



African American Achievement Plan Evidence of Progress Monitoring

School District of Indian River County
#SDIRCStrongerTogether

Date: 9/18/2020

School/Department: Rosewood Elementary

**Action Step
(number and
description):** 1.11 Extracurricular Activities

**Evidence of Progress
Monitoring
(Please include
narrative/description
of the action taken.
Where applicable,
please include all
measurable data.)**

You will see our current extracurricular programs that are running with a break down of participation. You will see an expectation that all applications for extracurricular clubs or activities to all students. You will see the expectation that each club/activity will be monitored for equal access and representation. You will see continued professional development on racial bias and the implications it can have on students.

**Results of Action
Taken:**

Teachers/staff will be aware of the students participating in extra curricular activities, as well as be mindful that we are making these opportunities available to all students. We will be more aware of the subgroup participation data and begin to see if there are any trends for any discrepancies we may see. We will grow from professional development opportunities to see where implicit bias may be impacting our practices.

Reflection:

By reviewing this data we have become more aware of the subgroup participation in our extra-curricular activities. We will continue to monitor this throughout the year and look for any trends.

Indicator 1.11 – Extracurricular Activities Rosewood Magnet School

Data from last year’s African American Achievement plan was shared in our preplanning meeting to show the participation in extra-curricular activities.

We have shared with coaches/teachers who are running afterschool programs that we need to ensure all students have an opportunity to participate. Applications and information about each club/activity will be sent home with all students. We are monitoring that we are enrolling diverse groups of students to ensure equitable representation and opportunity to participate in extra-curricular activities.

The only extracurricular club we currently have running is our Cooking Club. It consists of 6 students, (3 African American, 3 white)

We will continue to provide professional development opportunities to teachers. This month teachers were given the below professional development resource.

Sept. 24th we will review a second Sanford Inspire Module, the information was sent to teachers in our weekly email on Sept. 14th, 2020.

Professional Development:

This will relate to our school based PD on the early release day Sept. 24th.

We will review this module and then look at some sub group data.

Please use the link below to access a PD on Cultural Bias. This will go along with our African American Achievement Plan and our Equity Plan.

<https://online.sanfordinspire.org/modules/working-racial-bias/>

Module: Working Against Racial Bias



In this module, you will learn to identify your own biases and operate with a sociocultural consciousness: the awareness that one’s worldview is not universal and not superior to that of others. This is an essential skill for educators.



In this module, you will:

- ✓ Define sociocultural consciousness and explain its importance.
- ✓ Define implicit bias, and explain how it can impact a teacher’s actions toward students.
- ✓ Identify personal actions that can be taken to work against racial bias.