

ATTENDANCE ZONE RECOMMENDATIONS AND RELATED ADMINISTRATIVE ACTIONS

~~**2017-2018**~~

2018-2019



**MIAMI-DADE COUNTY PUBLIC SCHOOLS
SCHOOL OPERATIONS**

Initial Reading – April 25, 2018

Final Reading – June 20, 2018

Board Policy 5120

D-66

Miami-Dade County Public Schools

The School Board of Miami-Dade County, Florida

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TABLE OF CONTENTS

ATTENDANCE ZONE RECOMMENDATIONS

2018-2019

Table of Contents	1
Introduction.....	2
Attendance Boundary Committee Members	4
Schools on Advised Status 2017-2018	5
North Region	7
Miami Lakes Middle School	
Lawton Chiles Middle School	
West Lakes Preparatory Academy	
Aventura Waterways K-8 Center	
Virginia A. Boone/Highland Oaks Elementary School	
Madie Ives K-8 Preparatory Academy	
South Region	25
Christina M. Eve Elementary School	
Kendall Square K-8 Center	

INTRODUCTION

The 2017-2018 school year marks the thirty-seventh (37th) year that citizens are involved in the Attendance Boundary Committee (ABC) process. This committee was established by the School Board and the Superintendent after numerous citizens expressed concerns about the lack of community involvement in attendance boundary recommendations. Subsequently, each year community members from various civic and educational advocacy organizations have diligently served on this committee reviewing recommendations of proposed attendance boundaries for new schools and changes to the boundaries of existing schools.

The challenge this year is to continue to comply with the state mandate of Class Size Reduction while providing specific direction/information to communities as attendance boundaries are modified for the 2018-2019 school year. To ensure the appropriate distribution of students as new student stations are delivered, current boundary procedures allow the Superintendent of Schools, with the assistance of School Operations and the Office of School Facilities, to develop proposed boundary recommendations. The proposed recommendations were presented at Region Community Meetings to the affected school communities. The boundary recommendations were then reviewed by the 17 Attendance Boundary Committee members.

The development of attendance zone recommendations with community involvement continues to be a primary goal of this School Board, the Superintendent of Schools, and the ABC. Attendance boundary changes have been determined after a number of factors were considered. The factors are as follows:

1. Compliance with Class Size Reduction Mandate;
2. Impact on Special Education programs;
3. Use of available student stations within contiguous areas;
4. Degree and extent of transportation;
5. Programmatic impact due to lack of student housing;
6. Reduction of the number of schools students must attend;
7. Integrity of feeder systems;
8. Assignment of students from new residential developments to specific schools prior to completion of developments;
9. Construction of new schools;
10. Promotion and maintenance of diverse school enrollments; and
11. Prevention, reduction or elimination of racial isolation to the extent practical.

Attendance zone recommendations are long-range solutions designed to stabilize affected schools and bring schools within the mandates of Class Size Reduction. Determining attendance boundaries through ABC is a yearlong process with all meetings open to the public.

The recommendations that follow were reviewed by school and community organizations, i.e., Parent Teacher Association (PTA), Parent Teacher Student Association (PTSA), Educational Excellence School Advisory Council (EESAC), student leaders, etc. On March 8, 2018, staff presented the recommendations to the Diversity, Equity and Excellence Advisory Committee (DEEAC). DEEAC will present its report to the School Board at the Conference Session on Attendance Zone Recommendations which will be held on April 25, 2018.

ATTENDANCE BOUNDARY COMMITTEE (ABC)

Members of the Attendance Boundary Committee and their alternates are to be commended for their dedication and hard work in reviewing recommendations for the 2018-2019 school year. Miami-Dade County Public Schools and the community have been well served by their dedication and interest in the education of our students.

ABC APPOINTEES

Mr. Jeffrey Codallo, Chair	
Mr. Alfred Billings, Vice Chair	
Ms. Mirca Aboud Ms. Rosa Maria Barbara Mr. George M. Cabrera Ms. Judy S. Carter Mr. Eduardo Cora Mr. Alvin Gainey Mr. Jorge L. Garcia	Mr. Joseph Gebara Ms. Nadine McMillon Ms. Karen Morton Ms. Corina Orozco Ms. Meriel Seymore Ms. Rhonda Smith Mr. Larry T. Williams

ABC ALTERNATES

Ms. Tanikka Anderson-Knowles Ms. Isabel Arcia Mr. Christopher Benjamin Mr. Frank Diaz Ms. Christina Dotson Dean Ms. Jennifer Horruitiner Ms. Dorothy Johnson Ms. Ivonne Kearns	Ms. Nancy Lawther Ms. Sherry Maer Mr. Ernie Martinez Ms. Nancy Negron Ms. Beverly Nixon Mr. Thomas Spaulding Ms. Vivian Swift Dr. Susan Trauschke Webb
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SCHOOLS ON ADVISED STATUS 2017-2018

Some schools have been placed on advised status for the 2017-2018 school year signifying that Region personnel and community members should monitor the student enrollment at selected schools. The Attendance Boundary Committee recommended that the following schools be placed on advised status:

NORTH REGION	
0361	Biscayne Gardens Elementary School
6281	Thomas Jefferson Middle School
6591	North Dade Middle School
6301	John F. Kennedy Middle School
6631	North Miami Middle School
2161	Golden Glades Elementary School
3581	Myrtle Grove K-8 Center

CENTRAL REGION	
5101	John I. Smith K-8 Center
0071	Eugenia B. Thomas K-8 Center
0122	Dr. Rolando Espinosa K-8 Center
4011	Dr. Toni Bilbao Preparatory Academy
7241	Ronald W. Reagan/Doral Senior High School
2041	Benjamin Franklin K-8 Center
3301	Miami Park Elementary School
4491	Henry E.S. Reeves Elementary School
2821	Lakeview Elementary School

SOUTH REGION	
6761	Redland Middle School

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NORTH REGION

Miami Lakes Middle School

6425 Miami Lakeway North
Miami Lakes, Florida 33014

Lawton Chiles Middle School

8190 N.W. 197th Street
Miami, Florida 33015

RECOMMENDATION

Establish new boundaries for Miami Lakes Middle School and Lawton Chiles Middle School.

• **The new boundary for Miami Lakes Middle School is:**

Begin at Interstate 75 (I-75) and NW 170 Street
East on NW 170 Street to NW 77 Court
South on NW 77 Court to NW 162 Street (extended)
East on NW 162 Street (extended) to the Palmetto Expressway (#826)
East along Palmetto Expressway to NW 57 Avenue
South on NW 57 Avenue to W 72 Street (Hialeah)
West on W 72 Street to W 8 Avenue
South on W 8 Avenue to W 71 Street
West on W 71 Street to W 10 Avenue
North on W 10 Avenue to W 77 Street
West on W 77 Street to W 12 Avenue (Ludlam Road)
South on W 12 Avenue (Ludlam Road) to W 68 Street
West on W 68 Street to W 16 Avenue
South on W 16 Avenue to W 64 Street
West on W 64 Street to Palmetto Expressway (#826)
North along Palmetto Expressway (#826) to West 68 Street (NW 122 Street)
West on West 68 Street (NW 122 Street) to W 24 Avenue
South on W 24 Avenue to W 60 Street
West on W 60 Street to W 28 Avenue
North on W 28 Avenue to NW 138 Street
West on NW 138 Street to Interstate 75 (I-75)
North along Interstate 75 (I-75) to NW 170 Street,
point of beginning.

- **The new boundary for Lawton Chiles Middle School is:**

Begin at NW 202 Street (Miami-Dade/Broward County Line) and US Highway #27 (Okeechobee Road)

East on NW 202 Street (Miami-Dade/Broward County Line) to Golden Glades Canal (East of NW 77 Court)

South on Golden Glades Canal (East of NW 77 Court) to NW 170 Street

West on NW 170 Street to Interstate 75 (I-75)

South along Interstate 75 (I-75) to NW 138 Street

West on NW 138 Street to US Highway #27 (Okeechobee Road)

North on US Highway #27 (Okeechobee Road) to (Miami-Dade/Broward County Line) NW 202 Street, point of beginning.

EFFECT

- Beginning with the 2018-2019 school year, new boundaries will be established for Miami Lakes Middle School and Lawton Chiles Middle School.
- Miami Lakes Middle School will no longer be the middle school option for West Lakes Preparatory Academy. Rising sixth graders and students who are new to the boundary change will be assigned to Lawton Chiles Middle School.
- The portion of the boundary West of Interstate 75, currently assigned to Miami Lakes Middle School, will be assigned to Lawton Chiles Middle School.
- The middle school option for West Lakes Preparatory Academy will be Lawton Chiles Middle School.
- Students will remain in their current senior high school boundaries.

**Miami-Dade County Public Schools
Attendance Boundary Committee (ABC)
Student Diversity Factors***

Miami Lakes Middle School - 6501

Student Diversity Factors	Current Percentage 2017-2018	Projected Percentage 2018-2019	Projected Percentage 2019-2020
White	3%	3%	3%
Hispanic	74%	72%	72%
Black (Non-Hispanic)	21%	23%	23%
Asian	1%	1%	1%
Indian	0%	0%	0%
Multi-racial	1%	1%	1%
FRL**	87%	89%	89%
ELL***	11%	10%	9%
ESE**** (Excluding Gifted)	9%	9%	10%
Male	48%	48%	48%
Female	52%	52%	52%

* This chart must be submitted for each school affected by an ABC Recommendation.

** FRL = Free/Reduced Lunch Status

*** ELL = English Language Learners

**** ESE = Exceptional Student Education

**Miami-Dade County Public Schools
Attendance Boundary Committee (ABC)
Student Diversity Factors***

Lawton Chiles Middle School - 6161

Student Diversity Factors	Current Percentage 2017-2018	Projected Percentage 2018-2019	Projected Percentage 2019-2020
White	3%	2%	2%
Hispanic	74%	75%	78%
Black (Non-Hispanic)	21%	21%	19%
Asian	1%	1%	1%
Indian	0%	0%	0%
Multi-racial	1%	1%	0%
FRL**	87%	87%	86%
ELL***	9%	12%	13%
ESE**** (Excluding Gifted)	14%	15%	16%
Male	53%	55%	57%
Female	47%	45%	43%

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**Miami-Dade County Public Schools
Attendance Boundary Committee (ABC)
Student Diversity Factors***

West Lakes Preparatory Academy - 3001

Student Diversity Factors	Current Percentage 2017-2018	Projected Percentage 2018-2019	Projected Percentage 2019-2020
White	3%	3%	3%
Hispanic	84%	84%	84%
Black (Non-Hispanic)	5%	5%	6%
Asian	8%	8%	7%
Indian	0%	0%	0%
Multi-racial	0%	0%	0%
FRL**	62%	60%	59%
ELL***	37%	38%	39%
ESE**** (Excluding Gifted)	8%	7%	7%
Male	53%	50%	49%
Female	47%	50%	51%

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** FRL = Free/Reduced Lunch Status

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CAPACITY/MEMBERSHIP NORTH REGION

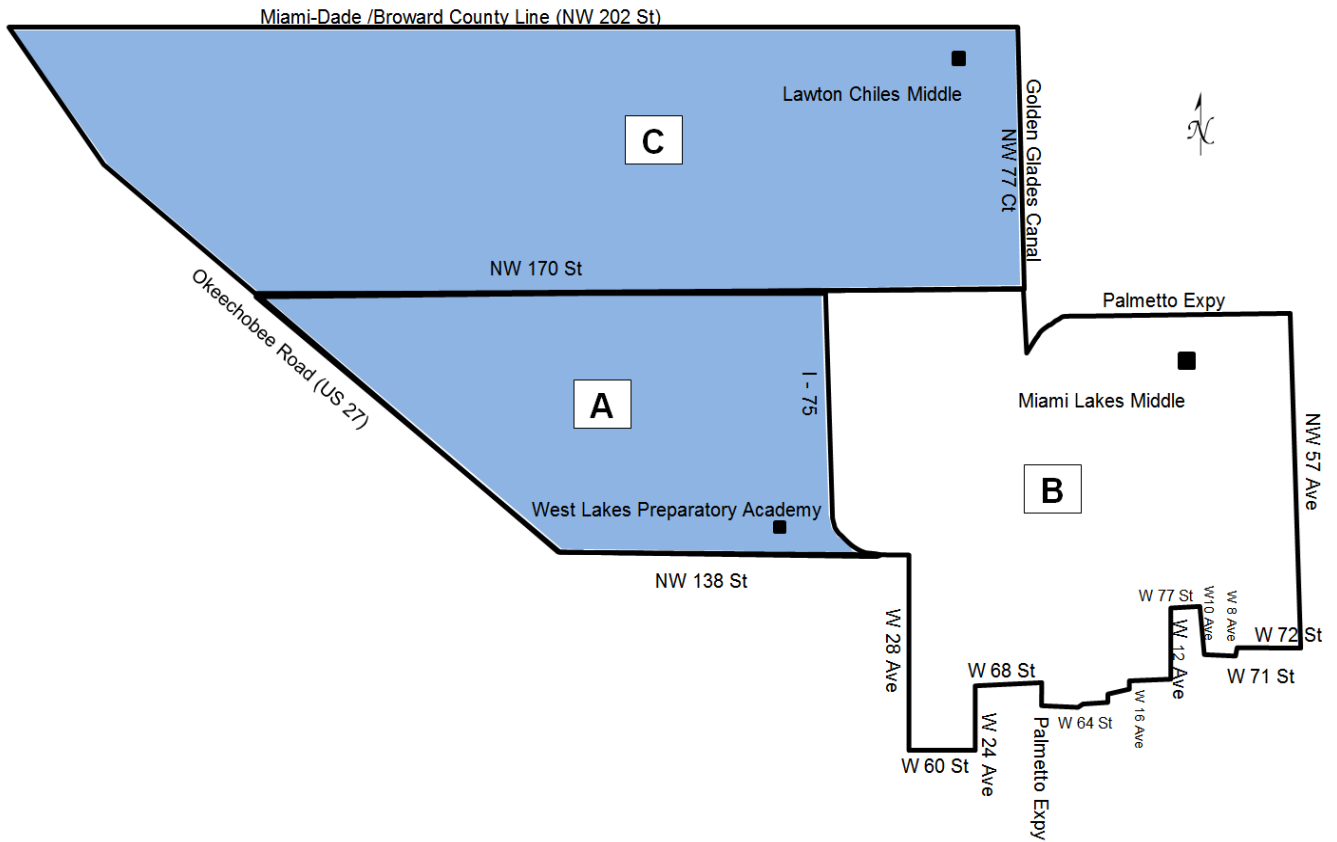
Miami Lakes Middle School
Lawton Chiles Middle School
West Lakes Preparatory Academy

School Name	Capacity/Membership																	
	Current 2017-2018						Projected 2018-2019						Projected 2019-2020					
	Grade Configuration	Student Enrollment	Perm FISH Cap	% Util Perm FISH Cap	Perm & Temp FISH Cap	% Util Perm & Temp	Grade Configuration	Student Enrollment	Perm FISH Cap	% Util Perm FISH Cap	Perm & Temp FISH Cap	% Util Perm & Temp	Grade Configuration	Student Enrollment	Perm FISH Cap	% Util Perm FISH Cap	Perm & Temp FISH Cap	% Util Perm & Temp
Miami Lakes Middle School	6-8	1,266	970	131	1,049	121	6-8	1,323	970	136	1,049	126	6-8	1,338	970	138	1,049	128
Lawton Chiles Middle School	6-5	878	1,304	67	1,304	67	6-5	854	1,304	65	1,304	65	6-5	860	1,304	66	1,304	66
West Lakes Preparatory Academy	PK-5	180	408	44	408	44	PK-6	225	408	55	408	55	PK-7	270	408	66	408	66

Miami Lakes Middle School
 6425 Miami Lakeway North
 Miami Lakes, Florida 33014

Lawton Chiles Middle School
 8190 N.W. 197th Street
 Miami, Florida 33015

West Lakes Preparatory Academy
 13835 N.W. 97th Avenue
 Hialeah, Florida 33018



A and C	Areas A and C represent the new boundary assigned to Lawton Chiles Middle School.
A	Area A represents the boundary assigned to West Lakes Preparatory Academy.
B	Area B represents the new boundary assigned to Miami Lakes Middle School.

Aventura Waterways K-8 Center

21101 N.E. 26th Avenue
Miami, Florida 33180

Virginia A. Boone/Highland Oaks Elementary School

20500 N.E. 24th Avenue
Miami, Florida 33180

Madie Ives K-8 Preparatory Academy

20770 N.E. 14th Avenue
Miami, Florida 33180

RECOMMENDATION

Establish new boundaries for Aventura Waterways K-8 Center, Virginia A. Boone/Highland Oaks Elementary School and Madie Ives K-8 Preparatory Academy.

- **The new boundary for Aventura Waterways K-8 Center is:**

Begin at NE 215 Street (Miami-Dade/Broward County Line) and NE 25 Court
South on NE 25 Court to NE 207 Terrace
East on NE 207 Terrace to Biscayne Boulevard
South on Biscayne Boulevard to NE 175 Street extended
East on NE 175 Street extended to Intracoastal Waterway
North on Intracoastal Waterway to NE 215 Street (Miami-Dade/Broward County Line/Massini Avenue extended)
West on NE 215 Street (Miami-Dade/Broward County Line) to NE 25 Court, point of beginning.

- **The new boundary for Virginia A. Boone/Highland Oaks Elementary School is:**

Begin at NE 215 Street (Miami-Dade/Broward County Line) and Seaboard Railroad (I-95)
South and Southwest on Seaboard Railroad (I-95) to NE 191 Street
East on NE 191 Street to Biscayne Boulevard
North on Biscayne Boulevard to NE 207 Terrace
West on NE 207 Terrace to NE 25 Court extended
North on NE 25 Court extended to NE 215 Street (Miami-Dade/Broward County Line)
West on NE 215 Street (Miami-Dade/Broward County Line) to Seaboard Railroad (I-95), point of beginning.

- **The new boundary for Madie Ives K-8 Preparatory Academy is:**

Begin at NE 215 Street (Dade/Broward County Line) and Seaboard Railroad (I-95)
South and Southwest along Seaboard Railroad (I-95) to Snake Creek Canal
Northwest along Snake Creek Canal to NE 6 Avenue extended
North on NE 6 Avenue extended to San Simeon Way
Northwest on San Simeon Way to NE 215 Street (Dade/Broward County Line)
East on NE 215 Street (Dade/Broward County Line) to Seaboard Railroad (I-95),
point of beginning.

EFFECT

Beginning with the 2018-2019 school year:

- New boundaries will be established for Aventura Waterways K-8 Center.
- Future kindergarten students and new students that reside within the newly established boundary, West of Interstate 95, will be assigned to Madie Ives K-8 Preparatory Academy.
- Future kindergarten students and new students that reside within the newly established boundary, west of Biscayne Boulevard and North of Northeast 191 Street, will be assigned to Virginia A. Boone/Highland Oaks Elementary School.
- Students presently residing within the existing Aventura Waterways K-8 Center boundaries will have the option to remain at Aventura Waterways K-8 Center.
- Siblings of current Aventura Waterways K-8 Center students that reside within the newly established boundary, will be given consideration to attend Aventura Waterways K-8 Center through the Parent Choice Transfer Process.

**Miami-Dade County Public Schools
Attendance Boundary Committee (ABC)
Student Diversity Factors***

Aventura Waterways K-8 Center - 0231

Student Diversity Factors	Current Percentage 2017-2018	Projected Percentage 2018-2019	Projected Percentage 2019-2020
White	33%	33%	34%
Hispanic	54%	55%	54%
Black (Non-Hispanic)	9%	8%	8%
Asian	2%	2%	2%
Indian	0%	0%	0%
Multi-racial	2%	2%	2%
FRL**	49%	49%	48%
ELL***	24%	26%	28%
ESE**** (Excluding Gifted)	7%	7%	7%
Male	51%	51%	50%
Female	49%	49%	50%

* This chart must be submitted for each school affected by an ABC Recommendation.

** FRL = Free/Reduced Lunch Status

*** LEP =ELL = English Language Learners

**** ESE = Exceptional Student Education

EFFECT

Beginning with the 2018-2019 school year:

- New boundaries will be established for Virginia A. Boone/Highland Oaks Elementary School.
- Future kindergarten students and new students that reside within the newly established boundary, West of Interstate 95, will be assigned to Madie Ives K-8 Preparatory Academy.
- Future kindergarten students and new students that reside within the newly established boundary, West of Biscayne Boulevard and North of Northeast 191 Street, will be assigned to Virginia A. Boone/Highland Oaks Elementary School.
- Siblings of current Virginia A. Boone/Highland Oaks Elementary School students that reside within the newly established boundary, will be given consideration to attend Virginia A. Boone/Highland Oaks Elementary School through the Parent Choice Transfer Process.

**Miami-Dade County Public Schools
Attendance Boundary Committee (ABC)
Student Diversity Factors***

Virginia A. Boone/Highland Oaks Elementary - 2441

Student Diversity Factors	Current Percentage 2017-2018	Projected Percentage 2018-2019	Projected Percentage 2019-2020
White	32%	35%	36%
Hispanic	42%	42%	42%
Black (Non-Hispanic)	24%	21%	20%
Asian	1%	1%	1%
Indian	0%	0%	0%
Multi-racial	1%	1%	1%
FRL**	62%	60%	58%
ELL***	13%	16%	19%
ESE**** (Excluding Gifted)	15%	15%	14%
Male	51%	52%	50%
Female	49%	48%	50%

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**** ESE = Exceptional Student Education

EFFECT

Beginning with the 2018-2019 school year:

- New boundaries will be established for Madie Ives K-8 Preparatory Academy.
- Future kindergarten students and new students that reside within the newly established boundary, West of Interstate 95, will be assigned to Madie Ives K-8 Preparatory Academy.

**Miami-Dade County Public Schools
Attendance Boundary Committee (ABC)
Student Diversity Factors***

Madie Ives Preparatory Academy - 2581

Student Diversity Factors	Current Percentage 2017-2018	Projected Percentage 2018-2019	Projected Percentage 2019-2020
White	4%	4%	4%
Hispanic	22%	25%	26%
Black (Non-Hispanic)	71%	68%	67%
Asian	2%	2%	2%
Indian	0%	0%	0%
Multi-racial	1%	1%	1%
FRL**	93%	92%	92%
ELL***	8%	9%	10%
ESE**** (Excluding Gifted)	7%	7%	7%
Male	57%	56%	55%
Female	43%	44%	45%

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CAPACITY/MEMBERSHIP NORTH REGION

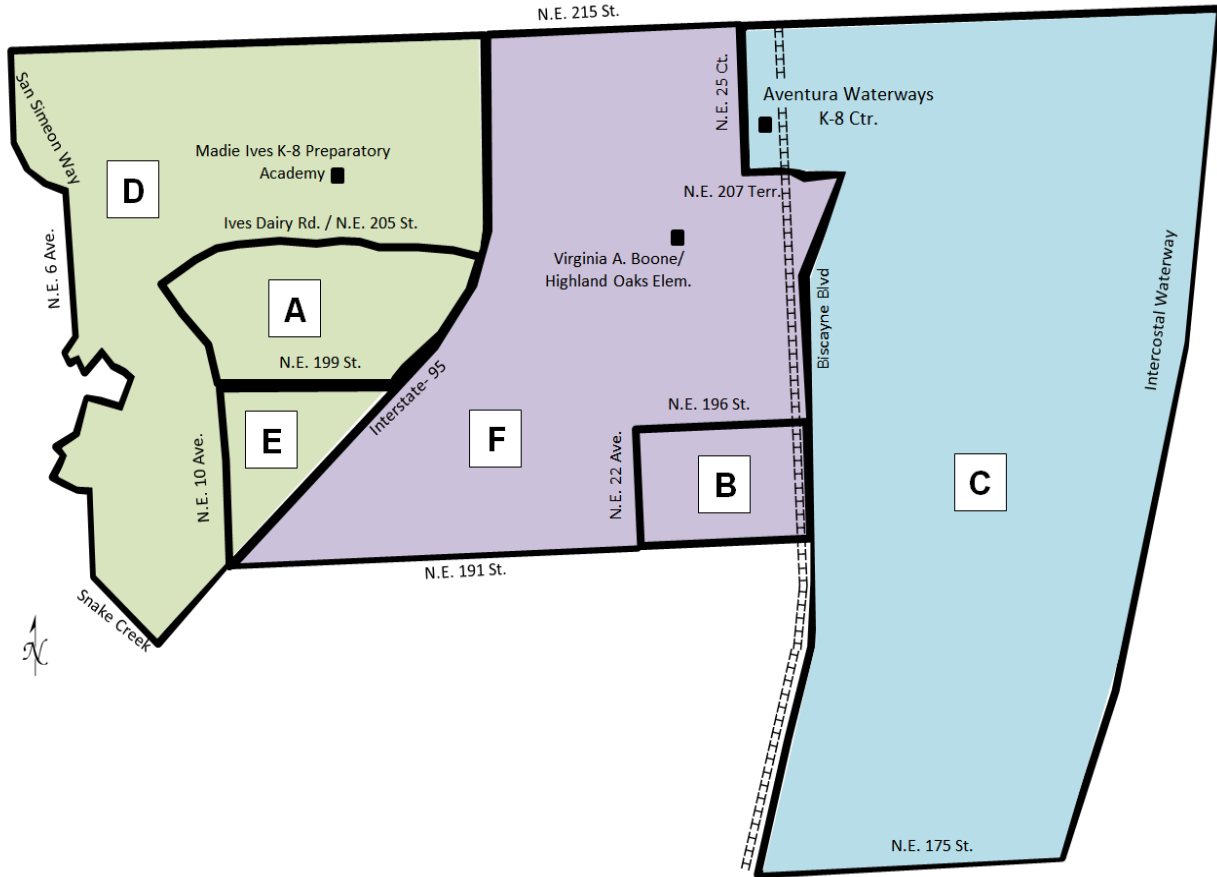
**Aventura Waterways K-8 Center
Virginia A. Boone/Highland Oaks Elementary School
Madie Ives K-8 Preparatory Academy**

School Name	Capacity/Membership																	
	Current 2017-2018						Projected 2018-2019						Projected 2019-2020					
	Grade Configu-ration	Student Enroll-ment	Perm FISH Cap	% Util Perm FISH Cap	Perm & Temp FISH Cap	% Util Perm & Temp	Grade Configu-ration	Student Enroll-ment	Perm FISH Cap	% Util Perm FISH Cap	Perm & Temp FISH Cap	% Util Perm & Temp	Grade Configu-ration	Student Enroll-ment	Perm FISH Cap	% Util Perm FISH Cap	Perm & Temp FISH Cap	% Util Perm & Temp
Aventura Waterways K-8 Center	K-6	2,132	2,099	102	2,099	102	K-7	2,112	2,099	101	2,099	101	K-8	2,073	2,099	99	2,099	99
Virginia A. Boone/Highland Oaks Elementary School	PK-5	654	636	103	636	103	PK-5	615	636	97	636	97	PK-5	570	636	90	636	90
Madie Ives K-8 Preparatory Academy	PK-6	727	1,167	62	1,167	62	PK-6	852	1,167	73	1,167	73	PK-6	977	1,167	84	1,167	84

Aventura Waterways K-8 Center
 21101 N.E. 26th Avenue
 Miami, Florida 33180

Virginia A. Boone/Highland Oaks Elem. School
 20500 N.E. 24th Avenue
 Miami, Florida 33180

Madie Ives K-8 Preparatory Academy
 20770 N.E. 14th Avenue
 Miami, Florida 33180



A, D and E	Areas A, D and E represent the new boundary assigned to Madie Ives K-8 Preparatory Academy.
B and F	Areas B and F represent the new boundary assigned to Virginia A. Boone/Highland Oaks Elementary School.
C	Area C represents the new boundary assigned to Aventura Waterways K-8 Center.

SOUTH REGION

Christina M. Eve Elementary School

16251 S.W. 99th Street
Miami, Florida 33196

Kendall Square K-8 Center

9325 S.W. 169th Place
Miami, Florida 33196

RECOMMENDATION

Establish new boundaries for Christina M. Eve Elementary School and Kendall Square K-8 Center.

- **The new boundary for Christina M. Eve Elementary School is:**

Begin at SW 167 Avenue and
SW 72 Street
South to SW 78 Street
East to SW 164 Avenue
South to SW 85 Street/Terrace
East to SW 162 Avenue
South to SW 86 Terrace/Lane
East to SW 158 Place
South to SW 88 Street
East to SW 157 Path
South on SW 157 Path to SW 157 Avenue
(at approximately SW 96 Street)
South to SW 104 Street
West to Miami-Dade/Monroe County Line
North to SW 72 Street
East to SW 167 Avenue,
point of beginning.

RECOMMENDATION

- **The boundary for Kendall Square K-8 Center is:**

Begin at Miami-Dade/Monroe County Line and
SW 88 Street,
East to SW 168 Ave,
South to SW 96 Street,
West to Miami-Dade/Monroe County Line,
North to SW 88 Street,
point of beginning.

EFFECT

Beginning with the 2018-2019 school year:

- A new boundary will be established within the current Christina M. Eve Elementary School boundary. Kendall Square K-8 Center will open as a K-2 for the 2018-2019 school year (Phase 1).
- Beginning with the 2019-2020 school year, Kendall Square K-8 Center will add a grade level until the full K-8 grade level configuration is attained.
- Christina M. Eve Elementary School and Kendall Square K-8 Center will remain in the Felix Varela Senior High School Feeder Pattern.

**Miami-Dade County Public Schools
Attendance Boundary Committee (ABC)
Student Diversity Factors***

Christina M. Eve Elementary School - 1691

Student Diversity Factors	Current Percentage 2017-2018	Projected Percentage 2018-2019	Projected Percentage 2019-2020
White	4%	4%	4%
Hispanic	91%	91%	89%
Black (Non-Hispanic)	2%	2.5%	3%
Asian	2%	2%	3%
Indian	.5%	0%	.5%
Multi-racial	.5%	.5%	.5%
FRL**	57%	58%	59%
ELL***	30%	24%	24%
ESE**** (Excluding Gifted)	11%	14%	12%
Male	49%	52%	50.3%
Female	51%	48%	49.7%

* This chart must be submitted for each school affected by an ABC Recommendation.

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**** ESE = Exceptional Student Education

**Miami-Dade County Public Schools
Attendance Boundary Committee (ABC)
Student Diversity Factors***

Kendall Square K-8 Center

Student Diversity Factors	Current Percentage 2017-2018	Projected Percentage 2018-2019	Projected Percentage 2019-2020
White	NA	3%	4%
Hispanic	NA	92%	92%
Black (Non-Hispanic)	NA	2%	3%
Asian	NA	1%	.5%
Indian	NA	1%	0%
Multi-racial	NA	1%	.5%
FRL **	NA	57%	56%
ELL ***	NA	37%	38%
ESE **** (Excluding Gifted)	NA	9%	11%
Male	NA	44%	47%
Female	NA	56%	53%

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CAPACITY/MEMBERSHIP SOUTH REGION

**Christina M. Eve Elementary School
Kendall Square K-8 Center**

School Name	Capacity/Membership																	
	Current 2017-2018						Projected 2018-2019						Projected 2019-2020					
	Grade Configuration	Student Enrollment	Perm FISH Cap	% Util Perm FISH Cap	Perm & Temp FISH Cap	% Util Perm & Temp	Grade Configuration	Student Enrollment	Perm FISH Cap	% Util Perm FISH Cap	Perm & Temp FISH Cap	% Util Perm & Temp	Grade Configuration	Student Enrollment	Perm FISH Cap	% Util Perm FISH Cap	Perm & Temp FISH Cap	% Util Perm & Temp
Christina M. Eve Elementary School	PK-5	819	890	92	890	92	PK-5	767	890	86	890	86	PK-5	662	890	74	890	74
Kendall Square K-8 Center	N/A	N/A	N/A	N/A	N/A	N/A	K-2	148	750	20	750	20	K-3	200	750	27	750	27

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The School Board of Miami-Dade County, Florida adheres to a policy of nondiscrimination in employment and educational programs/activities and strives affirmatively to provide equal opportunity for all as required by:

Title VI of the Civil Rights Act of 1964 - prohibits discrimination on the basis of race, color, religion, or national origin.

Title VII of the Civil Rights Act of 1964 as amended - prohibits discrimination in employment on the basis of race, color, religion, gender, or national origin.

Title IX of the Education Amendments of 1972 - prohibits discrimination on the basis of gender.

Age Discrimination in Employment Act of 1967 (ADEA) as amended - prohibits discrimination on the basis of age with respect to individuals who are at least 40.

The Equal Pay Act of 1963 as amended - prohibits gender discrimination in payment of wages to women and men performing substantially equal work in the same establishment.

Section 504 of the Rehabilitation Act of 1973 - prohibits discrimination against the disabled.

Americans with Disabilities Act of 1990 (ADA) - prohibits discrimination against individuals with disabilities in employment, public service, public accommodations and telecommunications.

The Family and Medical Leave Act of 1993 (FMLA) - requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to "eligible" employees for certain family and medical reasons.

The Pregnancy Discrimination Act of 1978 - prohibits discrimination in employment on the basis of pregnancy, childbirth, or related medical conditions.

Florida Educational Equity Act (FEEA) - prohibits discrimination on the basis of race, gender, national origin, marital status, or handicap against a student or employee.

Florida Civil Rights Act of 1992 - secures for all individuals within the state freedom from discrimination because of race, color, religion, sex, national origin, age, handicap, or marital status.

Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA) - prohibits discrimination against employees or applicants because of genetic information.

Boy Scouts of America Equal Access Act of 2002 – no public school shall deny equal access to, or a fair opportunity for groups to meet on school premises or in school facilities before or after school hours, or discriminate against any group officially affiliated with Boy Scouts of America or any other youth or community group listed in Title 36 (as a patriotic society).

Veterans are provided re-employment rights in accordance with P.L. 93-508 (Federal Law) and Section 295.07 (Florida Statutes), which stipulate categorical preferences for employment.

In Addition:

School Board Policies 1362, 3362, 4362, and 5517 - Prohibit harassment and/or discrimination against students, employees, or applicants on the basis of sex, race, color, ethnic or national origin, religion, marital status, disability, genetic information, age, political beliefs, sexual orientation, gender, gender identification, social and family background, linguistic preference, pregnancy, and any other legally prohibited basis. Retaliation for engaging in a protected activity is also prohibited.

Revised: 07/2014

