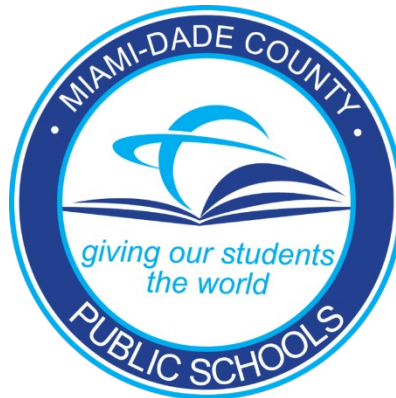


ATTENDANCE ZONE RECOMMENDATIONS AND RELATED ADMINISTRATIVE ACTIONS

2019-2020



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

**Final Reading – June 19, 2019
Board Policy 5120**

D-66

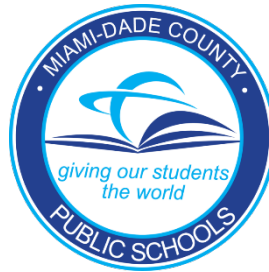
Miami-Dade County Public Schools

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INTRODUCTION

The 2018-2019 school year marks the thirty-eighth (38th) 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 2019-2020 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 7, 2019, 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 17, 2019.

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

<p>Mr. Jeffrey Codallo, Chair Mr. Alfred Billings, Vice Chair</p>	
<p>Ms. Mirca Aboud Ms. Rosa Maria Barbara Mr. George M. Cabrera Mr. Eduardo Cora Mr. Jorge L. Garcia Mr. Joseph Gebara Dr. Nancy Lawther</p>	<p>Ms. Karen Morton Mr. Lyle Muhammad Ms. Nancy Negron Ms. Corina Orozco Ms. Meriel Seymore Ms. Rhonda Smith Dr. Susan Trauschke Webb Mr. Larry T. Williams</p>

ABC ALTERNATES

<p>Ms. Tanikka Anderson-Knowles Ms. Isabel Arcia Mr. Christopher Benjamin Mr. Frank Diaz Ms. Christina Dotson Dean Mr. Fernando Horruitiner Ms. Dorothy Johnson</p>	<p>Ms. Ivonne Kearns Ms. Sherry Maer Mr. Ernie Martinez Ms. Beverly Nixon Mr. Thomas Spaulding Ms. Vivian Swift</p>
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SCHOOLS ON ADVISED STATUS 2018-2019

Some schools have been placed on advised status for the 2018-2019 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			
FINAL ADVISED SCHOOLS		FINAL ADVISED SCHOOLS	
2111	Hialeah Gardens Elementary School	3141	Meadowlane Elementary School
2191	Spanish Lake Elementary School	6281	Thomas Jefferson Middle School
4241	Palm Lakes Elementary School	6301	John F. Kennedy Middle School
4281	Palm Springs North Elementary School	6591	North Dade Middle School
6171	Henry H. Filer Middle School	6631	North Miami Middle School
6681	Palm Springs Middle School	0361	Biscayne Gardens Elementary School
1481	John G. Dupuis Elementary School		

CENTRAL REGION			
FINAL ADVISED SCHOOLS		FINAL ADVISED SCHOOLS	
0071	Eugenia B. Thomas K-8 Center	0061	Coral Gables Preparatory Academy
4011	Dr. Toni Bilbao Preparatory Academy	0401	Van E. Blanton Elementary School
7241	Ronald W. Reagan/Doral Senior High	5861	Dr. Henry W. Mack/West Little River K-8
2041	Benjamin Franklin K-8 Center	5901	Carrie P. Meek/Westview K-8 Center
2821	Lakeview Elementary School	6591	North Dade Middle School (North Region)
0121	Auburndale Elementary School		

SOUTH REGION			
FINAL ADVISED SCHOOLS		FINAL ADVISED SCHOOLS	
0311	Goulds Elementary School		

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NORTH REGION

American Senior
18350 NW 67th Ave
Miami, FL 33015

Hialeah Gardens Senior
11700 Hialeah Gardens Blvd.
Hialeah Gardens, FL 33018

Hialeah-Miami Lakes Senior
7977 West 12th Ave
Hialeah, FL 33014

RECOMMENDATIONS

- **Barbara Goleman Senior High School**

No Boundaries for Barbara Goleman Senior High School (converting to a District Wide Magnet School)

Establish new boundaries for American Senior High School, Hialeah Gardens Senior High School and Hialeah-Miami Lakes Senior High School.

- **The new boundary for American Senior High School is:**

Begin at NW 202 Street (Miami-Dade/Broward County Line) and NW 57 Avenue (Red Road)
South to Palmetto Expressway (#826)
West to NW 77 Court
North to NW 186 Street (Miami Gardens Drive)
West to Interstate 75
North to NW 202 Street
East to NW 57 Avenue (Red Road),
Point of beginning.

- **The new boundary for Hialeah Gardens Senior High School is:**

Begin at W 68 Street (NW 122 Street) and Palmetto Expressway (#826)
South to Okeechobee Road (US 27)
Northwest to NW 106 Street
West to Miami-Dade/Collier County line
North to Okeechobee Canal/Road
South and Southeast on Okeechobee Road to West 84 Street (NW 138 Street)
East to W 28 Avenue (NW 87 Avenue)
South to W 68 Street (NW 122 Street)
East to Palmetto Expressway (#826),
Point of beginning.

- **The new boundary for Hialeah-Miami Lakes Senior High School is:**

Begin at NW 171 Street and NW 27 Avenue

South to Biscayne Canal (approximately NW 156 Street)

East to Seaboard Railroad

Southwest to NW 17 Avenue

South to NW 135 Street

West to NW 27 Avenue

North to Seaboard Railroad

Southwest to NW 135 Street

West to NW 57 Avenue (Red Road)

South to W 56 Street (NW 110 Street)

West to W 12 Avenue

South to W 49 Street

West to Palmetto Expressway (SR 826)

North to W 68 Street

West to W 28 Avenue

North to W 84 Street (NW 138 Street)

West to Okeechobee Road

Northwest and North on Okeechobee Road to NW 202 Street (Miami-Dade/Broward County Line)

East to Interstate 75

South to NW 186 Street

East to Golden Glades Canal (East of NW 77 Avenue)

South to Palmetto Expressway (SR 826)

North and East on Palmetto Expressway (SR 826) to NW 37 Avenue

North to NW 171 Street

East to NW 27 Avenue,

Point of beginning.

EFFECTS

Beginning with the 2019-2020 school year:

- Barbara Goleman Senior High School will no longer have established boundaries as it is converting into a District-wide magnet school.
- New boundaries will be established for the following Senior High Schools:
American Senior High School
Hialeah Gardens Senior High School
Hialeah-Miami Lakes Senior High School
- Rising 8th. grade students residing in the current boundary of Barbara Goleman Senior High School will have the option to remain at Barbara Goleman Senior High School.
- In the subsequent years, students residing in the current Barbara Goleman Senior High School boundary will be assigned to the high schools designated by the newly established boundaries.

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

American Senior High School - 7011

Student Diversity Factors	Current Percentage 2018-2019	Projected Percentage 2019-2020	Projected Percentage 2020-2021
White	2%	2%	2%
Hispanic	69%	70%	70%
Black (Non-Hispanic)	27%	26%	26%
Asian	1%	1%	0%
Indian	0%	0%	0%
Multi-racial	1%	1%	1%
FRL**	79%	79%	79%
ELL***	15%	17%	17%
ESE**** (Excluding Gifted)	12%	11%	12%
Male	52%	52%	52%
Female	48%	48%	48%

* This chart must be submitted for each school affected by an ABC Recommendation. When submitting an ABC Recommendation for a school, this chart should follow the ABC Recommendation Data Form.

** 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***

Hialeah Gardens Senior High School - 7191

Student Diversity Factors	Current Percentage 2018-2019	Projected Percentage 2019-2020	Projected Percentage 2020-2021
White	1%	1%	1%
Hispanic	98%	98%	98%
Black (Non-Hispanic)	1%	1%	1%
Asian	0%	0%	0%
Indian	0%	0%	0%
Multi-racial	0%	0%	0%
FRL**	80%	81%	82%
ELL***	11%	13%	13%
ESE**** (Excluding Gifted)	6%	6%	6%
Male	51%	52%	52%
Female	49%	48%	48%

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

Hialeah-Miami Lakes Senior High School - 7131

Student Diversity Factors	Current Percentage 2018-2019	Projected Percentage 2019-2020	Projected Percentage 2020-2021
White	2%	2%	2%
Hispanic	79%	79%	82%
Black (Non-Hispanic)	19%	19%	16%
Asian	0%	0%	0%
Indian	0%	0%	0%
Multi-racial	0%	0%	0%
FRL**	83%	83%	78%
ELL***	14%	17%	15%
ESE**** (Excluding Gifted)	15%	16%	15%
Male	54%	57%	57%
Female	46%	43%	43%

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**** ESE = Exceptional Student Education

CAPACITY/MEMBERSHIP NORTH REGION

American Senior High School School

Hialeah Gardens Senior High School

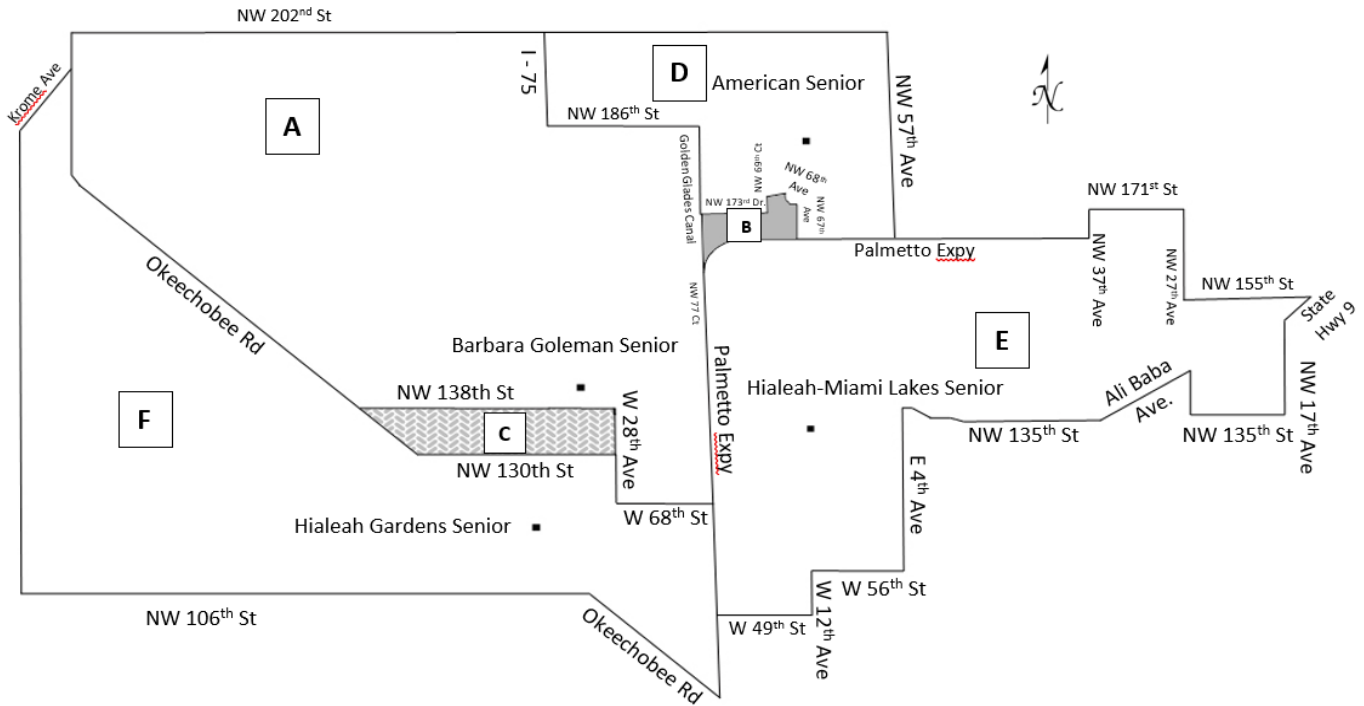
Hialeah-Miami Lakes Senior High School

School Name	Capacity/Membership																	
	Current 2018-2019						Projected 2019-2020						Projected 2020-2021					
	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
American Senior High School	9-12	2,010	2,063	97	2,182	92	9-12	1,968	2,063	95	2,182	90	9-12	2,014	2,063	98	2,182	92
Hialeah Gardens Senior High School	9-12	2,741	2,670	103	2,670	103	9-12	2,668	2,670	101	2,670	101	9-12	2,874	2,670	108	2,670	108
Hialeah-Miami Lakes Senior High School	9-12	1,561	2,923	53	2,923	53	9-12	1,504	2,923	51	2,923	51	9-12	1,948	2,923	67	2,923	67

Barbara Goleman Senior School
 14100 NW 89th. Avenue
 Miami Lakes, Florida 33018

American Senior High School
 18350 NW 67th Avenue
 Miami, Florida 33015

Hialeah Miami Lakes Senior High School
 13835 NW 97th Avenue
 Hialeah, Florida 33018



<p>A B</p>	<p>Areas A, B and C represent the current boundary assigned to Barbara Goleman Senior High School.</p>
<p>D</p>	<p>Area D represents the current boundary assigned to American Senior High School. With the proposed boundary recommendation, area D will include area B.</p>
<p>E</p>	<p>Area E represents the current boundary assigned to Hialeah-Miami Lakes Senior High School. With the proposed boundary recommendation, area E will include area A.</p>
<p>F</p>	<p>Area F represents the current boundary assigned to Hialeah Gardens Senior High School. With the proposed boundary recommendation, area F will include area C.</p>

CENTRAL REGION

John I. Smith K-8 Center
10415 NW 52nd STREET
DORAL, FL 33178

Dr. Rolando Espinosa K-8 Center
10250 NW 86th. STREET
DORAL, FL 33178

RECOMMENDATIONS

Establish new boundaries for John I. Smith K-8 Center.

- **The new boundary for John I. Smith K-8 Center is:**

Begin at NW 58th Street
East to SR 826/Palmetto Expressway
South to NW 12th Street
West to NW 107th Avenue
North to NW 58th Street
point of beginning

Establish a temporary boundary for Dr. Rolando Espinosa K-8 Center.

- **The new temporary boundary for Dr. Rolando Espinosa K-8 Center is:**

Begin at Miami-Dade/Collier County Line and NW 202 Street
East to Okeechobee Canal/Road (US 27)
Southeast to SR 826/Palmetto Expressway
South to NW 58th Street
West to NW 114th Avenue
North to NW 62nd Terrace Extended
West to Miami-Dade/Collier County Line
North to NW 202nd Street
point of beginning

EFFECTS

Beginning with the 2018-2019 school year:

- **New boundaries** will be established for **John I. Smith K-8 Center**.
- This boundary change will be in effect for the 2019-2020 school year.
- New boundaries will provide relief for the expected population growth from new residential units planned in the City of Doral.
- Approximately three hundred twenty-six (326) Pre-K through seventh grade students currently assigned to John I. Smith K-8 Center will have the option to attend Dr. Rolando Espinosa K-8 Center or remain at their current school through the highest grade.
- All new incoming kindergarten through eighth grade students residing in Area (C) will be assigned to Dr. Rolando Espinosa K-8 Center.
- Sibling preference will be given to students with older siblings currently attending John I. Smith K-8 Center based upon the availability of open seats in the grade level for which the student is applying.
- John I. Smith K-8 Center will remain in the Ronald W. Reagan/Doral Senior High School Feeder Pattern.

Beginning with the 2019-2020 school year:

- **Temporary boundaries** will be established for **Dr. Rolando Espinosa K-8 Center**.
- This temporary boundary change will be in effect for the 2019-2020 and 2020-2021 school years and will provide relief for the expected population growth from new residential units planned in the City of Doral.
- Approximately three hundred twenty-six (326) Pre-K through seventh grade students currently assigned to John I. Smith K-8 Center will have the option to attend Dr. Rolando Espinosa K-8 Center or remain at their current school through the highest grade.
- All new incoming Pre-K through eighth grade students residing in Area (C) will be assigned to Dr. Rolando Espinosa K-8 Center.
- Sibling preference will be given to students with older siblings currently attending John I. Smith K-8 Center based upon the availability of open seats in the grade level for which the student is applying.
- Dr. Rolando Espinosa K-8 Center will remain in the Ronald W. Reagan/ Doral Senior High School Feeder Pattern.

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

John I. Smith K-8 Center - 5101

Student Diversity Factors	Current Percentage 2018-2019	Projected Percentage 2019-2020	Projected Percentage 2020-2021
White	4%	5%	5%
Hispanic	92%	90%	90%
Black (Non-Hispanic)	1%	1%	1%
Asian	3%	4%	4%
Indian	0%	0%	0%
Multi-racial	0%	0%	0%
FRL**	50%	52%	52%
ELL***	46%	47%	51%
ESE**** (Excluding Gifted)	10%	11%	11%
Male	52%	51%	51%
Female	48%	49%	49%

* This chart must be submitted for each school affected by an ABC Recommendation. When submitting an ABC Recommendation for a school, this chart should follow the ABC Recommendation Data Form.

** 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***

Dr. Rolando Espinosa K-8 Center - 0122

Student Diversity Factors	Current Percentage 2018-2019	Projected Percentage 2019-2020	Projected Percentage 2020-2021
White	6%	5%	5%
Hispanic	92%	92%	92%
Black (Non-Hispanic)	1%	2%	2%
Asian	1%	1%	1%
Indian	0%	0%	0%
Multi-racial	0%	0%	0%
FRL**	45%	46%	47%
ELL***	37%	44%	46%
ESE**** (Excluding Gifted)	8%	7%	7%
Male	52%	52%	52%
Female	48%	48%	48%

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** FRL = Free/Reduced Lunch Status

*** ELL = English Language Learners

**** ESE = Exceptional Student Education

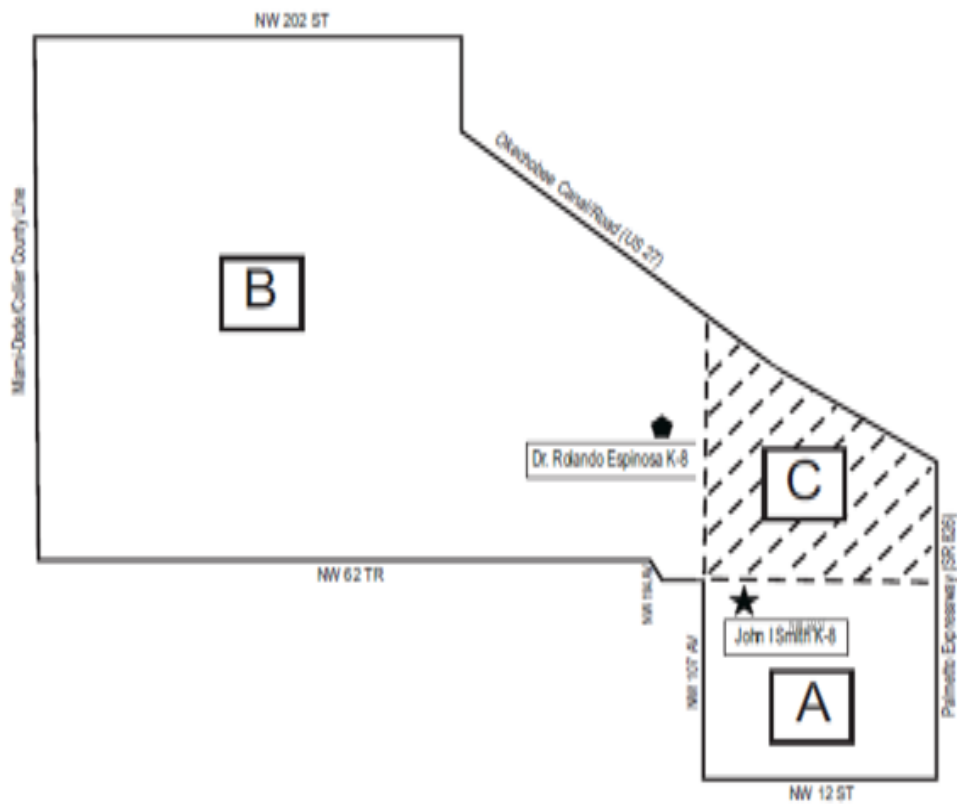
CAPACITY/MEMBERSHIP NORTH REGION

John I. Smith K-8 Center

Dr. Rolando Espinosa K-8 Center

School Name	Capacity/Membership																	
	Current 2018-2019						Projected 2019-2020						Projected 2020-2021					
	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
John I. Smith K-8 Center	PK-8	1,754	1,725	102	1,725	102	PK-8	1,344	1,725	78	1,725	78	PK-8	1,305	1,725	76	1,725	76
Dr. Rolando Espinosa K-8 Center	PK-8	1,192	1,519	78	1,519	78	PK-8	1,422	1,519	94	1,519	94	PK-8	1,296	1,519	85	1,519	85

Dr. Rolando Espinosa K-8 Center
11250 NW 86th Street
Doral, Florida 33178



A

Areas A and C represent the current boundary for John I. Smith K-8 Center.

C

B

Area B represents the current boundary for Dr. Rolando Espinosa K-8 Center. With the proposed temporary boundary recommendation, Area B will include Area C.

C

Miami Park Elementary School
2225 NW 103rd. STREET
MIAMI, FL 33147

Henry E.S. Reeves Elementary School
2005 NW 11th. STREET
MIAMI, FL 33167

RECOMMENDATIONS

- **Combine the boundaries of Miami Park Elementary School and Henry E.S. Reeves Elementary School.**

Establish new boundaries for Miami Park Elementary School and Henry E.S. Reeves Elementary School

- **The new boundary for Miami Park Elementary School and Henry E.S. Reeves Elementary School is:**

Begin at Seaboard Railroad and NW 119 Street

East to NW 19th Avenue

North to NW 123rd Street

East to NW 15th Avenue

South to NW 107th Street

East to NW 12th Avenue

South to NW 103rd Street

West to NW 17th Avenue

Southeast on Little River Canal to NW 95th Street

West to NW 27th Avenue

North to NW 97th Street

West to Seaboard Railroad

North to NW 119th Street

point of beginning.

EFFECTS

Beginning with the 2019-2020 school year:

- Approximately one hundred eighty (180) PreK- kindergarten students currently residing in the combined boundaries of Henry E.S. Reeves Elementary School and Miami Park Elementary School will be assigned to Miami Park Elementary (Lower Academy).
- Approximately four hundred ninety-two (492) first through fourth grade students currently assigned to Henry E.S. Reeves Elementary School and Miami Park Elementary School will be assigned to the Upper Academy at Henry E.S. Reeves Elementary School.
- Approximately one hundred five (105) fifth grade students currently assigned to Henry E.S. Reeves Elementary School and Miami Park Elementary School will have the option to attend the Upper Academy at Henry E.S. Reeves Elementary School as sixth grade students or attend the assigned traditional middle school.
- All Pre-K and kindergarten students residing in the new boundaries will attend the Lower Academy at Miami Park Elementary School. In the 2020-2021 school year grade 1 will be added, in the 2021-2022 school year grade 2 will be added.
- All first through eighth grade students residing in the new boundaries will attend the Upper Academy at Henry E.S. Reeves Elementary School. In the 2020-2021 school year grade 7 will be added, in the 2021-2022 school year grade 8 will be added.
- The new K-8 Center will remain in the Miami Central Senior High School Feeder Pattern.

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

Miami Park Elementary School - 3301

Student Diversity Factors	Current Percentage 2018-2019	Projected Percentage 2019-2020	Projected Percentage 2020-2021
White	0%	0%	0%
Hispanic	36%	0%	0%
Black (Non-Hispanic)	64%	0%	0%
Asian	0%	0%	0%
Indian	0%	0%	0%
Multi-racial	0%	0%	0%
FRL**	98%	0%	0%
ELL***	16%	0%	0%
ESE**** (Excluding Gifted)	15%	0%	0%
Male	51%	0%	0%
Female	49%	0%	0%

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** 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***

Henry E.S. Reeves Elementary School - 4491

Student Diversity Factors	Current Percentage 2018-2019	Projected Percentage 2019-2020	Projected Percentage 2020-2021
White	1%	1%	1%
Hispanic	17%	24%	25%
Black (Non-Hispanic)	82%	75%	74%
Asian	0%	0%	0%
Indian	0%	0%	0%
Multi-racial	0%	0%	0%
FRL**	93%	95%	96%
ELL***	14%	15%	15%
ESE**** (Excluding Gifted)	9%	11%	11%
Male	54%	53%	53%
Female	46%	47%	47%

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*** ELL = English Language Learners

**** ESE = Exceptional Student Education

CAPACITY/MEMBERSHIP CENTRAL REGION

Miami Park Elementary School

Henry E.S. Reeves Elementary School

School Name	Capacity/Membership																	
	Current 2018-2019						Projected 2019-2020						Projected 2020-2021					
	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 Park Elementary School	PK-5	299	740	40	740	40	PK-K	N/A	740	N/A	740	N/A	PK-1	N/A	740	N/A	740	N/A
Henry E.S. Reeves Elementary School	PK-5	537	731	73	731	73	PK-6	955	1,471	65	1,471	65	PK-7	1,074	1,519	73	1,471	73

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Anti-Discrimination Policy

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, citizenship status, and any other legally prohibited basis. Retaliation for engaging in a protected activity is also prohibited.

For additional information contact:

Office of Civil Rights Compliance (CRC)
Executive Director/Title IX Coordinator
155 N.E. 15th Street, Suite P104E
Miami, Florida 33132
Phone: (305) 995-1580 TDD: (305) 995-2400
Email: crc@dadeschools.net Website: <http://crc.dadeschools.net>

Rev: 08/2017