



African American Achievement Plan 2023-2024

Assurances of Implementation of Strategies/Action Steps

Quarter of the School Year: 1

School: Osceola Magnet

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 November 16, 2023: *jmn* (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?)

Our teachers will continue to use the district provided pacing guide which indicates areas to incorporate African American teachings as well as incorporate texts with African American characters and by African American authors. Moving forward the leadership team needs to schedule intentional walkthroughs looking for evidences and will continue implementing weekly discipline data reviews and behavior supports needed with the behavior tech and school counselor as well as the regular academic data reviews.



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Date of Summary: November 13, 2023

School: Osceola Magnet

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	2
Date(s) of Support Provided to School Leadership Teams (i.e., August 1, 2023)	8/17/23; 9/21/23; 10/5/23
Summary of Observation(s):	Leadership team observed read alouds in media center and in primary classrooms.

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)	8/30/23; 9/20/23
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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 (%)
0	0	100%	2	2	100%	3	4	75%	3	3	100%

**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)	
Summary of Action Steps / Plan Based Upon Reviews of Early Warning Indicators for African American Students:	

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)

Quarter 1: 08.10.2023 – 10.11.2023; Completion of Reflection & Quarterly Data Due 11.17.2023
Quarter 2: 10.12.2023 – 12.20.2023; Completion of Reflection & Quarterly Data Due 01.12.2024
Quarter 3: 01.08.2024 – 03.19.2024; Completion of Reflection & Quarterly Data Due 03.29.2024
Quarter 4: 03.20.2024 – 05.31.2024; Completion of Reflection & Quarterly Data Due 06.07.2024



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

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	
Date(s) of Problem-Solving Session(s) for <u>Discipline</u> :	9/6/23; 10/2/23; 10/9/23; 10/18/23
Summary of Action Steps / Plan Based Upon Problem Solving Session(s) for <u>Discipline</u> :	Incentives identified, SET expectation posters distributed to teams; power bi data discipline data reviewed and risk ratios reviewed to determine areas in need of support. AA students were not showing a disproportionate need but other sub groups were identified as needing support.
Achievement	
Date(s) of Problem-Solving Session(s) for <u>Achievement</u> :	8/30/23; 9/20/23
Summary of Action Steps / Plan Based Upon Problem Solving Session(s) for <u>Achievement</u> :	Students were identified who were in need of interventions. Focus areas, interventions and providers were determined.

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 (%)

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)	8/3/23; 10/5/23; 10/11/23	
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?



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Summary of Action Steps / Plan based upon District Impact Review (based upon District & School Level Reviews):	Continue differentiation and monitoring goals; add in engagement goals
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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:	10/10/23	
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 (%)
0	0	0
Summary of Action Steps/Plan to Increase Communication Regarding the Availability of Extracurricular Activities:	We do not have extra-curricular activities offered at this time.	
(SECONDARY ONLY) Number of Students Participating in the African American Student Council (All Grade Levels)		

**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.

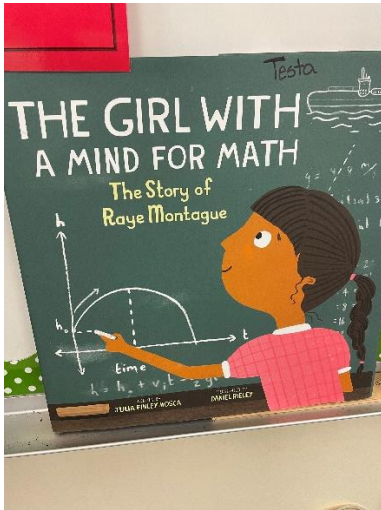
Number of Interviews Conducted by the Interview Committee:	3
Percentage of Interviewers on Interview Committee by Race	
Black/African American (%)	White, Non-Hispanic (%)
33%	77%
(OPTIONAL) Additional information:	

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Evidences:

1.1



2.1

Calendar - Jennifer.Norris@indianriverschool...

Counselor/Behavior Tech/Admin Weekly Meeting

Mon 10/2/2023 9:30 AM - 10:15 AM Series

Microsoft Teams Meeting

[Join](#)

You're the organizer.

PBIS Core Meet Up

Wed 9/6/2023 3:30 PM - 4:00 PM

Media Center

[Join](#)

Steward, Ebone invited you.
Accepted 7, Declined 1, Didn't respond 4

Hello folks! This is our initial PBIS meeting of the year. We will discuss any trends, plan some fun stuff, and forecast our goals! Bring ideas if any regarding behavior...

Calendar - Jennifer.Norris@indianriverschool...

Data Chat- 3rd

Wed 8/30/2023 12:30 PM - 1:00 PM

Principal's Conference Room

[Join](#)

Ern, Natalie invited you.
Accepted 5, Didn't respond 2

This is our first data chat to go over testing results and build groups for RtI. An excel worksheet will be sent soon to be filled in by teachers prior to the meeting. Reach o...

Wed 20

Hold for Dads Take Your Chi

2nd- Data Chat
Principal's conference roo

3rd Gr Colla

1st- Data Ch
Principal's c

K Collab Pla
K-Data Chat