



Transformation Region

Targeting investment where it's needed most

Duval Transformation Region: Raines, Ribault and Jackson feeder pattern schools where most Quality Education for All Fund resources will be invested

Focus on human capital

- Performance pay incentives for highly effective educators
- Teacher residency program for STEM majors
- Leadership development to build the principal pipeline
- Modernize and update human resource policies
- Dedicated district staff focusing solely on the zone
- New data systems to strengthen infrastructure

36 schools • 1,165 teachers • 16,800 students • 87% qualify for free or reduced price lunch

Raines High School		Ribault High School		Jackson High School	
Middle schools:	Butler Northwestern	Middle schools:	Butler Northwestern Ribault	Middle schools:	Butler Northwestern Matthew Gilbert
Elementary schools:	S.P. Livingston West Jax G.W. Carver Reynolds Lane St. Clair Evans Rufus Payne Annie Morgan	Elementary schools:	Highlands M.L. King Lake Forest G.W. Carver St. Clair Evans Rufus Payne Garden City North Shore	Elementary schools:	John Love R.L. Brown Long Branch Andrew Robinson Brentwood
	North Shore John E. Ford K-8 Carter Woodson Pickett Susie Tolbert S.A. Hull Biltmore		Rutledge Pearson Biscayne Pickett Henry Kite Dinsmore S.A. Hull Sallye B. Mathis Jefferson		North Shore John E. Ford K-8

*Private Capital Helping Public Schools
Prepare All Students for College or Career*



Frequently Asked Questions about the Quality Education for All Fund

What is the Quality Education for All Fund? A large pool of private dollars for targeted investment in human capital (defined as “high-quality teachers and leaders”) for Duval County Public Schools. This fund is NOT a replacement for public dollars. It is intended to build the district’s capacity to attract and retain high-quality teachers and leaders and to ensure lasting, systemic change.

How much is needed? The goal is \$50 million. Currently, more than two-thirds of the goal has been raised. The plan is to spend down most of the fund on the planned investments over five years, with a small percentage set aside in an endowment to sustain education initiatives in perpetuity.

Why invest in human capital? It is the area with the *greatest opportunity for long term improvement*.

- Research tells us that the single most important in-school factor in a child’s education is the quality of the teacher in the classroom and, by extension, the leader in the school. Improving teacher effectiveness is the factor most likely to improve academic achievement among students.
- Ensuring that teachers have all the resources they need to be effective “brain builders” is key. Teachers need ongoing support to meet the challenge of preparing our children for the 21st Century.
- The Quality Education for All Fund arrived at this decision on investment only after careful study and research, aided by national consultants at The Bridgespan Group.
- A focus on great teachers and leaders aligns with the district’s strategic plan, with the priorities expressed through community ONE by ONE conversations, and with the lessons of research and best practices.

What we will invest in? Educator recruitment, retention and professional development, such as:

- Establishment of an Urban Teacher Residency program (similar to medical residencies) to train new teachers
- Creation of a Summer Principal Academy to send highly qualified aspiring principals through rigorous training at Columbia University
- A performance pay incentive program designed to attract and retain highly effective teachers in key subjects to teach in the district’s highest need schools
- A deep audit of existing human resources policies and practices to ensure they match best practices, as well as the development of the state’s first Florida Standards-aligned teacher observation rubric
- Support for the Jacksonville Teach For America site and its 200 corps members, with a focus on teachers in Transformation Region schools in math, English language arts and science subject areas
- Creation of an improved data system so teachers, district leaders and community programs have access to the critical information they need to make data driven decisions about their human talent

Who oversees the QEA Fund? The QEA Fund is housed at The Community Foundation for Northeast Florida, and overseen by an advisory group of the QEA Fund major donors, as well as the superintendent of Duval County Public Schools. The advisory committee meets regularly to monitor progress, recommend grants and review operational goals. The Community Foundation for Northeast Florida has financial and programmatic oversight, while the Jacksonville Public Education Fund is charged with administering the recommended grants.

For more information about investing in the fund, contact Nina Waters at (904) 356-4483 or nwaters@jaxcf.org.

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