African American Achievement Plan

Monthly Update

April 14, 2020

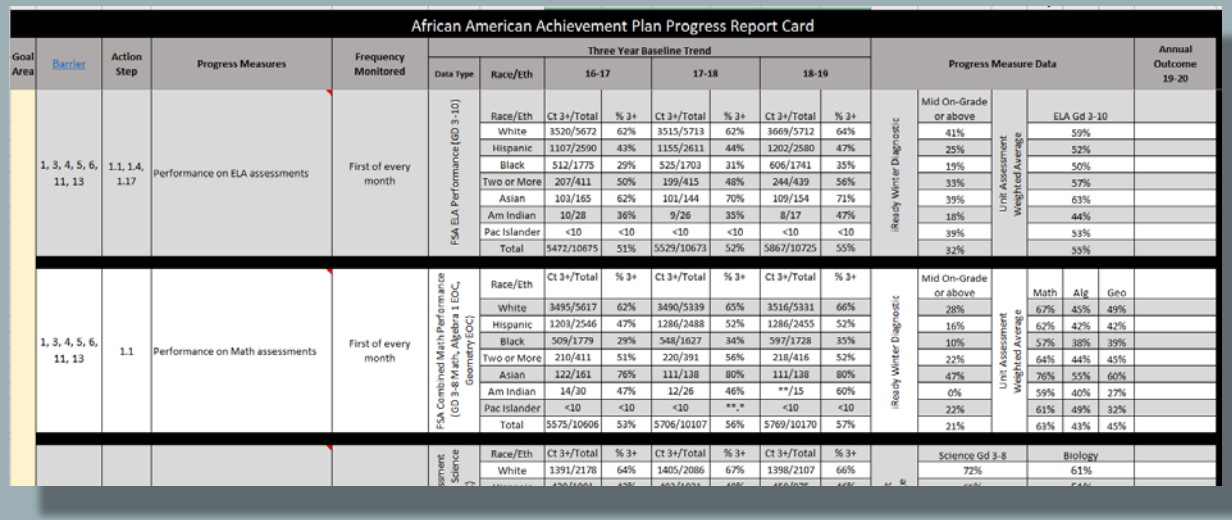
AFRICAN AMERICAN ACHIEVEMENT PLAN

The African American Achievement Plan was initially discussed at a School Board Workshop on February 11, 2020. The School Board of Indian River County approved the African American Achievement Plan on February 25, 2020. The plan included an African American Achievement Progress Report Card which denotes progress measures that will be monitored throughout the year. The report card data is updated monthly to ensure consistent implementation and monitoring of action steps as outlined in the African American Achievement Plan.

TIMELINE

2/20	• School principals and district administrators reviewed the plan and discussed their responsibilities
2/25	• African American Achievement Plan was Board approved
3/2	• Schools created their own Implementation Plans
3/6	• District staff reviewed the plans and provided feedback
3/9	• Schools and District Departments updated their plans and were uploaded to the District's Webpage
3/12	• Staff discussed with principals the data requirements and completion logs
3/13	• Last day prior to COVID-19 closure
March	• Support was given to principals and district staff via meetings, email, Teams webinars, and phones calls

PROGRESS REPORT CARD



African American Achievement Plan Progress Report Card

Goal Area	Barrier	Action Step	Progress Measures	Frequency Monitored	Data Type	Race/Eth	16-17 Ct 3+/Total	16-17 % 3+	17-18 Ct 3+/Total	17-18 % 3+	18-19 Ct 3+/Total	18-19 % 3+	Progress Measure Data						Annual Outcome 19-20
	1, 3, 4, 5, 6, 11, 13	1.1, 1.4, 1.17	Performance on ELA assessments	First of every month	FSA ELA Performance (GD 3-10)	Race/Eth	Ct 3+/Total	% 3+	Ct 3+/Total	% 3+	Ct 3+/Total	% 3+	iReady Winter Diagnostic	Mid On-Grade or above	Unit Assessment Weighted Average	ELA Gd 3-10			
						White	3520/5672	62%	3515/5713	62%	3669/5712	64%		41%		59%			
						Hispanic	1107/2590	43%	1155/2611	44%	1202/2580	47%		25%		52%			
						Black	512/1775	29%	525/1703	31%	606/1741	35%		19%		50%			
						Two or More	207/411	50%	199/415	48%	244/439	56%		33%		57%			
						Asian	103/165	62%	101/144	70%	109/154	71%		39%		63%			
						Am Indian	10/28	36%	9/26	35%	8/17	47%		18%		44%			
						Pac Islander	<10	<10	<10	<10	<10	<10		39%		53%			
						Total	5472/10675	51%	5529/10673	52%	5867/10725	55%		32%		55%			
	1, 3, 4, 5, 6, 11, 13	1.1	Performance on Math assessments	First of every month	FSA Combined Math Performance (GD 3-8 Math, Algebra 1 EOC, Geometry EOC)	Race/Eth	Ct 3+/Total	% 3+	Ct 3+/Total	% 3+	Ct 3+/Total	% 3+	iReady Winter Diagnostic	Mid On-Grade or above	Unit Assessment Weighted Average	Math	Alg	Geo	
						White	3495/5617	62%	3490/5339	65%	3516/5331	66%		28%		67%	45%	49%	
						Hispanic	1203/2546	47%	1286/2488	52%	1286/2455	52%		16%		62%	42%	42%	
						Black	509/1779	29%	548/1627	34%	597/1728	35%		10%		57%	38%	39%	
						Two or More	210/411	51%	220/391	56%	218/416	52%		22%		64%	44%	45%	
						Asian	122/161	76%	111/138	80%	111/138	80%		47%		76%	55%	60%	
						Am Indian	14/30	47%	12/26	46%	**/15	60%		0%		59%	40%	27%	
						Pac Islander	<10	<10	<10	**,*	<10	<10		22%		61%	49%	32%	
						Total	5575/10606	53%	5706/10107	56%	5769/10170	57%		21%		63%	43%	45%	
					Science	Race/Eth	Ct 3+/Total	% 3+	Ct 3+/Total	% 3+	Ct 3+/Total	% 3+		Science Gd 3-8		Biology			
						White	1391/2178	64%	1405/2086	67%	1398/2107	66%		72%		61%			

Almost 2000 data measures were captured for:

- 4 goal areas;
- 44 action steps; and
- in addition to other backup data provided in the progress report.

Areas of Progress

Several measures showed progress in closing or eliminating the gap between Black/African American and White students:

- Participation in Extended Learning Opportunities
- Participation in Extracurricular Activities
- School Recognition Ceremonies
- Arrests
- Least Restrictive Environment
- Employee Attrition Rates

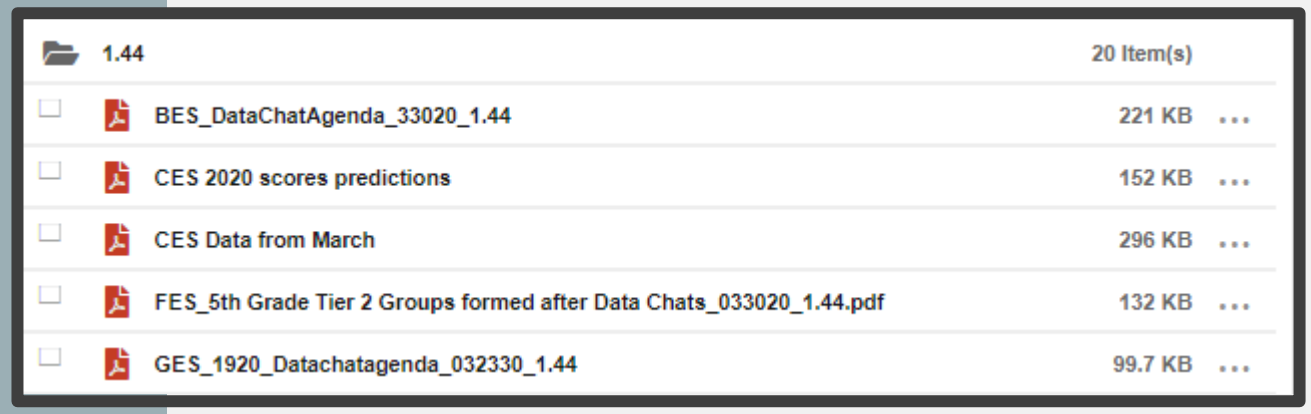
OPPORTUNITIES FOR IMPROVEMENT

- Academic Performance (~10-20% Achievement Gap depending on subject)
- Kindergarten Readiness (64% White, 43% Black/AA)
- Graduation Rate (92% White, 81% Black/AA)
- Office Discipline Referrals (12% White, 25% Black/AA)
- Suspensions (ISS: 3% White, 6% Black/AA; OSS: 3% White, 8% Black/AA)
- ACE Enrollment (34% White, 47% Black/AA)
- Teacher Demographics (88.7% White, 9.9% Black/AA)

IMPACT OF COVID-19

- Impact to AAA plan
  - No academic outcome measures for the school year
  - No longer monitoring Discipline and ESE data
  - No end of year data chats at the school or district level

- How will this impact plan moving forward
  - Continue to monitor i-Ready and Achieve 3000 usage and data
  - Moving Full Steam Ahead:
    - Review of Master School schedules
    - Review of Discipline plans
    - Update Student Progression Plan
    - Update Recruitment Plan
    - Creation of a plan to monitor graduation
    - Develop a Plan PD on culturally responsive instructional practices

Equity Webpage Updates

Evidence of completion is now available on the district's webpage for completed action steps.