



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

**Quarter of the School Year: 2**

**School: Gifford Middle**

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 January 16, 2024: \_\_\_\_\_ CB \_\_\_\_\_ (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?)

We continue to make steps towards a much more proportional data set when related to representation of African American students. The school-based team is remaining vigilant in ensuring that systems and measures are in place to continue to move the mark in the right direction. With regards to enrollment into extracurricular we are excited to see a more equitable representation of African American students this past quarter.

When we review our discipline data there is a high rate of African American students that are getting Aspire and/or ALTOSS. We are aware and are working to ensure that there is a higher sense of vigilance when considering consequences. With regards to the percentage breakdown when adding in the Hispanic and Other to White sub group the percentage of these subgroups compared to Black students is 33% compared to the 67% of Black students getting Aspire and/or ALTOSS.



# African American Achievement Plan 2023-2024

## Assurances of Implementation of Strategies/Action Steps



## African American Achievement Plan 2023-2024

### Assurances of Implementation of Strategies/Action Steps

Quarter of the School Year: 2

Date of Summary: January 16, 2024

School: Gifford 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	4
Date(s) of Support Provided to School Leadership Teams (i.e., August 1, 2023)	11/13/23, 11/27/23, 12/6/23, 12/13/23
Summary of Observation(s):	Monitor the developed curriculum matrix that integrates African American History teachings in grades 6-8 that is included in the curriculum map. Conducted 4 quarterly Classroom walk throughs to ensure integration into classroom instruction and provide written report of feedback as part of the regular Admin walks.

**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)	10/16/23, 10/23/23, 10/30/23, 11/6/23, 11/13/23, 11/27/23, 12/4/23, 12/11/23, 12/18/23
Summary of Action Steps / Plan Based Upon Reviews of Early Warning Indicators for African American Students:	<ul style="list-style-type: none"><li>Math Tutoring Focusing on our level 2.5's 14 of the 43 which are black students that fall into this category<ul style="list-style-type: none"><li>Wednesdays from 2:45-4:30pm</li></ul></li></ul>

## African American Achievement Plan 2023-2024

### Assurances of Implementation of Strategies/Action Steps

- Math interventions with 92 students that are Level 2.5's 50 of which are black students, 18 Hispanic, 22 White, 1 Indian, and 1 Other.
  - Mon-Tues 6<sup>th</sup> Graders
  - Th-F 7<sup>th</sup> Graders
  - Fri 8<sup>th</sup> Graders
- ELA Intervention (Davis) with 31 students on the following schedule:
  - 9 Students 1 hr a day 5 days a week 8 are Black
  - 22 Students 1 hr a day 4 days a week 16 are Black
- ELA Intervention (Henry) with 4 students on the following schedule:
  - 4 Students 30 min a day 5 days a week 1 is Black.
- Course Recovery for Math and ELA
  - We have 4 staying 1 night afterschool and 3 are Black
- Alg/Geo Math afterschool tutoring for 8 students 4 are Black
  - M-T-Th 2:45-4:30pm
- Alg/Geo Math Tier I support for 21 students 12 are Black and 9 are white.
  - Daily pull outs
  - 7<sup>th</sup> period push in
- 7<sup>th</sup> Grade Civics Tutoring for 13 students 9 are Black
  - M-T 2:45-4:30pm
- Math Coaching Cycles with district support

**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.

**Percentage of Racial Subgroup Enrolled in Advanced/Accelerated Courses During the Quarter  
All Grade Levels Served by the School (Combined)**

Black/African American (%)	White, Non-Hispanic (%)
<b>17%</b>	<b>82%</b>

**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.

**Discipline**



## African American Achievement Plan 2023-2024

### Assurances of Implementation of Strategies/Action Steps

Date(s) of Problem-Solving Session(s) for <u>Discipline</u> :	10/16/23, 10/23/23, 10/30/23, 11/6/23, 11/13/23, 11/27/23, 12/4/23, 12/11/23, 12/18/23
Summary of Action Steps / Plan Based Upon Problem Solving Session(s) for <u>Discipline</u> :	<p>During the SLT mtg's and weekly MTSS Mtg's the team completes the following tasks:</p> <p><b>Gather Relevant Data:</b> Collect comprehensive data on the student's behavior, including incident reports, attendance records, and academic performance.</p> <p><b>Identify Specific Behaviors:</b> Clearly define and identify the specific behaviors that need addressing. Be specific about the nature, frequency, and severity of the behaviors.</p> <p><b>Set Clear Goals:</b> Establish clear and measurable goals for behavior improvement. These goals should be achievable and tailored to the individual needs of the student.</p> <p><b>Develop an Action Plan:</b> Collaboratively develop a detailed action plan outlining specific steps, interventions, and support mechanisms to address the behavioral issues.</p> <p><b>Provide Support Services:</b> Identify and implement support services such as counseling, mentoring, or special education accommodations based on the student's needs.</p> <p><b>Monitor Progress:</b> Establish a system for monitoring and evaluating the student's progress toward behavior goals. Regular check-ins can help make necessary adjustments to the plan.</p> <p><b>Implement Positive Reinforcement:</b> Integrate positive reinforcement strategies to acknowledge and reward positive behavior, creating motivation for the student to make positive changes.</p> <p><b>Establish a Follow-Up Plan:</b> Develop a follow-up plan to continue monitoring the student's progress even after the initial problem-solving session. This may include ongoing support and periodic reviews.</p>
Achievement	



## African American Achievement Plan 2023-2024

### Assurances of Implementation of Strategies/Action Steps

Date(s) of Problem-Solving Session(s) for <u>Achievement</u> :	10/16/23, 10/23/23, 10/30/23, 11/6/23, 11/13/23, 11/27/23, 12/4/23, 12/11/23, 12/18/23
Summary of Action Steps / Plan Based Upon Problem Solving Session(s) for <u>Achievement</u> :	Monitor data to ensure that African American students who are not on grade level per 23_24 PM2 FAST Data/Current iReady Diagnostic 2 Data or who show a substantial deficiency in reading/math in grades 6,7,8 per teachers observations as aligned with the reading intervention as defined by the district reading plan are receiving additional tutoring support, or intervention support from reading teachers and/or Math Coach during their elective blocks and/or afterschool on M-T-Th. A similar approach is taken with regards to Science and Civics based on student assessment scores, formative assessment data, and teacher observational data.

#### 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.

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)

Black/African American (%)	White, Non-Hispanic (%)
67%	16%

#### 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.e., August 1, 2023)	12/6/23	
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):	<ol style="list-style-type: none"><li>1. Monitor process and refine steps as needed.</li><li>2. Provide ongoing feedback to the departments as needed.</li><li>3. Conduct data chats during planning to ensure student needs are being met in the African American Subgroup.</li></ol>	



## African American Achievement Plan 2023-2024

### Assurances of Implementation of Strategies/Action Steps

4. Evident transfer of items and strategies discussed in collaborative planning being evident in fidelity walks and evaluative walks.
5. Evidence of lessons containing district adopted instructional materials and curriculum maps.

#### 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:

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 (%)
84	219	34.6%
Summary of Action Steps/Plan to Increase Communication Regarding the Availability of Extracurricular Activities:		Availability of Extracurricular Activities include: Posting on Twitter, Facebook, School Website, Connect Ed Calls, Flyers being sent home.
(SECONDARY ONLY) Number of Students Participating in the African American Student Council (All Grade Levels)		11

\*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:	14
Percentage of Interviewers on Interview Committee by Race	
Black/African American (%)	White, Non-Hispanic (%)
18%	62%
(OPTIONAL) Additional information:	