Full Sail University
 Future-Tech Institute
 Gadsden State Community College
 Gaston College
 George Mason University
 George Washington University
 Georgia College and State University
 Georgia Gwinnett College
 Georgia Institute of Technology-Main Campus
 Georgia Northwestern Technical College
 Georgia Southern University
 Georgia State University
 Gulf Coast State College
 Hampton University
 Hartwick College
 Haverford College
 Hawaii Pacific University
 Heidelberg University
 Hendrix College
 Hibbing Community College
 High Point University
 Hillsborough Community College
 Hobe Sound Bible College
 Houston Community College
 Howard University
 Indian River State College
 Indiana University-Bloomington
 ITT Technical Institute-West Palm Beach
 Jacksonville University
 Jefferson State Community College
 John C. Calhoun State Community College
 John Tyler Community College
 Johns Hopkins University
 Johnson & Wales University-Charlotte
 Jones County Junior College
 Keiser University-Ft Lauderdale
 Kennesaw State University
 Kent State University at Kent
 Kentucky State University
 King University
 Knox College
 Lake Technical Center
 Lake-Sumter State College
 Lamar Community College
 Lawrence Technological University
 Lenoir-Rhyne University
 Liberty University
 LIM College
 Lincoln College of Technology-West Palm Beach
 Lincoln University
 Loras College
 Louisiana State University and Agricultural & Me-
 chanical College
 Louisiana State University-Alexandria
 Louisiana State University-Shreveport
 Louisiana State University-System Office
 Lynchburg College
 Lynn University
 Manchester University
 Manhattan College
 Manhattanville College
 Marist College
 Mars Hill University
 Maryland Institute College of Art
 Marymount Manhattan College
 Massachusetts Institute of Technology
 McDaniel College
 McNeese State University
 Medical Institute of Palm Beach
 Mercer University
 Mercy College
 Miami Dade College
 Miami University-Oxford
 Michigan State University
 Mid-Florida Tech
 Midland University
 Mid-Plains Community College
 Mississippi Gulf Coast Community College
 Mississippi State University
 Mississippi Valley State University
 Missouri Baptist University
 Modern Welding School

Monroe Community College
 Montana State University
 Montcalm Community College
 Montgomery College
 Montgomery County Community College
 Montreat College
 Mount Holyoke College
 Mount Mercy University
 Mount Olive College
 Mount Saint Mary College
 Mount St. Mary's University
 Mount Vernon Nazarene University
 NASCAR Technical Institute
 Nassau Community College
 New College of Florida
 New Jersey City University
 New River Community College
 New York Academy of Art
 New York Institute of Technology
 New York University
 North Carolina A&T State University
 North Carolina State University at Raleigh
 North Carolina Wesleyan College
 North Central Missouri College
 North Dakota State College of Science
 North Florida Community College
 Northeastern University
 Northwestern University
 Northwood University-Florida
 Notre Dame College
 Nova Southeastern University
 Oakwood University
 Oberlin College
 Oglethorpe University
 Ohio Northern University
 Ohio State University-Main Campus
 Ohio Technical College
 Ohio University-Main Campus
 Olivet College
 Oregon Institute of Technology
 Oregon State University
 Orlando Tech
 Otis College of Art and Design
 Ottawa University-Phoenix
 Pace University-New York
 Palm Beach Academy of Health & Beauty
 Palm Beach Atlantic University
 Pennsylvania State University-Main Campus
 Penn State Abington
 Penn State Fayette- Eberly
 Penn State Harrisburg
 Pennsylvania State University-World Campus
 Pepperdine University
 Peru State College
 Pfeiffer University
 Pikes Peak Community College
 Polk State College
 Pontifical College Josephinum
 Prairie View A&M University
 Pratt Institute-Main
 Providence College
 Purdue University-North Central Campus
 Rabbinical Seminary M'kor Chaim
 Randolph College
 Rhode Island School of Design
 Rhodes College
 Rice University
 Richard Bland College of the College of William
 and Mary
 Rider University
 Ringling College of Art and Design
 Robert Morris University
 Rochester Institute of Technology
 Rollins College
 Rutgers University-New Brunswick
 Rutgers University-Newark
 Saddleback College
 Saint Johns River State College
 Saint Leo University
 Saint Mary's College

Saint Peter's University
 Salisbury University
 Samford University
 San Diego State University
 Santa Fe College
 Sarah Lawrence College
 Savannah College of Art and Design
 Savannah State University
 School of the Art Institute of Chicago
 Scripps College
 Seminole State College of Florida
 Shaw University
 Shelton State Community College
 Shenandoah University
 Sheridan Technical Center
 Simmons College
 Snead State Community College
 South Carolina State University
 South Florida Institute of Technology
 South Florida State College
 South Georgia Technical College
 Southeastern College-Greenacres
 Southeastern Technical Careers Institute Inc
 Southeastern University
 Southern Illinois University-Carbondale
 Southern Methodist University
 Southern Technical College
 Southern Union State Community College
 Southern University and A&M College
 Southwest Florida College
 Southwestern Michigan College
 Spartanburg Community College
 Spelman College
 St Catherine University
 St Petersburg College
 St Thomas University
 Stanford University
 State College of Florida-Manatee-Sarasota
 Stetson University
 Stevens Institute of Technology
 Stony Brook University
 SUNY at Binghamton
 SUNY College at Plattsburgh
 Syracuse University
 Tarleton State University
 Temple University
 Texas A&M International University
 Texas A&M University-College Station
 Texas A&M University-Galveston
 Texas Christian University
 Texas Wesleyan University
 The New School
 The Sage Colleges
 The University of Alabama
 The University of Tampa
 The University of Tennessee-Knoxville
 The University of Texas at Austin
 The University of West Florida
 Thiel College
 Thomas University
 Tiffin University
 Total International Career Institute
 Trevecca Nazarene University
 Tufts University
 Tulane University of Louisiana
 Tuskegee University
 Ultimate Medical Academy-Tampa
 Ultrasound Medical Institute
 United States Naval Academy
 Universal Technical Institute-Auto Motorcycle &
 Marine Mechanics Institute Division-Orlando
 University of Alabama at Birmingham
 University of Arizona
 University of California-Davis
 University of California-Los Angeles
 University of California-Santa Barbara
 University of Chicago
 University of Cincinnati-Main Campus
 University of Colorado Boulder
 University of Connecticut

University of Connecticut-Stamford
 University of Dayton
 University of Delaware
 University of Dubuque
 University of Fort Lauderdale
 University of Georgia
 University of Houston
 University of Illinois at Chicago
 University of Iowa
 University of Jamestown
 University of Kentucky
 University of Maine
 University of Maryland Eastern Shore
 University of Maryland-College Park
 University of Massachusetts-Amherst
 University of Massachusetts-Boston
 University of Massachusetts-Lowell
 University of Miami
 University of Michigan-Ann Arbor
 University of Minnesota-Twin Cities
 University of Mississippi
 University of Mount Union
 University of Nevada-Las Vegas
 University of New Haven
 University of North Carolina at Asheville
 University of North Carolina at Chapel Hill
 University of North Carolina at Charlotte
 University of North Carolina at Greensboro
 University of North Carolina at Pembroke
 University of North Florida
 University of North Georgia
 University of Notre Dame
 University of Oklahoma-Norman Campus
 University of Oregon
 University of Phoenix-West Florida Campus
 University of Pittsburgh-Pittsburgh Campus
 University of Richmond
 University of San Francisco
 University of South Carolina-Columbia
 University of South Florida-St. Petersburg Campus
 University of Southern California
 University of the Cumberlands
 University of the District of Columbia
 University of Tulsa
 University of Vermont
 University of Virginia-Main Campus
 University of Washington-Seattle Campus
 University of West Georgia
 University of Wisconsin-Madison
 Utah State University
 Utah Valley University
 Valdosta State University
 Vanderbilt University
 Vassar College
 Villanova University
 Virginia Beach City Public Schools School of Prac-
 tical Nursing
 Virginia Commonwealth University
 Virginia Military Institute
 Virginia Polytechnic Institute and State University
 Virginia University of Lynchburg
 Wagner College
 Wake Forest University
 Walton Career Development Center
 Warner University
 Warren Wilson College
 Washington & Jefferson College
 Washington and Lee University
 Webber International University
 Wellesley College
 Wentworth Institute of Technology
 West Virginia State University
 West Virginia University
 Westminster College
 Wichita State University
 Xavier University of Louisiana



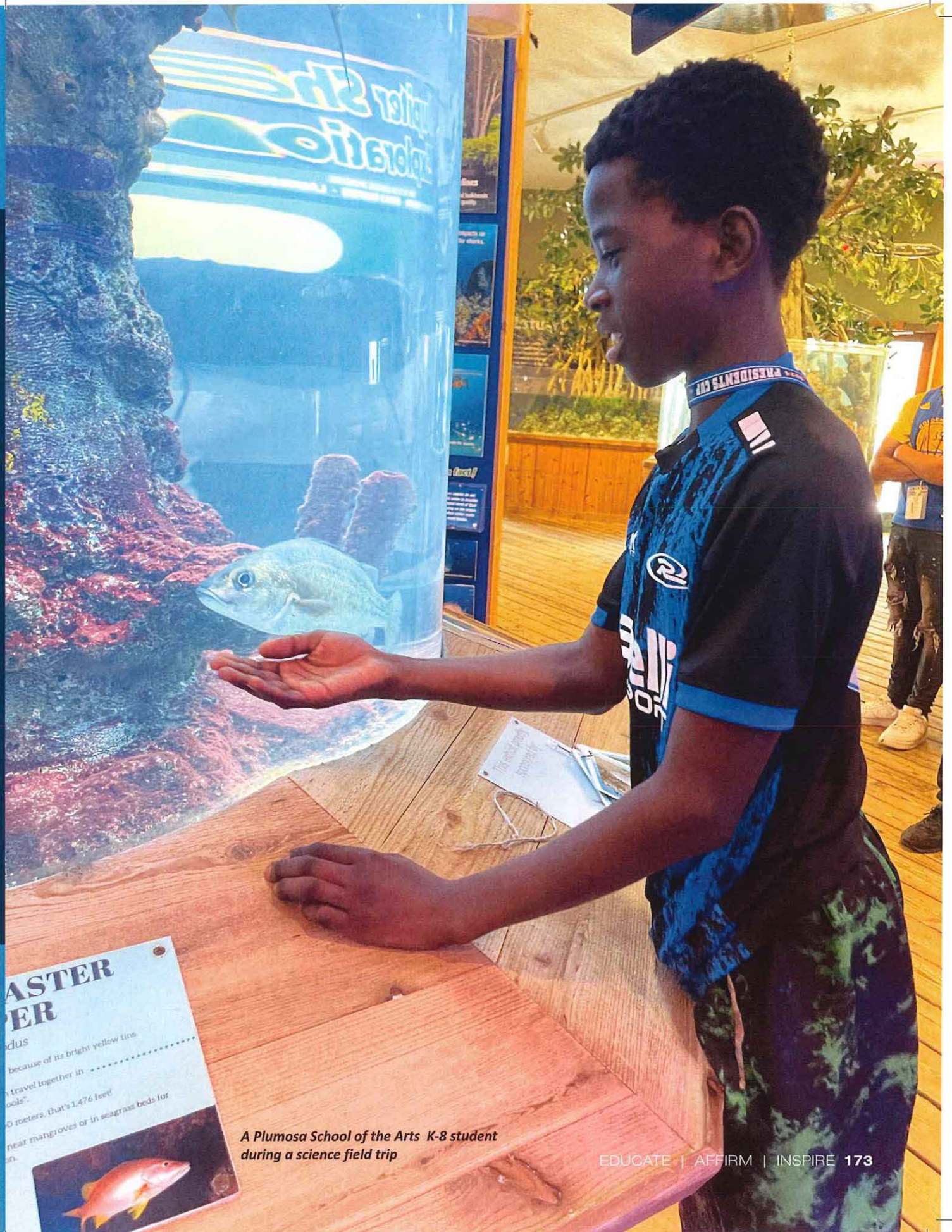
Girls Basketball District Champions, Palm Beach Lakes Community HS



**2025 FHSAA 3A BEACH VOLLEYBALL
STATE CHAMPIONS**
JUPITER



South Florida Fair Art Contest winners, Sophia DeLand and Rehane Rancy, Western Pines MS



A Plumosa School of the Arts K-8 student during a science field trip

FY25 Community Partners



Stronger Together: Celebrating Our Community Partners

Community partnerships are essential to our District's success, as they connect classroom learning with real-world experiences. With generous support from businesses, nonprofits, faith-based organizations, and civic groups, students gain access to valuable resources, mentorship, and hands-on opportunities that enrich their education and broaden their horizons. These collaborations foster various initiatives, including academic programs, career pathways, wellness programs, and cultural enrichment activities.

Partners have contributed by providing internships, sponsoring events, and supporting students in need, ensuring that every child, regardless of their background, has the opportunity to succeed. They have also played a vital role in supporting teacher development and fostering a strong sense of community pride.

The District's continual growth and success are driven by the dedication and shared vision of our community partners. Their impact is evident not only in student success stories but also in the lasting connections that enhance our schools and the broader community.

Abbey Delray South
Accelerate Learning, Inc.
ACCESS Specialty Animal Hospital - Palm Beach County
Action Physical Therapy & Chiropractic Care
AEG Fuels
Aerojet Rocketdyne (L3Harris)
Air & Space Forces Association's CyberPatriot
Al Packer Ford Royal Palm Beach
Aldrin Family Foundation
All Care Animal Clinic
All My Pets Vet and Wellness Center (Jill Scott)
All Paws Animal Clinic, Inc.
All Star Health
Amazon Future Engineer
American Association of Caregiving Youth
American Board of Trial Advocates (PB Chapter)
American Culinary Federation
American Financial Group
American Heart Association
Amerihealth Caritas Florida, Inc.
ANGARI Foundation
Animal Clinic at Wellington Reserve
Animal Clinic of West Lake Worth (Dr. Ted Brinkman)
Animal HealthCare Center (Dr. Dew)
Animal Hospital at the Marketplace (Dr. Russo)

Animal Hospital of the Palm Beaches
Animal Medical Clinic (Dr. Scott Miller)
Animal Wellness Center
Ann Norton Sculpture Gardens
Anzer Animal Hospital
Applegate Interiors, Inc.
Aronberg and Aronberg Personal Injury Law
Arthur R. Marshall Loxahatchee National Wildlife Refuge
Arts Garage
ArtStage Performing Arts Center
AZ Contracting & Restoration
B & R Industries, Inc.
Baker Veterinary Clinic (Dr. Simmons)
Banfield Pet Hospital
Bank of America
Baptist Health Bethesda Hospital East
Baptist Health Bethesda Hospital West
Baptist Health Boca Raton Regional Hospital
Batteries Plus
Berman Law Group
Berry Fresh Cafe of Jupiter
Better-Gro
BeWellPBC
BHHS Florida Reality
Big Dog Ranch Rescue
Biotility: Bioscience Workforce Credentialing Center
BJ's Wholesale Club
Blessings in a Backpack
Bluepoint Bar and Grill

Boca Ballet Theatre
Boca Beach Boys Baseball
Boca Helping Hands
Boca Raton Airport
Boca Raton Chamber of Commerce
Boca Raton Museum of Art
Boca West Country Club
Bolay
Boldin Community Impact Foundation
Bound For College
Boynton Beach Police Department
Boys and Girls Club Belle Glade
Boystown of South Florida
BRIDGES
Bright Horizons
Bud's Chicken & Seafood
Buff City Soap - Palm Beach Gardens
Bureau of Land Management at the Lighthouse
Busch Wildlife Sanctuary
Bush Brothers Provision Co.
CACTI Park of the Palm Beaches
California Pizza Kitchen
Call 4 Health - Medical Answering Service
Camp Lingua
Captain Planet Foundation
CareerSource Palm Beach County
Carnegie Mellon Robotics Academy
CEAS Investments
Cedars Electro-Mechanical, Inc.
Celebrate the Great

Certified Therapy Dog, Inc.
 Chase Bank
 Chick-fil-A - Palm Beach Gardens Mall
 Chick-fil-A - Boynton Beach
 Chick-fil-A - Royal Palm Beach
 Chick-fil-A - Wellington Green Mall
 Chick-fil-A - West Boca
 Children's Enrichment Center
 Children's Home Society of Florida
 Children's Services Council of Palm Beach County
 Cinch Home Services - Toni Pruitt
 City of Belle Glade
 City of Boca Raton
 City of Boynton Beach
 City of Coral Springs Fire Department
 City of Delray Beach
 City of Greenacres
 City of Pahokee
 City of Palm Beach Gardens
 City of Palm Beach Gardens Fire Rescue
 City of South Bay
 City of West Palm Beach
 Civil Discourse and Difficult Decisions (CD3)
 Civil/Site Engineering, Inc.
 Clear Vue Laser Eye Center
 Clerk of the Circuit Court & Comptroller, Palm Beach County
 Club Pilates Wellington
 Code Ninjas
 Cohen & Newmark PLLC
 Coldwell Banker (Fran Mantyh)
 College Football Playoff Foundation/Orange Bowl CMTE
 Community Animal Hospital of Royal Palm Beach
 Connected Business Solutions, Inc.
 Coral Breeze Animal Hospital (Dr. Carmona)
 CORE Construction
 Courtney Farrell - West Boca Realtor
 Courtyard Animal Hospital (Dr. Pinkwasser)
 Cox Science Center and Aquarium
 CPG Cares - Boca Raton Innovation Campus
 CR Moore Legacy Foundation
 CrossCountry Mortgage - Chris Hoch
 Cruise Planners
 CVS Pharmacy
 Cyber Florida
 D and D Construction and Remodeling
 Daggerwing Nature Center
 Dance Media Foundation
 Dance Theater of Florida

DAS Tree Service LLC
 DaSo Good Treats by Nancy
 De Las Cuevas Law
 DEGA Advertising
 Delray Beach Police Department
 Delray Beach Rotary Club
 Delray Medical Center
 Digital Vibez Inc.
 Direct Cooling
 Discover The Palm Beaches
 Distefano Charitable Foundation
 Don Ramon Restaurant
 Dr. Adam Leroy MD
 Dr. Daniel Kairys MD
 Dr. Glennon Brown MD
 Dreyfoos School of the Arts Foundation
 Driftwood Hospitality Management
 Drive Shack
 Drones in School
 Duck Donuts
 Dunkin Donuts (Royal Palm Beach)
 Dunkin Donuts (Seminole Pratt)
 Dunkin Donuts (Lake Clarke Shores)
 Dwyer's Little Panthers Pre-School
 Eau Palm Beach Resort and Spa
 Education Foundation of Palm Beach County
 Edward Jones - Financial Advisor
 EisnerAmper - Audit, Accounting and Tax Services
 El Cid Animal Clinic
 Emanuel McMiller Scholarship for Higher Education
 Embry Riddle Aeronautical University
 Environmental MD, Inc.
 Equitable Holdings LLC
 ERM - Environmental Resource Management
 Families First of Palm Beach County
 Federal Reserve Bank - Miami
 Feeding Dreams
 Feeding South Florida
 Fiesta De Pueblo & Business Expo Hispanic Festival
 Fine Wealth Management
 First Bank of Belle Glade
 First Watch - Wellington
 Five Guys of Jupiter
 Five Guys of Wellington
 Flex Medical Centers
 Float Therapy
 FAU - Charles E. Schmidt College of Medicine

FAU - College of Business
 FAU - College of Engineering and Computer Science
 FAU - Dorothy F. Schmidt College of Arts and Letters
 FAU - Galleries
 FAU - Pine Jog Environmental Education Center
 Florida Blue
 Florida Crystals
 Florida Department of Health in Palm Beach County
 Florida Farm Bureau
 Florida Fish and Wildlife Conservation Commission
 Florida Hispanic American Chamber of Commerce, Inc.
 Florida Power & Light/NextEra Energy \ Resources
 Florida Restaurant and Lodging Association
 Florida Southern College - Justice Teaching Center for Civic Learning
 Florida Tutoring Network
 FloridaFresh
 Forest Hill Animal Hospital (Dr. Stechschulte)
 Foundation for Dwyer Academy of Finance, Inc.
 FoundCare, Inc.
 Frank Chavez Bail Bonds
 Freedman and Haas Orthodontics
 Freedom Goal Group
 Friends of Foster Children of Palm Beach County, Inc.
 Friends of MacArthur Beach State Park
 Frosch Family Chiropractic
 Fusion Chiropractic Spa
 Garden of Hope of Palm Beach County
 Gast Construction Group
 GE Architecture, Inc.
 Gelb Sports Medicine & Orthopaedic Center
 GENYOUth
 GL Homes
 Gold Coast Dermatology
 Gold Coast Federal Credit Union
 Golden Bell Education Foundation
 Goldlaw - Goldenfarb Law Firm
 Goldman Sachs Gives
 Gonzalez and Cartwright, P.A.
 Grace Roofing & Sheet Metal Enterprise
 Grassy Waters Preserve
 Green Cay Nature Center and Wetlands





Green Life Farms
 GulfStream Aerospace Corporation
 Gumbo Limbo Nature Center
 Guy Fieri Foundation
 Habitat for Humanity
 Hakuna Matata Tours
 Hanley Foundation
 Harbour's Edge - Senior Living Facility
 Havana Cuban Restaurant
 HCA Florida - JFK Hospital
 HCA Florida - JFK North Hospital
 HCA Florida Palms West Hospital
 HCA Healthcare
 Hedrick Brothers Construction
 Hello World Computer Science
 Hilton Palm Beach Airport
 Hilton West Palm Beach
 Historical Society of PBC (Richard and Pat Johnson PBC History Museum)
 Hoffer Pest Solutions
 Holocaust Learning Experience
 Home Depot
 Hosein Brands, LLC
 Hotel Planners
 HyperLocal Farms
 Impact Florida
 inSIGHT Through Education
 iThink Financial
 Jack Scales Wholesale Fruit & Produce
 Jack the Bike Man
 Jeannette Bogart's Best Breads Limited
 Jet's Pizza
 Jetty Productions
 Jim Moran Foundation
 Joe DiMaggio Children's Hospital
 Joe Griffin & Associates, Inc. - Herff Jones
 Jones Edmunds Engineering and Consulting Services
 Junior Achievement of South Florida
 Junior Achievement of the Palm Beaches and Treasure Coast
 Juno Beach Animal Hospital
 Jupiter Bounce
 Jupiter Medical Center
 Jupiter Police Department
 Justin Barlett Animal Hospital
 K and B Maintenance Services
 K and M Electric
 Kai Kai Farms
 Kayne Anderson Capital Advisors
 Keep Palm Beach County Beautiful
 Keiser University, Flagship Campus
 Kolter Hospitality LLC
 Kona Ice
 Lake Worth Music School
 Lake Worth Playhouse

Lakeside Medical Center,
 Health Care District of PBC
 Landau Law Group
 Lantana Police Department
 Lantana-Atlantis Animal Hospital
 Latoya Gamble
 Laufer Sports & Entertainment
 Law Offices of Andrew E. Pastor
 Law Offices of Melissa Anne Murray
 Lazy Dog Restaurants, LLC
 Left Bank Equine (Dr. Yerkes)
 Lewis-Warburg Foundation
 Lewis, Longman & Walker, PA
 Line-x
 Lion Country Safari
 Literacy Coalition of Palm Beach County
 Little Caesars Of Palm Beach - 5096 Forest Hill Blvd.
 Little Free Library
 Live Wellness
 Living Skills in the Schools
 Lockheed Martin
 Loggerhead Marinelife Center
 Longhorn Steakhouse BB
 Longhorn Steakhouse WPB
 Longview Foundation
 Lost Tree Village Charitable Foundation
 Loxahatchee River District
 Lynn University
 Main Street Children's Dentistry and Ortho of Wellington
 Maltz Jupiter Theatre
 Manatee Lagoon - An FPL Eco-Discovery Center®
 Mandel Public Library of West Palm Beach
 Mann Family Orthodontics
 Marber Security LLC
 Marine Education Initiative
 Marine Industries Association of Palm Beach County
 Mary & Robert Pew Public Education Fund
 Masud Temple #69 Shriners
 McCaffrey Orthodontics
 McDonalds - 6581 Forest Hill Blvd.
 McGovern Gerardi Law
 McGraw Hill Education
 Medical Specialists of the Palm Beaches (MSPB Health)
 Medicana Nursing and Rehab Center
 Merrill Lynch
 MG&A Wealth Management
 Miami Open
 Mission BBQ
 Mitchell Family Foundation
 Morikami Museum and Japanese Gardens
 Mounts Botanical Garden

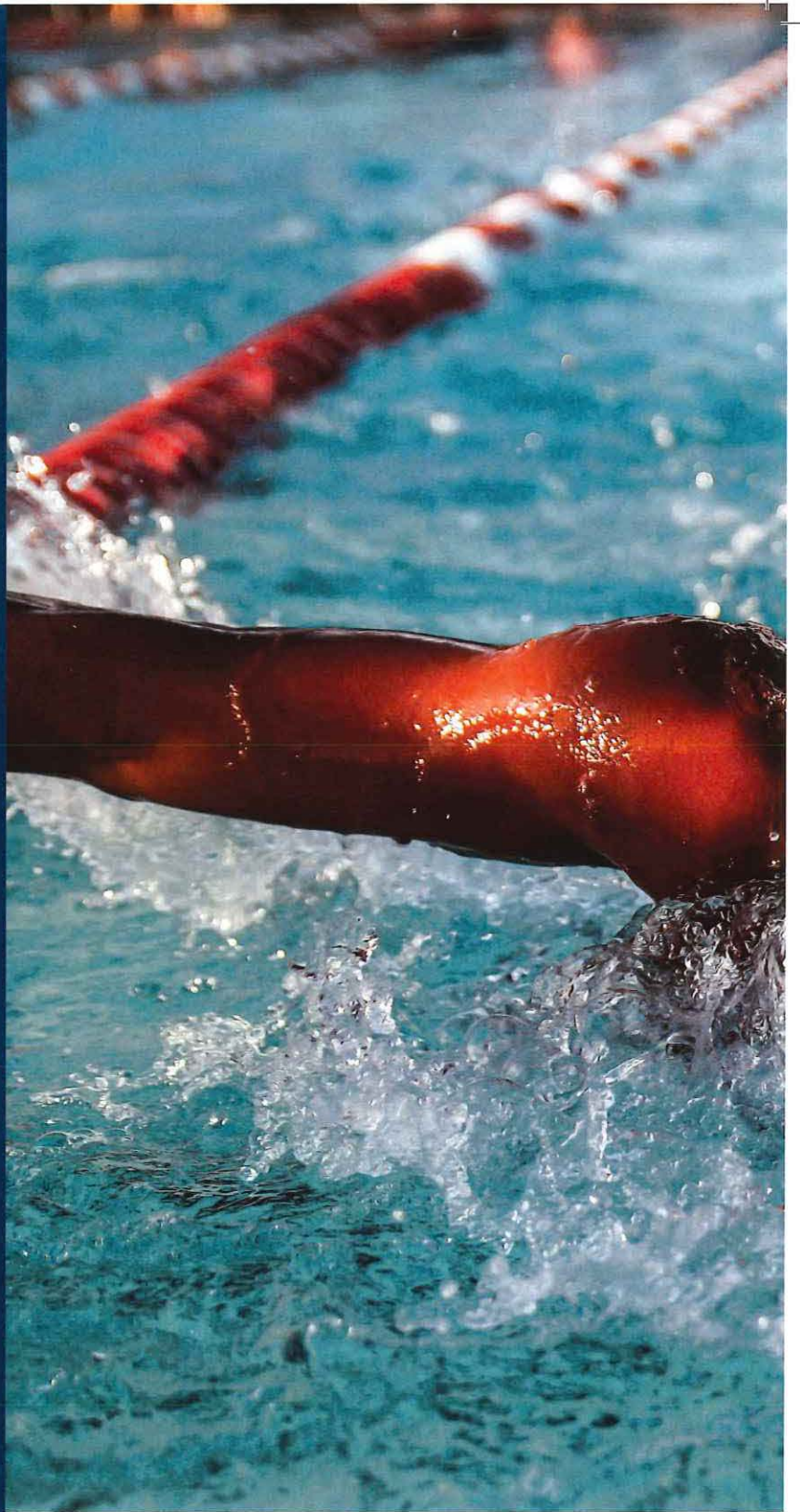
MPR Development, LLC - Five Guys Burgers and Fries
 Music and Arts Lake Worth
 Music Man, Inc.
 N&D Cafes LLC
 NAPA Auto Parts
 NASA Growing Beyond Earth Program
 National Council of Compensation Insurance (NCCI)
 National Council of Jewish Women (Palm Beach)
 National JROTC Leadership Foundation
 Neighborhood Farms USA
 NetJets Aviation
 Nicklaus Children's Hospital
 No Kid Hungry - Share our Strength
 Norton Museum of Art
 Nova Southeastern University
 Office Depot
 Okeetee Nature Center
 Olive Garden (Wellington)
 OneBlood, Inc.
 Optavise
 Orthomike Orthodontics
 Pacifica Senior Living
 Packy's Sports Grill
 Paddock Equine
 Palm Beach Animal Hospital
 Palm Beach Bar Association
 Palm Beach Country Club Foundation
 Palm Beach County
 Palm Beach County Behavioral Health Coalition (PBCBHC)
 Palm Beach County Courthouse
 Palm Beach County Extension 4H
 Palm beach County Fire Rescue
 Palm Beach County Florida Nursery Growers and Landscape Association
 Palm Beach County Food Bank
 Palm Beach County Parks and Recreation Department
 Palm Beach County Sheriff Office
 Palm Beach County State Attorneys Office
 Palm Beach County Youth Services
 Palm Beach Dramaworks
 Palm Beach Equine Clinic
 Palm Beach Gardens Medical Center
 Palm Beach International Airport
 Palm Beach Marriott Singer Island Beach Resort & Spa
 Palm Beach Opera
 Palm Beach Police Department
 Palm Beach State College - Dolly Hand Cultural Arts Center
 Palm Beach State College - Regional Campuses

Palm Beach Symphony
 Palm Beach Zoo & Conservation Society
 Palm Health Foundation
 Palms West Veterinary Hospital
 (Dr. Grossman)
 Pamela Higer-Polani, Attorney at Law
 Panera Bread
 Panther Ridge Conservation Center
 Papa Johns Pizza
 Parallax Inc - Educational Robotics
 Parsons Orthodontics
 Pavon Realty Group
 PBC Action Alliance for Mental Health
 PBC STEM Education Council
 Pediatric Dentistry of Jupiter
 Perkins Restaurants
 Pero Family Farms
 Pet Calls Animal Hospital
 Pinch A Penny Pool Patio Spa
 Pittman Law Group
 Playa Bowls - West Boca
 Plycon Transportation Group
 POParazzi Parties
 Popstrokes
 Pratt & Whitney
 Premium Services Worldwide
 Prevention Partnerships for Children
 (Children's Services Council)
 Publix Supermarkets
 Pyra Marketing Solutions
 Quest Engineering
 Rainforest Clinic for Birds and Exotics (Dr.
 Clubb)
 Randolph Construction Group, Inc.
 Rapids Waterpark
 Raymond F. Kravis Center for the Performing
 Arts
 RC Hatton Farms
 Re/MAX Select Group Schmitz Luxury
 Reach Group
 REG Architects
 Reid Equine and Associates Equine Clinic
 Reid Law Group
 Reiter Family Foundation
 Ritchie Brothers Auctioneers
 Riverbend Park
 Riverbridge Animal Hospital (Stuart Fox)
 Roger Dean Chevrolet Stadium
 Rood & Riddle Equine Hospital
 Roots and Wings
 Rotary Club of Boca Raton
 Rotary Club of Boca Raton Sunrise
 Royal Caribbean Cruise Line, Vicki Freed,
 Senior VP of Sales
 RSM US
 Sage Cleaning
 Salk Law Firm
 Sanders Elite Tutoring
 Sandoway Discovery Center
 Schmitz Luxury Homes - Cesar Caban
 Schonfeld Securities LLC
 Schoolhouse Children's Museum
 SeaView Eyecare
 Shekinah Family Medical Centers
 Shores Animal Clinic (Dr. Moe)
 Shullman Orthodontics and Oral Surgery
 Center
 Siebert Williams Shank & Co., LLC

Silver Law Group
 Simply Healthcare Plans, Inc.
 Sinai Residences - Boca Raton
 Sit Means Sit
 Skate Zone
 Society of the Four Arts Children's Library
 Solid Waste Authority of Palm Beach County
 Song & Associates, Inc.
 South Florida Fair
 South Florida Tech Hub
 South Florida Water Management District
 South Palm Beach County Association,
 Young Lawyers Section
 South Shore Animal Hospital (Karen Forbes)
 Southern Lawn Equipment
 Spady Cultural Heritage Museum
 Sparkle Inspo
 Spartan Contracting Corporation
 Speedy Rooter Plumbing Inc.
 St. Mary's Medical Center
 State Farm
 State Farm (Magaro)
 Steven Sprague - Geico Insurance West
 Boca
 Stiles-Nicholson Foundation
 Stuart and Shelby Development
 Student Aces Belle Glade
 Suits for Seniors
 Sunflower Creative Arts - Build and Play
 Sunset Sushi Restaurant
 T. Leroy Jefferson Medical Society, Inc.
 Take Stock In Children/Johnson Scholars
 Tanknicians Aquarium and Pond Services
 Target (Boynton Beach)
 TBS Law, P.A.
 Texas Roadhouse
 TFB Equine (Teigland, Franklin, & Brooklin -
 Dr. Solomon)
 The Ben, Autograph Collection
 The Bird & Exotic Hospital (Dr. Vanessa
 Rolfe)
 The Boca Raton
 The Breakers Palm Beach
 The Business Development Board of Palm
 Beach County
 The Dash Cam Lawyer @ - Shannon J. Sagan
 The Herbert Wertheim UF Scripps Institute
 for Biomedical Innovation & Technology
 The Jim Moran Foundation
 The Loxahatchee Club Educational
 Foundation
 The Meridian at Boca Raton - Senior Living
 The Park West Palm Beach - Public Golf
 Course
 The Pediatric Center, Inc.
 The Q81 Foundation
 The River Center
 The Salt Suite
 The Schmidt Boca Raton History Museum
 (Boca Raton Historical Society)
 The Seagate Delray Beach
 Theatre Lab at FAU
 TheRiot Agency
 Three Natives
 TicketRev Ticketing Platform
 Tide Cleaners - Boca Raton
 Tideline Resort
 Timothy Olenn, Esq.

Toojay's (Wellington)
 Top Flight Martial Arts
 Toshiba
 Total MD
 Traffic Management Solutions
 TransUnion
 Tri-Cities Coalition Educational Committee
 Tricolli Real Estate
 Tropical Smoothie Cafe
 U.S. Sugar
 UF Institute of Food and Agricultural
 Sciences - Everglades Research and
 Education Center
 UnderGround Promos LLC
 United Franchise Group
 United States Army
 United States District Court, Southern
 District of Florida
 United States Marines
 United Technology Corporation
 United Way of Palm Beach County
 University of Miami
 Urban League of Palm Beach County
 ValuTeachers Inc.
 Vargas Dental
 Vaughn Sports Academy
 VCA Simmons Animal Hospital (Dr. Ken
 Simmons)
 VCA Wellington Animal Hospital (Dr. Roy
 Ellington)
 Velocity Community Credit Union
 Ventus Charitable Foundation
 Vertical Bridge
 Vestal's Veggies, Inc.
 Village of Wellington
 Village of Wellington, Keely Spinelli Grant
 Vista Orthodontics
 Walgreens Pharmacy
 Walker Reid Strategies, Inc.
 Walmart
 Wash & Wax Pros - Car Wash & Detailing
 Washington National
 WaveMakers Program
 Wawa
 Wayne Oral Surgery
 Weitz Company
 Welcome Home Palm Beach Life Real Estate
 WellGrove Equine Clinic (Dr. Newkirk)
 Wellington Community Foundation, Inc.
 Wellington Regional Medical Center
 Wellington Volleyball Academy
 Wells Fargo Bank
 West Boca Foundation of the Arts
 West Boca Medical Center
 West Palm Animal Clinic (Dr. Michelle
 Durkee)
 West Palm Beach Community
 Redevelopment Agency
 West Palm Beach Marriott
 Westgate CRA
 WPTV News
 XPE Sports Rehab
 Yesteryear Village
 YMCA
 Youfit Gyms
 Young Orthodontics
 Youth Environmental Alliance

APPENDIX





Strategic Plan Educate Indicators, FY23 vs. FY25																	
	FY23 - FY25*					FY25*											
FY25* Performance on Strategic Plan Indicators	Baseline	FY23	FY24	FY25	Diff. FY23-FY25	Female-Black	Female-Hispanic	Female-White	Female-ELL	Female-FRL	Female-SWD	Male-Black	Male-Hispanic	Male-White	Male-ELL	Male-FRL	Male-SWD
EDUCATE																	
KG Reading On Grade Level (EOY) - FY25 STAR PM3	59	60	60	51	-9	46	43	73	28	44	42	37	40	67	27	38	37
Grade 3 Reading On Grade Level ELA	54	49	55	57	8	48	50	76	31	48	36	43	47	75	31	44	37
Grade 5 On Grade Level ELA Test	57	52	57	57	5	45	52	77	24	46	28	39	48	72	25	43	31
Grade 5 On Grade Level Math Test	51	54	60	61	7	46	53	75	33	48	29	47	57	79	40	51	42
Grade 5 On Grade Level ELA & Math	45	46	48	48	2	34	42	68	16	35	18	31	41	66	19	35	23
Grade 8 On Grade Level ELA Test	51	48	54	56	8	47	53	78	17	48	26	40	45	72	15	41	29
Grade 8 On Grade Level Math Test	60	62	64	65	3	54	61	82	39	56	36	50	60	81	38	53	43
Grade 8 On Grade Level ELA & Math	47	42	47	49	7	38	45	72	13	39	17	31	40	67	13	34	23
Grade 9 On Track to Graduate	42	39	39	43	4	31	40	65	11	32	14	23	33	60	8	25	18
FY24 Graduation Rate	96	93	94	96	3	96	96	98	91	95	96	94	94	98	87	94	95
FY24 Post-Secondary Readiness	75	71	70	72	1	65	79	87	60	72	40	48	67	76	54	56	30

*Unless otherwise listed

Strategic Plan Affirm Indicators, FY23 vs. FY25

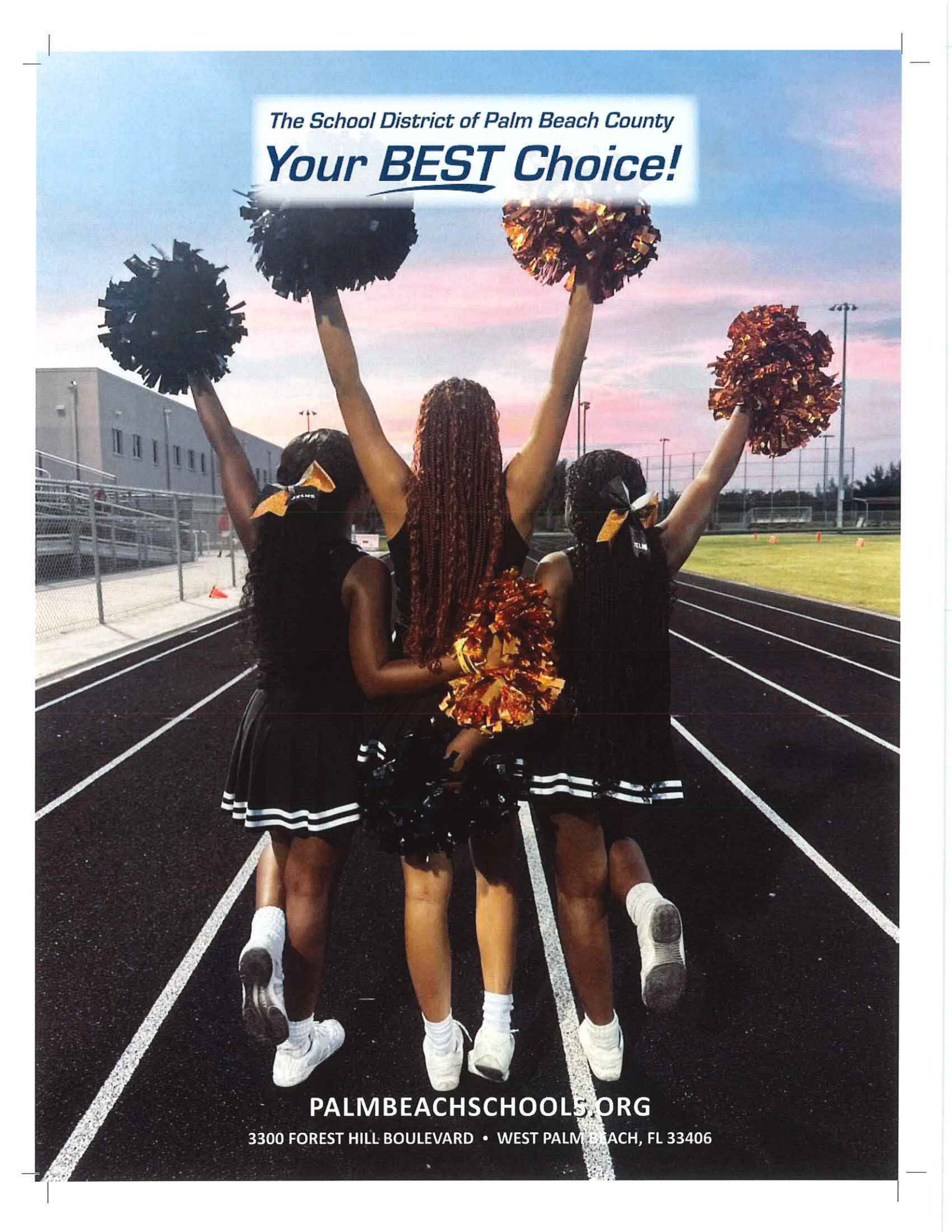
	FY23 - FY25*					FY25*											
FY25* Performance on Strategic Plan Indicators	Baseline	FY23	FY24	FY25	Diff. FY23-FY25	Female-Black	Female-Hispanic	Female-White	Female-ELL	Female-FRL	Female-SWD	Male-Black	Male-Hispanic	Male-White	Male-ELL	Male-FRL	Male-SWD
AFFIRM																	
Sense of Belonging	NA	84	83	82	-2	76	83	82	85	81	82	80	84	84	84	81	82
Staff Effectiveness	NA	86	86	86	-1	Disaggregation Not Available											
Growth Mindset	NA	92	92	92	0	93	92	91	93	92	92	92	91	91	91	92	90
Elementary Equitable & Representative Access (Adv Recommendations)	69	80	80	81	1	73	78	91	62	78	57	71	77	91	64	81	64
Equitable & Representative access to MS Advanced/ Accelerated Courses	74	80	86	90	9	89	89	94	81	89	74	86	87	92	81	86	72
Equitable & Representative access to HS Accelerated Courses	55	59	63	68	8	61	70	82	45	64	38	50	61	74	41	54	33
Discipline	11	11	12	10	-1	12	5	4	5	9	10	21	11	9	11	16	17

*Unless otherwise listed

Strategic Plan Inspire Indicators, FY23 vs. FY25																	
	FY23 - FY25*					FY25*											
FY25* Performance on Strategic Plan Indicators	Baseline	FY23	FY24	FY25	Diff. FY23-FY25	Female-Black	Female-Hispanic	Female-White	Female-ELL	Female-FRL	Female-SWD	Male-Black	Male-Hispanic	Male-White	Male-ELL	Male-FRL	Male-SWD
INSPIRE																	
Student and Caregiver Engagement - Student	NA	84	82	83	-1	84	84	84	87	84	85	84	82	81	85	84	84
Student and Caregiver Engagement - All	NA	89	89	89	0	Disaggregation Not Available											
Student and Caregiver Satisfaction - Student	NA	78	81	83	4	80	84	83	86	83	85	81	83	83	85	83	84
Student and Caregiver Satisfaction - Parent	NA	88	90	89	1	Disaggregation Not Available											
Student Self-Efficacy	NA	89	89	88	-2	90	88	88	89	88	88	89	87	87	88	88	88
Attendance	55	54	54	53	-1	58	47	54	52	47	46	57	47	54	51	47	48
Career Pathway Participation	39	39	39	39	0	42	39	45	26	39	30	32	32	41	22	31	27
FY23 Advanced Diplomas and/or IC Concentration	17	30	27	48	18	45	44	53	20	44	47	39	45	55	22	43	28
Post-Graduate Success	57	59	58	58	-1	60	58	75	39	57	45	44	42	63	29	41	33
Increase District Market Share (K-12)	81	83	83	84	1	83	85	82	90	86	84	82	85	82	89	86	83

*Unless otherwise listed



A photograph of three cheerleaders from behind, standing on a black running track with white lane lines. They are wearing black sleeveless uniforms with white stripes on the skirts and white socks with white sneakers. They are holding large pom-poms: two are black and one is orange and gold. Their arms are raised high. In the background, there is a school building, a chain-link fence, and a grassy field under a sunset sky with pink and orange hues.

The School District of Palm Beach County
Your BEST Choice!

PALMBEACHSCHOOLS.ORG

3300 FOREST HILL BOULEVARD • WEST PALM BEACH, FL 33406

FY 2023-2024

Annual Report



**GOALS, PROGRAMS,
ACCOUNTABILITY, FUNDING**

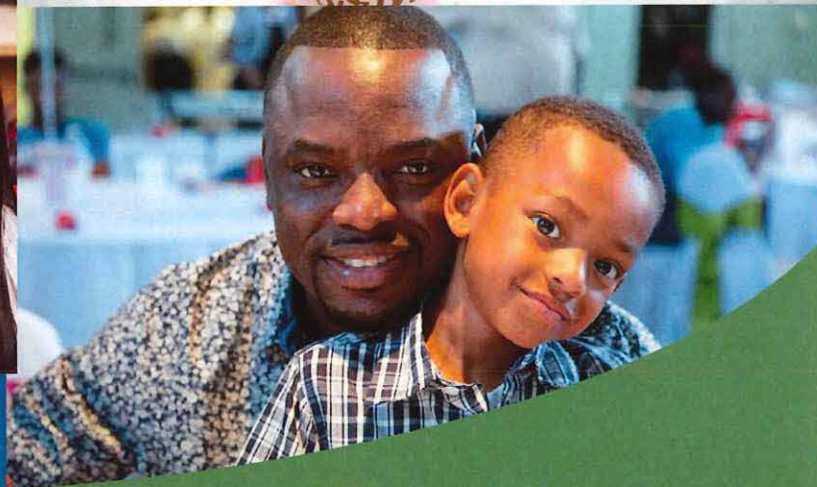
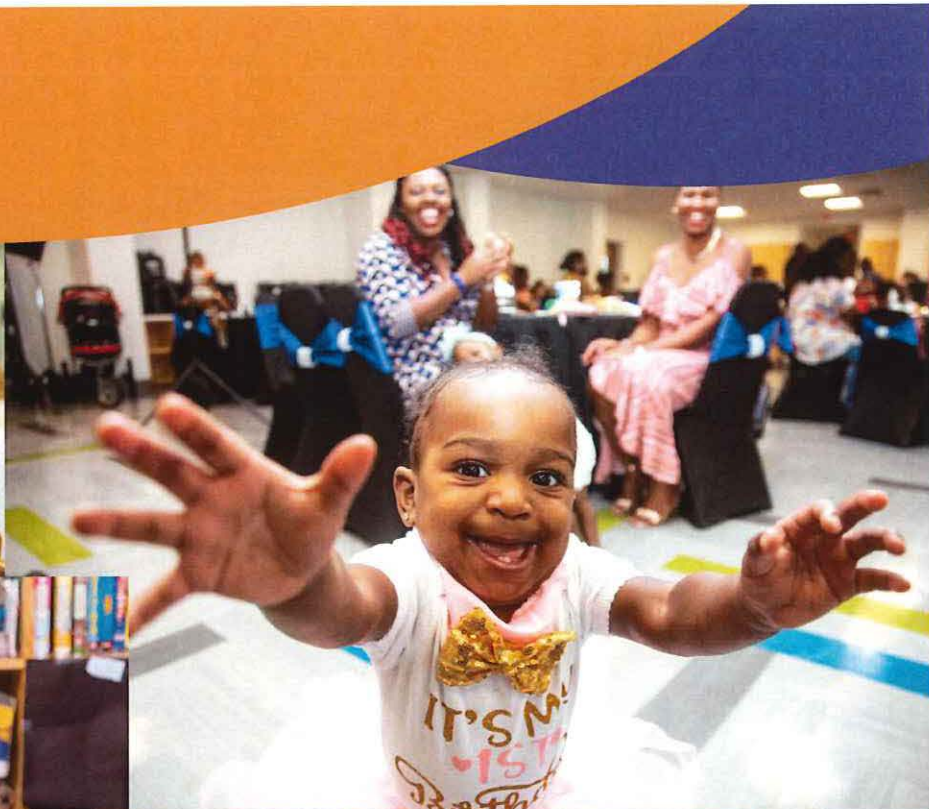


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What Is Children's Services Council?

We are local government, created by voters in 1986 to serve children and families in Palm Beach County.

CSC is an independent special district authorized in Florida statutes and governed by a 10-member board. The governor appoints five members, and five serve based on their roles outlined in state law. As of this printing, two governor-appointed seats were vacant.



Thomas Bean
Governor Appointee
Chair



Jose Luis Rodriguez, Esq.
Governor Appointee
Vice Chair



Sara Baxter
County Commission
By Statute



Karen Brill
School Board
By Statute



Mike Burke
School
Superintendent
By Statute



Judge Kathleen Kroll
Juvenile Court
By Statute



Robert "Bobby" Shea
DCF Child Protection
Director
By Statute



Thomas P. Weber
Governor Appointee

CSC does not propose, recommend or endorse gubernatorial appointments to the Council. Like all Florida governments, CSC is subject to Government in the Sunshine and Public Records laws.

Welcome from Our Board Chair



Thomas Bean is the Director of Development, Community Engagement, NextEra Energy Resources. He has served as chair of Children's Services Council's board since 2020 and has been a CSC board member since 2014.

As a father, business professional and member of this great and resourceful community, I am honored to serve as the board chair for Children's Services Council of Palm Beach County. I am particularly proud of how this team always responds with deftness and empathy to community crises such as the Covid pandemic and youth mental health. While our county grows and changes, so does this Council.

By supporting families at their earliest stages, by coordinating local nonprofits, funders and other governments, by tackling sensitive and complex issues head-on, this work makes a difference. More parents are empowered to make good choices, more babies are born healthy, more children are safe from abuse and preventable injury, and more children are ready to learn when they enter kindergarten. This kind of return on our community's investment is a powerful reminder of what we can accomplish working together for children and families.

Welcome from Our CEO



Dr. Lisa Williams-Taylor has served as Chief Executive Officer of Children's Services Council since 2015 and has worked at CSC for more than 20 years.

This past year was one of growth and transformation for CSC. Post-Covid, we recognized that our community's needs have changed. More children face mental and behavioral health issues, and more families struggle to put food on the table. We knew we needed to pivot and re-evaluate our strategies and services to ensure we were listening. So, we underwent an intensive strategic planning process, meeting with a cross-section of Palm Beach County residents to hear what they expect from us.

What did they tell us? That they want more positive, supportive, social outlets for youth ages 6 to 18; more behavioral and mental health services for children; and help with basic needs that are vital to building healthy families. We heard that they trust local, grassroots nonprofits in touch with their neighborhood's unique strengths and challenges.

In this annual report, you will see how we're responding. You'll read about our new mission, vision and goal, and explore our ten new objectives. Working with our community to make it stronger, one family at a time, one child at a time – that's what Children's Services Council is all about.





A Fresh Mission, Vision and Goal

Children's Services Council of Palm Beach County revised its strategic plan in 2024, working with our board while building upon extensive community and employee feedback. The plan includes updates to our mission, vision, goal and objectives.

Mission Improving the lives of all children and families through dedicated funding, community partnerships and innovative leadership, to build a stronger Palm Beach County.

Vision All children grow up healthy, safe, ready for school, and ready for life.

Goal Improve the well-being of all children served by CSC.

What This Means to Us – And to You!

We envision a future where every child in Palm Beach County has the resources they need to thrive. By cultivating strong partnerships with the community, we aim to improve the well-being of all children, close disparity gaps, and reach more children in need. Our passion is to ensure every child is ready for school and ready for life.



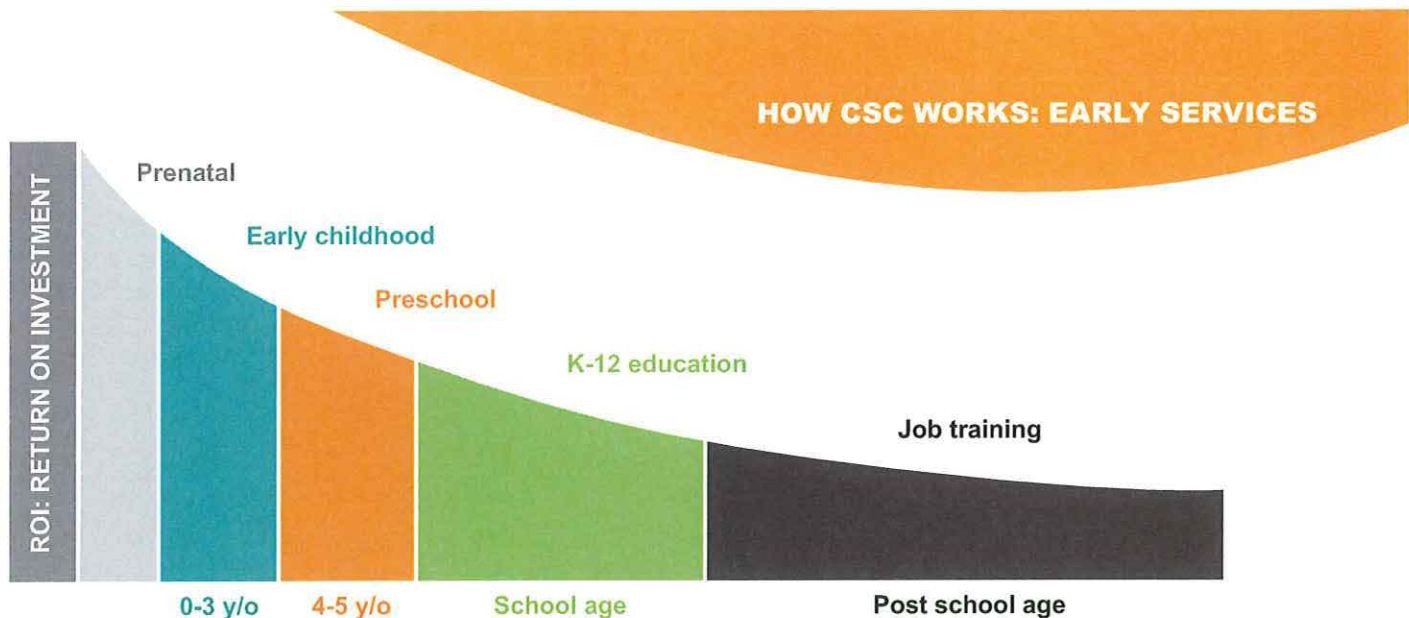
A Strategic Plan to Help Palm Beach County Thrive!

As Children's Services Council begins its 39th year of service in 2025, we updated our strategic plan. We are grateful for the full participation of our board members, staff, parents, agencies we fund, community leaders, other funders and key stakeholders. Our approach brought together many perspectives to develop a shared understanding of community needs and the external and internal factors that may shape the future for Palm Beach County residents.

Our 10 Strategic Objectives

- **Close Disparity Gaps:** All CSC-served children will experience improved outcomes.
- **Enhance Youth Well-Being (ages 6 to 18):** Increase services to youth ages 6-18 to enhance well-being.
- **Optimize Accountability:** Ensure equitable accountability that drives decision-making.
- **Expand Partner Collaboration:** CSC will lead in collaboration with stakeholders.
- **Increase Direct Connection to Community:** CSC engages with community to identify needs and develop solutions that benefit all children.
- **Increase Funding to Grassroots Organizations:** Our increased funding to smaller, grassroots organizations is in response to and is aligned with community-identified needs and solutions.
- **Improve Navigation and Access to Basic Needs and Other PBC Services and Supports:** Families are able to access supports, including basic needs.
- **Strengthen our Early Childhood System of Care (prenatal to 5):** Strengthen our Early Childhood System of Care so that children (0-5) are ready for school.
- **Strengthen Provider Capacity:** All providers have the staff and resources needed to effectively deliver community and/or family-driven services.
- **Improve Human Resource Allocation:** Staff are allocated equitably and effectively in alignment with the needs across the organization.





This Heckman Curve was developed by Dr. James J. Heckman, economics professor at the University of Chicago. It shows the economic impact of investing in early childhood learning.

A Healthy Beginning: Success in School, Life and Family Well-Being

Services provided by Children's Services Council are designed to improve birth outcomes and child well-being, reduce child abuse and neglect, and prepare young children for school and for life. The goal is that all our children grow up to become successful, productive members of our community.

For all of us, raising healthy and safe children in a strong and vibrant community is a challenge. CSC is here to help. We fund services for pregnant women, expectant families with infants and children under 6, afterschool services for school-age children and empowering programs for teens.

The Early Years Matter Most for Brain Development

Decades of research support investment in positive childhood experiences and quality early care and education. To make the greatest impact, CSC programs provide families with support for pre-conception and prenatal care, early brain development and stable family relationships. CSC seeks to improve birth outcomes by providing

access to direct health and social services for pregnant women whose chances of having a healthy baby are hampered by such risk factors as poverty, poor nutrition, age, homelessness, and more. Other factors also can impact child well-being and learning, including the effects of trauma and socio-economic conditions. So CSC's systems of care also seek to reach young children exhibiting developmental or behavioral issues that could hamper later school success.

Crucial Community Support for Working Families

These services boost a family's well-being because they allow parents and caregivers to work, supporting family stability and economic security. Access to quality child care, afterschool and summer camp also helps local businesses because a lack of reliable options leads to lower worker productivity, more absenteeism and difficulty recruiting and keeping high-value employees.

Collective Impact Approach to Tackle Major Challenges

Children's Services Council contracts with local agencies and nonprofit organizations to provide direct services for children and families. Though we see ourselves as advocates for change, we know that's not a goal we can accomplish alone. We partner with multiple organizations that share a single goal and use consistent metrics to evaluate success. This approach, called collective impact, gives CSC the flexibility to tackle generational and systemic issues that challenge the health and well-being of local families and our community as a whole.

How Collective Impact Works

Collective impact is more than a collection of individual programs. It involves partnering with residents and local organizations, seeking and using data to learn and improve, and coordinating systems that serve families.

Some examples of our collective impact:

- **Birth to 22: United for Brighter Futures.** The alliance supports development and education through young adulthood. Our CEO, Dr. Lisa Williams-Taylor, is the Alliance co-chair.
- **Community Alliance of Palm Beach County.** This group analyzes causes and prevention of child abuse and neglect.
- **Hunger Relief Advisory Council.** This group, also co-chaired by Dr. Williams-Taylor, implements the county's hunger relief plan.
- **Healthy Beginnings.** CSC's home-grown system of care supports improved birth outcomes by providing access to direct health and social services for pregnant women and infants, along with early childhood development resources.



CSC MAKES A DIFFERENCE

Brightening the Future for Youth

'Birth to 22: United for Brighter Futures' supports the healthy growth, development and education of our children and youth, so they graduate from high school and are ready to succeed in life. The 'cradle to career' alliance, launched in 2015, engages directly with young people to lead the work and now includes hundreds of coalitions, networks and organizations. CSC and Palm Beach County Youth Services Department provide staff for the alliance.

"We need more resources," said one young person who contributed in 2023 to the Youth Master Plan 2.0. "When we call for assistance, there are long wait times and then getting transferred to another person. It can take hours to be heard and get help."

Services for Pregnancy and Birth

Having a baby is exciting, and a little scary. Children's Services Council is here to help families and their newborns get off to the best start possible. Nearly 34 percent of CSC's budget supports expectant families and young children.

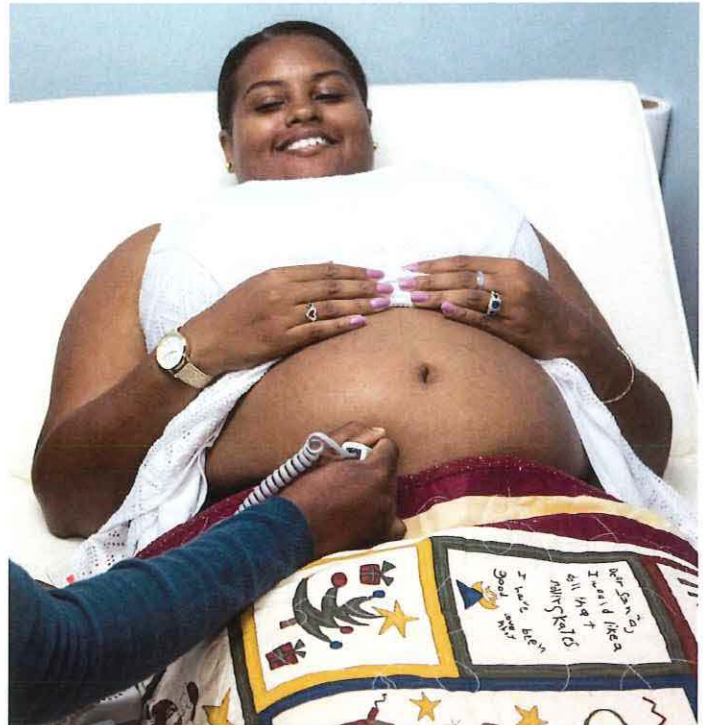
For All Pregnant Women

Children's Services Council's Healthy Beginnings system offers the state-approved Healthy Start Prenatal Screen and Healthy Start Infant Screen of pregnant women and newborns to identify those who may be at risk of a poor birth outcome for a variety of reasons, including substance abuse, limited access to health care, domestic violence and other challenges. Once screened, families get help to navigate the prevention or early intervention services that fit their needs. Families may be referred to one of more than 30 programs.

How Families Access CSC Services

To ensure services are widely available and address each family's individual needs, CSC coordinates access to our Healthy Beginnings programs using what we call 'entry agencies.' For pregnant women, the entry agency is the Healthy Mothers, Healthy Babies Coalition of Palm Beach County (HMHB). HMHB coordinates assessments and program referrals for thousands of women annually.

Through HMHB, we offer a range of services for expecting families – from access to early, consistent medical care to nutrition support, breastfeeding help, childbirth education, counseling and home visiting. Our goal is to ensure families and their babies are both healthy, even if they face physical, emotional or economic challenges.



CSC MAKES A DIFFERENCE

Creating Better Birth Outcomes

Our Healthy Beginnings System of Care, in which CSC supports more than 30 local programs, focuses on healthy birth outcomes. We want to ensure more babies are not born too small or too early, which can lead to life-long complications, and that they thrive to celebrate their first birthday. In 2023, families participating in Healthy Beginnings had a lower percentage of preterm births (8.7%) than the county as a whole (9.6%). In addition, more babies than expected whose families received CSC-funded Healthy Beginnings services were born with a healthy birthweight.

Services for Young Children and Families

From preschool through the teen years, raising children is a constant challenge – both deeply rewarding and maddeningly frustrating. Children's Services Council is here to help.

Services for Growth and Development

To ensure services are widely available and each family's individual needs are addressed, CSC coordinates services with a second entry agency called HomeSafe. HomeSafe screens children under age 6 for any developmental or behavioral issues that could affect growth and development – and, ultimately, children's ability to be successful in school. These child assessments and program referrals help thousands of families annually.

Resources for Families

Examples of supportive, friendly, non-judgmental services for families with children:

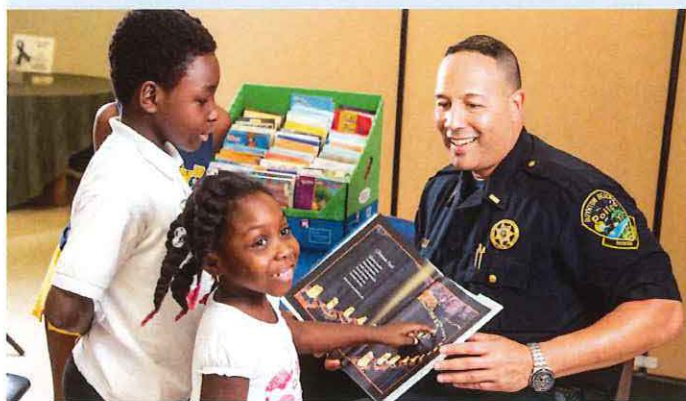
- **Scholarships and match funding** allow local children to access quality child care and safe, stimulating and educational summer camp programs.
- **BRIDGES** are neighborhood hubs in 10 communities that offer fun, engaging parent-child activities as well as information and support to families.
- **Child Advocacy Project** helps families caring for a relative's child, foster parents, and parents with a child who needs educational or legal advocacy.



CSC MAKES A DIFFERENCE

Being Ready for School

More than a third of the 12,000 kindergartners who enrolled in county schools in 2023 were in CSC early childhood programs. When it came to school readiness measures, those children out-performed a matched comparison group of children who had not been in our programs. Children in CSC-supported early childhood programs also exceeded early literacy and math expectations by nearly 4 percentage points.



Our Programs Benefit Children of All Ages

As children advance through school to become tweens and teens, helping them thrive doesn't get any easier. Children's Services Council helps with afterschool and summer programs for school-age children and mentoring and other programs for teens.

Afterschool Programs and Summer Camps

CSC's biggest investment for older children is in afterschool programs and summer camps. With more than \$11 million dedicated to scholarships and afterschool program development, CSC helps thousands of families maintain steady jobs while knowing their children are in safe and educational environments when the school day ends. The scholarships help free up family dollars for other vital needs like food, housing, medicine and transportation. In addition, more than 4,294 children receive Summer Camp Scholarships covering all tuition and fees at more than 90 camps, thanks to \$4.33 million allocated by CSC. This investment keeps children learning throughout the summer while providing relief and reassurance for working families.

Resources for Families

Teen Challenges: CSC funds Wyman's Teen Outreach Programs, which operates TOP clubs in schools to build teens' educational success, life and leadership skills, and healthy behaviors and relationships. The Triple P and Teen Triple P programs (Positive Parenting Program) offer free parenting seminars with groups and one-on-one sessions for practical strategies to address issues facing teens.

Child Safety: Working with Palm Beach County Fire/Rescue, CSC offers vouchers for year-round free swim lessons for children up to age 12. CSC also is developing a pilot program with the Autism Society of America to train water safety instructors on working with children with autism, for whom water safety is a special concern.



CSC MAKES A DIFFERENCE

Building Community Connections

The Teen Outreach Program (TOP) gives young people a chance to develop critical life skills and contribute to their communities. High school teens find that TOP lets them express themselves freely, make impactful decisions through a personal Community Service Learning project, and form supportive relationships with peers and facilitators. Whether creating community gardens and public murals or growing financial literacy skills, TOP nurtures personal growth and strengthens community ties.

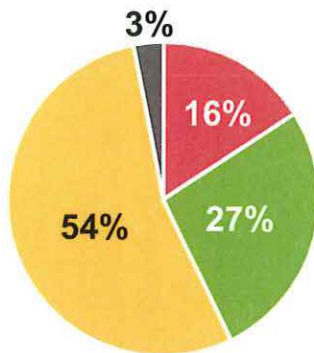
Recently, a former TOP participant returned as a facilitator for the program, bringing their experiences full circle and inspiring the next generation.

Nearly 166,000 Children and Families Served*

From pregnancy through the teen years, Children's Services Council's programs and services impact thousands of children and families.

FY 23-24

- Maternal/Child Health
- Child Care, After School & more
- Community Initiatives
- BRIDGES



Nearly 27,000 expectant families and young children were served through our Healthy Beginnings system of care.

About 44,000 children benefited from high-quality child care, afterschool programs and summer camps.

More than 4,700 children and their families engaged with BRIDGES, 10 neighborhood hubs offering a range of supports, services, activities and camaraderie close to home.

*NOTE: Numbers include children and families served in more than one program or service.



CSC MAKES A DIFFERENCE

Mentoring Builds Maturity

Every child benefits from having a caring adult in their lives who will encourage and empower them through real-life decisions. Our community also benefits because youth in an active mentoring relationship are 55 percent more likely to enroll in college and 52 percent less likely to skip school. Young people with mentors are 46 percent less likely to start using drugs and 27 percent less likely to start drinking. CSC invests nearly \$2 million for 22 mentoring programs managed by United Way and serving 1,655 mentor-mentee pairs.

'Level Up' – an award-winning mentoring program launched in 2021 with funds from CSC, Palm Beach County and United Way – "is reducing recidivism and providing stability to at-risk youth by pairing them with positive role models. Nearly 300 students, ages 11 to 19, have participated. ... The majority ... are referred from the juvenile justice system, while others are connected through the foster care system or Palm Beach County schools." (from National Association of Counties, Best in Category for Children and Youth Achievement Award.)

Healthy Beginnings

Select Programs in Fiscal Year 2023-2024

Children's Services Council funded the following local programs in FY 23-24 to improve the lives of pregnant women and newborns who may be at risk of a poor birth outcome.



Program	Agency
HEALTHY BEGINNINGS	
211 Info Line	211
Help Me Grow Info Line	211
Parent Child +	Boys Town South Florida
Primary Project	Boys Town South Florida
Child First	Center for Child Counseling
Counseling for Parents and Young Children	Center for Child Counseling
Counseling for Parents and Young Children	Center for Family Services
Prenatal Plus Mental Health Services	Center for Family Services
Triple P (Positive Parenting Program)	Center for Family Services
Teen Triple P (Positive Parenting Program)	Center for Family Services
Wyman's Teen Outreach Program (TOP)	Children's Home Society of Florida
Triple P (Positive Parenting Program)	Community Partners of South Florida
Teen Triple P (Positive Parenting Program)	Community Partners of South Florida
Wyman's Teen Outreach Program (TOP)	Community Partners of South Florida
Early Intervention Assessment Team	Easterseals Florida
Early Steps	Easterseals Florida
Child First	Families First of Palm Beach County
Healthy Families Florida	Families First of Palm Beach County
DULCE	FoundCare
Fetal Infant Mortality Review	FL Dept of Health, Palm Beach County

Current program list for FY 24-25 with individual budgets is here:

<https://www.cscpbcc.org/what-we-fund>

Program

Agency

Healthy Beginnings Nurses	FL Dept of Health, Palm Beach County
• Interconception Care	
• Nurses Supporting Families	
• Prenatal Plus	
Nurse-Family Partnership	FL Dept of Health, Palm Beach County
WHIN Nurses (Women's Health Initiative)	FL Dept of Health, Palm Beach County
Centering Pregnancy	Healthy Mothers, Healthy Babies Coalition
Healthy Beginnings Entry Agency - Prenatal	Healthy Mothers, Healthy Babies Coalition
Healthy Beginnings Entry Agency - Prenatal Navigation	Healthy Mothers, Healthy Babies Coalition
Growing Smart	HomeSafe
Healthy Beginnings Entry Agency - Birth to 5	HomeSafe
Healthy Beginnings Entry Agency - Birth to 5 Navigation	HomeSafe
Parent Child +	Family Impact Palm Beach County
Project DULCE	Legal Aid Society of Palm Beach County
Early Literacy Book Distribution	Literacy Coalition of Palm Beach County
Reach Out and Read	Literacy Coalition of Palm Beach County
Transportation Services (to medical appointments)	Metro Taxi & Yellow Cab
Prenatal Plus Nutrition Services for Women and Families	Nutritious Lifestyles
Community Voice	Sickle Cell Foundation of Palm Beach County
T.E.A.M. Dad Fatherhood Engagement Program	Sickle Cell Foundation of Palm Beach County
First Step to Success	The Arc
ForwardLeaps	The Arc
Healthy Steps for Young Children	The Arc
Parent Child +	Guatemalan Maya Center
Wyman's Teen Outreach Program (TOP)	Urban League of Palm Beach County

Current program list for FY 24-25 with individual budgets is here:

<https://www.cscpbc.org/what-we-fund>

Quality Child Care, BRIDGES and Initiatives

Select Programs in Fiscal Year 2023-2024

Children's Services Council funded the following programs in FY 23-24 to support early childhood education, neighborhood resource centers and special initiatives for families.



Program

Agency

QUALITY CHILD CARE

Training Registry	Children's Forum
Strong Minds Tiered Reimbursement	Multiple Child Care Sites
Scholarship Initiative & Early Head Start Match Administration	Early Learning Coalition of Palm Beach County
Technical Assistance / GOLD	Early Learning Coalition of Palm Beach County
Summer Camp Scholarships	Friends of Youth Services and Palm Beach County
Head Start Match	Lutheran Services Florida
PEPPI Head Start Match	Lutheran Services Florida
Provider Professional Development System	Palm Beach State College
SEEK Scholarships	Palm Beach State College
Afterschool Program Development	Prime Time Palm Beach County
Expanded Learning Opportunities	Prime Time Palm Beach County
STEAM Program	Prime Time Palm Beach County
RCMA Farmworker Match	Redlands Christian Migrant Association
Strong Minds Technical Assistance Specialists	School Board of Palm Beach County

BRIDGES

BRIDGES	Children's Home Society of Florida
BRIDGES	Community Partners of South Florida
BRIDGES	Family Impact Palm Beach County
BRIDGES	Pathways to Prosperity

Current program list for FY 24-25 with individual budgets is here:

<https://www.cscpbc.org/what-we-fund>

Program**Agency****INITIATIVES**

Special Needs Helpline	211
The Money Club Program	4 Knowledge is Power
Fathers and Father Figures of Young Children	Boldin Community Impact
Safe Kids Coalition of Palm Beach County	Community Partners of South Florida
Community Garden Early Childhood Program	Delray Beach Children's Garden
Mujeres Fuertes: Empowerment for Spanish Speaking Mothers	Esperanza Community Center
Access for Success (Glades)	Florida Rural Legal Services
Down Syndrome Community Services	Gold Coast Down Syndrome Organization
Pre- and Post-Natal Wellness Program	Jump for Joi
Child Advocacy Project	
• Education Advocacy Project	Legal Aid Society of Palm Beach County
• Foster Children's Project	
• Juvenile Advocacy Project	
• Relative Caregiver Project	
Glades Family Education Program	Literacy Coalition of Palm Beach County
Marijuana in Pregnant Women and Marijuana Use by Teens	Palm Beach County Behavioral Health Coalition
Drowning Prevention Coalition	Palm Beach Board of County Commissioners
Palm Beach County Food Bank	Palm Beach County Food Bank
Circles	Pathways to Prosperity
Resource Depot Initiative	Resource Depot
Holistic Wellness Circle	Soil and Soul
TEACUP Preemie Program	The Children's Healing Institute
Mentoring Initiative	United Way of Palm Beach County
Special Needs Initiative	United Way of Palm Beach County

Current program list for FY 24-25 with individual budgets is here:

<https://www.cscpbcc.org/what-we-fund>

Program Assessment and Monitoring for FY 2023-2024

The vast majority of programs funded and monitored by Children's Services Council in 2023-24 successfully implemented contracted services according to an annual assessment known as the Comprehensive Program Performance Assessment (CPPA). This is one of several tools used to:

- Assess the performance of individual programs based on established measures and targets.
- Evaluate the extent to which programs are effectively serving families.
- Identify strengths and opportunities for improvement to meet the needs of families in our community.

In CPPA, programs are divided into three categories based on how directly they impact child outcomes. In Category 1, all 35 programs evaluated were considered high fidelity, which means they implemented the programs as intended, and 28 achieved a high-performance score, which measured the extent to which they achieved the program's outcomes. In Category 2, all 10 programs achieved high fidelity. And in Category 3, 18 programs achieved a high-performance score and 2 achieved a low-performance score. When programs score low on fidelity or performance, CSC staff worked with the organizations to develop action plans to mitigate these factors.

FY 2023-2024 Results of Comprehensive Program Performance Assessment

Programs with Child Outcomes	Program Fidelity	Program Outcomes
High	35	28
Moderate	0	7
Low	0	0
Not Scored	0	0
	35 Programs	35 Programs

Additional Levels of Accountability

While the funded programs above represent the bulk of program spending, CSC also supports more than 600 nonprofits, child care sites and community-based grassroots organizations. For these types of funding, CSC may require other levels of accountability including mid-year and year-end reports on clients served, community impact, new partnerships and financial reconciliation.

Taking Steps to Improve Program Performance

Program performance continued to improve in the FY 2023-24 post-pandemic. With other governments and community partners, Children's Services Council is addressing barriers to peak performance that persist locally.

Recruiting and Retaining Staff

The average length of vacancies for programs is 61 days, with individual vacancies ranging up to six months or more. Salaries and required qualifications are common reasons. To help address shortages in mental health/clinical services, CSC helps frontline staff return for advanced degrees, pursue clinical licensure or participate in mental health trainings.

Language Access

Providing services in a client's native language helps ensure access and engagement. Provider organizations report challenges finding staff who can communicate with families in Spanish, Creole and other languages. CSC is exploring a comprehensive solution to this challenge.

Economic Stability

When families cannot meet their basic needs, they struggle to engage with and complete services. For example, some families decline home visiting services because they lack privacy in dwellings shared with other families. CSC works with local partners to address the basic needs of families.

Family Resilience and Agency Commitment

Despite challenges, CPPA highlights the positive impact of our programs for children and families.

Pre/post assessment outcomes show families are decreasing their depression, stress and

anxiety related to parenting and increasing their confidence in setting goals and reinforcing positive behaviors in themselves and their children.

CSC MAKES A DIFFERENCE



Improving Mental Health

Many local children struggle with mental and behavioral health. CSC services include intensive home-visiting programs for families in need; counseling to address depression, stress and trauma; and different levels of family supports to strengthen relationships between parents and their teenagers. Since FY 2016-2017, we increased our investment in mental and behavioral health by 33 percent to more than \$9.7 million

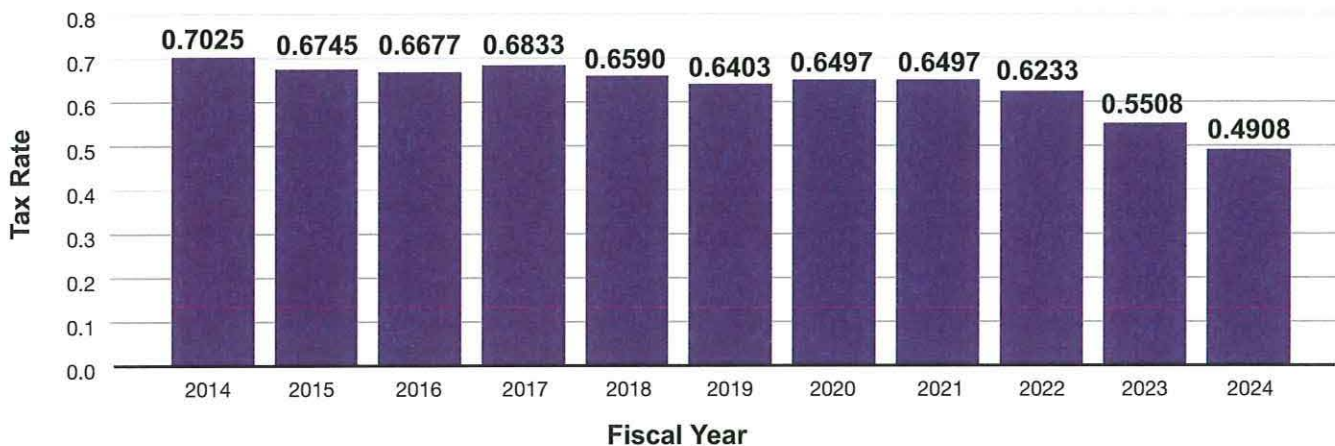
"Things are improving after the Triple P classes," one parent noted. "My stepdaughter has been behaving very well at home and school. She is paying more attention and complying with our instructions. We are using more rewards for appropriate behaviors and less time-outs. We are spending more quality time as a family and the communication between my husband and I is much better."

How Children's Services Council is Funded

CSC's board approves a millage (tax) rate every fall to determine how much in taxes is collected from property owners in the fiscal year beginning October 1. The 2024 millage rate was .4908 per every \$1,000 in taxable property. A Palm Beach County owner of a single-family home with a taxable property value of \$375,000 (with \$50,000 in typical exemptions) will pay about \$160 in ad valorem taxes.

Total ad valorem taxes to the Council in FY 23-24 were about \$137 million. Other revenue came from grants, interest, cash balance and income from building tenants. Expenditures included direct support for children's programs, special funds and public awareness. More than 92% of the budget supported children's programs and services. Administrative expenses represented about 4.5 percent of the budget.

FY 23-24 Tax Rate Declined 30% from 2014



Category	FY 23-24 Total
Revenue	\$155,110,247
Expenditures	
Direct Services	\$130,415,261
Support Services	\$13,279,710
Administrative	\$7,034,594
All Other	\$4,380,682

CSC's current final adopted budget plus any amendments and the final audit report for the most recent complete fiscal year are updated annually and can be viewed on our website: <https://www.cscpbc.org/financial-information>

How We Support an Innovative Community

To broaden the impact, interest and participation in our funded programs, Children's Services Council works with residents who determine for themselves what services or supports they need.

Community-Driven Innovation

CDI Services Fund supports communities in finding creative ways to offer services that address needs in effective, equitable and sustainable ways. We look to the community to tell us what these innovative options could, and should, be.

Great Ideas Initiative

These grants allow local nonprofits to launch their great ideas on behalf of children and families. Open to agencies with operating budgets of less than \$1 million, the GII supports grassroots organizations to achieve mutually agreed-upon goals and aspirations.

Healthy Safe & Strong Fund

This limited fund helps organizations sponsor public awareness events, conferences and community outreach activities for children and families. The maximum award is \$2,500.

Continuous Improvement Initiative

CSC-funded agencies can receive up to \$20,000 for Information Technology (IT) Infrastructure improvements through this initiative.

Community Special Projects

Community Special Projects cover unique funding opportunities to work with community partners in ways that don't fit CSC's traditional pathways yet are within the scope of our priority areas and provide a fresh approach to community impact.



CSC MAKES A DIFFERENCE

Strengthening Services

CSC relies on community partners to deliver programs and services. That works best when organizations are effective and efficient. In FYs 2022 and 2023, organizations received more than \$560,000 to help build their capacity, serve more families, and support planning and leadership. In addition, the Great Ideas Initiative Capacity Building Pipeline enhances the ability of smaller grassroots groups to do the same. This grant program allows nonprofit applicants to work with Florida Atlantic University's Small Business Development Center and Catchafire.org.

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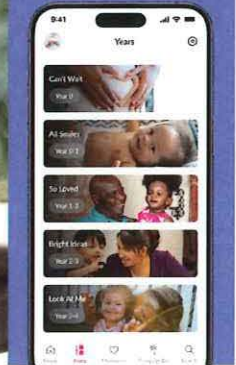
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Local resources,
expert advice

Children's Services Council and EveryParent Are Online

CSC's EveryParent tools offer a unique and free online local resource full of tips, info and spot-on advice personalized for each family. To use the EveryParent apps (both Android and Apple iOS devices), visit EveryParentPBC.org or check out our Facebook, Instagram and YouTube channels.

- Get notifications from local experts to help make parenting easier.
- Save priceless memories to your child's digital timeline.
- Use a searchable database with hundreds of local resources to find what your family needs



The **EveryParent website** at www.EveryParentPBC.org allows you to ...

- Learn what to expect as your child grows.
- Get advice from local experts.
- Find answers to parenting questions and programs that can help.
- Use a searchable database with hundreds of local resources to find what you need.

The **EveryParent apps** allow you to ...

- Find weekly updates on fun, free and low-cost Things to Do in your community.
- Stay one step ahead of key moments in your child's life.

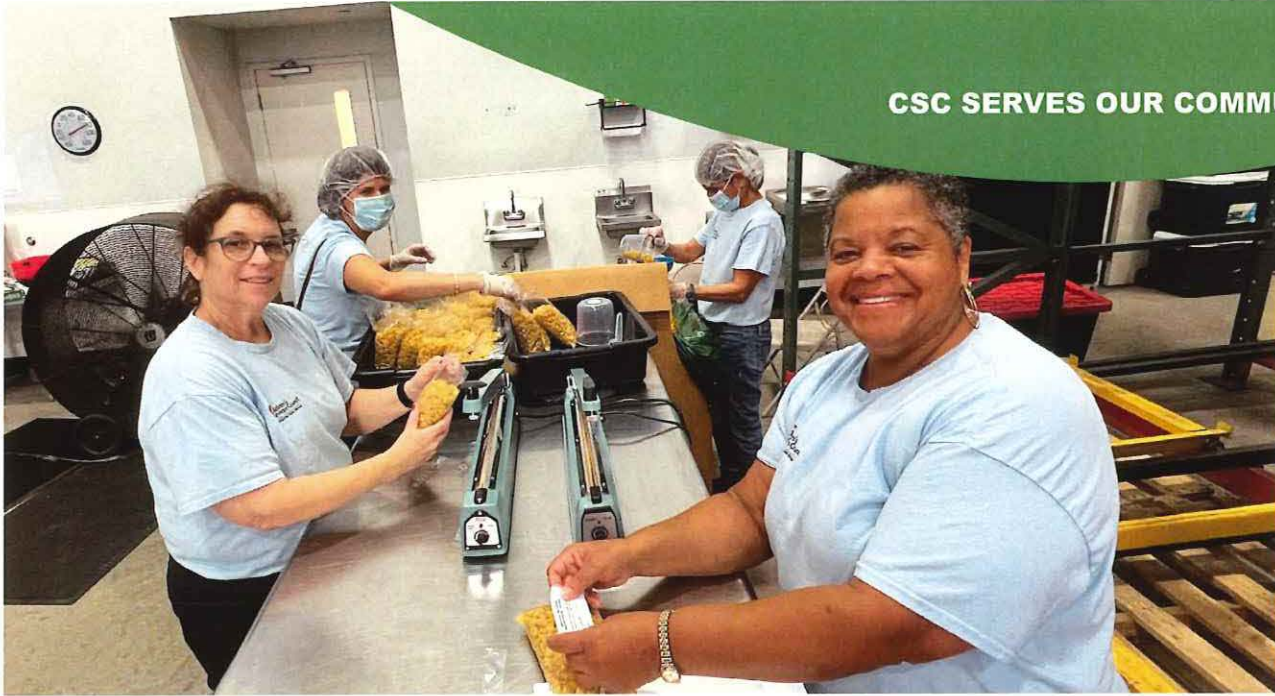
Follow CSC on Our Social Media Channels

Facebook.com/cscpbcc

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YouTube.com/cscpbcc





CSC Gives Back to Our Community!

At Children's Services Council, serving our community is more than a job. Service is our passion and an opportunity to give back to our community. We do so regularly, in many ways.

In 2023-2024 our staff:

- Sorted, packaged and labeled food at the Palm Beach County Food Bank.
- Planted trees in community greening projects to provide shade in neighborhoods.
- Arranged and joined family resource fairs with agencies we fund to provide information and onsite services.
- Collected and distributed food packages for hunger relief.
- Packed and delivered baby supplies for new parents, personal health products for teens and free books – both new and donated – to schools and child care sites.
- Sponsored annual events, such as walks to support the March of Dimes, the National Alliance on Mental Illness, the Black Chamber of the Palm Beach's MLK 5K, and the Back to School PBC event offering school supplies.

At the Heart of CSC

We are proud of and grateful for our staff. Many build their careers with us; more than 50 percent of our team members have been at CSC for more than 10 years, and 15 percent for more than 20 years. Meet some of our own team members and their families through videos we call 'At the Heart of CSC.'

These videos are available on our website:

<https://www.cscpbcc.org/at-the-heart>.





Location: 2300 High Ridge Road, Boynton Beach, FL 33426

Building Hours: Monday - Friday 8 a.m. - 5 p.m.

Main Phone: (561) 740 - 7000

Toll-free: (800) 331 - 1462

EveryParent Infoline: (888) 634 - 7900 To learn about services available for families

Fax: (561) 833 - 1956

Contact Us: <http://www.cscpb.org/form/contact-us>

Get CSC email updates: <https://www.cscpb.org/get-our-emails>

Main Website: <https://cscpb.org>



EveryParentPBC in English: <https://EveryParentPBC.org>

EveryParentPBC in Spanish: <https://EveryParentPBC.org/es>

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