



**Duval County has a
taken an unprecedented
step to transform
public education and
dramatically improve
student achievement**

*Private Capital Helping Public Schools
Prepare All Students for College and Career*





What is Quality Education for All?



The Quality Education for All Fund is a large pool of private dollars that is invested in programs and activities designed to attract and retain high-quality teachers and leaders for Duval County Public Schools. Quality Education for All works in alignment with the district, providing resources that will complement, not supplant, public investments.

Quality Education for All plans to raise and spend \$50 million in private dollars between 2014 - 2018, and encourages a comparable investment of public dollars by Duval County Public Schools.

What is the strategic focus?

The Quality Education for All Fund will invest in the human talent needed in classrooms and schools. Research tells us that the single most important in-school factor in a child's education is the quality of the teacher in the classroom and, by extension, the leader in the school. Improving teacher effectiveness is the factor most likely to improve academic achievement among students.

The Quality Education for All Fund arrived at this decision on investment only after careful study and research, aided by national consultants at The Bridgespan Group. The Quality Education for All Steering Committee examined best practices nationally, reviewed local student achievement data, assessed local resources and programs and listened to the community's opinions. Most importantly, Steering Committee members consulted Duval County Public School leadership, including the superintendent, factoring in their priorities and their input on what strategies would be most beneficial to advancing their strategic goals.

A focus on great teachers and leaders aligns with the district's plans and its needs, with the priorities expressed through community ONE by ONE conversations, and with the lessons of research and best practices. And while the majority of investment is in 36 of Duval's most challenged schools, the goal is for the entire school district to benefit from best practices and improved achievement.

How are resources being invested?

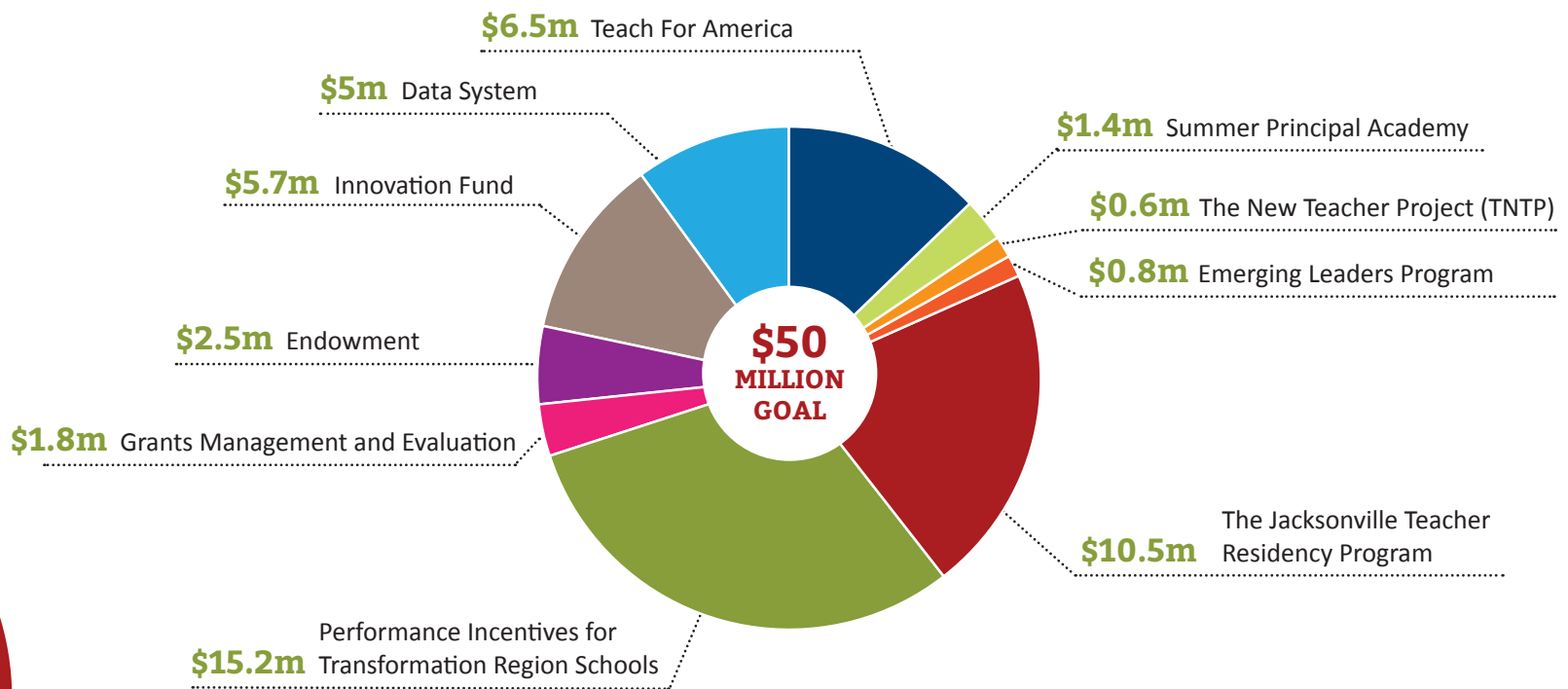
While Duval County Public Schools has sufficient resources for professional development of veteran teachers and leaders, it has more limited resources for attracting, nurturing and keeping talented [new](#) educators – the teachers and leaders of today [and tomorrow](#). This is especially critical because recent research shows that half of all new teachers in Duval County leave the district before they complete their first five years in the profession.

The Quality Education for All Fund makes investments at multiple points to ensure recruitment, development, compensation and retention of great teachers and leaders for Duval County Public Schools. It also invests in the central office systems necessary to provide real-time data on student performance to teachers and leaders.

Effective Teachers and Leaders	Recruitment	<p>Jacksonville Teacher Residency</p> <p>The Jacksonville Teacher Residency Program is a medical residency-style program that takes high-achieving undergraduate science and math majors and puts them in high-need schools for a total of four years: one year as a resident teacher assigned to a highly-effective veteran mentor, and a minimum of three as a teacher of record in the district’s highest-need schools.</p> <p>Teach For America</p> <p>Provide support for the Jacksonville Teach For America site and its corps members. Teach for America will have a significant presence in the 36 schools where Quality Education for All Fund investments will be targeted, particularly in math, English language arts and science subject areas.</p>
	Retention and development	<p>Teacher and Principal Incentive Program</p> <p>A performance pay incentive program designed to attract and retain highly effective teachers and principals in key subjects to teach in the district’s highest-need schools. These incentives require a three year commitment to a QEA school.</p> <p>Summer Principal Academy</p> <p>Move “high flyer” teachers into the administrator pipeline through participation in the School Leadership Fellowship at the Summer Principal Academy program at Columbia University. Fellows will receive training to become principals or assistant principals and earn a Master’s Degree in Educational Leadership. Following completion of their Master’s Degree, Fellows commit to three years in a leadership position in one of the district’s highest-need schools.</p> <p>Emerging Leaders Program</p> <p>Identifies and develops promising assistant principals by providing specific professional development, evidence of implementation and expert feedback, and a focus on instructional leadership skills.</p> <p>Human Resources Audit</p> <p>This grant engaged The New Teacher Project to conduct a deep audit of existing human resources policies and practices to ensure they match best practices, and develop effective training for teachers related to new and more challenging academic standards.</p>
Central Office	Strategic and functional capabilities	<p>New Data System</p> <p>Create a robust data management system to provide greater transparency and accountability for students, teachers, administrators and parents and ensure appropriately tiered access for researchers and the public; and give access to real-time data allowing for immediate remediation or acceleration. This information will serve as a means to identify the strongest instructional staff members who can then serve as mentors to be placed on a track for leadership opportunities.</p>

Quality Education for All

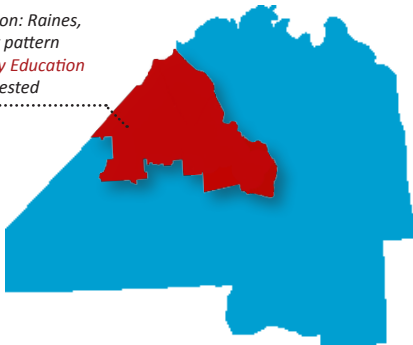
Long-range grants plan



Duval Transformation Office

Targeting investment where it's needed most

*Duval Transformation Region: Raines, Ribault and Jackson feeder pattern schools where most **Quality Education for All** resources will be invested*



Focus on human capital

- » Performance pay incentives for highly effective educators
- » Teacher residency program for STEM majors
- » Leadership development to build the principal pipeline
- » Modernize and update human resource policies
- » Dedicated district staff focusing solely on the transformation schools
- » New data systems to strengthen infrastructure district-wide

36 Schools • 1,165 Teachers • 16,800 Students • 87% Qualify for free or reduced price lunch

High Schools

Raines
Ribault
Andrew Jackson

Middle Schools

Butler
Northwestern
Ribault
Matthew Gilbert
Highlands

Elementary Schools

John Love
R.L. Brown
Long Branch
Andrew Robinson
Brentwood
North Shore
John E. Ford K-8
S.P. Livingston

West Jax
G.W. Carver
Reynolds Lane
St. Clair Evans
Rufus Payne
Annie Morgan
Carter G. Woodson
Pickett

Susie Tolbert
S.A. Hull
Biltmore
M.L. King
Lake Forest
Garden City
Rutledge Pearson
Biscayne

Henry Kite
Dinsmore
Sallye B. Mathis
Thomas Jefferson

As a community that cares deeply about education, we find ourselves at a special moment in time.



In recent years, we have seen consistent improvement in Duval County Public School educational outcomes through indicators such as test scores, graduation rates and college readiness.

We have grown a committed and well-informed community of individuals and organizations investing in and working on initiatives to continue to improve public education.

We have a superintendent of schools and members of the Duval County School Board with a strong vision for our public schools. This vision was contributed to and supported by the more than 2,000 community

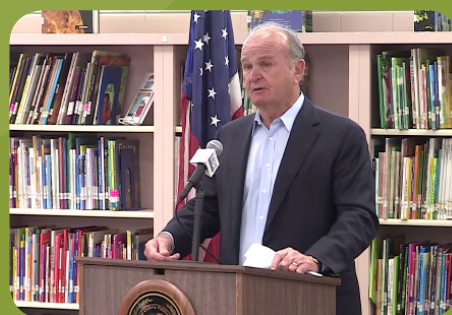
members who voiced their thoughts on the future of public education through the Jacksonville Public Education Fund's ONE by ONE campaign.

Against this backdrop, Duval County has a unique opportunity to transform public education and dramatically improve student achievement in all schools. We must seize the moment.

The Quality Education for All Fund, established by local philanthropists, business and community leaders, can provide the resources to help us build on our achievements, in partnership with Duval County Public Schools, and ensure all students graduate ready for career or college. Through our collective efforts, we hope to make Jacksonville an economically and socially vibrant society in which all public school students have an equal shot at college, career and success.

“We know that with committed, qualified leadership and highly trained, passionate teachers in our classrooms, all kids can learn. That’s why the strategy of the Quality Education for All Fund is to build a pipeline to ensure that the best teachers and leaders are working in schools where they are needed most.”

— Wayne Weaver, Chair, Quality Education for All Fund Advisory Board



Who oversees Quality Education for All?

Operations of Quality Education for All are managed by the Jacksonville Public Education Fund with financial and programmatic oversight by The Community Foundation for Northeast Florida. Both organizations, which have been leaders in the community's recent endeavors in public education, have staff dedicated to this work.

Quality Education for All is guided by a board of all major donors.

The board provides oversight and guidance on the outlay of funds and receives regular reports on the progress of investments from Jacksonville Public Education Fund staff.

To ensure a consistent and collaborative relationship with Duval County Public Schools, the Superintendent and Chairman of the School Board have non-voting seats on the board.



THE COMMUNITY
FOUNDATION
FOR NORTHEAST FLORIDA

Giving Back. Giving Forward.



JACKSONVILLE
Public Education Fund



DUVAL COUNTY
PUBLIC SCHOOLS

How will the success of the QEA fund



be evaluated?

Implementation

Each investment has a set of goals and metrics to measure implementation from year to year and identify trends (and course correct when necessary). Output metrics, such as how many teachers and principals are supported by investments, roll into the larger QEA evaluation.

Performance

This measure will track the academic performance of students whose teachers are involved in the various initiatives. This evaluation will track overall performance metrics for all QEA schools.

Impact

Student achievement — measured through learning gains on the annual Florida Standards Assessment — will be used to measure each investment as well as the QEA Fund overall. School culture, as measured by the Gallup survey administered to students annually, will also be used to evaluate the QEA Fund's impact.

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To learn more about how you can be a part of the Quality Education for All Fund, contact Nina Waters at The Community Foundation for Northeast Florida, at 904-356-4483 or nwaters@jaxcf.org.

To learn more about the grantmaking of the Quality Education for All Fund, contact Imani Hope at the Jacksonville Public Education Fund, at 904-356-7757 or imani@jaxpef.org.