



## African American Achievement Plan Evidence of Progress Monitoring

School District of Indian River County  
#SDIRCStrongerTogether

**Date:** 10/27/2020

**School/Department:** Strategic Planning & Support Services

**Action Step  
(number and  
description):** 1.2 – Conduct multi-level analysis of root cause for barriers to academic achievement for African American students.

**Evidence of Progress Monitoring  
(Please include  
narrative/description  
of the action taken.  
Where applicable,  
please include all  
measurable data.)** The supporting evidence is a summary of the root cause analysis session. The current session was strategically scheduled to enable the gathering of current progress monitoring data for incorporation into the root cause analysis session. Initial identification of potential root causes was completed during July of 2020. During the current session, a structured discussion process was utilized to assist participants in developing consensus as to whether initially identified potential root causes are verifiable root causes. Due to a scheduling conflict that unexpectedly arose, the participants were limited to a smaller number than anticipated. As a result, an additional root cause analysis session will be scheduled to expand participation of stakeholders in the process.

**Results of Action Taken:** Following the next scheduled session, results of the root cause analysis will be provided to key stakeholders as part of any future revisions to plan implementation steps.

**Reflection:** Currently identified barriers in the African American Achievement Plan do not clearly address one of the root causes identified through the session: Need for improved systems and supports to build capacity for the implementation of culturally responsive practices. This information should be taken into consideration during the development and implementation of future work.

**SDIRC Root Cause Analysis – The Achievement Gap (Session 2)**  
**October 23, 2020, Summary of Root Cause Verification & Discussion**

Themes Previously Identified July 18, 2020	Questions to Assist with Root Cause Verification <ul style="list-style-type: none"> <li>Would the achievement gap have occurred if this cause had not been present?</li> <li>Will the achievement gap reoccur if this cause is corrected or dissolved?</li> <li>Will issues similar to the achievement gap occur if this cause is corrected or eliminated?</li> </ul>	Team Consensus of Verification as a Root Cause
Need for a diversified teaching staff	<ul style="list-style-type: none"> <li>Participants discussed the importance of having a diversified teaching staff. Additionally, discussion also indicated that diverse teaching staff is significant to building culturally responsive environments, but that there are additional factors that must be present to ensure equitable, inclusive environments for all students. As a result, this theme was identified as a contributing cause and not a root cause.</li> </ul>	No, considered a contributing cause.
Need to address mindsets/implicit biases/increase self-awareness	<ul style="list-style-type: none"> <li>Participants brought forward that the final four themes identified all could be verified as root causes, while seeing the four themes as clearly interconnected root causes.</li> <li>Participants also discussed various relationships, dynamics, and hierarches as related to the final four themes. For example, participants discussed the importance of having the needed systems and supports to address lack of preparation, skills, and comfort in implementing culturally responsive practices.</li> <li>Consensus from the discussion of the final four themes suggested that the themes identified were inextricably linked and all needed to be addressed to make meaningful improvements in the achievement gap.</li> </ul>	Yes
Lack of preparation, skills, and comfort in addressing cultural issues and engaging in culturally responsive practices		Yes
Need for improved systems and supports to build capacity for the implementation of culturally responsive practices		Yes
Need for increased cultural self-awareness and student awareness		Yes

**Additional Discussion Points:**

- The need to develop authentic, supportive relationships with all students was identified as a potential root cause that was not previously identified.
- The collective efficacy of educators in the implementation of culturally responsive practices and differentiated instruction was highlighted as a potential area of exploration. A need for PD opportunities related to differentiated instruction was identified.
- It was highlighted how it may be important to explore and identify those spaces in schools across our district in which educators are effectively meeting the needs of culturally diverse student populations to replicate and scale up these efforts.
- Participants also discussed specific definitions and examples of culturally responsive practices as applied to classroom settings.

**SDIRC Root Cause Analysis  
The Achievement Gap: Session 2  
Friday, October 23<sup>rd</sup>, 2020**

**Roster of Participants:**

Jones, Tosha  
Kohlstedt, Christopher  
McMahon, Brian  
Robinson, Eddie  
Vernette, Aretha  
Pappalardo, Matina  
Garcia, Kimberly

**Facilitators:**

Long, Deborah  
Jacobs, Christina