

Grayland Foundation, Inc

Bridgetown Academy

A Tuition-Free Public Charter School

Jacksonville, Florida

Duval County



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Duval County Abstract

Duval County Public Schools (DCPS) promotes the “Using and Leveraging Technology to Reinvent Accessibility: Minecraft Mentor Edition” (ULTRA:ME) Program. ULTRA:ME is presented as an early-phase EIR project, addressing AP1: Demonstrates Rationale, and AP2: Field-Initiated Innovations—STEM. The study will serve 280 total teachers and 4,760 K-5th grade students (at least 10% of whom are high-need ESE students). For this grant, we define high-need students to be those who have a disability, designated as Exceptional Student Education (ESE) and adhering to an individualized education plan (IEP) per district and state policy. The central purpose of the project is to develop and assess the effectiveness of the series to improve K-5 outcomes, with a particular focus on the intervention’s effects on ESE students. The program will include a professional development series so elementary science teachers can become experts in implementing the tool; coaching, professional learning communities (PLCs), and peer mentoring to reinforce instructional strategies and for fidelity; and lessons in Nature of Science topics taught via Minecraft for Education for K-5 students. ULTRA:ME will employ a rigorous cluster randomized controlled trial (RCT) meeting What Works Clearinghouse (WWC) Standards without Reservations. The expected outcomes are to 1) Increase social-emotional and academic outcomes of students with and without disabilities; 2) Increase teacher knowledge, efficacy, and practice in supporting ESE students; and 3) Refine an innovative, replicable, and cost-effective model for PD in Minecraft: Education Edition. Partners include a collaboration with University of North Florida (UNF), Florida State University (FSU), CIC Planning group, with support from a partnership with Microsoft, and led by an interdepartmental Technology/ESE/Science educational team from DCPS. In addition, local educational agencies will participate in dissemination activities.

Bridgetown Academy will provide STEM-Focused Customized Learning academics to prepare college-bound students, in addition to exciting before and after school programs. Bridgetown Academy will be recognized as a high performing Charter School by the Florida Department of Education. Further Bridgetown Academy will maintain current educational trends by becoming increasingly data-driven, standards-based, and financially secure, without losing sight of its innovative vision of the learning process.



Charter Schools have **unique freedom and flexibility** not found in public school districts, and their freedom from the red tape of public education often allows them to dedicate increased resources and energy on supporting students in excelling academic standards.

Duval County

In 2019, Duval County, Florida had a population of 958k people with a median age of 36.4 and a median household income of \$58,415. Between 2018 and 2019 the population of Duval County, Florida grew from 950,181 to 957,755, a 0.797% increase and its median household income grew from \$55,832 to \$58,415, a 4.63% increase.

The largest ethnic groups in Duval County, Florida are Whites (Non-Hispanic) (51.6%), Black or African American (Non-Hispanic) (29.4%), White (Hispanic) (6.89%), Asian (Non-Hispanic) (4.63%), and Two+ (Non-Hispanic) (3.08%). 0% of the households in Duval County, Florida speak a non-English language at home as their primary language.

95% of the residents in Duval County, Florida are U.S. citizens.

The largest universities in Duval County Florida are Florida State College at Jacksonville (7,554 degrees awarded in 2019, University of North Florida (4,558 degrees), and Jacksonville University (1,314 degrees).

In 2019, the median property value in Duval County, Florida was \$207,600, and the homeownership rate was 57%. Most people in Duval County, Florida drove alone to work, and the average commute time was 23.4 minutes. The average car ownership in Duval County, Florida was 2 cars per household. Duval County, Florida borders Baker County, Florida Clay County, Florida, Nassau County, Florida and St. Johns County, Florida.

As the state of Florida, and the U.S., experience low unemployment numbers there is a growing sense of excitement about the future. But sadly many of our youth residing in disadvantaged communities in the Duval County area do not share that sense of excitement. They do not share the same sense of HOPE that many adults feel because they don't honestly believe that they will be able to participate in the growing economy. Too many of our youth don't see the point in working hard and getting a good education because they don't believe it will pay off financially.

On the other hand, we know that all people, young and old alike, who have a sense of hope and optimism about the future, tend to make good life decisions and are willing to work hard towards positive goals.

We believe that one of the best ways to plant these “seeds of hope” and optimism in our young people is by exposing them to STEM Education Training.

VISION

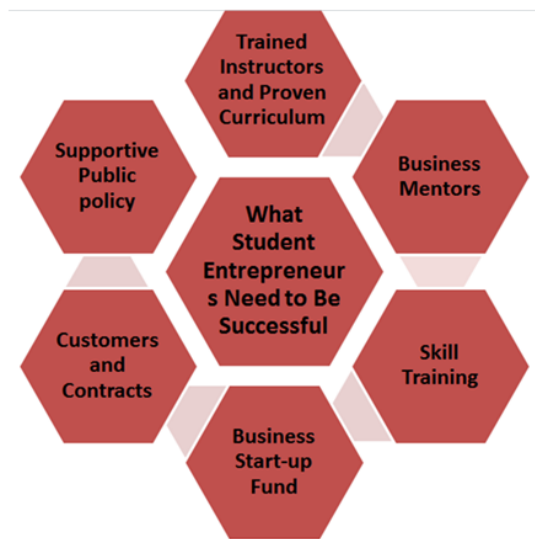
Grayland Foundation, a not-for-profit 501c(3) organization, proposes a collaboration with Jacksonville School District Duval County, to establish a Charter School offering STEM Education and Training Entrepreneurship support system targeting disadvantaged youth residing in Duval County.

Our goal is to develop the capacity to help raise the next generation of literate, creative and independent young entrepreneurs, through a combination of high quality, standards-based curricula and training, skill training, mentoring and capital support.

We know that creating a system that will successfully nurture and develop literate young entrepreneurs is a complex process, and that it requires a good deal more than simply offering an entrepreneurship course and some general mentoring.

The Grayland Foundation administration recognizes this, therefore our program is based around a cluster of six interrelated service areas as shown in the following flowchart. Implicit and crucial to the success of this Charter School model are the relationships with schools, businesses, government and the community.

Key elements of the Charter School Program:



Charter School Summary

Grayland Foundation intends to establish and operate a STEM-focused Charter School offering educational opportunities to students grades 6-12. Grayland Foundation seeks funding to demonstrate the effectiveness of this applied STEM Education program.

The STEM Education course will be based on the following curriculum series.

- ❑ ***Curriculum based entrepreneurship training.*** Students will complete an entrepreneurship course based on the Charter School Entrepreneur Curriculum Series.
- ❑ ***Follow up technical support by business professionals and small business owners.*** Each student business will be exposed to and receive ongoing technical support from business professionals (lawyers, accountants, MBA students). Additionally we will attempt to match each student business with an actual small business owner in their area of interest.
- ❑ ***Access to capital.*** A key part of our Charter School model will be the creation of a ‘Youth Only’ business grant program. The fund will exist to make grants to youth owned businesses. All youth who complete the course, and develops an acceptable business plan will be eligible.
- ❑ ***Support from the local business and service community.*** We want all of the youth businesses to get off to a great start. The best way to do that is to have customers ready to support the businesses. So, we will be developing a “contract with Jacksonville School District Duval County. Once we know what businesses the students select, we will be asking business owners, large and small, individuals, nonprofits, churches etc. to commit

to purchasing some product or service from one of the businesses. The idea is not to artificially support the businesses but to get them off to a good start.

- ❑ ***Supportive public policy.*** As the Charter School program develops and more new young entrepreneurs emerge, we will seek support from public officials to address regulatory barriers. We will seek licensing and permitting adjustments that allow youth businesses to participate in the economy. We will also ask business and government leaders to set aside a minimum number of vending locations for youth businesses at all major city sponsored events.

Outcomes

Demonstrate that the attitudes, knowledge and skills of STEM Education can be successfully taught to at risk youth by developing a system that nurtures their aspirations.

Objectives for the STEM Education program:

- ❑ Initially, recruit 180 youth for the Charter School.
- ❑ 85 % will complete the STEM Education program.
- ❑ 90-% of those completing the course will demonstrate competency in Science, Technology, Environment, and Math, knowledge as measured by pre and post testing.
- ❑ 67% of all enrollees will actually continue furthering their education, while 20% will pursue employment options or the other 10% will consider the armed forces after graduating.
- ❑ Create and capitalize a youth micro loan fund to provide loans to youth who complete the program and develop an acceptable business plan.

Evaluation The program will be evaluated on:

1. STEM Education knowledge attained using pre/post-test.
2. Benchmarks for student enrollment yearly.
3. Partnerships with Jacksonville Florida Stakeholders.
4. Business mentoring hours provided by the business community.
5. Student attitudes towards future education and future entrepreneurial endeavors.
6. Student education measures including attendance, behavior, grade performance.

Program Administration Erika D. Kirkland is the President/CEO of Grayland Foundation. Ms. Kirkland is a veteran of the U.S. Air Force, with more than 20 years of experience facilitating international agreements and serving as a program manager for multi-disciplinary teams. She has managed diverse government programs and worked with U.S. and foreign economic agencies to facilitate economic issues as well as foreign policy dealing with science and technology innovation. When not working, she has volunteered her services, serving on the PTA Board of her children's school and hosting extracurricular coding and financial literacy classes. Ms. Kirkland will manage the day to day operations of the Charter School.

Charter School Staff will spend time getting to know each of the students and build healthy relationships with the students attending the Charter School. School staff workers provide leadership and direction for the Charter School by taking responsibility for the care, training, and mentoring of each student in the program, and by providing healthy youth activities that encourage spiritual growth, enrich relationships, and stimulate personal development.

Charter School Services

The Charter School's services will be advertised publicly via its website and local education publications. The use of funds, curricula, and meeting minutes will be maintained for public review via the Charter School's website.

The Charter School will serve students from grades 6-12 in the West/Northwest areas of Jacksonville, Florida. These areas are heavily made up of disadvantaged, low-income families.

Hours of Operation

Charter School will operate weekly 7:30am-3:30pm Monday-Thursday 7:30am-1:30pm Friday.

Short-Long Term Plan

The Charter School is planned for a location in West/Northwest Jacksonville Florida. We are looking at the options for acquiring and renovating a commercial property or purchasing/leasing an existing school property from Duval County.

Challenges

Over the past two decades, the societal cost of educational underachievement, school dropouts and low rates of economic development in urban areas have been well documented. They include:

- ❑ The rate of engagement in high-risk behaviors such as premature sexual activity, early pregnancy, delinquency, crime, violence, alcohol and drug abuse, and suicide has been found to be significantly higher among dropouts.

- ❑ Dropouts are more likely than other citizens to draw on welfare and other social programs throughout their lives.
- ❑ As the pool of dropouts continues to grow, employment opportunities for them are more limited, because today's economy requires of the labor force increased literacy, more education, enhanced technological skills, and lifelong learning.
- ❑ In the targeted service area, in and around the city of Jacksonville, the risk factors are well known and alarming.
- ❑ The state department of education has made great strides in reducing the number of dropouts in Jacksonville Florida. But in spite of those great efforts, too many students in public schools that serve low-income are dropouts or near dropouts (technically enrolled but with high absenteeism).
- ❑ Jacksonville recognizes the critically important task of increasing the literacy rates for high school students from our poorest neighborhoods.
- ❑ The child poverty rate in Jacksonville Florida is 27.3% and free and reduced meal programs serve more than 113,000 students each year. 225,000 breakfasts are served each week. 335,000 lunches are served each week. 66% of students participate in free and reduced lunch programming.
- ❑ The high unemployment and underemployment rate for youth without high school diplomas has a devastating effect on families and communities.

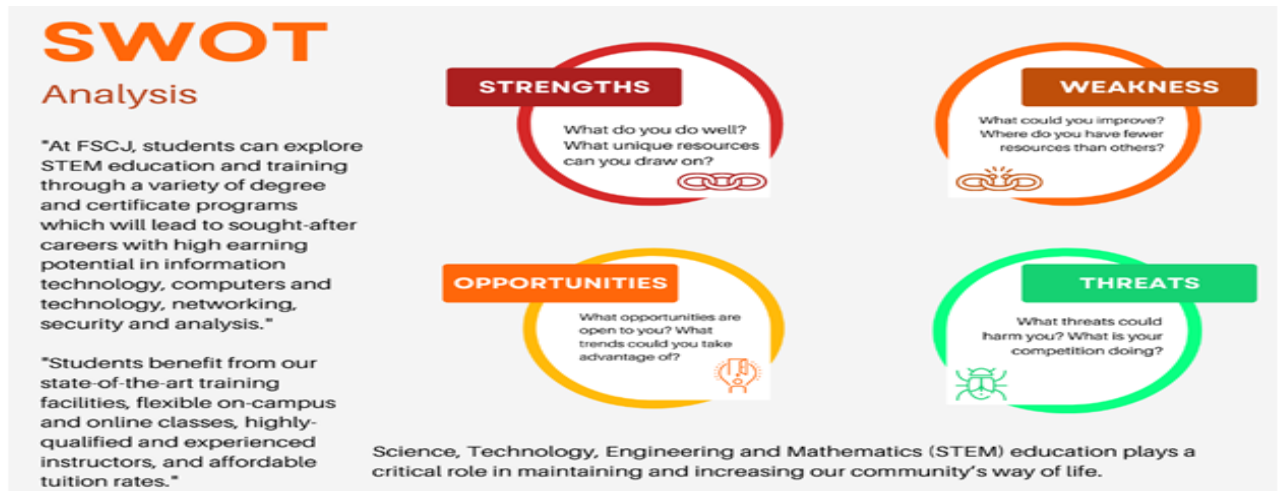
While this probably is not news to anyone, it is nonetheless alarming. Studies across the United States have shown that each year an unacceptable number of American youth in underserved communities fail to develop academic, social, and citizenship skills necessary to compete and succeed in today's society.

Benefit

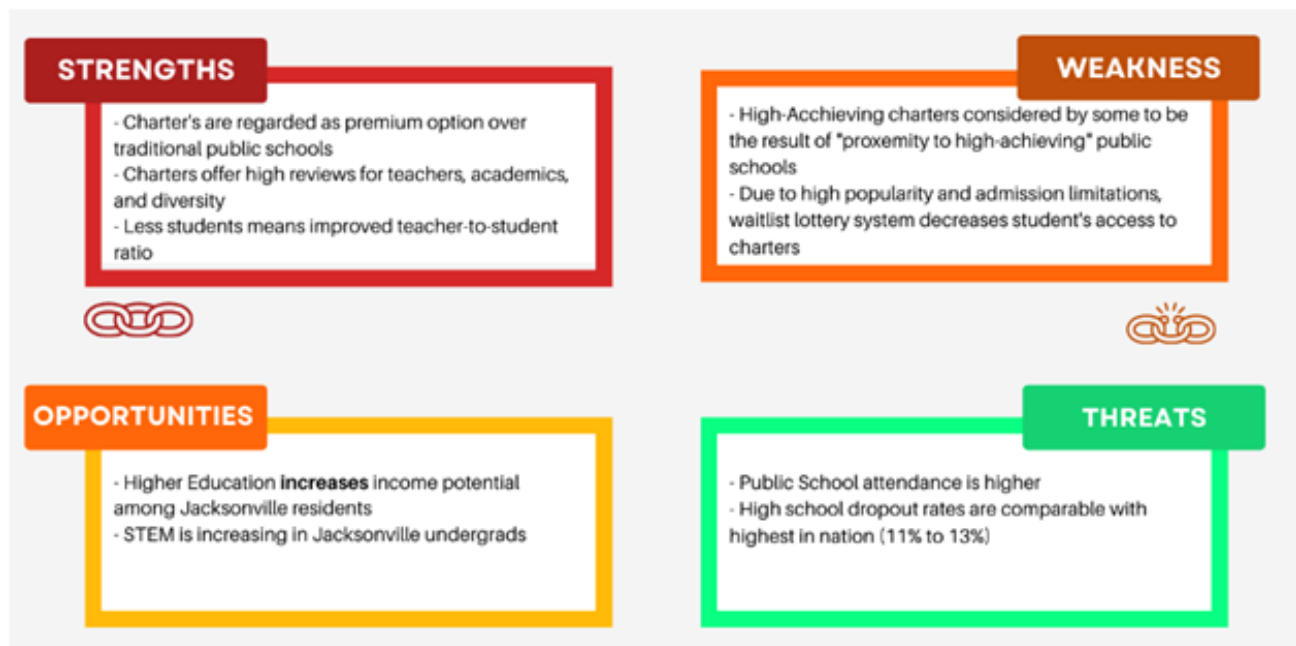
Bridgetown Academy Charter School will benefit all students in Jacksonville Florida, particularly low-income, disadvantaged students. The school will provide a robust, STEM-focused education, with small class sizes that will afford the students more personalized teaching.

Grayland Foundation utilized SWOT Analysis to develop the Charter School for the West/Northwest Communities of Jacksonville, Florida, Duval County. This SWOT Analysis is a comparison between Charter School STEM Education compared to Public School Education, which demonstrated the great benefit Charter Schools can offer over traditional Public Schools.

SWOT Analysis



Charter Schools



OTHERS AGREE WITH US. HERE IS WHAT THEY HAVE TO SAY:

- ✓ Students who participate in STEM Education programs have better attendance records, perform better on core subjects, and have lower dropout rates than those who do not participate in these programs;
- ✓ STEM Education has been shown to be especially effective in closing the achievement gap between minority students and others in public schools;
- ✓ STEM Education provides exactly the type of academic engagement of all students promoted by the Grayland Foundation High School Alliance, based on relevant real-world contexts that build on community assets, allow participation in workplace-based learning, and include performance-based assessments;
- ✓ STEM Education has a positive effect on the academic performance of students according to a study conducted by Erika D. Kirkland, business owner of the Grayland Foundation. Students with STEM Education training scored better in a number of academic subjects, including reading, math, science, and language. Also, attendance improves, dropout rates decrease, and it also helps close the achievement gap between minority students and the rest of the student body. So there is a tremendous academic contribution that STEM Education provides.
- ✓ Exposing students to the types of market-driven problems faced by entrepreneurs is an excellent example of how educators can use problem-based learning strategies to prepare students for the situations they will encounter in the future, an approach recommended by the Grayland Foundation's CEO.
- ✓ STEM Education For 21st Century Skills identified financial, economic, business literacy, and entrepreneurship skills as the types of skills students must have in order to enhance workplace productivity and career options;
- ✓ As young people build and grow businesses within a community, they are more likely to stay and invest in a community's future.
- ✓ There are a number of academic reasons to integrate STEM Education training into curriculum as well. STEM Education training can be successfully integrated into traditional course work by incorporating hands-on business activities in a traditional classroom and textbook instruction.
- ✓ Writing marketing materials and business plans can improve English skills. Sales and accounting can improve math skills. Developing manufacturing processes for products can be incorporated in a science class. True entrepreneurial education integrates hands-on business developments into the school system.
- ✓ Economically independent entrepreneurs are engaged citizens who work to improve the economic environment in their local communities, providing better opportunities for

businesses to operate and a better environment for the human resources they need to advance their business dreams;

- ✓ Seventy (70) percent of high school students want to become entrepreneurs, and STEM Education will assist students in the future regardless of whether they work in a business owned by others or run their own business;
- ✓ Students who participate in entrepreneurship education learn not just the skills for making smart business decisions; they also learn how to become more involved in their community through civic engagement and participation. And as the resolution points out, students who participate in these programs have better attendance records, perform better on core subjects, and have lower dropout rates than those who do not participate in these programs.
- ✓ Grayland Foundation, in conjunction with the Jacksonville School District Duval County, conducted the first census poll from STEM Education to entrepreneurship. What they found was that 70 percent of students polled wanted to start their own business. Now, this would be primarily at the high school level. Yet only 44 percent had any basic knowledge.
- ✓ Youth who are involved in STEM Education, vocational and entrepreneurial activities have experienced academic success as a result of “hands-on” experiences which help build these specific skills and goals as well as promotes an overall decrease in problem behaviors.
- ✓ STEM Education programs have been found to encourage career exploration, decrease overall youth unemployment, and improve self-confidence.

In addition, according to a report from the Grayland Foundation Board Administrators, *Outcomes for STEM Education Programs*, the initial outcomes for youth in STEM Education programs are expected to include increases in knowledge and changes in attitudes with regard to the following:

- Entrepreneurship
- Work readiness and employability
- Civic engagement
- Interpersonal skills
- Academics

Five Year Budget

Grayland Foundation	Year 1	Year 2	Year 3	Year 4	Year 5	Total Budget
Revenues						
FEET Core State Funding	1,260,000	1,680,000	2,100,000	2,520,000	2,940,000	10,500,000
Class Size Reduction Funding	185,000					185,000
Federal Funding	54,000	72,000	90,000	108,000	126,000	450,000
Title 1						
Food Service	90,000	120,000	150,000	180,000	210,000	750,000
Grants and Fundraising	175,000	75,000	75,000	75,000	75,000	475,000
Total Revenues Startup	1,764,000	1,947,000	2,415,000	2,883,000	3,351,000	12,360,000
Salaries						
Fundraising, Startup operatic 250,000						
Principal	78,000	78,000	78,000	78,000	78,000	390,000
Teachers	638,000	812,000	986,000	1,160,000	1,334,000	4,930,000
Instructional Aides	75,000	100,000	125,000	125,000	150,000	575,000
Secretary	30,000	30,000	30,000	30,000	30,000	150,000
Total Salaries 250,000	821,000	1,020,000	1,219,000	1,393,000	1,592,000	6,045,000
Benefits						
Retirement 25,000	82,100	102,000	121,900	139,300	159,200	604,500
Health 6,000	69,000	69,000	69,000	69,000	69,000	345,000
FICA 3,625	11,905	14,790	17,676	20,199	23,084	87,654
Other 6,250	20,525	25,500	30,475	34,825	39,800	151,125
Books and Supplies						
Texts and Instructional Materials	22,500	30,000	37,500	45,000	52,500	187,500
Other Books	13,500	18,000	22,500	27,000	31,500	112,500
Software	10,000	10,000	10,000	10,000	10,000	50,000
Classroom paper and supplies	18,000	24,000	30,000	36,000	42,000	150,000
Office Supplies 1,200	2,400	2,400	2,400	2,400	2,400	12,000
Janitorial Supplies	3,600	3,600	3,600	3,600	3,600	18,000
Services and Contracts						
Custodial	14,250	14,250	14,250	14,250	14,250	71,250
Bookkeeping and Audit 6,000	12,000	12,000	12,000	12,000	12,000	60,000
Payroll Services	1,272	1,272	1,272	1,272	1,272	6,360
Legal	8,000	8,000	8,000	8,000	8,000	40,000
Professional Services	15,000	15,000	15,000	15,000	15,000	75,000
Liability and Property Insurance	12,000	12,000	12,000	12,000	12,000	60,000
Waste Disposal	1,800	1,800	1,800	1,800	1,800	9,000
Student Testing and Assessment	4,500	6,000	7,500	9,000	10,500	37,500
Staff Development	22,500	22,500	22,500	22,500	22,500	112,500
Special Education Consultant	36,000	48,000	60,000	72,000	84,000	300,000
Travel and Conference, Board Meet	13,750	13,750	13,750	13,750	13,750	68,750
Internet Service Provider	9,600	9,600	9,600	9,600	9,600	48,000
Postage	1,440	1,440	1,440	1,440	1,440	7,200
Copier Lease	3,600	3,600	3,600	3,600	3,600	18,000
Facilities and Capital						
Rent/Lease/Mortgage 24,000	282,240	282,240	282,240	282,240	282,240	1,411,200
-deposit/rent/down payment 800,000						
Replace Furnishings and Equipment	28,000	28,000	28,000	28,000	28,000	140,000
Gas/Electric	5,400	5,400	5,400	5,400	5,400	27,000
Phone 2,400	2,400	2,400	2,400	2,400	2,400	12,000
Security Alarm	1,200	1,200	1,200	1,200	1,200	6,000
Total Expenditures	1,549,482	1,807,742	2,066,003	2,295,776	2,554,036	10,273,039
Surplus (Deficit)	214,518	139,258	348,997	587,224	796,964	2,086,961

Budget Narrative

The Staff

- 1 Principal with a salary of \$78,000 annually
Assumes grades 6-8 for first year, two classes or 20
3 classes per grade, 20 students each class
- Number of Students
 - o Year 1 Year 2 Year 3 Year 4 Year 5
Max 180 240 300 360 420 5th year, will be grades 6-12
 - o Student teacher ratio 20:1
- Number of Teachers
 - o Year 1 Year 2 Year 3 Year 4 Year 5
11 14 17 20 23
 - o Salary of 58,000 annually
- Number of Instructional Aides
 - o Year 1 Year 2 Year 3 Year 4 Year 5
3 4 5 5 6
 - o Salary of 25,000 annually

Facility Square Footage assumes 80 square feet per student at full capacity

o	Year 1	Year 2	Year 3	Year 4	Year 5
	22,400	22,400	22,400	22,400	22,400

FEFP Core State student funding/year	7,000
Federal Funding per student/year	300
Food Service Revenue per student/year	500

The first year of the Charter School is planned for grades 6-8, with three classes in each grade for a total of 180 students. Each successive year, one grade will be added until the high school is at capacity by year 5, with a total of **420** students. We anticipate operating fully as a Middle-High School in the 5th year of operation. As a publicly funded charter school, our annual operating revenue will come from FEFT Core State and Federal funding, in addition to fundraising. Each grade will offer the standard grade appropriate Math, PE, Reading, Science, and History courses, with the addition of Coding and Arts. Our yearly budgeting for Books and Supplies includes funds for the purchase of computers and software to allow all students access to the most up-to-date technology.

Professional Services will be provided by Washington Associates and will include consultant services and grant writing

Legal Services To be provided Legal Services

African-American women have a long history of activism within their communities. Whether it was pushing for high-quality education, working for voting rights or advocating for improved living conditions, they have been at the forefront, pushing the work necessary to effect change.

Continuing this tradition, and to better prepare our next generation of leaders, Grayland Foundation Inc's President/CEO Erika D. Kirkland is tasked to purchase/renovate a building, and offer an education program so that young underserved children of families in Duval County Jacksonville, Florida can be exposed to STEM-Focused Customized Learning Experiences!



www.graylandfoundation.org