



## CONTRIBUTORS

COPE Center North

Division of Educational Opportunity & Access

Lindsey Hopkins  
Technical College

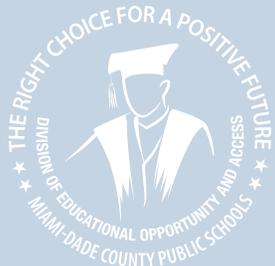
Miami Beach Adult and  
Community Education  
Center

Miami Coral Park Adult  
Education Center

Miami Springs Adult &  
Community Education Center

South Dade Technical College

Miami Lakes Educational  
Center & Technical College



## Kudos To Leadership Team at Springs Adult Education Center: Principal Acclaimed Principal of the Year for 2018-2019 and Assistant Principal Runner-up



- ▶ Above, Image of Miami Springs Adult & Community Education Center. The Center is Committed to Offering Quality Educational Programs that Help to Prepare its Diverse Community, which Includes High School Students and Adults for Lifelong Learning, and to Enter the Workforce
- ▶ Right, Ms. Pamela Johnson, Instructional Supervisor for Adult Education and Technical Colleges Capturing the Moment. Along with the Cheerful Recipient of the Award Mr. Miguel Veloso



▶ Above: Mr. Miguel Veloso, Principal of Miami Springs Adult & Community Education Center and Recipient of the 2019 Principal of The Year Award



A significant pair of awards has teachers and staff members feeling very proud these days at Miami Springs Adult and Community Education Center. Principal Miguel Veloso was recognized as Miami-Dade County Public Schools Principal of the Year for the 2018-2019 school year. Also, Dr. Louis Dash, Assistant Principal, was named runner-up as the District's 2018-2019 Assistant Principal of the Year.

Mr. Veloso has been Principal at Miami Springs since 2007. Under his leadership, Mr. Veloso has seen the school grow from a scant 200 students to over 4,000 ESL, ABE, GED, vocational/technical, and community school students. This growth was achieved through active recruitment

efforts, excellent instruction, and top customer service.

Dr. Dash has been with Miami Springs Adult since 2011. He arrived as a distinguished ESOL instructor who quickly gained the trust and esteem of the administrative staff. After serving as the Lead Teacher for the ESOL program, Dr. Dash was tapped for an Assistant Principalship in 2013. Dr. Dash is credited with building robust enrollment at the Ronald Reagan / Doral campus.

"In winning this award, I am also grateful that we have brought attention to our Adult Education division, and all the good work that we do for our community," said Mr. Veloso. Such a sentiment embodies 20-plus years of pedagogical

dedication that has seen him rise through the ranks to become the educational leader of the largest adult education center in the county. "I am proud of my achievement because it sheds a favorable light on our programs and what we can do for the public good," said Dr. Dash. His hard work and devotion to the education enterprise has resulted in an exceptional recognition that, while unexpected, was well-deserved. The finalists for Principal of the Year attended a banquet sponsored by DASA (Dade Association of School Administrators), on April 11, 2019. Congratulations Mr. Veloso and Dr. Dash for your tireless endeavors – and for your prestigious awards!



## The Consequences Aren't Minor: "School-Within-A-School" Improves Learning



▶ Top, Left to Right, Maria Teresa Rojas, Longtime Educator and Miami-Dade School Board Member who represents District 6

At the September 2018 meeting of the School Board, Board Member Maria Teresa Rojas proposed Item H-4: "That The School Board of Miami-Dade County, Florida, authorize the Superintendent of Schools to explore the feasibility of Miami-Dade County Public Schools (M-DCPS) implementing 'The Consequences Aren't Minor' program/presentation during the 2018-2019 school year, at no cost to the district, and report back to the Board by October 10, 2018."

The School Board also authorized the Superintendent to explore the feasibility of implementing the same presentation throughout the 2018-2019 school year. School Operations was tasked with developing an implementation plan which began in the CCC:YEP (Creating Community Change: Youth Engagement Program) schools.

The Creating Community Change: Youth Engagement Program (CCC:YEP) is an innovative approach to a

learning environment and model for students who can benefit from a non-traditional educational setting. This program is a "school-within-a-school" model designed for 60 middle school students (20 per grade level) at eight school sites. It will provide a learning environment with a focus on the personal, social and intellectual strengths of each student. Students will be placed in grade level cohorts (6, 7, and 8) strategically scheduled with selected teachers. Students will be

monitored by a "team leader" who will continuously track their academic and behavioral progress. A service learning curriculum, along with positive behavior incentives, will be infused within the cohorts.

The program will allow students to participate in hands-on service learning and youth engagement experiences as an essential component of the curriculum. The goal of CCC:YEP is to enhance the personal, social and intellectual potential of each student so they become active, engaged, and productive citizens in our community. CCC: YEP is being implemented in the following eight middle schools: Brownsville, Carol City, Citrus Grove, Cutler Bay, Georgia Jones-Ayers, Homestead, North Miami, and Redland.

## Consequences...

" There are no secrets to success. It is the result of preparation, hard work, and learning from failure."

— John F. Kennedy



[www.dadeschools.net/schoolboard/bdmembers.asp](http://www.dadeschools.net/schoolboard/bdmembers.asp)



# 1200

## HOURS

# It All Started at...

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Technical College  
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**\$53,350**

Average earnings based on [www.sokanti.com](http://www.sokanti.com), Florida

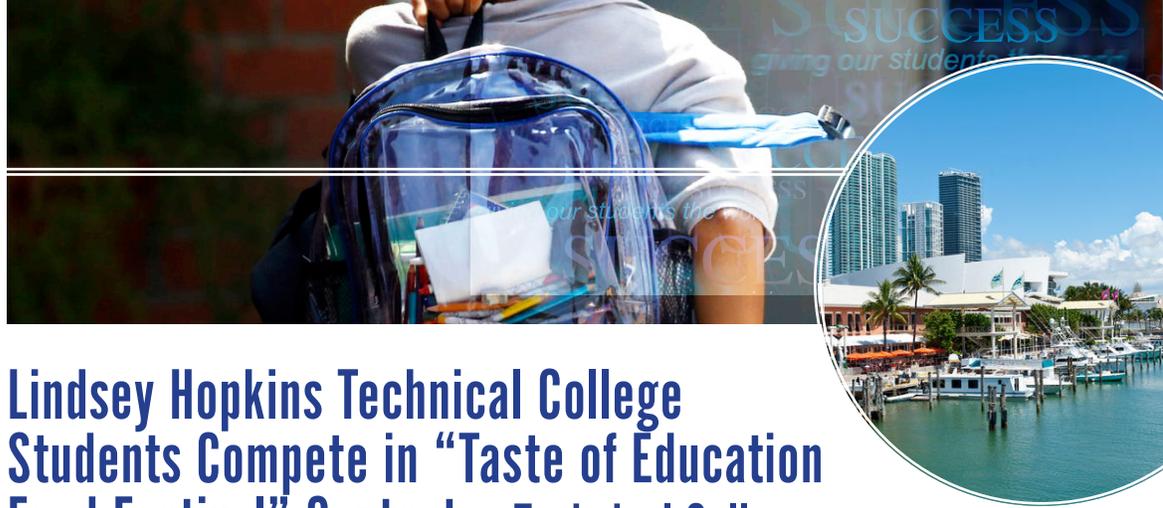
# COMMERCIAL FOODS

## CULINARY ARTS & BAKING

Anti-Discrimination/Harassment (Students) - Board Policy School Board Policies 5517 and 5517.02. M-DCPS does not discriminate 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 or any other basis prohibited by law in its educational programs, services or activities or in its hiring or employment practices. Please refer to School Board Policies 1362, 3362, 4102, and 5517. Anti-Discrimination/Harassment (Students) and 5517.02. Discrimination/Harassment Complaint Procedures for Students for more information.

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The District also provides equal access to its facilities to the Boy Scouts and other patriotic youth groups, as required by the Boy Scouts of America Equal Access Act.



## Lindsey Hopkins Technical College Students Compete in “Taste of Education Food Festival” Contest : Technical College Students Create a Delicious Kale Quinoa Salad

Lindsey Hopkins Technical College (LHTC) Professional Culinary Arts and Hospitality Program students created an exquisite kale quinoa salad for the Taste of Education Food Festival held at the Miami Marlins stadium on February 27, 2019. Our team, comprised of four students led by LHTC Chefs Hernandez and Olivier, plated and served over 500 guests, and judges who voted

on the best vegetarian entry. Our students represented LHTC with professionalism, passion, precision and perfection. Two School Board members – Dr. Marta Perez and Dr. Lawrence Feldman – stopped by to support the LHTC Culinary team and sample the excellent veggie salad. JOB WELL DONE.



▶ Above, Dr. Marta Perez of District 8, School Board Member, Samples Lindsey Hopkins Technical College's Culinary Creation  
 ▶ Left, Dr. Lawrence Feldman, District 9, School Board Member, Stopping by to Support LHTC Culinary Team



▶ Above, Left to Right, Culinary Students Plating the Dishes  
 ▶ Below, LHTC Students Pitching their Vegetarian Culinary Entry to the Judges



**Taste...**  
 “One cannot think well, love well, sleep well, if one has not dined well.”



▶ Above, Left to Right, LHTC Culinary team with Chef Fleurimond and Chef Hernandez  
 ▶ Above, LHTC Culinary students serving event guests

<https://www.lindseyhopkins.edu>



## Flor Milagros Schulz Honored: Afterschool Director at Treasure Island Elementary Receives Award from City and Police Department



The Miami Beach Adult & Community Education Center (MBA) proudly announced that Ms. Flor Milagros Schulz, Afterschool Care Director, Treasure Island Elementary School, has been honored by the City of North Bay Village and its Police Department. Ms. Schulz' Certificate of Recognition, signed by the Honorable Brent Latham, Mayor, recognizes her "outstanding generosity and dedication to community service." The certificate was accompanied by a glass art sculpture. This singular recognition is justly

deserved, as Ms. Schulz has made a difference in the North Bay Village community and Treasure Island Elementary for 26 years. In her present role as Afterschool Care Director, Ms. Schulz ensures the safety and management of children engaged in nurturing activities at the close of the school day. We are certain her two sons – who attended Treasure Island Elementary – agree! It is difficult to imagine the school without the careful supervision of this dedicated professional. Her enthusiasm about the school and

community is easy to recognize because of its ripple effect on the students, parents, and staff members. Ms. Schulz has boundless energy; it is difficult to imagine Treasure Island Elementary without her! Additionally, Ms. Schulz is a role model for the residents of North Bay Village. She has dedicated countless hours of community service to the City and continues to work tirelessly to support its mission and goals. She is an exemplar and the MBA is delighted to have her on its staff.



▶ Right, Ms. Flor Milagros Schulz, Afterschool Care Director, Treasure Island Elementary School, Recognized for Her "Outstanding Generosity and Dedication to Community Service"

[www.miamibeachadult.com](http://www.miamibeachadult.com)



# ¡SU FUTURO COMIENZA HOY!



## ¡MATRICULESE AHORA! CLASES DE EDUCACIÓN PARA ADULTOS

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## “Names, Not Numbers”: Students Produce Film in Anticipation of Holocaust Remembrance Day



residing in the Miami Beach area. The Holocaust began when Hitler rose to power in Germany and it ended with his death and the defeat of his Nazi party and army – in 1945 – by the USA and allied powers. Eleven million people were tortured and murdered during the Holocaust: six million Jews plus opponents of the Nazi regime, including priests and nuns, as well as disabled people.

On Miami Beach, the emotion evoking Holocaust Memorial is a sacred space, located just blocks from MBA. The Memorial's impressive sculpture of a hand and gardens will now hold new meaning for adult students living in the Miami Beach area who were privileged to see the documentary. Thousands of surviving Jews moved to Miami Beach and its environs at the end of World War II. Both the documentary and the Memorial are tributes to the memory of those victimized by evil people.

- ▶ Above, The Holocaust Memorial of the Greater Miami Jewish Federation was Conceived by a Committee of Holocaust Survivors in 1984, Formally Established in 1985 as the Holocaust Memorial Committee, a Non-Profit Organization.
- ▶ Above Right and Below, Staff and Students Gather to View the Documentary about the Holocaust



Thank you, Ms. Maria Costa, Principal, Fienberg-Fisher K-8, for inviting our adult English for Speakers of Other Languages (ESOL) students at the Miami Beach Adult & Community Education Center (MBA) to view the documentary film titled, Names, Not Numbers: A Movie in the Making. This is a student-produced film about the horrors of the Holocaust. Its showing was just days before the latest synagogue shooting in California, now

believed to be a hate crime against Jews. Dr. Mary Jos Uchtman, ESOL teacher, viewed the film with her class and provided the grim facts about this most horrific episode in 20th century history. There is little doubt this documentary sensitized newly-arrived immigrant learners to the injustice of hatred and prejudice. The film was produced in anticipation of Holocaust Remembrance Day,

an annual event to ensure that this odious chapter in history will never be forgotten by the masses. The documentary film, created by students from Fienberg-Fisher K-8, included interviews with Holocaust survivors, and described the tragic events leading up to the genocide. The project was spearheaded by Ms. Barron's seventh grade civics class. Included in the documentary were interviews with Holocaust survivors



▶ Above, Kenneth Treister, FAIA a Sculptor was Commissioned in 1985 to Design and Sculpt a Memorial to the Memory of the Jewish Culture and Individuals Destroyed by the Holocaust



## Red Ribbon Parent Peer Group Master Training: Students Serve As Youth Ambassadors



For over 30 years, Informed Families/The Florida Family Partnership, Inc – a community-based organization – and M-DCPS have partnered to help kids grow up safe, healthy, and drug-free.

Recently, Informed Families received a Prevention Partnership Grant in the amount of \$450,000 to exclusively support the M-DCPS district's CCC: YEP Program (Creating Community Change: Youth Engagement Program). Students in CCC:YEP serve as Youth Ambassadors to assist in implementing four Universal Prevention Campaigns.

For these initiatives, parents of students in participating schools were invited to a local restaurant for an exclusive luncheon and Master Parent Peer Group Training so they might, in turn, lead Parent Peer Groups at their schools.

Parents from Homestead Middle, Redland Middle, and Cutler Bay Middle Schools enjoyed lunch and participated in training at the historic, elegant Cauley Square Tea Room.



Above, Parents from Citrus Grove and Georgia Jones-Ayers Middle Schools became Master Trainers and had a delicious lunch at Morgan's Restaurant in Midtown

<https://deoamdcp.org/>



**Remember...**  
 "In learning you will teach, and in teaching you will learn."

— Phil Collins



# DEOA Services...

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The District also provides equal access to its facilities to the Boy Scouts and other patriotic youth groups, as required by the Boy Scouts of America Equal Access Act



## Good for Students and Good for the Health and Wellbeing of Our Community : Medical Assisting Students at South Dade High School Benefit from Seamless Articulation Program



### Remember...

"When you see validation for a life's work and dedication, it's a beautiful day."

— Mary Gauthier



Above, Medical Assistant Students From South Dade Senior High Pictured with Dr. Susana Mauri, Principal of South Dade Technical College which was established in 1969 as an Adult Night School Credit Recovery Program

Good things are happening at South Dade High School which is entering its third year of preparing students to serve the health needs of Miami-Dade County. Seniors graduated on June 6, 2019, and three days later they were transferred as Adult Students to South Dade Technical College (SDTC). The Technical College will provide the capstone of the Medical Assisting

Program. There, transferred students will complete the requirements of the pharmacology component and their internships in Medical offices in South Dade. Once completed, these students will graduate with certificates in Medical Assisting and receive licensure as Certified Medical Assistants. Their hard work was culminated in the Summer Graduation ceremony on July

24, 2019. Thus, these students have come full circle. For many, this is not their last stop. Some will continue to colleges and universities and others will enter the workforce. South Dade Technical College along with our partnering high school take pride in "Creating Opportunities for Success."



Above, South Dade High School is a Secondary School in Homestead, FL. It is Located on 60 Acres at the Southernmost End of Miami-Dade County. It is the Older of the Two Public High Schools that Serves the Population of Parts of the City of Homestead, Naranja, Leisure City, and Other Unincorporated Areas



[www.southdadetech.edu](http://www.southdadetech.edu)



## District Program Recognized Among Top in Nation : C.O.P.E. Center North Earns National Accreditation

C.O.P.E. Center North, the name which is an acronym for Counseling, Outreach, Prevention and Education, has earned honorable accreditation by the National Association for the Education of Young Children (NAEYC) – the world’s largest organization working on behalf of young children. NAEYC Accreditation is a rigorous and transformative quality-improvement system that uses a set of ten research-

based standards to collaborate with early education programs to recognize and drive quality-improvement in high-quality early learning environments. “We’re proud to have earned the mark of quality from NAEYC, and to be recognized for our commitment to reaching the highest professional standards,” said Dr. Ebony N. Dunn, Principal. “We are one of the only two centers in Miami-Dade County that offers our teenage parents or expectant parents an opportunity to receive a high school diploma in the same building their child receives their education.” In order to earn NAEYC Accreditation, C.O.P.E. Center North went through

► *School Board Member Dr. Dorothy Bendross-Mindingall (District 2) Visits Our Educators and Young Ladies at C.O.P.E. Center North*

In order to maintain an NAEYC-Accredited programs the School must always be prepared for unannounced quality-assurance visits during their accreditation term, which lasts for five years.

In the 30 years since the NAEYC Accreditation was established, it has become a widely recognized sign of high-quality early childhood education. More than 7,000 programs are currently accredited by NAEYC – less than ten percent of all child care centers, preschools, and kindergartens nationally achieve this recognition.

“NAEYC-Accredited programs bring our definitions of excellence for early childhood education to life each day,” said Kristen Johnson, Senior Director of Early Learning Program Accreditation at NAEYC. “Earning NAEYC Accreditation makes C.O.P.E. Center North an example of good practice for families and the entire community.”



► Above, Cope Center North Located in the West Little River Area, Providing Young Mothers and Their Children an Opportunity to Enroll in School at No Cost



► Above, Mickey Mouse was a Big Hit with the Children Present at This Event



► *C.O.P.E. Center North is Unranked in the National Rankings. Schools are Ranked on their Performance on State-Required Tests, Graduation and How Well They Prepare Students for College. This school is unranked by U.S. News*

based standards to collaborate with early education programs to recognize and drive quality-improvement in high-quality early learning environments. “We’re proud to have earned the mark of quality from NAEYC, and to be recognized

an extensive self-study and quality-improvement process, followed by an on-site visit by NAEYC Assessors to verify and ensure that the program met each of its ten program standards, and hundreds of corresponding individual criteria.



[www.copecenternorth.org](http://www.copecenternorth.org)



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# STUDENTS



## ADULT EDUCATION WORKS: "A Life Saver Experience" for Former Student Cedeno Carlota

▶ Right, Cedeno Carlota Former Adult Education Graduate Currently Employed at Southwest Adult Center as a Registration Clerk

In the year 2016, due to my mother's death, along with the Venezuelan humanitarian crisis and the struggles of life, I came to the United States along with my father and siblings. As a big sister and daughter, I assumed my responsibilities and placed my family's interest before my own. Back in my country, where higher education institutions are war zones, vandalism and persecution come along with registration. Students would drop out of school and join the labor force to afford an egg and a piece of bread by the end of the day.

Here in Miami, my education was always a priority, but not quite a possibility. I had to work to support my family, and I needed an educational program that would fit my busy schedule. I started attending the M-DCPS Adult Education Program, accompanied by my father and my sister (both professionals in our country) who completed the Building Construction Program, while I completed the Patient Care Technician Program offered by Miami Coral Park Adult Education Center. I completed the program in 16 months, and by that time, all educational aspects of

my life where positively impacted. As a part-time student I excelled and completed all of my certifications, obtained the opportunity to perfect my English, and acquired a new perspective: education is limitless. I became a Miami Dade College Student while working for different M-DCPS locations: Miami Coral Park Adult Education Center working in the ESOL Program / Computer Laboratory Teacher, Ruben Dario Middle School as a Teacher's Assistant (ESE/ ADHD Department), at Charles R. Hadley Elementary School as the Principal's Secretary, and I am currently working at Miami Southwest Adult Center as a Registration Clerk. In order to afford my tuition, I took advantage of public transportation, skipped meals, worked night shifts and stayed up all night preparing for my exams. Almost 4 years later, I don't regret any of the challenges that exposed me and highlighted my qualities in order to achieve my mission of starting all over;

it granted me the blessing to keep attending school and gain acceptance into one of the most prestigious Universities of the state: The University of Florida. All this while working and raising my siblings.

My Miami-Dade County Pubic School Adult Education experience opened my eyes to the realization that education breaks barriers. By becoming a Florida Gator, I will be sharing all my knowledge which I learned through my mentors at Coral Park: the ones that believed in me when I had doubts, and shaped me into the brave individual that I am today. I will complete my Bachelors of Science degree in Psychology to develop the required skills to get into Medical School.

I will be forever grateful to the M-DCPS's Adult Education Program for preparing me to overcome adversities and bringing unique opportunities to my life. I can assure you that my testimony is just one, out of many.



[www.coralparkaduldedu.com](http://www.coralparkaduldedu.com)



MIAMI CORAL PARK ADULT AND COMMUNITY EDUCATION CENTER



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*We are*  
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**DISTRICT PROGRAM REGONIZED AMONG TOP IN THE NATION!**



## “Is There a Doctor in The House?”: Dr. Ana Garoz-Ojunian Nominated For Award

Miami Beach Adult & Community Education (MBA) Center takes great pride in announcing that Dr. Ana Garoz-Ojunian was nominated for the 2019 Elaine Weisburd Education Award. This prestigious honor is presented each year to women who have made a difference in the Miami Beach community. As an experienced educator of the Miami Beach Adult & Community Education Center since 2000, Dr. Garoz-Ojunian teaches ESOL (English for Speakers of Other Languages) and ELCATE (English Literacy for Career And Technical Education) to various newly-arrived immigrant learners who represent a wide spectrum of first languages and foreign cultures. Our impressive nominee also holds a medical degree from the University of Barcelona (Spain). After completing her studies in 1982, she obtained advanced training in

ophthalmology. Dr. Garoz-Ojunian practiced medicine for four years in Spain before working for the World Health Organization in many countries including Haiti, Dominican Republic, Mexico, Venezuela, and Brazil. Dr. Garoz-Ojunian, like Ms. Elaine Weisburd (for whom the award is named), is committed to the Miami Beach area. She is well known in the local community and seldom walks down a street without being greeted by a student or former student. As the recipient of numerous local awards, Dr. Garoz-Ojunian has obviously left a strong impression on her many admirers. As a lifelong learner, Dr. Garoz-Ojunian expects no less from her students. She strives constantly to present new and relevant material to her students while teaching them the basics of English. Her students

► Above, from Left to Right, Our Award Winner, Dr. Garoz-Ojunian ESOL and ELCATE Instructor with Chantal Osborne, Principal Miami Beach Adult & Community Education Center

revere her and keep in touch long after they have left MBA. Dr. Garoz-Ojunian has earned the respect of her colleagues at MBA; she sets a fine example of teaching with enthusiasm and high energy. Her lesson plans are no less than inspirational and she generously shares her innovative ideas and methods with colleagues and aspiring educators. Dr. Garoz-Ojunian represents the best of what Elayne Weisburd championed. In the words of the latter, “...the best man for the job is a woman.” As a veteran teacher with backgrounds in both education and medicine, Dr. Garoz-Ojunian is simply the best. We are proud of you!



► Above, Faculty and Staff at the Miami Beach Adult & Community Education Center Celebrating the Award Winner's Accomplishments. Congratulations to Dr. Garoz-Ojunian, ESOL and ELCATE Instructor

[www.miamibeachadult.com](http://www.miamibeachadult.com)



**Remember...**

**“To read without reflecting is like eating without digesting.”**

— Edmund Burke



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\$40

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\* Incluye matrícula, laboratorio, ID y examen de admisión

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## The Whole is Greater Than the Sum of its Parts: Building Automation Systems at Miami Lakes is Unique



▶ Above, A Student in The Building Automation Systems Technology Program Replacing the Air-Conditioning Filter for Large Building

The “Building Automation Systems” technology program at the Miami Lakes Educational Center and Technical College is one of ten such programs in the U.S. According to local TV station, WSVN/News 7, ours is the first one to include both adults and high school students. In this instance, the high school students do not have to travel far to begin their studies in Automation Systems Technology, because they share a building with the technical college program! Similarly, they will not have to travel far after graduating high school, to continue their studies at the technical college. Our Superintendent of Schools, Alberto Carvalho was on hand to welcome the program and was quoted in the media as saying: “To be first in the state and first in the country is something that we relish.”



▶ Above, A Group of Students Enrolled in The First Building Automation Systems Technology Program at Miami Lakes Educational Center and Technical College

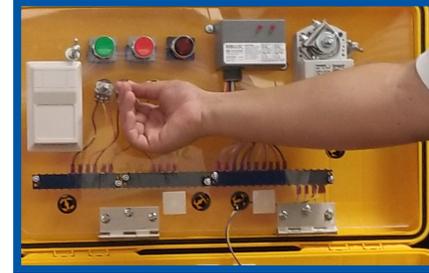
In the high school component of the program, students will utilize a modern laboratory stocked with the latest equipment and technology to learn about logic controllers and how to diagnose, test, and repair sophisticated equipment. Those with the interest and aptitude will continue on to the technical college and become certified as Automation Systems Technicians in this 1800 hour training program.

The technical college component of this course includes covering electrical and instrumentation technology skillset. Students focus on instrumentation and calibration techniques, analyzing complex control sequences and the ability to read and interpret plans, design specifications, diagrams, schematics, and manufacturers manuals, record keeping and complex mathematical computations.

Yes, students can earn one or more certificates in these areas; however, the Automation Systems program is more than a collection of certificates. Graduates will have integrated many strands of knowledge and multiple technologies into a coherent whole and thus qualify for a rewarding career in managing energy consumption in “real-time.”

An entry-level Control/Automation Technician with less than 5 years of experience can expect to earn an average total compensation of \$47,000, with benefits, such as health, pension, and overtime pay. While a Control/Automation Technician with 5 to 10 years of experience can expect to earn an average of \$59,000 and above in this field.

A simple Google Internet search on “jobs for automation technicians in Miami Dade” yielded 62 job openings at a diverse array of employers: cruise lines, banks, water management



▶ Above, Student Using a Testing Kit to Practice Working with Controls Systems

agencies, cloud contractors, and fuel services, among others. Several articles online suggest that Automation Technicians are well positioned to work outside the rigid boundaries of their training, for example some technicians become successful manufacturers' sales representatives, wholesalers for automation equipment, consultants, or operate related small businesses. Job prospects can satisfy a variety of lifestyles.

In summary, an article published by Buildings.com, on November 21, 2013, predicted six years ago that “The U.S. market for building automation equipment is projected to grow by more than 40% – to \$2.24 billion, spurred by the need for commercial buildings to consume energy more efficiently.” We are at this point today and Miami-Dade County Public Schools is ready, willing, and able to produce the Building Automation Systems Technicians to utilize and service this equipment.

(<https://www.buildings.com/news/industry-news/articleid/16645/title/building-automation-growth-predicted-to-surge-in-u-s->)

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### **DISTRICT DIRECTOR**

Ms. Renny L. Neyra



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