



**CITY OF POMPANO BEACH  
ADVISORY BOARD / COMMITTEE  
APPLICATION**

**City Clerk's Office Phone: 954-786-4611 Fax: 954-786-4095**  
**P. O. Drawer 1300, Pompano Beach, FL 33061**  
**www.mypompanobeach.org**

Mr. \_\_\_ Mrs. \_\_\_ Ms. \_\_\_ Miss \_\_\_ Name: Karen Moreland  
(Optional)

**Residence Information:**

Home Address: 1559 NW 5<sup>th</sup> ave  
City/State/Zip: Pomp. Bch., FL 33060  
Home Phone: 954-553-0606 Cell Phone: 954-553-0606  
Email: bran8585@gmail.com Fax: 954-573-2821

**Business Information:**

Employer/Business Name: Moreland's Alternative Educational Academy  
Current Position / Occupation: Owner-Principal  
Business Address: 3171 W. Atlantic Blvd.  
City/State/Zip: Pomp. Bch., FL 33069  
Business Phone: 954-307-9274 Fax: (9)573-2821 Email: morelandalled  
academy@gmail.com

Are you a U.S. Citizen? Yes ☒ No ☐

Are you a resident of Pompano Beach? Yes ☒ No ☐ Reside in District: 1 \_\_\_ 2 \_\_\_ 3 \_\_\_ 4 ☒ 5 \_\_\_

Do you own real property in Pompano Beach? Yes ☒ No ☐

Are you a registered voter? Yes ☒ No ☐

Have you ever been convicted of a felony? Yes ☐ No ☒

Current or prior service on governmental boards and/or committees: n/a

**Please check the first box next to the Advisory Boards/Committees you would like to serve on:**

|                                                        |                                                           |                                                          |
|--------------------------------------------------------|-----------------------------------------------------------|----------------------------------------------------------|
| <input checked="" type="checkbox"/> Affordable Housing | <input checked="" type="checkbox"/> Education             | <input checked="" type="checkbox"/> Parks and Recreation |
| <input type="checkbox"/> Air Park                      | <input type="checkbox"/>                                  | *Planning & Zoning/Local Planning Agency                 |
| <input type="checkbox"/> Architectural Appearance      | <input type="checkbox"/> Emergency Medical Services       | *Police & Firefighter's Retirement System                |
| <input type="checkbox"/> Charter Amendment             | *Employee's Board of Appeals                              | Pompano Beach Economic Development Council               |
| <input type="checkbox"/> Community Appearance          | <input type="checkbox"/> Employee's Health Insurance      | <input checked="" type="checkbox"/> Public Art Committee |
| *Community Development                                 | *General Employee's Retirement System                     | Recycling & Solid Waste                                  |
| <input type="checkbox"/> CRA East                      | <input type="checkbox"/> Golf Advisory Board              | Sand & Spurs Riding Stables                              |
| <input type="checkbox"/> CRA West                      | <input checked="" type="checkbox"/> Historic Preservation | Marine                                                   |
| <input checked="" type="checkbox"/> Cultural Arts      | *Housing Authority of Pompano Beach                       | *Unsafe Structures                                       |
| <input type="checkbox"/>                               | Nuisance Abatement Board                                  | *Zoning Board of Appeals                                 |
| <b>Local Complete Count (Census)</b>                   |                                                           |                                                          |

**\*Financial Disclosure Form is required, if appointed to serve, upon appointment and upon resignation/retirement.**

In addition a Resume may be attached

Education: \_\_\_\_\_

Experience: \_\_\_\_\_

Past Positions: \_\_\_\_\_

Hobbies: \_\_\_\_\_

please see  
attached  
documents.

**Making any false statements herein may be cause for revocation by the City Commission of any appointment to a Board/Committee.**

Signature: Karen Moreland Date: 7/7/2021

Initials of Clerk or Deputy: \_\_\_\_\_ Date received or confirmed: \_\_\_\_\_

Please check one: ☒ New Application ☐ Currently Serving on Board ☐ Updated Information

Note: Application is effective for one year from date of completion. If you have any questions on the above, please call the City Clerk's Office at: 954-786-4611, or send via fax to: 954-786-4095.

## Karen Moreland Bio

Karen Moreland is no stranger to education; having spent 32 years as an educator, she's now the owner and founder of Moreland's Alternative Education Academy (MAEA). The Academy was established in 2019 and welcomed its first class of K-12 students in August 2020.

Prior to starting Moreland's Alternative Education Academy, Karen has served in a variety of roles within Broward County Public Schools. These include Dropout Prevention Teacher, Adult Educator, Exceptional Student Education Behavior Specialist, Staff Developer and her current position as Equity & Diversity Instructional Facilitator. Karen specializes in teaching the "whole child." Her educational philosophy is very simple: *Students don't care how much you know, until they know how much you care.*

Karen was born in the City of Pompano Beach, Florida to her parents John and Lois Moreland. She is the eighth child of nine siblings. While she is the owner and founder of the Academy, it would not have come to fruition without the support and hard work of her husband, family and close friends. Karen is married to Dolphin Alford, has one son Brandon C. Moreland and four grandchildren: Aubrey, Serenity, Brayden and Jurnice Moreland.

Karen attended Florida Agricultural and Mechanical University (FAMU) and transferred to Bethune Cookman University where she obtained a Bachelor's Degree in Criminal Justice & Sociology. She furthered her education at Nova Southeastern University, receiving a Master's Degree in Exceptional Student Education and a Certification in Educational Leadership. Karen is a Silver Star member of Alpha Kappa Alpha Sorority, Inc. and a 25-year member of the Links, Inc.

"I do what I do because it matters. Our children need to know that education is important and that the adults in their lives care about and support them." Said Karen when asked why she feels it is important to offer quality educational opportunities in communities that are often overlooked. "I'm setting an example for my grandchildren that mirrors the example set by my parents." She continued.

**Karen Moreland 1559 NW 5<sup>th</sup> avenue Pompano Beach, FL 33060**

**Karen.Y.Moreland@BrowardSchools.com 954-553-0606**

## **Resume**

### **Professional Experience**

#### **Diversity, Prevention & Intervention October 2007-Present**

- Instructional Facilitator of various District Initiatives
- CHAMPS ( Conversation Help Activity Movement Participation Signal)Trainer , PBIS ( Positive Behavior Interventions and Support) Trainer , PAX Good Behavior Trainer
- PLASCOTRAC Liaison , Diversity Workgroup Liaison
- Courageous Conversations About Race Project Leader

#### **Responsibilities**

- Assisted in developing and monitored school wide Behavior Management and Incentive Plans.
- Developed Behavior Plans for each RTI (Response to Intervention) Tier.
- Disseminate information regarding BASIS (Behavioral & Academic Support Information System) to various schools.
- Assisted Diversity Cultural Outreach & Prevention in revamping the RTI process.
- Work collaboratively with Dillard Elementary and Dr. Martin L. King Elementary Response to Intervention Team.
- Reviewed District School Improvement Plan Behavior Plans.
- Co-Facilitated "The American Promise" Training to increase diversity awareness and provided strategies to close learning performance gaps among student subgroups.
- Chaired annual Bridge to Prevention Academy.
- Facilitated Positive School Culture Training.
- Launched PLASCOTRAC Positive Behavior Intervention Support to 10 piloted schools.
- Chaired and Co-Facilitated Courageous Conversations About Race by Glenn Singleton.
- Assisted in launching the BASIS, BESP and PAXIS initiatives in schools, which resulted in 50% referral decrease.
- Developed personalized student teacher behavior plans.
- Coached struggling classroom teachers in Positive Classroom Management Skills.
- Trained New Teachers enrolled in New Teacher Academy.
- As a Staff Developer assisted in the development of training the Anti-Bullying Policy a month after it was passed into law. Trained over 50% of administrators. The training increased the awareness of the signs of bullying and the available interventions.
- Facilitated staff development to teachers and administrators in proactive and positive classroom management using CHAMPS.
- Assisted in the development of an updated CHAMPS power point, DVD and also a DVD study guide.
- Conducted school wide walkthroughs to monitor the fidelity of the implementation of CHAMPS.

#### **Community Schools South**

#### **August 2001-Present**

- Hallandale Adult Community Center Adult ESOL (English to Speakers of Other Languages) 1/2014-Present
- Tequesta Trace Community School Adult ESOL 8/2009- 8/2013
- Plantation Community School Adult ABE(Adult Basic Education) ,GED (General Equivalency Diploma) , ESOL(English Speakers of Other Languages) 8/2001- 6/2005

#### **South Central Area ESE**

#### **August 2001- October 2007**

ESE (Exceptional Student Education) Behavior Support Teacher, Dillard Innovation Zone Schools

**Sunrise Middle School**

**August 1999- June 2001**

- ESE Teacher @ Off Campus Alternative to Suspension Site

**Castle Hill Elementary School**

**August 1989- June 1999**

- 4<sup>th</sup> & 5<sup>th</sup> Grade Dropout Prevention Teacher
- 4<sup>th</sup> Grade Team Leader
- After School Program Site Director

**STUDENT LEARNING**

**Student Learning Results**

- Facilitated Professional Learning Communities on establishing a positive learning environment to increase instructional learning time.
- Developed (IEP) Individual Educational Plans for student with special needs.
- Developed individual lesson plans for special need students.
- Taught reading, writing, math, social skills to students with special needs.
- Develop School Involvement Plan school objectives, benchmarks, and activities using FCAT data.
- Assisted in design formative assessments professional learning for teacher leaders, resulting in 90% of participants applying their learning at the school level.

**Student Learning as a Priority**

- Provided professional learning to Piloted Courageous Conversations Schools utilizing “Equity Audits” at their school to improve student subgroup performance.
- Facilitated Parent Training to engage parents in student learning process.
- Utilized Data Warehouse reports to disaggregate student performance data to develop goals, objectives and trends.
- Identified and shared research based strategies in reading and math (utilizing technological tools effectively, incorporating hands on manipulatives, and differentiating through small group instruction).
- Assisted in the RTI process to analyze data trends.
- Coordinated and implemented classroom management on task learning plans.
- Modeled high yield instructional strategies for teachers to improve student achievement.
- Developed incentive plan for PLASCOTRAC pilot schools.
- Facilitated Team Meeting to analyze discipline data.
- Collaborated with teachers to develop individualized learning plan for Tier 2 & 3 students.
- Provided reading remediation at after school FCAT Camp.
- Mentored new teachers and fragile teachers, resulting in increases in student learning in reading, math and writing by sharing best practices and modeling effective teaching strategies.
- Created study packets for students of families residing in Broward Outreach Homeless Shelter.
- Volunteered as a Reading Tutor at Broward Outreach Homeless Shelter.
- Maintain data trends from instructional rounds for various schools and developed professional learning series to target specific Marzano elements.

**INSTRUCTIONAL LEADERSHIP**

**Instructional Plan Implementation**

- Trained by Glenn Singleton in Courageous Conversations about Race which provided ongoing learning and closing the achievement gap among minority groups within the district specializes in reaching black and Latino students.
- Compiled student data using internal technological tools such as BASIS, Data Warehouse and Virtual Counselor.
- Received training in the PAXIS Initiatives at Johns Hopkins University in Baltimore, Maryland.
- Conducted team curriculum meetings and trainings with grade level teachers to disaggregate data and analyze student performance data to increase the number of students achieving grade level proficiency on district and state standardized tests.
- Attended various schools Collaborative Problem Solving Team meetings to propose academic, behavioral, and social growth goals for RTI and ESE students to address the comprehensive needs of students referred.
- Implemented and coached teachers at Dillard Elementary and Dr. Martin L. King, Jr. Elementary Schools using the PAXIS initiatives to decrease inappropriate behaviors and increase on-task learning time.
- Coached teachers in CHAMPs classroom management strategies. Increased on-task student behavior by over 50%, resulting in increased instructional time.
- Collaborated with District Administrators to address academic areas of concern and develop enrichment activities to increase student achievement which promotes student learning as a priority.

### **Faculty Development**

- Facilitated Courageous Conversations with Piloted Schools with Culturally Responsive Teaching infused in trainings.
- Facilitated monthly Professional Learning Community in Positive Behavior Strategies to increase student's on task learning time for Kindergarten, First and Second Grade Teachers at Dillard Elementary and Dr. Martin L. King Elementary School.
- Facilitated District Wide CHAMPS Trainings.
- Facilitated District Wide Anti-Bullying Trainings.
- Facilitated LGBTQ (Lesbian, Gay, Bisexual, Transgender, Questioning) Trainings.
- Interviewed and recruited teacher candidates.
- Determined staff professional development needs by creating a survey, compiling and analyzing the results.
- Coached Teachers District Wide in Classroom Management.
- Facilitated New Teacher Academy Trainings.

### **Learning Environment**

- Supported general education teachers on collecting and behavioral data before meeting with the Response to Intervention (RtI) staff as Team Leader.
- Collaborated with the discipline teams throughout the District to create a consistent and reasonable behavior plan, aligned with the Broward County Secondary code of Student Conduct and Discipline Matrix.
- Managed daily school activities such as classroom visits, discipline and parental concerns.
- Collaborated with District Leaders to revise the RTI process.
- Provided effective behavior management strategies to teachers and parents that resulted in a 50% reduction in behavior referrals.

## **ORGANIZATIONAL LEADERSHIP**

### **Decision-Making**

- Collaborated with school Principals to recommend Positive Behavior Intervention Programs.

- Examined school discipline plans to determine school culture needs.
- As Behavior Specialist referred to the Discipline Matrix to make competent decisions that were aligned with the School Board Policy.
- Provided a successful learning environment for all students. Modified classroom instruction based on data from student IEP, DIBELS, FCAT, BAT and chapter tests.
- Prior to staff development, met with administrators to review school data and create training unique to school needs.
- Meet with schools discipline committee and leadership team to create action plans to current school/student issues.

### **Leadership Development**

- Successfully completed LEAD program.
- Planned and coordinated District wide Diversity workshops.
- Encouraged parent and teacher use of district services to increase student achievement.
- Taught a diverse group of students, including those identified as ESE, ESOL and ABE in the districts Community School Programs.
- Trained by Glenn Singleton as a Courageous Conversations Facilitator.
- Developed individual functional English study guides for ESOL students at the foundations level.
- Assisted in developing successful inclusion strategies for students with disabilities.
- Worked with teachers, parents, guidance counselors, district personnel and outside agencies to brainstorm interventions for students experiences difficulties in academic and discipline areas as part of the Collaborative Problem Solving Team (CPST)

### **School Management**

- Spearheaded school Behavior Teams.
- Monitored and coached teachers in the District after taking CHAMPS training.
- Assisted Director in completing budget projections.
- Assisted in developing successful inclusion strategies for students with disabilities.
- Implemented a quarterly Cultural Food Festival for ESOL students.

### **Communication**

- Increased parent participation at SAC meeting and Parent Training through communication via email, personal phone calls, flyers and letters.
- Prepared Parent Positive Behavior tips.
- Ensured that translation services are available for Spanish and Creole speaking parents during Parent meetings.
- Utilized tools such as Wiki, Google Docs, PowerPoint and Active Studio to enhance presentations and communication with co-workers and parents.
- Presented classroom technology tools during parent workshops.
- Facilitate Parent informational trainings.

## **PROFESSIONAL AND ETHICAL BEHAVIOR**

### **Professional and Ethical Behavior**

- Evaluated student achievement data to identify school-wide academic strengths and deficiencies to develop classroom management plans, push-in, pull-out and afterschool remedial and enrichment programs to increase student achievement.

Moreland, Karen

- Facilitated curriculum conversations to ensure of effective teaching and learning through the grade levels in the implementation of alignment of the Sunshine State Standards.
- Used data from math and reading chapter test & BEEP assessments to create enrichment & tutorial packets and teach middle and high students at the YMCA Lift Program.
- Assisted in analyzing standardized test data to assist in the development of the School Improvement Plan for Math and Reading.
- Adhered to the Principles of Professional Conduct when working with students, parents, peers and community members.
- Monitored teachers using CHAMPs Stoic Rubric.
- Facilitated sessions on ethical uses of technology school-wide; and internet safety.
- Observed instructional practices utilizing the CHAMPs Rubric in order to provide school wide data regarding trends in teaching techniques.



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2016 DEC 29 AM 11:23  
CITY OF POMPANO BEACH  
OFFICE OF THE CITY CLERK

Mr. \_\_\_ Mrs. \_\_\_ Ms. ☒ Miss \_\_\_ Name: MONA SILVERSTEIN  
(Optional)

**Residence Information:**

Home Address: 3503 OAKS WAY  
City/State/Zip: POMPANO BEACH, FL 33069  
Home Phone: 954 997 9888 Cell Phone: —  
Email: Monasilverstein@GMAIL.COM Fax: —

**Business Information:**

Employer/Business Name: —  
Current Position / Occupation: —  
Business Address: —  
City/State/Zip: —  
Business Phone: — Fax: — Email: —

Are you a U.S. Citizen? Yes ☒ No ☐

Are you a resident of Pompano Beach? Yes ☒ No ☐ Reside in District: 1 \_\_\_ 2 \_\_\_ 3 \_\_\_ 4 \_\_\_ 5 ☒

Do you own real property in Pompano Beach? Yes ☒ No ☐

Are you a registered voter? Yes ☒ No ☐

Have you ever been convicted of a felony? Yes ☐ No ☒

Current or prior service on governmental boards and/or committees: —

**Please make a check next to the Advisory Boards/Committees you would like to serve on:**

|                                     |                               |                                     |                                       |                                     |                                            |
|-------------------------------------|-------------------------------|-------------------------------------|---------------------------------------|-------------------------------------|--------------------------------------------|
| <input checked="" type="checkbox"/> | Affordable Housing            | <input checked="" type="checkbox"/> | Cultural Arts                         | <input checked="" type="checkbox"/> | Parks and Recreation                       |
|                                     | Air Park                      |                                     | Education                             |                                     | *Planning & Zoning/Local Planning Agency   |
|                                     | Architectural Appearance      |                                     | Emergency Medical Services            |                                     | *Police & Firefighter's Retirement System  |
|                                     | Nuisance Abatement Board      |                                     | *Employee's Board of Appeals          |                                     | Pompano Beach Economic Development Council |
|                                     | Charter Amendment             |                                     | Employee's Health Insurance           | <input checked="" type="checkbox"/> | Public Art Committee                       |
| X                                   | Community Appearance          |                                     | *General Employee's Retirement System |                                     | Recycling & Solid Waste                    |
|                                     | *Community Development (CDAC) |                                     | Golf                                  |                                     | Sand & Spurs Riding Stables                |
|                                     | CRA East                      | <input checked="" type="checkbox"/> | Historic Preservation                 |                                     | Marine                                     |
|                                     | CRA West                      |                                     | *Housing Authority of Pompano Beach   |                                     | *Unsafe Structures                         |
|                                     |                               |                                     |                                       |                                     | *Zoning Board of Appeals                   |

\*Financial Disclosure Form is required, if appointed to serve, upon appointment and upon resignation/retirement.

In addition a Resume may be attached

Education: MASTERS UNIVERSITY OF MIAMI  
HISPANIC AMERICAN STUDIES -  
LANDSCAPE DESIGN - ELEMENTARY EDUCATION

Experience: LANDSCAPE DESIGN  
RETAIL BUSINESS BOARD HISTORICAL SOCIETY

Past Positions: OWNER RETAIL / LANDSCAPE DESIGNER /  
STOCK TRADER / PROOF READER /

Hobbies: TRAVEL / MUSEUM VISITOR / VOLUNTEER

**Making any false statements herein may be cause for revocation by the City Commission of any appointment to a Board/Committee.**

Signature: Mara Silvestre

Date: Dec 29 / 16

Initials of Clerk or Deputy: KDA

Date received or confirmed: 12/29/16

Please check one: ☒ New Application ☐ Currently Serving on Board ☐ Updated Information

Note: Application is effective for one year from date of completion. If you have any questions on the above, please call the City Clerk's Office at: 954-786-4611, or send via fax to: 954-786-4095.