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Narrative Description of Activities for School

Overview

Our youth are living in an incredibly complex world, one which makes healthy development a significant challenge for both children and their caregivers alike. Engaging experts and the latest cross-disciplinary evidence from the fields of education, psychology, medicine & public health, sociology, as well as engineering & architecture, Providence Preparatory Academy strives to be a pioneer in education and youth development, and aims to bring forth a comprehensive, strategic, and coordinated effort informed by science to develop our youth to their highest potential.

Additionally, we will be integrating a strong focus on the neurodivergent special needs student population and will utilize the strongest evidence-base to support these children in achieving academic, social, emotional, and physical success.

Who are Neurodivergent students?

Neurodivergent students include but are not limited to those with a learning difference (such as dyslexia, dysgraphia, or dyscalculia), attention deficit hyperactivity disorder (ADHD), anxiety, autism spectrum disorder (ASD), and giftedness as well as those who are twice exceptional ("2E").

The Lake Nona area has very few private educational options (in fact, there are no private PK-12 options in Lake Nona), and the Orlando area in general suffers from a lack of private educational options for neurodivergent students. Many neurodivergent students still struggle significantly even when receiving special education services in traditional school systems. Often, they need a much lower teacher to student ratio than is feasible in those settings.

Neurodivergent students consistently rank lower in a range of important outcomes, and yet we have the power to change that trajectory. Moreover, our focus is not solely on neurodivergent students – we know that neurotypical students are experiencing elevated levels of mental health problems that have only been exacerbated by the COVID pandemic. There is exceedingly strong evidence in the literature highlighting the linkages between youth mental health and academic outcomes, and the importance of psychological health and socio-emotional wellness as a conduit for supporting intellectual development for all students.

How we can make a difference

In becoming a tax-exempt organization, Providence will be able to offer services that simply would either not be readily available to the community, or that would meet a supply-and-demand need. Additionally, our model – which integrates a strong focus on prevention as well as intervention – helps to build our students and learning community up to help prevent mental health and academic problems to begin with, posing not only as a direct benefit to our students and families, but also to our community and society at large.

There often is a sizeable gap between science and practice, and this is perhaps most apparent in the field of education. With our commitment in programming that is rooted in science, enabled by technology, empowered by community, and focused on whole-person development we know we can fuel positive student outcomes, and that those outcomes will have a domino effect in our community.

School Campus

The campus will be an existing, free-standing, two-story 14,685 square foot facility in the Moss Park area of Orlando, Florida. The facility will be leased from Wycliffe, an interdenominational, non-sectarian, 501(c)(3) tax-exempt mission organization. Note that the choosing of this property was based merely on a match to our needs, location, features, and availability of the property; we do not have any close or connections – business or otherwise – with Wycliffe.

The property allows for 8-10 sizeable classrooms; a cafeteria; a library and technology space; a well-fitted Occupational Therapy gym which also serves an indoor Physical Education space; offices for small group instruction as well as professional services (speech therapy; psychology); a Teaching Kitchen; outdoor garden; an outdoor playground; swimming pool; and open field for recreation.



Projected Enrollment

We have been conservative in our enrollment projections (School Year 1: 51 students, Years 2 & 3: 54 students), which are based on the growing population and demographic in the Lake Nona/Moss Park area, as well as the unmet needs of the neurodiverse community. The Lake Nona community is clamoring for additional educational options. Phase one will serve students in grades K-8, which focuses on the ages that children typically need early intervention and/or are diagnosed with learning differences. For Phase two (2026 and beyond), we hope to expand our capacity to grades 9-12 as well as open an early childhood center for children under 5.

The only private option (beyond early childhood) is a PK-8 Montessori which is currently beyond capacity. Additionally, for neurodiverse students, very few options exist, and the ones that do have not been able to meet the demand. For example, UCP Charter Schools of Central Florida has 8 campuses and is still in high-demand, at capacity at almost all locations. As another example, Park School (located in the Winter Park suburb of Central Florida) is a small private school based within a church; having started with a handful of students just a few years ago and now serving over 75 students.

Faculty & Staff

One of the unique attributes of Providence is our low teacher to student ratio, as well as our embedded occupational, speech, and psychological services (which allows us to provide an even lower ratio for 1:1 or group instruction when those services are being delivered). These services are often delivered outside of the school setting, which makes generalization of skills to the school environment difficult. Our model eliminates that issue.

As a result, our staffing schedule (and staffing budget) reflects both teachers as well as individuals who will provide the professional (OT, speech, psychology) services, reflected in the two tables below. For example, in Year 1 we will have a total of 10 teachers, and one speech/language pathologist, one occupational therapist, and one psychologist on staff.

****Please note that the salary reflects an entire calendar year, versus the school year, given we will be providing summer programming. Additionally, our primary teachers will be either exceptionally student education (ESE) certified, and/or will be masters-level trained.****

Our faculty and staff salary schedule are listed below for years 1 to 3.

	FY2023	FY2024	FY2025
Administrative and Other Staff	Year 1	Year 2	Year 3
Principal	150,000	154,500	159,135
Assistant Principal	80,000	82,400	84,872
Media Center Specialist	50,000	51,500	53,045
Office Manager	50,000	51,500	53,045
Speech/Language Therapist (SLP)	80,000	82,400	84,872
Occupational Therapist (OT)	80,000	82,400	84,872
Psychologist	80,000	82,400	84,872
Other Assistant	31,200	32,136	33,100
Business Manager			52,000
Data Prep Clerk/Assistant		31,200	32,136
Maintenance/Cleaning	37,440	38,563	39,720
Total Admin and Non-Teaching Staff Salaries	638,640	688,999	761,669
Benefits @ 20%	127,728	137,800	152,334
Total Admin and Non-Teaching Staff Costs	766,368	826,799	914,003
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Teacher Staffing	FY2023	FY2024	FY2025
	Year 1	Year 2	Year 3
Elementary (K-5)			
Classroom Teachers	6	6	6
Art Teacher	0.5	0.3	0.3
Music Teacher	0.5	0.3	0.3
Language Teacher		0.3	0.3
Phys Ed Teacher	0	1	1
Middle School (6-8)			
FT Middle School Teachers	3	3.5	3.5
Reading Specialists		0.2	0.2
Teacher FTEs	10	11.6	11.6
Average Annual Salary	75,000	75,000	75,000
Benefits @ 20%	15,000	15,000	15,000
Annual Avg Teacher Cost incl Benefits	90,000	90,000	90,000
Total Annual Staffing Cost	900,000	1,044,000	1,044,000

While we strive to provide fair-market rates to our faculty, we are also trying to keep our costs as low as possible while not sacrificing quality.

For example, listed below is a sampling of the Principal/Head of School/President salaries for local non-profit, tax-exempt area schools. Our salary is well below the average and median.

	Reportable Compensation (W2)	Other Compensation	
2020 - Form 990 Data			
<i>Montverde Academy Inc (EIN 59-0657329) - Headmaster</i>	350,000	65,112	
<i>Lake Highland Preparatory School Inc (EIN 59-0624431) - President</i>	411,592	137,471	
<i>The Geneva School (EIN 59-3195482) - Headmaster</i>	150,479	0	
<i>The Master's Academy of Central Florida, Inc. (EIN - 59-2663620) - President</i>	313,899	0	
<i>Average:</i>	306,493	50,646	357,138
<i>Median:</i>	331,950	32,556	364,506

Aims, Core Objectives & Enablers

- **360° Development:** Our focus on whole-person development is a core tenet of the academy, so that we have learners with strong academics & problem-solving skills who can also relate to others and who are able to optimize their own health and socio-emotional well-being.
- **Meaningful Learning:** Our second aim focuses on developing kids through experiential and multi-sensory learning so we spark engagement, retention, and spread of activation which produces invested students who are intimately connected to their learning and know how to relate novel concepts and abstract ideas. Studies demonstrate that children who are actively involved in their academic and growth plans are more empowered and more likely to succeed.
- **Connectedness:** Supporting a population of students, faculty, families, and community partners to foster connectedness, and commitment to an ecosystem of success and wellbeing. This includes providing an inclusive environment that is able to meet the needs of both neurotypical and neurodiverse learners. Our model is rooted in the importance of community.
- **Culture:** Lastly, a core aim of the academy involves cultivating an organization-wide culture that embodies a growth-mindset, embedded in all that we do, with meaningful metrics and frequent measurement that is not an end-point in itself, but rather a point of reference to nurture growth. A growth mindset predicts student achievement and behavior, and is in fact one of the strongest predictors of not only test scores but long-term success.

Summer Camp

Beyond a day school, Providence will also offer an educational summer camp. This is significant to our students who are neurodivergent, as these students tend to lose academic ground over the summer, may need extra supports to build social connections, and to adhere to behavioral expectations.

We would be the first such camp in our area. Additionally, Providence will offer professional psychological, speech, and occupational therapy evaluations, consultation, treatment, and professional development services to these students. These services will naturally be embedded in our curriculum for our neurodivergent students (helping to ease the burden of families which typically have to shuttle their children to after-school treatments or simply opt-out because of lack of time), but expanding them to the community at large helps promote early prevention and intervention.

Like many areas, Central Florida is experiencing an extreme professional shortage and families are often waiting months for an initial visit. Moreover, by offering professional development services, we will help to disseminate the evidence-base to local providers and educators.

Expansion of Our Camps & Grade Levels Served

Expanding to from a K-8 to a PK-12 institution will be one of the primary goals of Providence over the first five years. Several programs and areas of learning will be sought after through donations and grant writing:

- Relocating from our leased space to a campus we will construct with the built environment in mind. This campus will include:
 - Additional classrooms so we can increase the number of students served
 - An Early Childhood Center
 - Classrooms for grades 9-12
 - Athletic and fine arts spaces

Community Partnerships

One of the goals of our organization is to form long-lasting mutually beneficial partnerships with other area organizations, such as the local children's hospitals and colleges to allow opportunities for enhanced programming and community connection.

Tuition Assistance Program

Making Providence, and the evidence-based services we will provide, accessible to families regardless of financial status is a reflection of our desire to build an inclusive and connected culture. In our third year of operation, we will meet the requirements to participate in Florida's school choice programs, including the Family Empowerment Scholarship (formerly the Gardiner Scholarship).

We also plan to roll-out a robust internal need-based assistance program. A robust tuition assistance program stands in alignment with our beliefs of accessibility and inclusivity. This will be accomplished through fundraising and sponsorship programs. The Providence board will determine the amount and distribution of assisted funds. Tuition assistance decisions will be independent of admissions decisions. In order to qualify for the Tuition Assistance Program, the applicant will be required to meet a set of eligibility requirements (which will be set by the board upon establishment of the program, but will likely include):

- Must reside in Orange, Osceola, Brevard or Seminole Counties within Florida
- Have a child who (1) has applied for and has been accepted, or (2) is currently matriculated at the school
- Meet established income eligibility guidelines. An independent school management program (such as the commonly utilized FAST – Financial Aid for School Tuition – program) will be utilized to objectively determine each applicant family's need for aid. These programs will provide the school a detailed analysis, including a family's expected financial contribution to tuition. While these programs do not determine whether financial assistance will be provided, or how much would be given, it does provide a

confidential, need-based financial aid analysis service which will prove helpful in ascertaining need.

Start-Up Costs & Financials

Source of Income

The organization will obtain funds from student tuition, general public donations, and grants.

Percentage of time and resources

We project that on average, 90% of our time and resources will be allocated to our schooling programs and 10% to fundraising and administrative functions.

Tuition

Tuition is set at \$28,000/school year. This amount allows us to provide a low teacher to student ratio (1:6 or lower), as well as provide embedded occupational therapy, speech therapy, and psychological services to our students.

Occupational, speech, and psychological services on their own can well exceed \$800/month, and thus we feel we are providing an unmatched value to families. Additionally, providing these services in the school setting helps eliminate the burden on parents of having to schedule and transport their children elsewhere during busy workdays; it also eliminates the need of having to try to generalize skills learned in a sterile office environment to the school setting; and it fosters collaboration and communication across the various faculty and staff members serving the student to further support their growth.