



NEFEC
— NORTH EAST FLORIDA —
EDUCATIONAL CONSORTIUM

Directory of Services



NEFEC is committed to continually researching and developing effective programs and practices that best assist our member districts.

Mission Statement

The mission of the North East Florida Educational Consortium is to help member districts cooperatively meet their educational goals and objectives by providing programs and services the individual districts would not be able to provide as effectively or as economically acting alone.

Vision Statement

To be the organization that leads districts via the relentless pursuit of achieving high performing status.

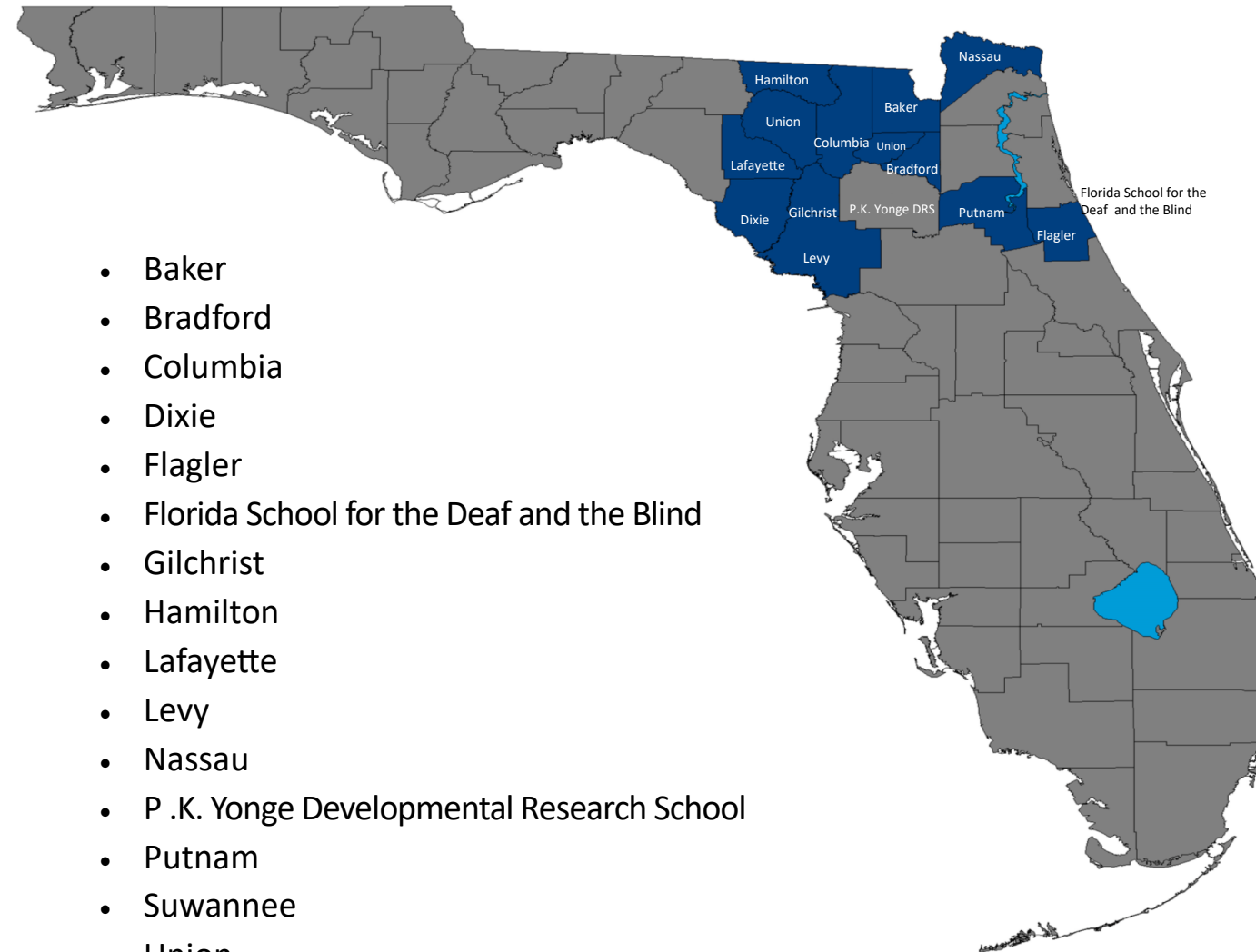


A Commitment to Excellence

The North East Florida Educational Consortium is a unique organization created by four school districts during the 1975-1976 school year as a support unit to help small districts with limited resources to better serve children, teachers and administrators. Since the Consortium's inception, "service to member districts" has been a central theme in the day-to-day operation of the organization. Member districts now include Baker, Bradford, Columbia, Dixie, Flagler, Gilchrist, Hamilton, Lafayette, Levy, Nassau, Putnam, Suwannee and Union Counties, as well as the Florida School for the Deaf and the Blind and P.K. Yonge Developmental Research School.

The Consortium is a regional, non-profit educational service agency established to provide cooperative services to member districts. It exercises no control over its clients, is non-regulatory and has no taxing authority. Participation in programs and services through the Consortium is completely voluntary; therefore, the Consortium is designed to be sensitive and responsive to the needs and desires of the school districts it serves.

North East Florida Educational Consortium



- Baker
- Bradford
- Columbia
- Dixie
- Flagler
- Florida School for the Deaf and the Blind
- Gilchrist
- Hamilton
- Lafayette
- Levy
- Nassau
- P .K. Yonge Developmental Research School
- Putnam
- Suwannee
- Union

Serving Northeast Florida Since 1976

NEFEC Strategic Plan Architecture

Purpose: Improve student achievement for ALL learners
Metrics: Increase the percentage of A or B districts to 85% by 2024
Achieve 65% of total possible points on consortium grade by 2024

Goal 1: Innovation and Impact – Provide innovative solutions and impactful services

Metrics:

- 75% of educators complete at least one level of follow-up implementation after attending Delta professional learning
- Increase by 10% annually the number of hits on data visualizations
- Maintain a 0% null FTE for Florida state reporting

Goal 2: Collaboration – Promote district collaboration

Metrics:

- Average of 90% of member districts attending board and major advisory council meetings
- 100% of districts achieving less than 54% of total grade points (B grade) collaborate with NEFEC on an individualized district plan of support for the school year
- 90% of districts will present at least one best practice at a NEFEC-sponsored function during a school year

Goal 3: Advocacy - Amplify districts' voices with key decision makers

Metrics:

- 100% of board engaged in the state and/or federal legislative process
- 100% of NEFEC administrative staff will participate in state-level professional organizations

Goal 4: Fiscal Responsibility - Ensure NEFEC is a fiscally responsible organization

Metrics:

- Maintain a minimum of 60% of the annual operating budget from grants and other non-member district sources
- Sustain a total fund balance at a minimum of 15% of the annual operating budget
- Lower the average MOD Rate of participating NEFEC Risk Management districts by .2 over the next five years

Goal 5: Talent Management - Build on the strength of NEFEC staff

Metrics:

- 95% of staff are retained by the organization annually (excluding retirements)
- 90% of selected applicants will still be employed after their first two years
- 85% of staff respond when surveyed that they participated in meaningful professional learning opportunities that led to growth



Instructional Services



Instructional Services Program

The NEFEC Instructional Services Program offers professional learning and support that equips teachers, administrators, and district level teams with the skills and expertise needed to ensure student success. Teachers are provided with a wide array of professional learning in standards, content areas and in pedagogical practices. School administrators have opportunities to collaborate across districts to address identified areas of need.

The Instructional Services Program writes and implements grants for the districts and supports them in the development of required plans such as the master inservice plan, leadership plan, instructional materials plan, and professional development system plan. Regular opportunities for cross-district networking and collaboration are provided through the NEFEC Organization of Educational Leaders (NOELs), the College and Career Network, and Title Director Meetings.

College and Career Readiness

NEFEC staff along with representatives from member districts and colleges in the NEFEC Region make up the College & Career Readiness Network. The mission of the network is to identify ways to strengthen the P-16 education pipeline, improve student readiness for college and/or careers, decrease the need for remediation in college, address data and tracking needs, improve access for all students, facilitate collaboration among regional institutions, and support the efforts of our school districts to produce and retain successful college students and working citizens.

NEFEC's focus on College and Career Readiness concentrates on the following areas:

- Working toward clearly identified and consistently aligned standards of college/career readiness.
- Identifying and communicating what is expected of students after high school graduation.
- Encouraging students to challenge themselves by opting to take courses that are more rigorous, better preparing them for post-secondary education/work.
- Supporting retention efforts within districts and colleges through an increased awareness of data and tracking information available through the Florida Department of Education.
- Increasing collaboration and sharing of best practices among school districts and colleges.
- Marketing the college experience to students and parents, helping educate them to expand their understanding of post-secondary education including Career/Technical education.



Virtual Professional Learning

NEFEC's Virtual Professional Learning (VPL) provides high-quality, online professional courses with meaningful and authentic learning experiences with access to a variety of evidence-based best practice, as well as mentoring by our state's experts. At the core of these professional learning opportunities is application in the classroom for increased student outcomes. VPL provides courses for Reading, Gifted, and ESOL endorsements in addition to leadership, technology, and blended professional learning opportunities.

Florida CODE

Do you find that you are spending most of your time trying to collect actionable student data from disparate systems? At the point you have collected the data, do you find that you have run out of time to act on it? You need FL CODE! The Florida Collaborative on Operational Data for Educators is the state-wide collaborative making available the nationally adopted Ed-Fi data interoperability standards and technologies to meet Florida's educational data needs. All of your data are accessible and available for you to operationalize and visualize to help educators and students.

FDLRS

The Florida Diagnostic and Learning Resources System (FDLRS) is a statewide network of 19 state and federally funded associate centers. Since 1978, each center has partnered with school districts to provide instructional, technology, parent involvement, and child find support services to exceptional student education programs and to families of students with exceptionalities. As one of those 19 associate centers, FDLRS/NEFEC serves the school districts of Baker, Bradford, Flagler, Putnam, St. Johns, Union, and the Florida School for the Deaf and the Blind. Working in alignment with the Bureau of Exceptional Education and Student Services' Strategic Plan and with the concerns and priorities of district Directors of ESE, FDLRS/NEFEC provides Child Find, HRD, Parent, and Technology services to support the achievement of exceptional students so that they graduate with their peers, ready for college or career.



FDLRS Administration Project

The FDLRS Administration Project works with the Bureau of Exceptional Education and Student Services (BEESS) and Florida's 19 FDLRS Associate Centers to ensure delivery of programs and services related to providing diagnostic, instructional, and technology support services to district exceptional education programs and families of students with disabilities and identification of children Birth to 5 in need of special services. Child Find, Parent Services, Human Resource Development (HRD), and Technology are the four functions available at each of the FDLRS Associate Centers. In addition, the FDLRS Network also includes 6 Multi-disciplinary Centers that focus on in-depth evaluations and several statewide projects offering specialized services. The FDLRS Administration Project also coordinates three statewide online professional development programs: Professional Development Alternatives (PDA), Middle Grades 5-9 Online Content Review Modules (MGOC), and the Elementary K-6 Online Content Review Module (EK6). They also coordinate Florida's Strategic Instruction Model (SIM) Program focusing on learning strategies and content enhancement routines and oversee the State Personnel Development Grant (SPDG) for SIM, focusing on targeted districts.

Websites: www.fdlrs.org www.fl-pda.org

Instructional Materials Review

The Consortium organizes and hosts an instructional materials review fair for each of the four core content areas according to the Florida adoption schedule. All state approved vendors are invited to display their materials and teachers/administrators from member districts systematically review the materials with their peers.



Institute for Small and Rural Districts (ISRD)

The Institute for Small and Rural Districts (ISRD) provides informational resources and professional development designed to support the achievement of students with disabilities across a network of forty eight (48) small and rural Florida school districts. The project assists district level and school-based administrators as they implement the Individuals with Disabilities Education Act (IDEA 2004) regulations and the Florida State Performance Plan (SPP). Working in collaboration with the Bureau of Exceptional Education and Student Services (BEESS), Florida Department of Education, the goal of the ISRD project is that overall services to students with disabilities and those at risk will be enhanced and that increased student performance will be the end result of project activities.



Service . Collaboration . Achievement

Professional Learning Catalogue

As a service to member districts, NEFEC Instructional Services determines current inservice and professional learning component needs in order to develop and modify components upon request by districts. Additionally, NEFEC serves as a conduit for information from the Florida Department of Education regarding requested and mandated changes to components included in the Professional Learning Catalogue and works with districts to implement new legislation. The Professional Learning Catalogue is updated annually and is provided electronically to member districts.

NEFEC Instructional Services also develops and systematically updates the following endorsement plans: Athletic Coaching, Autism Spectrum Disorder, English for Speakers of Other Languages, Gifted, Prekindergarten Disabilities, and Reading.

MyDistrict Virtual Instruction Program

MyDistrict Virtual School (MDVS) is the online learning option for K-12 students provided by NEFEC. Students in grades K-12 may enroll in virtual education courses either full-time or part-time. By selecting MyDistrict Virtual School programs, you are supporting your school district and allowing your district to continue to grow its virtual instruction program. Students benefit by remaining a district student and are able to participate in district programs and activities.



NEFEC supports your virtual instruction program by providing options for participating schools and districts.

- Students are enrolled across district lines to form courses.
- NEFEC selects the certified teacher.
- NEFEC guides and helps administer the program.
- The school district oversees the students and administers state/district testing.

NEFEC CONNECT

NEFEC CONNECT sessions are regional learning communities established within small and rural districts in North Florida. Their purpose is to bring together subject-like, rural teachers with the expressed intent of exploring pedagogy and content in a collaborative environment. Participants explore regional data and their own instructional needs that in turn drive the professional learning throughout the year. Implementation of learning is managed through the PLuS framework by NEFEC staff. PLuS offers choices for application of learning and collegial feedback support throughout the implementation process.

The NEFEC CONNECT regional learning communities for 2020/2021 include:

- Algebra
- Biology
- Civics
- Elementary and Secondary Math
- Instructional Coaches
- Middle Grades Science
- New Teachers
- Standards Sessions for Elementary (ELA and Math)
- Standards Sessions for Secondary (ELA and Math)
- Standards Sessions for Administrators

Professional Development Certification Program

The Professional Development Certification Program offers professional education preparation for instructional staff who are non-education degree holders. This research-based program is on-the-job training in professional education competencies that prepare high quality teachers for school districts. In addition to coordinating the program, NEFEC also conducts a series of new teacher professional development for that supports them throughout their first year.



Testing

The Testing Program provides for coordination and administration of local standardized testing. We assist districts by ordering materials, packaging and delivering tests, coordinating materials for the visually impaired, ordering and disseminating testing reports, and coordinating and facilitating school level orientation meetings. Tests are scanned and scored locally thus reducing the time between administration and reporting of scores. Districts using the program also benefit by receiving cost savings due to materials being ordered in bulk and savings in human resources expended for the packaging and delivery of materials. Training and technical assistance are provided to school level staff in administering and interpreting tests. The average savings provided by the program is estimated to be around \$10 per student.

Title IV

NEFEC Title IV-Part A is partnering with The Florida Department of Education to support district developed services and activities geared toward providing all students an enriched educational experience. The Student Support and Academic Enrichment Project is intended to improve student academic achievement by increasing the state and local educational agencies capacity in the following areas:

- Providing all students with access to a well-rounded education
- Improving school conditions for student learnings to support safe and healthy students
- Improving the use of technology in order to advance the academic achievement and digital literacy of all students

Leadership Development Programs

NEFEC's efforts to support districts in developing and maintaining their leadership pipeline include professional learning opportunities for superintendents, principals, assistant principals, teacher leaders, and aspiring leaders. Programs designed to prepare individuals for various leadership roles include:

- Aspiring Leaders Program (ALP)—For teachers who want to learn more about school leadership.
- Leadership Essentials for Assistant Principals (LEAP) - For early-career assistant principals who want to learn how to improve their skills and practice while building a network of leaders.
- Regional Principal Leadership Academy—For current principals and assistant principals who want to add *School Principal* to their Professional Certificate.
- Reflective, Evidence-Based Conversations - For administrators who want to learn more about how to have difficult conversations with teachers and staff.
- Teacher Observation Basics— For evaluating administrators who want to learn the basics of teacher observation and alignment with their district's evaluation protocol.
- Master Schedule Training— For all members of the Master Scheduling Team who want to improve their skills and create an effective, student-centered Master Schedule.



Rural Connect

Rural Connect is an Education Innovation Research (EIR) grant awarded to NEFEC from the federal Department of Education. This grant of \$3,943,486 over five years has three goals:

- Increase achievement and literacy engagement of high-need, rural students;
- Increase collective efficacy and motivation of rural teachers; and
- Refine an innovative, replicable model for rural professional learning, collaboration, and support.

In addition to serving 11 eligible NEFEC school districts, Rural Connect will also expand to include 18 small, rural school districts in the Panhandle Area Educational Consortium and the Heartland Educational Consortium.



General Services



Board of Directors Leadership Development Program

This unique Superintendent-led professional learning community was created to provide for the sharing of best practices in district leadership with all 15 of NEFEC's member district leaders. Projects have focused on differentiated pay, high school reform, college and career readiness, Human Capital Management Systems, and data governance. As the program has continued, the superintendents have established mentoring relationships and regular, focused meetings to assist one another with strategies for making their schools successful.



Board Policy Revision/Update

NEFEC maintains and provides bi-annual updates to an online model board policy manual. This manual is written to provide NEFEC member school districts with generally accepted school board policy language to fulfill two conditions: (1) provide recommendations for policy or policy development in matters required by Florida Statutes (F.S.), State Board of Education Administrative Rules (S.B.E.R.), or other controlling regulations and (2) provide suggested policy provisions for those matters for which it appears prudent to have School Board adopted rules.

Building Code Inspection

NEFEC's Building Code Administrator serves as a representative for participating districts on construction sites and school facilities to ensure projects are completed as designed and meet all code requirements to ensure the well being and safety of all students and personnel. The Building Code Administrator works with districts to review annual maintenance work orders for compliance with State requirements for Educational Facilities, Florida Building Code, and State Statutes, as well as all issues requiring permits. The Administrator also visits construction sites frequently to guarantee proper construction practices and code enforcement, certificates of occupancy, and certificates of completion.



Document Archiving

At the request of member districts, the Consortium made available SentryFile, a document archiving system. The system employs numerous methods to import both paper and electronic documents. Once the documents are acquired by the system, they can be indexed and filed for later retrieval, printing, editing, emailing, and appending. Document storage maintenance and backup is handled at NEFEC on behalf of the district users.

Educational Technology Services (ETS)

The NEFEC Educational Technology Services (ETS) Department provides software hosting, professional learning, custom report development, application work-flow documentation, and help desk support for 13 districts, the Florida School for the Deaf and the Blind, and the PK Yonge Developmental Research Lab School. Currently, ETS provides hosting and Data Base Administration support for Skyward Business, Skyward Student Information System (SIS), Sentry File, Track (Teacher In-service), and ED-Fi FLCODE Operational Data Store (ODS). The team also provides Florida specific training in the use of the various Skyward ERP and SIS modules, Track, and FLCODE.

Human Resource Management Network (HRMN)

This network supports district human resource directors by facilitating the sharing of best practices, assisting in planning and coordinating targeted professional development for HRMN members, and by working with districts to implement a comprehensive Human Capital Management System that includes induction programs, mentoring, staffing high need/critical areas, professional development certification programs, and community involvement in welcoming and supporting new teachers. The HRMN also implements recruitment strategies on behalf of and in cooperation with the participating member districts .



Information Technology (IT)

The Information Technology Program provides technical support and technology training to 10 NEFEC districts, the Florida School for the Deaf and the Blind, and the PK Yonge Developmental Research Lab School. The IT team is available to assist district and school staff in customized workshops and hands-on technical support, including but not limited to set up and deployment of computers and other technologies, troubleshooting existing technology, installing or upgrading peripherals and memory, as well as assisting with network design infrastructure, network security, and technology research. The program also provides support with Digital Classroom planning, third-party evaluations, and technology audits. This service to districts allows for weekly site visits, project-based visits, remote and off-hour support.



Legislative Network

NEFEC Legislative Network Services is a cooperative legislative and educational program whereby the 15 member districts of the Consortium are able to influence the legislative process more effectively than on an individual district basis and receive timely information to assist with planning and compliance. Through this program the Consortium serves as a liaison with the State Department of Education, the Governor's Office, the Department of Education, the districts, and the Florida Legislature.



The Legislative Network supports districts by:

- Forming linkages with state and local agencies, entities, and organizations that impact education related policies, programs, and practices in Florida.
- Attending and monitoring all meetings of the State Board of Education, Legislature, and various commissions concerned with education.
- Keeping member districts informed on actions taken by these entities through regular reports and the most actively used webpage on the NEFEC website.
- Coordinating the development of the Consortium's annual legislative program/priorities.
- Providing quick response to legislators on questions/concerns about proposed legislation and any other relevant educational issue.
- Providing assistance in interpreting new or amended legislation.
- Answering questions from member districts about current and previous legislation to assist with planning and compliance.

Loss Control and Safety

The Loss Control and Safety Program assist districts in preventing injuries, environmental issues, and property loss or damage. Services provided include accident investigation, safety training, and rules and procedure development.

NEFEC Print Shop

Due to the NEFEC Print Shop's nonprofit status, they are able to provide quality printing of products such as brochures, business forms, calendars, newsletters, and stationery to member districts at a reduced cost. High quality color copies, binders, booklets, and special paper colors and thickness grades are also available.

Public Relations

Public Relations services are provided to promote special events, activities, and accomplishments of member districts through press releases and coordination of media.

Risk Management

The Risk Management Program is designed to control the rising cost of insurance using a self-funded insurance program with purchased coverage for catastrophic losses. The program secures and maintains affordable coverage to meet the requirements of law and to protect district assets to include property, casualty, liability, and workers' compensation. The program provides skilled and knowledgeable insurance resource staff to coordinate district insurance programs. Member districts have enjoyed the financial benefits, savings, surplus premium returns, and related interest earned refunded due to the success of a self-funded program established in 1982. The program also provides safety and loss control programs utilizing experienced and knowledgeable staff and outside professional resources as necessary to assist the districts in recognizing and reducing loss exposure.

Track (including the new Individual Professional Learning Plan module)

Track is an event planning, tracking, and reporting application that allows users to manage portfolios of inservice and continuing education activities. Districts and schools are provided with a comprehensive way to manage, track, and report user inservice activities and certificates to the Florida Department of Education. Event organizers and facilitators can seamlessly communicate with participants about the status of their implementation activities which, once completed, may be attached to individual professional learning plans within the application. Educators at all levels enjoy a convenient and comprehensive application, aligned to district professional learning systems, to view the entirety of their professional learning throughout their careers. Track is a product of the Florida Learning Alliance, Inc., and is hosted and managed by NEFEC.



www.nefec.org

The NEFEC website is an accessible and comprehensive platform for all NEFEC services. Pages are organized to make it easy to find the latest education news, custom applications, courses, NEFEC services, and site updates on any device. The online registration system offers users an elegant way to register and build a portfolio for NEFEC activities and professional learning. Keep track of all things @nefec from our homepage and on Twitter.



Board of Directors

The Consortium is governed by superintendents of member districts, serving as a Board of Directors, who meet and plan monthly with appropriate personnel and the Consortium staff. They set policy, approve the budget, employ personnel, and provide direction by approving the development of programs and services provided throughout the Consortium. Their leadership is our greatest asset.

Sherrie Raulerson

Superintendent, Baker County

Stacey S. Creighton

Superintendent, Bradford County

Alex L. Carswell, Jr.

Superintendent, Columbia County

Mike Thomas

Superintendent, Dixie County

James Tager

Superintendent, Flagler County

Dr. Jeanne Prickett, President

Florida School for the Deaf and the Blind

Robert G. Rankin

Superintendent, Gilchrist County

Rex L. Mitchell

Superintendent, Hamilton County

Robert Edwards

Superintendent, Lafayette County

Jeff Edison

Superintendent, Levy County

Dr. Kathy K. Burns

Superintendent, Nassau County

Dr. Lynda Fender Hayes, Director

P.K. Yonge Developmental Research School

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Superintendent, Putnam County

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