

March 6, 2009

On Feb. 11, the Council participated in the **Helios Foundation's** Community Engagement Reception. The event informed the community about the Foundation's work in the Tampa Bay area. The Council received a grant from the Helios Foundation to develop and retain new Science and Math teachers at secondary schools in the area. The program is based on the Council's Teachers and Teaching Initiative (TTI) which mentored novice teachers. **Lynneice Bowen**, a former TTI mentee and now Secondary Science Coach in Hillsborough, spoke at the event. Council Educational Advancement VP, **Dawn Wilson**, attended.

On February 11th Miami Lakes Mayor **Michael Pizzi** hosted a meeting to kick-off the Executive PASS program. In attendance were Principals, business leaders, Miami Lakes Chamber leaders, and Miami-Dade College – North Campus administrators. The Mayor announced his partnership with Miami Lakes Middle School and Principal **Joaquin Hernandez**. The Mayor stressed the need for business leaders to not only raise funds, but also mentor students in these challenging times. Executive PASS Coordinator **Boots Richards** and Consultant **Maria Kramer**, who spearheads the efforts in Miami Lakes, attended.

Congratulations to... Council Board Member and Florida Board of Education Chair, **T. Willard Fair**, who was appointed to a national task force for dropout prevention... Council Board Member **Phil Blumberg** who was on the *CNBC Squawk on the Street*, "The Next Crisis," sharing his expertise on commercial real estate. He is the Chairman and CEO of Blumberg Capital Partners.

The Council thanks Executive PASS® business leader **Art Noriega** for participating in a panel at the Leadership Miami's Education Fair on Feb. 7, sharing program information with 100 participants. Executive PASS Coordinator **Boots Richard** also attended.

The Council's *Historian Project* studied select Florida Leadership Academy® teams—Principal, AP and teacher—who applied the learning and leadership plan developed at the event, back at their school. On Feb. 28, *Project* participants shared the Academy's positive impact on student achievement and school culture. The Academy was sponsored by the FLDOE. The meeting was held at the Orlando Rosen Centre Hotel and sponsored by the **Harris Rosen Foundation**--special thanks to CFO **Frank Santos**.

Council President and Executive Director, **Dr. Elaine Liftin**, presented information on PASS before the Senate and House Appropriations Committees as part of the their budget decision-making process. PASS addresses the state goal to improve student achievement, bringing added resources through effective public-private partnership, with maximum accountability.

The PASS® model at North Dade Middle School was kicked off at a special event on Feb. 19th. This PASS is sponsored by **Chuck Ridley**, Executive Director of the Community Crusade Against Drugs, who will work with Principal **Lowell Crawford**. Among the special guests was Miami Gardens Mayor **Shirley Gibson** who is working with the Council to bring Executive PASS to schools in her area. **Dr. Pat Dixon**, Council PASS Coordinator and the school's PASS Coach **Willa Young** attended the event.

Rutherford High in Panama City, a PASS school, held assemblies on Feb. 18 to recognize improvement in student achievement, attendance and behavior. PASS CEO **Brian Heinfeld**, Gulf Power Plant Manager and PASS CEO joined Principal **Mike Kennedy** in rewarding the students. PASS Coordinator **Sherry Clarke** attended the event. This PASS is sponsored by **Gulf Power Co.**

At the Feb. 11th Meeting of the Miami Lakes Chamber of Commerce, Executive PASS business leader **Eddy Barea** presented Barbara Goleman Principal, **Carlos Artime**, with a check for \$6,000. The money was raised by the Goleman students through their participation in a project designed by Mr. Barea, the President of Ibiley Uniforms. The students marketed and sold school uniforms at the store, and studied business best practices in class. The students raised \$36,000 to date for student scholarships.

Meeting Dates: Miami-Dade Executive PASS partners will participate in a special networking meeting on April 1, in Miami, hosted by Council Board Member **Charles Porter**. The Annual PASS Meeting is slated for April 15 in Tampa, and is hosted by WEDU President and CEO and PASS CEO **Dick Lobo** at his station. **Raymond James Financial** is the statewide PASS sponsor and the **Wachovia Foundation** also supports PASS. The Semi-Annual Council Board Meeting will follow, same location, at 1:15 p.m.

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Current Challenges Call for Spirited, Selfless Leadership

Kimberley Emmanuel has a different way of looking at things. Perhaps that is why she is a remarkable Principal.

"Raising student achievement isn't about believing that *I* can make it happen. It's believing, first and foremost, that the *children* can do it and that they deserve your very best." Then comes the hard work.

Kimberley was a brand new Principal when she was appointed to Poinciana Park Elementary School in Miami-Dade in 2003. The challenges were staggering. The school was a D. Virtually the entire student population was free and reduced eligible. The school is situated in one of the County's most blighted and disadvantaged communities.

Kimberley says that she learned to lead over time, from some excellent mentors, and with assistance from the Council's PASS model. Her school's PASS also began in 2003. It was funded by the Admire Foundation and the Edward S. Moore Foundation.

Kimberley credits her PASS Coach, John Moore, a former Principal, with helping her set the school on a course of sustained improvement. Over the three year life of PASS, the school rose to a B in 2004 to an A in 2007. There were many milestones, like the rise in students reading at grade level from 5% in 1999, to 44% in 2004. Governor Bush praised the school: "You and your staff prove all children will learn when clear goals, high expectations, and research-based curriculum are implemented." That same year, she was a finalist in the Council's Leonard Miller Principal Leadership Award. Currently, she is a finalist in the Miami-Dade County Principal of the Year Award.

"Working with John Moore and through the PASS model, I learned some significant leadership behaviors that contributed to our performance increase," says Kimberley. "They are part of me and infused in the culture and operation of our school. First—data rules! All of our staff underwent intensive training in understanding, analyzing and applying student data using the Council's SPSnapShot™ student performance data tool. It made all the difference. Our staff and instruction is data-driven. We drill down to examine each student's performance so that we can help him or her."

She offers an example. "If the data shows a student having a problem understanding a math concept and there is a teacher particularly adept at teaching that skill, I put them together. The student learns, and doesn't fall behind."

She also believes in helping teachers to develop their instructional skills. She has developed a system of in-house teacher development, with progressive steps. It starts with a veteran teacher observing another teacher and then reviewing that performance together. After that, the veteran teacher models the lesson and then the two teach the lesson together. Finally, the teacher debriefs with Kimberley. "It builds a culture of collaboration," she explains.

Right now Kimberley, and Principals in schools throughout the country, are dealing with the impact of the current financial situation—not just tight budgets, but the larger, human impact. "There are students and staff whose families are severely and tragically affected," Kimberley explains. "Many have heartbreaking needs."

"But when those children walk through the door, we need to give them a safe haven where they can learn, grow and be motivated, despite the troubles of the outside world. And I need to support my staff and get them what they need to deliver a quality education to those students. That's my job."

"My staff deserves such credit. They look out for each other, their students and the students' families far beyond their job description. It's a privilege to be part of the Poinciana Park Elementary family."



"Kimberley Emmanuel, right, with some members of the school's 500 Role Model of Excellence Program for male students.