



African American Achievement Plan 2023-2024 Assurances of Implementation of Strategies/Action Steps

Quarter of the School Year: 1

School: Sebastian River Middle School

In October 2023, the School District of Indian River County initiated the implementation of the 2023-2024 African American Achievement Plan. To review and ensure compliance with progress of action steps associated with the African American Achievement Plan, the District provides quarterly updates related to action steps accomplished and quarterly outcomes.

The attached documentation provides school level evidence of progress towards accomplishing action steps incorporated into the 2023-2024 African American Achievement Plan. Documentation requirements have been designed to honor the full intent of the developed African American Achievement Plan while optimizing the efficiency and effectiveness of outlined actionable steps.

To support ongoing accountability of action step implementation, documentation, and progress the following assurances have been verified by the principal/supervisor of each school/location:

- Action steps included within the 2023-2024 African American Achievement Plan have been implemented with consistency and purpose to eliminate the achievement gap.
- Progress related to action steps has been monitored at designated intervals (e.g., monthly, quarterly) outlined in the African American Achievement Plan.
- Data reviews have been conducted to identify areas of strength and concern and disaggregated data will be provided upon request.
- Progress related to the elimination of the achievement gap has been monitored in an ongoing way and needed modifications have been made as identified.

These assurances have been reviewed and verified on October 2, 2023: NG (initials)

Quarterly Reflection

(Please summarize any reflections based upon action step implementation for the quarter. What are areas of progress or opportunities for growth? What are next steps based upon work accomplished?)

The implementation of our action steps demonstrated progress in the areas of planning and teaching African American History. There is a decrease in absenteeism among our African American students. There are opportunities for growth in the areas monitoring, engagement, and differentiation as it pertains to the teaching and learning environment.



African American Achievement Plan 2023-2024

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Quarter of the School Year: 1

Date of Summary: November 10, 2023

School: Sebastian River Middle School

Strategies: 1.1, 1.2, 1.3, 1.4, 2.1, 2.2, 2.4

Strategy AAAP 1.1 (ALL SCHOOLS): Ensure that African American History standards are implemented in alignment with established curriculum maps for grades K-12.	
Number of Walk-throughs to Observe Implementation of African American History Teachings	3
Date(s) of Support Provided to School Leadership Teams (i.e., August 1, 2023)	August 28, 2023 September 27, 2023
Summary of Observation(s):	The execution of African American History instruction was observed in all 8 th grade Language Arts classes. Our 8 th grade students researched the scientific contributions of Katherine Johnson, the first African American female to work as a NASA scientist from 1953 to 1986. African American History teaching was also observed in 6 th grade World Cultures. SRMS 6 th grade students analyzed historical text about the contributions of Africans to civilization in Mesopotamia.

Strategy AAAP 1.2 (ELEMENTARY ONLY): Ensure that African American students who show a substantial deficiency in reading in grades K-3 per i-Ready, receive targeted reading intervention as defined by the District's Reading Plan.												
Date of Quarterly School-Based Data Reviews of Students Performing in the Lowest Quartile in Grades K-3 (i.e., August 1, 2023)												
African American Students Receiving Interventions for Substantial Reading Deficiencies												
Kindergarten			First			Second			Third			
Ct Need Fun Read & Scheduled	Ct Need Fun Read	Percent (%)	Ct Need Fun Read & Scheduled	Ct Need Fun Read	Percent (%)	Ct Need Fun Read & Scheduled	Ct Need Fun Read	Percent (%)	Ct Need Fun Read & Scheduled	Ct Need Fun Read	Percent (%)	

*Data should be retrieved from the Power BI ES Leadership Compliance – Schedule Audit.

Strategy AAAP 1.3 (SECONDARY ONLY): Use Florida Early Warning Indicators to support secondary School Leadership Teams in developing and implementing interventions for African American students who are not on-track to graduate.	
Date(s) of School Level Review(s) of Early Warning Indicators for African American Students: (i.e., August 1, 2023)	August 3, 2023- Faculty Meeting August 23, 2023- Faculty Meeting August 14, 2023- School Based Leadership Team



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	<p>September 8, 2023- Instructional Team Meeting September 20, 2023- Instructional Team Meeting October 5, 2023- School Based Leadership Team October 11, 2023- Faculty Meeting November 2, 2023-School Based Leadership Team November 8, 2023- Faculty Meeting</p>
<p>Summary of Action Steps / Plan Based Upon Reviews of Early Warning Indicators for African American Students:</p>	<ul style="list-style-type: none"> • Teacher used disaggregated data to intentional group their students to provide targeted small group instruction at least twice a week. • The SRMS Literacy Coach provides push-in and pull-out targeted interventions session using iReady toolbox resources for our identified Bubble students. • Our media center specialist is providing pull-out targeted interventions sessions for identified BQ students using iReady Toolbox and Lexia resources. • All interventions students are being progress monitored using Standards Mastery. • Extended learning and enrichment opportunities to include before and after school tutoring with transportation was organized and executed.

<p>Strategy AAAP 1.4 (SECONDARY ONLY): Implement processes to ensure that advanced and accelerated courses in middle school and high school are accessible to African American students.</p>	
<p>Percentage of Racial Subgroup Enrolled in Advanced/Accelerated Courses During the Quarter All Grade Levels Served by the School (Combined)</p>	
Black/African American (%)	White, Non-Hispanic (%)
12.24%	46%

<p>Strategy AAAP 2.1 (ALL SCHOOLS): Implement data-driven problem solving and provide needs-based supports to schools to specifically address identified discipline and achievement disparities.</p>	
<p>Discipline</p>	
<p>Date(s) of Problem-Solving Session(s) for <u>Discipline</u>:</p>	<p>August 3, 2023 August 28, 2023 September 18, 2023 October 30, 2023 November 10, 2023</p>



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<p>Summary of Action Steps / Plan Based Upon Problem Solving Session(s) for <u>Discipline</u>:</p>	<ul style="list-style-type: none"> • Classroom and schoolwide PBIS incentives • Weekly check-in sessions with Success Coach were and referrals to guidance counselors were given as needed. • Daily check-in with attendance monitors and guidance counselors. • Referrals to weekly MTSS sessions are made as needed.
Achievement	
<p>Date(s) of Problem-Solving Session(s) for <u>Achievement</u>:</p>	<p>August 3, 2023- Faculty Meeting August 14, 2023- School Based Leadership Team September 8, 2023- Instructional Team Meeting September 20, 2023- Instructional Team Meeting October 5, 2023- School Based Leadership Team October 11, 2023- Faculty Meeting November 2, 2023-School Based Leadership Team November 8, 2023- Faculty Meeting</p>
<p>Summary of Action Steps / Plan Based Upon Problem Solving Session(s) for <u>Achievement</u>:</p>	<ul style="list-style-type: none"> • Weekly check-in sessions with Success Coach were established. • Intentional planning for formative assessments during collaborative planning • Targeted intervention groups were established to address reading deficiencies. • Science and Social Studies teachers collaboratively plan with the literacy coach/reading interventionist. • Daily check-in with attendance monitors and guidance counselors. • Honor Roll assembly to recognize academic achievement.

<p>Strategy AAAP 2.2 (SECONDARY ONLY): Implement alternative discipline interventions and supports for African American students identified as off-track according to disciplinary Early Warning Indicators.</p>	
<p>Number of Students in Racial Subgroup Supported by an Alternative Intervention Measures (A.I.M.) Advocate or Alternative School-based Program to Inspire Renewed Excellence (A.S.P.I.R.E.) Teacher During the Quarter All Grade Levels Served by the School (Combined)</p>	
Black/African American (%)	White, Non-Hispanic (%)
5.1%	8.8%



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Strategy AAAP 2.4 (ALL SCHOOLS): Ensure that School Improvement Plans for all schools specifically address how schools are providing interventions related to achievement gaps for African American students.		
Date of Quarterly Review of School Improvement Plan: <i>(i.e., August 1, 2023)</i>	September 28, 2023	
Does the School Improvement Plan Continue to Address the Achievement Gap for African American Students?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No*	* If no, what modifications will be made to address the achievement gap?
Summary of Action Steps / Plan based upon District Impact Review (based upon District & School Level Reviews):	<ul style="list-style-type: none"> All interventions students are being progress monitored using Standards Mastery. Teachers used the data provided to intentional group their students to provide targeted small group instruction at least two days per week. Schoolwide “Learning Walks” Classroom Walkthroughs 2 -3 times weekly Schoolwide iReady Reading incentives to has reduce the number of students with “zero” minutes from 205 to 42. Additional planning on Wednesday to demonstrate “How” the lesson will be delivered and monitored. Monthly engagement strategy Video Tapping – as a professional learning opportunity 	

Strategy AAAP 3.1 (ALL SCHOOLS): Engage in ongoing communication regarding the availability of extracurricular activities through the provision of a resource that provides information for individual schools.		
Date of Quarterly Review of Extracurricular Activity Student Participation Data within Focus Student Information System:	October 5, 2023	
Total Count of African American Students Participating in One or More Extracurricular Activities (#)	Total Count of African American Students Enrolled (#)	Total Percent of African American Students Participating in One or more Extracurricular Activities (%)
25	107	23%
Summary of Action Steps/Plan to Increase Communication Regarding the Availability of Extracurricular Activities:	<ul style="list-style-type: none"> RoundUp- Weekly Faculty and Staff newsletter with updates about after-school activities- Sebastian River Times-Monthly parent newsletter 	



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	<ul style="list-style-type: none"> • Weekly Lasso- Weekly updates of school wide events • Facebook post • Twitter post
(SECONDARY ONLY) Number of Students Participating in the African American Student Council (All Grade Levels)	4 African American students on the SRMS Student Council.

**Data should be retrieved from the Power Bi [Extracurricular Activities](#) public-facing dashboard.*

Strategy AAAP 4.3 (ALL SCHOOLS): Maintain diverse interviewing committees, while using universal application and interview protocols for the selection of instructional vacancy candidates.	
Number of Interviews Conducted by the Interview Committee:	2
Percentage of Interviewers on Interview Committee by Race	
Black/African American (%)	White, Non-Hispanic (%)
50%	50%
(OPTIONAL) Additional information:	

A-Team Agenda
Monday, August 28, 2023
8:30 am

ASPIRE
Reading
Math

I. Academic Success

- a. New Teachers: Jonathan Stewart to begin Tuesday. Here today to get planned.
- b. Vacancies: Reading, Math (Tee's Guest Educator position)
- c. Guest Educator: Santana in ESE, Tee in Critical Thinking, Lee in ASPIRE
 - i. Need plan to get Lee back in office. Sub either for ASPIRE or Reading????
- d. Collaborative Planning (APs) – Share what we should see, supports needed (Backwards Design, Routines & Procedures, Curriculum Maps)
- e. SBLT Agenda Topics (Racine)
- f. Aug. 30 Faculty Agenda Topics
- g. Evaluations (Racine) – Start looking at calendar from HR, Plan for Formative Conferences

II. Culture and Climate

- a. Staffing (Racine)
- b. Transportation Discipline Manual (Racine)
- c. Referrals (Garrick) – Administrator Needs Review – How to clear.

III. Family & Community Engagement

- a. Calendar Item Updates (Racine)
 - i. Fall Sports, After School Tue/Thu,
- * b. Open House (Garrick) 9/13 – Need Schedules, Flyers, social media, Notice to Teachers, Support Staff
- c. Picture Day – (Wood) 9/14 - Need Facility Use Agreement with Lifetouch Signed, Schedules, Flyers, social media, Notice to Teachers, Support Staff
- d.

IV. Organizational Information

- a. FortifyFL – Need posters in 1100 building. (Bailey)
- b. Radio Codes – Update has been discussed – need to finalize and communicate (Bailey)
- c. Ground Duty Supervision
- d. Online Trainings
- e. Principal/AP Meeting Agenda Sharing
- f. Instructional Hub
 - i. Extracurricular Activity Courses
 - ii. Sign up for Recognitions and Observances (9/6)
 1. Hispanic Heritage Month (9/15-10/15)
 2. Family Engagement in Ed Month (11/1-11/30)
 3. Veteran's Day (11/10)
 4. FLDOE Arts Ed Month (3/1-3/31)

V. Areas of Responsibility Updates:

- a. Florida Civics and Debate Initiative (Bailey)
- b. Winn-Dixie Fundraiser PR (Garrick)
- c. Guest Educator Folders (Bailey)
- d. CPI list to update (Wood)
- e. Article: 3 Essential Traits to Thrive in the AP Role

Instruction

1. SIP Goals
2. Collab Planning structure (Coaches role)
3. Walkthrough Data
4. Feedback
5. Coaches

- Holding everyone to high expectations

- Johnson 7th & 8th Grade

- PBIS - Benyola

Safety/Security

1. Plan Monthly meetings
2. Campus Monitoring/Lunch/class change
3. Updates/ Students running off campus.

Safety - All radios

- First half w/ security

Staff Openings

1. Reading
2. Mr. Tee

Threat Assessment

- AP

- Guidance

Climate/culture

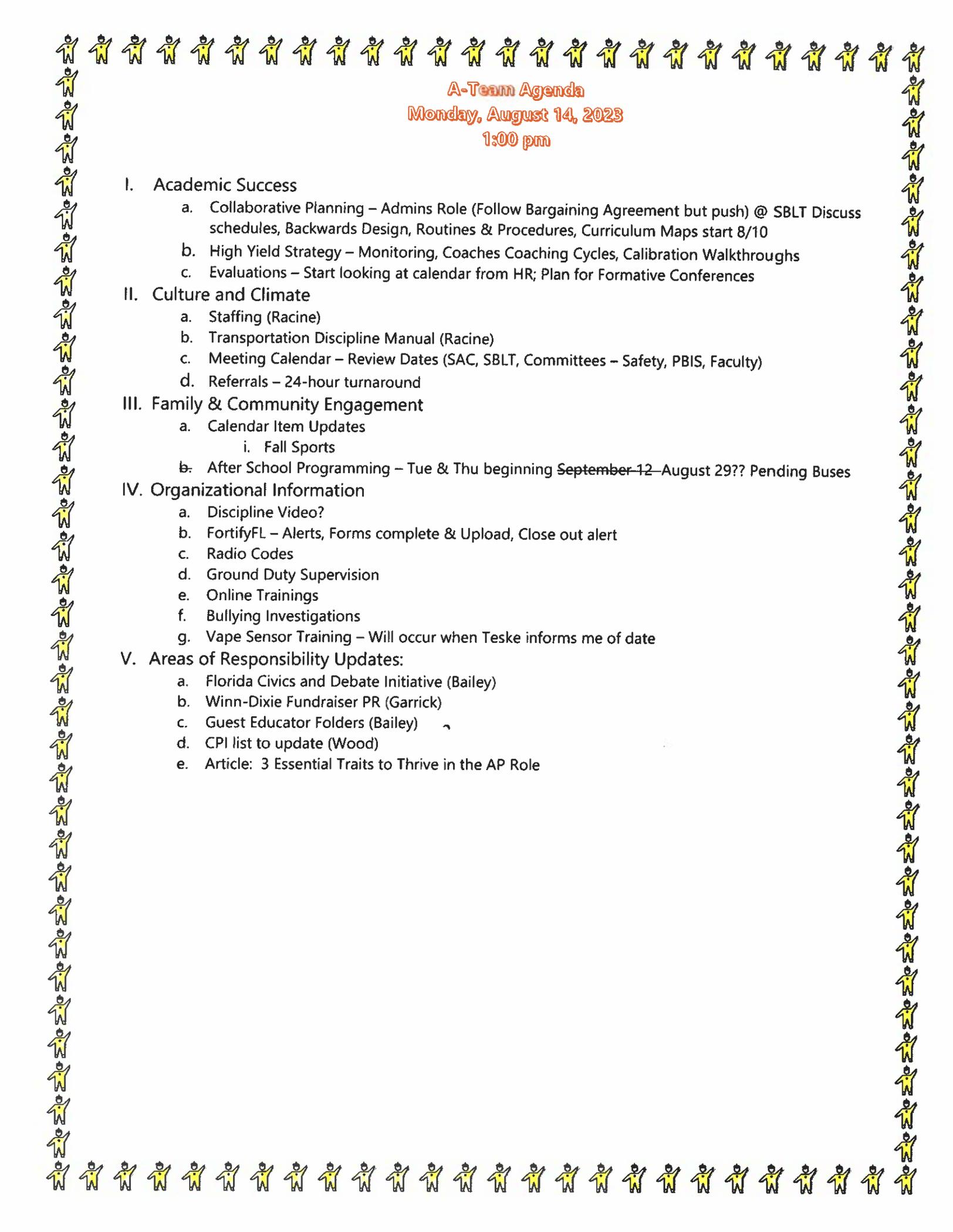
1. Community Partners
2. PBIS store
3. Staff Celebration
4. Canceling After School Activities/After school Supervision

Discipline

1. Deans' new role(s)
2. Referral data
3. Teacher Support
4. Highfliers/MTSS/Documentation

Barriers

1. Emergency Coverage
2. Teachers 7/7



A-Team Agenda
Monday, August 14, 2023
1:00 pm

I. Academic Success

- a. Collaborative Planning – Admins Role (Follow Bargaining Agreement but push) @ SBLT Discuss schedules, Backwards Design, Routines & Procedures, Curriculum Maps start 8/10
- b. High Yield Strategy – Monitoring, Coaches Coaching Cycles, Calibration Walkthroughs
- c. Evaluations – Start looking at calendar from HR; Plan for Formative Conferences

II. Culture and Climate

- a. Staffing (Racine)
- b. Transportation Discipline Manual (Racine)
- c. Meeting Calendar – Review Dates (SAC, SBLT, Committees – Safety, PBIS, Faculty)
- d. Referrals – 24-hour turnaround

III. Family & Community Engagement

- a. Calendar Item Updates
 - i. Fall Sports
- b. After School Programming – Tue & Thu beginning ~~September 12~~ August 29?? Pending Buses

IV. Organizational Information

- a. Discipline Video?
- b. FortifyFL – Alerts, Forms complete & Upload, Close out alert
- c. Radio Codes
- d. Ground Duty Supervision
- e. Online Trainings
- f. Bullying Investigations
- g. Vape Sensor Training – Will occur when Teske informs me of date

V. Areas of Responsibility Updates:

- a. Florida Civics and Debate Initiative (Bailey)
- b. Winn-Dixie Fundraiser PR (Garrick)
- c. Guest Educator Folders (Bailey)
- d. CPI list to update (Wood)
- e. Article: 3 Essential Traits to Thrive in the AP Role

Instructional Team Agenda
Friday, September 8, 2023
9:00 am

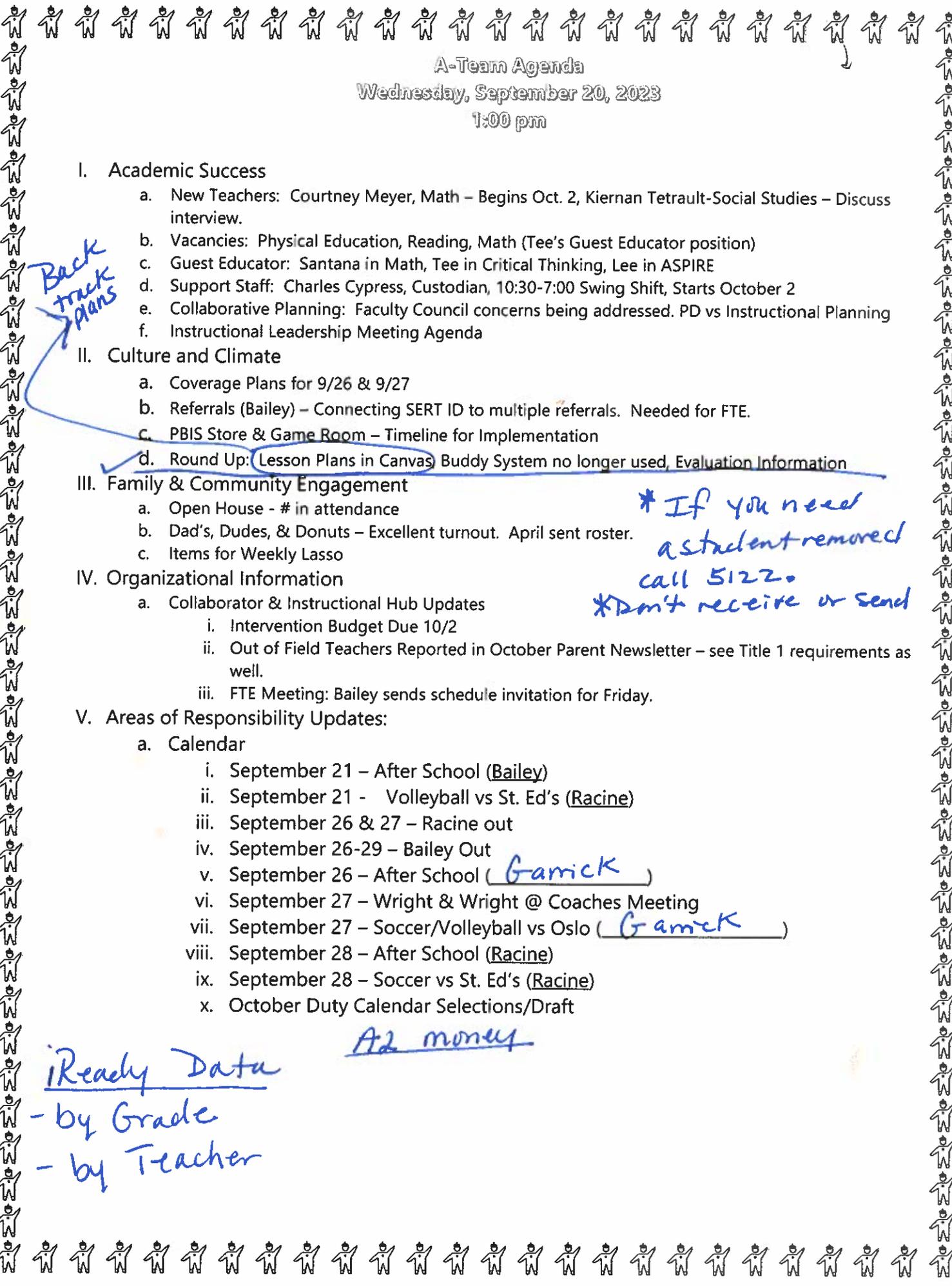
I. Academic Data

- a. ELA Performance
 - i. Grade
 - ii. subgroup
 - iii. Number of 2023 PM3 that scored Level 1 on PM1
 - 1. Yellow
 - 2. Red
 - 3. Teachers
 - 4. Interventions for Will vs Skill
 - 5. iReady Participation Rates
- b. Math Performance
 - i. Grade
 - ii. subgroup
 - iii. Number of 2023 PM3 that scored Level 1 on PM1
 - 1. Yellow
 - 2. Red
 - 3. Teachers
 - 4. Interventions for Will vs Skill
 - 5. iReady Participation Rates
- c. Wednesday Meeting Calendar – Teams Meeting 2 x a month.
 - i. EWS Monitoring: Attendance, Behavior, and Grades
- d. Intervention Budget (Due Oct. 1)
- e. Impact Review October 2.....Do not advertise
- f. Instructional Quality Newsletter

Data Com
- Oct 3

Impact Review
- Oct 2

30,000 to use for afterschool
- During school



A-Team Agenda

Wednesday, September 20, 2023

1:00 pm

I. Academic Success

- a. New Teachers: Courtney Meyer, Math – Begins Oct. 2, Kiernan Tetrault-Social Studies – Discuss interview.
- b. Vacancies: Physical Education, Reading, Math (Tee's Guest Educator position)
- c. Guest Educator: Santana in Math, Tee in Critical Thinking, Lee in ASPIRE
- d. Support Staff: Charles Cypress, Custodian, 10:30-7:00 Swing Shift, Starts October 2
- e. Collaborative Planning: Faculty Council concerns being addressed. PD vs Instructional Planning
- f. Instructional Leadership Meeting Agenda

Back track plans

II. Culture and Climate

- a. Coverage Plans for 9/26 & 9/27
- b. Referrals (Bailey) – Connecting SERT ID to multiple referrals. Needed for FTE.
- c. PBIS Store & Game Room – Timeline for Implementation
- d. Round Up: Lesson Plans in Canvas Buddy System no longer used, Evaluation Information

III. Family & Community Engagement

- a. Open House - # in attendance
- b. Dad's, Dudes, & Donuts – Excellent turnout. April sent roster.
- c. Items for Weekly Lasso

** If you need a student removed call 5122.
* Don't receive or send*

IV. Organizational Information

- a. Collaborator & Instructional Hub Updates
 - i. Intervention Budget Due 10/2
 - ii. Out of Field Teachers Reported in October Parent Newsletter – see Title 1 requirements as well.
 - iii. FTE Meeting: Bailey sends schedule invitation for Friday.

V. Areas of Responsibility Updates:

- a. Calendar
 - i. September 21 – After School (Bailey)
 - ii. September 21 - Volleyball vs St. Ed's (Racine)
 - iii. September 26 & 27 – Racine out
 - iv. September 26-29 – Bailey Out
 - v. September 26 – After School (Garnick)
 - vi. September 27 – Wright & Wright @ Coaches Meeting
 - vii. September 27 – Soccer/Volleyball vs Oslo (Garnick)
 - viii. September 28 – After School (Racine)
 - ix. September 28 – Soccer vs St. Ed's (Racine)
 - x. October Duty Calendar Selections/Draft

A2 money

iReady Data

*- by Grade
- by Teacher*

(199)

SDERC - Moore
Indian River

A-Team Agenda
Thursday, November 2, 2023
8:00 am

- I. Academic Success – SIP Goal 1
 - a. Vacancies: Reading & Guest Educator Tee
 - b. Collaborative Planning Updates:
 - i. ELA, Reading, Critical Thinking (iReady Diagnostic Nov. 8)
 - ii. Civics & ESE
 - iii. Math & Science (iReady Diagnostic Nov. 9)
 - c. SIP Phase 2
- II. Culture and Climate – SIP Goal 2
 - a. Principal's Challenge Field Trip November 6 @ Vero Bowl (Sturgeon)
 - b. Picture Retakes, Winter Sports Pictures & Staff Picture – November 7 (Wood)
 - c. Round Up items for Dr. Garrick
- III. Family & Community Engagement - SIP Goal 3
 - a. School Choice Fair, November 4, 10:00-1:00 @ SGMS_ (All Admin present (9:30-1:30))
 - b. Living Voices, November 6 @ 1:00 pm in MPR (Bailey, Sturgeon)
 - c. Veteran's Day Celebration, Nov. 10 7am-8am, Flagpole, cafeteria, and hallway tour
 - d. Items for Weekly Lasso
- IV. Organizational Information
 - a. Areas of Responsibility Updates: Bailey, Garrick, Wood
 - b. Collaborator & Instructional Hub Assignment Updates
 - c. Administrator Evaluation Tool – Self-Assessment and Deliberate Practices
- V. Calendar
 - a. Nov. 3 – PD for Teachers-Engagement, Monitoring, Differentiation, Safety
 - b. Nov. 8 – Faculty Meeting
 - c. Nov. 10 – Veteran's Day Breakfast
 - d. Nov. 13 – New Teacher Meeting @ 3
 - e. Nov. 14 – Riskin @ Principal's Meeting – out all day
 - f. Nov. 14 – Basketball vs Palm Bay Academy (SRD Edwards & Bailey)
 - g. Nov. 15 – Wright & Wright @ Instructional Coaches Meeting
 - h. Nov. 16 – AP Meetings – Garrick/Wood in AM, Bailey PM
 - i. Nov. 16 – Basketball vs Master's Academy (SRD Edwards, & Riskin)
 - j. Nov. 20-24 – Thanksgiving Break – 12-month employees work 11/20-22.
 - k. Nov. 27 – SBLT @ 3 pm in Room 617
 - l. Nov. 28 – Basketball vs Imagine - (SRD Edwards & Garrick)
 - m. Nov. 29 – SAC Meeting @ 3:45 in Media Center
 - n. Nov. 30 – Basketball vs. Sebastian Charter (SRD Edwards & Wood)
 - o. Dec. 4 – Basketball vs GMS (SRD Edwards & Riskin)
 - p. Dec. 14 – Basketball vs SGMS (SRD Edwards & Garrick)
 - q. Dec. 19 – Basketball vs Yearling (SRD Edwards & Riskin)

Nov 15th
8:30 Principal Honor Roll - All A's
A's, B
On the Roll

SRMS MEETING CALENDAR
1ST SEMESTER 2023-2024

COMMON PLANNING

Tuesdays during Planning Periods in Room 617

August 15, 22, 29
September 5, 12, 19, 26
October 3, 10, 17, 24, 31
November 7, 14, 28
December 5, 12

SAC MEETING

To Be Determined by SAC Committee

IMPORTANT DATES

Open House	9/13	5:00-7:00
End of 1 st Qtr.	10/11	
Parent Conferences	10/25	4:00-7:00
Veteran's Day Event	11/10	
Modified Instructional Day	12/19 & 20	
End of 2 nd Qtr.	12/20	

FACULTY MEETINGS

2:45-3:30 - Outlook Invitations forthcoming

Wednesday 8/23, 30
Wednesday 9/6, *13, 20, 27
Wednesday 10/4, 11, *18, 25
Wednesday 11/1, 8, *15, 29
Wednesday 12/6, *13

*Department Meetings

SBLT

SCHOOL BASED LEADERSHIP TEAM

3:00 pm - 4:00 pm in Rm 617

Monday 8/28
Monday 9/18
Monday 10/30
Monday 11/27
Monday 12/18