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<td>1</td>
<td>About Us</td>
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<td>2-3</td>
<td>District Accomplishments</td>
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<td>8-9</td>
<td>Human Resources</td>
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<td>10-11</td>
<td>Living in Lake County</td>
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<td>Student Summary</td>
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<td>Graduation Rates</td>
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<td>School Listings</td>
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<td>District Contact List</td>
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MISSION STATEMENT
The mission of Lake County Schools is to provide every student with individual opportunities to excel.

VISION STATEMENT
A dynamic, progressive, and collaborative learning community embracing change and diversity where every student will graduate with the skills needed to succeed in post-secondary education and the work place.

GUIDING PRINCIPLES

*We lead with integrity.* Truth, fairness and respect guide every decision we make.

*We’re all on the same team.* Every employee at every level in every department works toward the same mission – to provide every student with individual opportunities to excel.

*We’re committed to excellence.* We embrace innovation, monitor progress, focus on results and make each day and every effort better than the last.

**We Believe:**

- Students are the No. 1 priority.
- Education is a lifelong process and the foundation for everyone’s future.
- We must provide a safe, resource-filled learning environment.
- All students will graduate prepared for work and post-secondary education.
- We should pursue the highest standards in achievement and organizational performance.
- Parents/guardians, community and schools are all responsible for students’ education.
2015-2016 DISTRICT ACCOMPLISHMENTS

1. Through the Health Sciences Collegiate Academy, three Lake County high schools are part of a unique partnership with the district, Lake-Sumter State College, South Lake Hospital, Montverde Academy and the University of Central Florida. Students in the HSCA experience accelerated high school curriculum, executive internship courses, LSSC on-campus summits, and site visits to South Lake Hospital.

2. Lake County Schools’ AVID National Demonstration School, East Ridge Middle, was recognized as an AVID Site of Distinction for 2015-16.

3. 116 students participated in the 2015-16 Lake County Regional Science and Engineering Fair. Ten were selected to compete at the state level, and one at the international level.

4. Industry certifications earned by students increased 34% -- from 1,688 in 2015 to 2,268 in 2016.

5. The district, in partnership with the Educational Foundation of Lake County, hosted a lunch for the top 3% of the 2016 graduating class to celebrate their college- and career-readiness. All of the students had a grade point average of 4.5 or higher.

6. The district was awarded the Certificate of Achievement of Excellence in Financial Reporting for the 13th consecutive year in 2015-16 by the Government Finance Officers Association of the U.S. and Canada for our comprehensive annual financial report.

7. The Risk Management Department received the FERMA (Florida Educational Risk Managers Association) 2016 Best Practices in Risk Management Award for recognition of excellence in Risk Management practices. This award was based primarily on having the best workers’ compensation experience among all school districts in Florida.

8. Twenty-one students and four teachers were recognized by the STEM Alliance of Central Florida for their excellence in science, technology, engineering and math through the STEM Alliance Scholars Program.

9. We have 10 grants operating and under compliance for the district totaling $2.5 million since July 1, 2016.

10. Established the LCS Alumni Hall of Fame in 2016 with eight inaugural inductees and a virtual Hall of Fame on the district web site.
DISTRICT FACTS & STATS

• 48 schools
• 42,000+ students
• More than 5,500 teachers, leaders and staff
• Lake County’s largest employer
• 288 school buses, transporting 21,000 students daily
• 29,000 miles driven per day = 5.2 million miles per year
• 9,100 breakfast meals served daily
• 78.1% graduation rate
• 15.9% in Exceptional Student Education
• 25,000 lunches served daily for a total of 6.13 million meals per year
• Approximately 8.0 million square feet of building space maintained
• 649 permanent buildings and 405 portable classroom buildings
At Lake County Schools, we are proud of our variety of college-readiness programs. The college preparatory programs at Lake County Schools offer the quality courses and intense instruction the students need to be successful in college or any career path they choose to follow.

AVID

AVID is a system to prepare students in the academic middle for four-year college eligibility. These are students who are capable of completing a college-prep curriculum but may be falling short of their potential. The core component is the AVID elective, which supports students as they tackle the most rigorous classes. AVID’s teaching strategies, curriculum, and trainings are used not only in the AVID elective class, but by subject-area teachers schoolwide.

DUAL ENROLLMENT

Dual Enrollment is an acceleration option that allows students to pursue a rigorous curriculum for high school graduation, as well as earn credit toward an associate or baccalaureate degree or industry certification.

ADVANCED PLACEMENT

The Advanced Placement Program, administered by The College Board and taught at local high schools, allows students to participate in a college level course and possibly earn college credit while still in high school. Secondary schools and colleges cooperate in this program to give students the opportunity to show mastery in college-level courses by taking AP exams in May of each school year.

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<tr>
<th>STUDENTS SCORING 3-5 ON AP EXAMS</th>
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<td>-------</td>
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<tr>
<td>East Ridge High</td>
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<tr>
<td>Eustis High</td>
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<tr>
<td>Lake County Virtual School</td>
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<tr>
<td>Lake Minneola High</td>
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<td>Lecesburg High</td>
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<td>Mount Dora High</td>
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<td>South Lake High</td>
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<td>Tavares High</td>
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<tr>
<td>Umatilla High</td>
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<td>Total</td>
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</tbody>
</table>

In 2014 and 2012, Lake County schools were among 539 school districts across the United States and Canada being honored by the College Board for gains in Advanced Placement (AP) course access and student performance. Lake County Schools was one of 4 school districts from Florida in 2014 and one of 11 school districts from Florida in 2012 to achieve honor roll status from the College Board.
Students test their academic mettle in Science, Technology, Engineering & Math showdown.

Lake County Schools observed STEM Week from Feb. 1 – 5, 2016. The week included the fifth annual STEM Bowl and Lake County’s Regional Science and Engineering Fair. Both events added more student participation this year with the STEM Bowl extending to middle school and the Regional Science and Engineering Fair including fifth grade students for the first time.

The STEM Bowl is a competition that tests students’ knowledge of science, technology, engineering and math (STEM). Students from each team work collaboratively to answer higher-order thinking questions and complete an engineering design challenge that requires the use of several 21st century skills.

During the Regional Science and Engineering Fair, students demonstrate their expertise in STEM through student designed science and engineering projects. Such projects provide authentic opportunities for students to learn and apply the Next Generation Science Standards and Florida Standards while experiencing real world applications of STEM. Additionally, participating in the science and engineering fair assists students with the development of interviewing techniques, confidence, and other 21st-century skills needed for the workplace.

About 800 selected students from around the county participated in STEM Week 2016.

As we integrate the arts in our focus on science, technology, engineering and math, our STEM initiative becomes a STEAM initiative.
Lake County Schools is a state leader in Career and Technical Education programs.

The Lake County School District’s relentless efforts to develop and promote Career-Technical Education (CTE) programs are having positive impacts in the classroom.

Whether preparing for continuing education or the workplace, through Career-Technical Education (CTE), students develop their potential for success. CTE includes an array of career preparation programs in the following areas:

- Agriculture, Food and Natural Resources
- Architecture and Construction Arts/AV
- Technology and Communication
- Business, Management and Administration
- Education and Training
- Health Science
- Hospitality and Tourism
- Information Technology
- Marketing, Sales and Service
- Science, Technology, Engineering and Math (STEM)
- Transportation, Distribution and Logistics

LEARN BY DOING!

Lake County Schools has over 100 middle and high school instructional labs where students learn through hands-on activities and experiences that complement their academic classes.

EXPERIENCE EDUCATION PATHWAYS!

A pathway is a sequence of CTE courses that allow students to pursue their interests while further developing their academic and employment potential.

DEVELOP EMPLOYABILITY SKILLS!

CTE students learn valuable workplace skills. CTE programs develop a student’s academic and technical knowledge. They also teach leadership development, interpersonal skills and work ethic within an industry-specific context.

2013-2016 Industry Certification Passage Rates

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<tr>
<th>Industry Certifications</th>
<th>Total Passed</th>
<th>Increase from Prior Year</th>
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<td>2013</td>
<td>512</td>
<td>18%</td>
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<tr>
<td>2014</td>
<td>861</td>
<td>68%</td>
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<tr>
<td>2015</td>
<td>1,693</td>
<td>97%</td>
</tr>
<tr>
<td>2016</td>
<td>2,268</td>
<td>34%</td>
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# 2016-2017 High School Career-Technical Education Programs

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<th>LAKE MINNEOLA</th>
<th>LEESBURG</th>
<th>MT. DORA</th>
<th>SOUTH LAKE</th>
<th>TAVARES</th>
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# 2016-2017 Middle School Career-Technical Education Programs

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INSTRUCTIONAL SALARY SCHEDULE

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<td>25</td>
<td>55,350</td>
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<td>25+</td>
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Degree Differential *
- Master’s Degree $2,375; or
- Specialist’s Degree $3,325; or
- $4,325 Doctorate

*An additional differential for those holding an advanced degree in the subject area of their primary content assignment as follows:
- Master Degree $500 or
- Specialist $800 or
- Doctorate $1050

LCS HIRING PROCESS
INTERESTED IN SEEKING A TEACHING POSITION WITH LAKE COUNTY SCHOOLS?

To be formally considered for a position with Lake County Schools, an online application must be submitted. Visit the Lake County Schools’ website at www.lakeschools.com and click on the “Employment” link at the top of the page. From there, select “Login & Apply” underneath “External Applicants.”

After an online application has been completed, click on the “Jobs” tab to view and apply for the desired position(s). Your application will be screened and selected for an interview, if applicable. The hiring manager at the school site conducts the interview screening process.

Once an applicant has been offered a position, the pre-employment requirements listed below must be met before the final approval for employment is granted.

- State and national background check clearance
- Drug test screening clearance
- Telephone references completed
- Certification clearance
- Human resource clearance

For questions about certification, contact Certification Specialists in the Human Resource Services Department at 352-253-6538. For questions about teaching opportunities, contact a recruiter at 352-253-6533.

“Like Us” on Facebook: Facebook.com/LakeSchoolsHR
BENEFITS AND OPPORTUNITIES

• The Employee Assistance Program offers you and your eligible dependents access to individual counseling services.

• The 403(b) plan is a valuable retirement savings option available through Lake County Schools.

• The Florida Retirement System (FRS) offers a choice between two retirement plans: the FRS Investment Plan and the FRS Pension Plan. All employees contribute 3% of their gross pay to their retirement and Lake County also contributes a percentage of your gross pay to your FRS account.

• Employees can retire when vested and have 33 years of creditable FRS service OR are vested and age 65 years or more.

• Lake County Schools offers financial planning resources.

• As a new employee, this is your opportunity to enroll in the various insurance plans of your choice:

  o Florida Blue (BCBS) – offering 4 PPO medical plans, one of which being a High Deductible Plan that offers the options of:
    o Health Savings Account
    o Assurant Dental
    o Superior Vision
    o Flexible Spending Account
    o Disability Insurance
    o AFLAC plans

• At NO cost to the employee, life insurance is provided equal to the employee’s annual salary.

• The Employee Assistance Program is available to all employees and family members at NO cost to the employee. You are eligible for up to five (5) visits with a mental health specialist through the district’s MHNET provider.

CareHere!

Imagine taking a half-hour instead of half a day for diagnosis and treatment of your sore throat, blood-glucose testing or a blood-pressure check. Gone is the necessity to take the afternoon off for the long drive to and from the doctor’s office. Visit our Health & Wellness Center instead!

Operated by CareHere!, the Lake County School District Health & Wellness Center is only available to employees and their dependents (12 and older) who are currently covered on Lake County Schools health insurance plan. Eliminate co-pays and deductibles, long waits and received medications dispensed onsite!
A stone’s throw from Florida’s coastal beaches and theme parks, Lake County offers visitors a simple and natural view of “Old Florida.” Instead of touting the largest coaster or grandest mall, Lake County’s greatest assets are courtesy of Mother Nature. Lake County features ridges of peaks and valleys unseen in any other area of Florida and endless acres of preserves to include access to three state parks, one state forest, one national wildlife refuge and one national forest.

ACTIVITIES ABOUND

With this variety of open spaces and crisp, clear waterways, popular activities include just about anything imaginable. From the traditional activities of hiking, fishing, golfing and horseback riding to the more “extreme” adventures of wakeboarding, hang gliding, off-road motorcycling and kayaking, Lake County is a one-stop vacation for outdoor enthusiasts.

BOATER’S PARADISE

Lake County is not only home to hundreds of waterways, but the freshwater fishing and boating amenities are some of the best in the region. From expansive lakeside parks and boating facilities, to nationally recognized kayaking and canoeing trails, Lake County is a freshwater boater’s paradise.
Residents enjoy an abundance of historical, cultural and family-driven annual events that complement the home-town charm of the local cities in the county. Here’s a short list of some of our most popular events in Lake County:

- Antique Extravaganza, Mount Dora
- African-American Heritage Festival, Tavares
- Mount Dora Arts Festival, Mount Dora
- Florida Black Bear Festival, Umatilla
- GeorgeFest, Eustis
- Leesburg Bikefest, Leesburg
- Harvest Festival, Clermont
- Mount Dora Plan & Garden Festival, Mount Dora
BY THE NUMBERS: 5,500 STRONG SERVING 42,000+ STUDENTS
The Lake County School District leads students to success by providing a rigorous curriculum with varied learning opportunities to meet the needs of all students.

The district is proud of recent academic achievements. A district-developed strategic plan includes specific achievement goals to continue elevating student academic performance.

BY THE NUMBERS: ETHNIC/RACIAL BREAKDOWN

BY THE NUMBERS: STUDENT FACTS

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<td>Free &amp; Reduced Lunch</td>
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<td>4.37%</td>
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<td>Gifted</td>
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The district’s graduation rate increased to 78.1 percent for the 2015-16 school year – a 2.3 percentage-point jump over the rate of 75.8 percent for the previous year, according to data released in December 2016 by the Florida Department of Education.

Along with a districtwide increase, the numbers show a surge at several individual schools as well. The biggest was among Lake Virtual students, whose rate soared from 47.5 percent in 2014-15 to 63.9 percent in 2015-16 – an increase of 16.4 percentage points. Umatilla High School had the second-highest boost going from 77.5 percent in 2014-15 to 86.8 percent in 2015-16 – an increase of 9.3 percentage points.

"Increasing the graduation rate was a priority for us districtwide," said Superintendent Susan Moxley, Ed.D. "We created an action plan to get more of our students to finish high school successfully and earn their diploma. I am extremely pleased to see these numbers suggesting that the work of our teachers, administrators, staff and students is producing strong results. We’re moving in the right direction and we plan to continue this trajectory."
The Educational Foundation of Lake County, Inc. is a 501 (c) (3) that serves as the direct support organization for the Lake County Public School District. The foundation is autonomous from the school district but partners with the district to provide programs and services for all teachers and students in grades K-12.

Formed in 1988, the foundation is managed by a voluntary board of community leaders that self appoint. In keeping with state statute 1001.453, board members are approved by the school board and a certified audit is presented to the district on a yearly basis. The board employs an executive director to handle the day to day operations.

The foundation is a member of the Consortium of Florida Education Foundations and is funded by state matching dollars, education specialty license plates, grants, and private and corporate donors.

MISSION

The Educational Foundation of Lake County serves as the connection between our community and public education, evaluating needs and securing resources to enhance the quality of education.

2016-2018 BOARD OF DIRECTORS

- Carman Cullen-Batt, Executive Director
- Janet Bolivar – President
- James Myers – Attorney to the Board
- Kristy Parsons - Treasurer
- Rosanne Brandeburg – Ex Officio
- Rich Yoder
- Margo Odom
- Jerry Miller
- Pam Burtnett
- Dick Bowersox – Executive Advisor

Brenda Peterson
B. E. Thompson
Bill Giffing
Merideth Nagel
Jim Miller
Mike Stone – Vice President
Mike DeGraw
Superintendent Dr. Susan Moxley – Ex Officio
Stuart Klatte

Peggy Campbell
Barbara Wilson-Smith
Commissioner Sean M. Parks
Peggy Fuller
B. Grassel
Sheriff Gary Borders
Lillian Lockette
Michael Holland
Davis Talmage
## HIGH SCHOOLS

- **East Ridge High**
  13322 Excalibur Road
  Clermont, FL 34711
  352-242-2080

- **Eustis High**
  1300 E. Washington Ave.
  Eustis, FL 32726
  352-242-2080

- **Eustis High, Curtright Campus**
  1801 Bates Ave.
  Eustis, FL 32726
  352-589-1510

- **Lake Minneola High**
  101 N. Hancock Road
  Minneola, FL 34715
  352-394-9600

- **Leesburg High**
  1401 Yellow Jacket Way
  Leesburg, FL 34748
  352-787-5047

- **Mount Dora High**
  700 N. Highland Ave. Mount Dora, FL 32757
  352-383-2177

- **South Lake High**
  15600 Silver Eagle Road
  Groveland, FL 34736
  352-394-2100

- **Tavares High**
  320 N. Trowell Ave.
  Umatilla, FL 32784
  352-669-3131

## MIDDLE SCHOOLS

- **Carver Middle**
  1200 N. Beecher St.
  Leesburg, FL 34748
  352-787-7868

- **Clermont Middle 301**
  East Ave. Clermont, FL
  352-243-2460

- **East Ridge Middle**
  13201 Excalibur Road
  Clermont, FL 34711
  352-394-6633

- **East Ridge High**
  13322 Excalibur Road
  Clermont, FL 34711
  352-242-2080

- **Eustis Middle**
  18725 E. Bates Ave.
  Eustis, FL 32726
  352-357-3366

- **Cecil E. Gray Middle**
  205 E. Magnolia St.
  Groveland, FL 34736
  352-429-2472

- **Mount Dora Middle**
  1405 Lincoln Ave.
  Mount Dora, FL 32757
  352-383-6101

- **Oak Park Middle 2101**
  South St. Leesburg, FL
  34748 352-787-3232

- **Tavares Middle 1335**
  Lane Park Cutoff
  Tavares, FL 32778
  352-343-4545

- **Umatilla Middle**
  305 E. Lake St.
  Umatilla, FL 32784
  352-669-3171

- **Windy Hill Middle 3575**
  Hancock Road
  Clermont, FL 34711
  352-394-2123

## ELEMENTARY SCHOOLS

- **Astatula Elementary 13925**
  Florida Ave. Astatula, FL
  34705 352-343-1334

- **Beverly Shores Elementary**
  1108 W. Griffin Road
  Leesburg, FL 34748
  352-787-4175

- **Clermont Elementary 680 E. Highland Ave. Clermont, FL**
  34711 352-394-2706

- **Cypress Ridge Elementary**
  350 East Ave.
  Clermont, FL 34711
  352-394-6633

- **Eustis Elementary**
  714 E. Citrus Ave.
  Eustis, FL 32726
  352-357-2779

- **Eustis Heights Elementary**
  310 W. Taylor Ave. Eustis, FL 32726
  352-357-2437

- **Fruitland Park Elementary**
  304 W. Fountain St.
  Fruitland Park, FL 34731
  352-787-2693

- **Grassy Lake Elementary**
  1100 Fosgate Road
  Minneola, FL 34715
  352-242-0313

- **Lake Minneola High**
  101 N. Hancock Road
  Minneola, FL 34715
  352-394-2600

- **Round Lake Elementary**
  31333 Round Lake Road
  Mount Dora, FL 32757
  352-385-4399

## VIRTUAL SCHOOL

- **Lake County Virtual School**
  200 W. Golf Links Ave.
  Eustis, FL 32726
  352-483-4260

## SPECIAL CENTER SCHOOL

- **Lake Hills School**
  909 S. Lake Shore Blvd.
  Howey-in-the-Hills, FL 34737
  352-324-3175

## EARLY CHILDHOOD SCHOOL

- **Rimes Early Learning & Literacy Center**
  3101 School View St.
  Leesburg, FL 34748
  352-787-5757

## SPECIAL CENTER SCHOOL

- **Lake Hills School**
  909 S. Lake Shore Blvd.
  Howey-in-the-Hills, FL 34737
  352-324-3175

- **Spring Creek K-8**
  4440 Spring Creek Road
  Paisley, FL 32767
  352-669-3275

## CONVERSION CHARTER SCHOOLS

- **Mascotte Elementary**
  460 Midway Ave.
  Mascotte, FL 34753
  352-429-2294

- **Minnesota Elementary**
  320 E. Pearl St.
  Minneola, FL 34715
  352-394-2600

- **Round Lake Elementary**
  31333 Round Lake Road
  Mount Dora, FL 32757
  352-385-4399

- **Spring Creek K-8**
  4440 Spring Creek Road
  Paisley, FL 32767
  352-669-3275
## DEPARTMENT CONTACTS

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<tr>
<th>DEPARTMENT</th>
<th>ADDRESS</th>
<th>PHONE</th>
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<tr>
<td><strong>Academic Services</strong></td>
<td>510 S. Palm Ave. • Howey-in-the-Hills 34737</td>
<td>742-6909</td>
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<td><strong>Career-Technical, Adult &amp; Community Ed.</strong></td>
<td>525 N. Georgia Ave. • Howey-in-the-Hills 34737</td>
<td>253-6780</td>
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<td><strong>Compensation &amp; Employee Benefits</strong></td>
<td>201 W. Burleigh Blvd. • Tavares 32778</td>
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<td><strong>Curriculum &amp; Instruction</strong></td>
<td>510 S. Palm Ave. • Howey-in-the-Hills 34737</td>
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<td><strong>Exceptional Student Education</strong></td>
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<td><strong>Information and Instructional Technology</strong></td>
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<td><strong>Maintenance</strong></td>
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<td>200 W. Golf Links Ave. • Eustis 32726</td>
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<td><strong>Procurement Services</strong></td>
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<td><strong>Professional Development</strong></td>
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<td><strong>Risk Management</strong></td>
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<td><strong>Safe Schools</strong></td>
<td>201 W. Burleigh Blvd. • Tavares 32778</td>
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<td><strong>Student Services</strong></td>
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<td><strong>Transportation</strong></td>
<td>1717 Eudora Road • Mount Dora 32757</td>
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<td>20265 U.S. Highway 27 N. • Clermont 34711</td>
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## FREQUENTLY CALLED PHONE NUMBERS

- Certification — Teachers ................................................................. 253-6533
- Community Education ........................................................................ 253-6780
- Educational Foundation of Lake County ....................................... 326-1265
- Employee Assistance Program ....................................................... 253-6548
- Employee Relations .......................................................................... 253-6548
- Human Resources ............................................................................ 253-6530
- Insurance Benefits .......................................................................... 253-6661
- Lake County Education Association (LCEA) .................................... 787-2050
- Retirement ....................................................................................... 253-6535
- Service Employees International Union (SEIU) ............................... 742-9599
- Sick Leave Bank .............................................................................. 253-6548
- Workers’ Compensation ................................................................. 253-6665

Lake County Schools complies with all applicable federal and state statutes and regulations regarding equal employment opportunity and does not discriminate on the basis of race, color, national origin, gender, age, marital status, creed, disability, or any other protected status. Inquiries regarding these laws and regulations should be directed to the Lake County School District.