



African American Achievement Plan Evidence of Progress Monitoring

School District of Indian River County
#SDIRCStrongerTogether

Date: 8/7/2020

School/Department: Sebastian River High

**Action Step
(number and
description):** 1.11- Extra Curricular PD

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

The documentation attached is the roster from Sebastian River High School August 7th Faculty meeting held in our Performance Arts Center and via TEAMS meeting (those who joined virtually). It also contains the Power Point Presentation utilized during that meeting and screen shots from our weekly School Messengers that are sent home weekly. The faculty meeting included discussion about our school data from the 2018-2019 school year that focused on sub-groups, which included African American students. During the discussion we covered the need to ensure that all classrooms engaged students in culturally responsive instruction and equitable classroom practices. This presentation also included an opportunity for faculty and staff to discuss ways we would improve equity for ALL students to have access to success in ALL areas, to include sports, clubs, classrooms instruction, visuals within the classroom, discipline etc. At this time, not all athletic coaches were hired however upon employment, our Athletic Director and Administration team members will be providing this training to them as well. Also, our Weekly school messenger calls to our families ensure that all students and their families have the latest information necessary to be successful in all areas.

**Results of Action
Taken:**

Staff members were able to discuss past trends in all areas to improve equity through the school. Teachers reviewed their classrooms practices that centered around our diverse population here at SRHS. Also, discussions brought to light the need for increased communication via school messenger, school website, and social media to advertise more expectations, announcements, and positive items for SRHS.

Reflection:

Based on the feedback during this discussion, SRHS will increase weekly school messages from administration to ensure ALL our families are aware of upcoming events. We will push out more information via social media as an additional opportunity to communicate with our families as well as consistently update our school website to provide our families and community with the latest information to ensure ALL students have access to success.

School Messenger – Weekly Calls to Parents to inform of upcoming events, opportunities, and information.

Dashboard
Broadcasts
Reports
System

Activity Summary
7 Days | Month | Year

Broadcasts

1

1 Languages
1 Senders

Content Mix

100%
0%
0%

Top Types

1 General

Top Senders

1 Christopher Cummings

Broadcasts

Completed (Already Sent)

| Sent On | Author | Subject | Rcpts | Content |
|-------------|----------------------|--|-------|---------|
| Sun 9/13/20 | Christopher Cummings | Weekly Student Update 9-13-20 | 2112 | |
| Sun 9/6/20 | Christopher Cummings | Weekly Student Updates 9-6-20 | 2113 | |
| Thu 9/3/20 | Christopher Cummings | Laptop Return | 2115 | |
| Sun 8/30/20 | Christopher Cummings | Weekly Student Update 8-30-20 | 2122 | |
| Wed 8/26/20 | Christopher Cummings | Code of Student Conduct (Copy) | 1 | |
| Tue 8/25/20 | Christopher Cummings | Code of Student Conduct | 2124 | |
| Sun 8/23/20 | Christopher Cummings | First Day of School Message | 2124 | |
| Fri 8/21/20 | Christopher Cummings | Laptop Distribution 8/21/20 | 1959 | |
| Tue 8/18/20 | Christopher Cummings | Transitional Orientation Information & General | 1944 | |
| Sun 8/16/20 | Christopher Cummings | SRHS Updates 8-17-20 | 1940 | |
| Thu 8/13/20 | Christopher Cummings | Orientation Morning Aug 13 | 1939 | |
| Sun 8/9/20 | Christopher Cummings | Orientation Update | 1944 | |
| Sun 8/2/20 | Christopher Cummings | Teachers Return to work Aug 3 | 160 | |
| Tue 7/28/20 | Christopher Cummings | Teacher Options 2 or 3 | 160 | |

BROADCAST TEMPLATES

+ New Template

You have unplayed responses to your notifications... [click to view](#)

Need Help?
Visit the [help section](#), send an email to support, or call (800) 920-3697. Also be sure to [give us feedback](#) about the new version.

Faculty Professional Development Roster

Date: 8/7/2020

| | |
|-------------------------|-------------|
| Acosta, Heather | ✓ |
| Amy, Terri | ✓ |
| Anderson, George | ✓ |
| Arce, Jash | ✓ |
| Avila, Marilyn | Work / Home |
| Baker, Sandy | ✓ |
| Boscovich, Eric | ✓ |
| Bottorff, Bryan | ✓ |
| Braaksm, Beth | FMLA |
| Bradshaw, Cathy | ✓ |
| Bridge, Lisa | Work / Home |
| Brown, Jody | ✓ |
| Bruce, Gayle | Work / Home |
| Buchweitz, Brenda | ✓ |
| Cama, Madison | ✓ |
| Cambo, Alison | ✓ |
| Celesti, Sandra | ✓ |
| Champion, Paul | ✓ |
| Colon, Denise | ✓ |
| Conrti, Jacqueline | ✓ |
| Cornacchione, Ann Marie | ✓ |
| Daniel, Karyn | ✓ |
| Davis, Michael | ✓ |
| Deamara, James | ✓ |
| Deblasio, Denise | ✓ |
| all Cummings, Chris | ✓ |



8/7/2020

| | |
|---------------------|--------------------|
| Dillon, Alisha | <u>WORK - Home</u> |
| Divers, Crystal | ✓ |
| Fitzgordon, Candace | ✓ |
| Flemming, Tony | ✓ |
| Flores, Eddy | ✓ |
| Frierson, David | ✓ |
| Funnell, Michelle | ✓ |
| Geer, Travis | ✓ |
| Gehrke, Ron | ✓ |
| Gehrke, Zach | ✓ |
| Golliher, Jerry | ✓ |
| Greene, Natasha | ✓ |
| Green, Wylie | ✓ |
| Hall, Michael | ✓ |
| Hallett, Kally | ✓ |
| Hanna, William | ✓ |
| Hofer, Michael | ✓ |
| Howder, Celeste | ✓ |
| Howe, James | ✓ |
| Hulse, Katie | ✓ |
| Hussey, Mike | ✓ |
| Infanzon, Jatiel | ✓ |
| Infanzon, Lori | ✓ |
| Ioffredo, Daniel | ✓ |
| Jursik, Melissa | ✓ |
| Jones, Chase | ✓ |
| Kahn, Janice | ✓ |
| Kaser, Diane | ✓ |
| Keesee, Sandra | ✓ |



8/7/2020

| | |
|---------------------------|-----------------------------|
| Kolb, Amy | ✓ |
| Kramer, Lois | ✓ |
| Kulp, Kevin | ✓ |
| Landis, James | ✓ |
| La Branche, Mireya | ✓ |
| La Dow, Sheila | ✓ |
| Lange, Hilary | <u>remove</u> |
| Lewis, Maura | ✓ |
| Lunny, Chelsea | ✓ |
| Maloney, Heidi | ✓ |
| Matthews, Cormack | ✓ |
| Matthews, Keith | ✓ |
| Maul, Maria | ✓ |
| Maul, Tom | ✓ |
| Morris, Kevin | ✓ |
| Moser, Doug | ✓ |
| Nathaniel, Joe | ✓ |
| Norman, Donna | ✓ |
| O'Keefe, Kim | ✓ |
| Omans, Jane | ✓ |
| Payne, Nina | ✓ |
| Palmer, Wendy | ✓ |
| Parkinson, Rose | ✓ |
| Patsche, Jackie | ✓ |
| Perry, Tyrone | <u>pending Covid / Home</u> |
| Phillips, Lynn | ✓ |
| Pinkney, Elizabeth | ✓ |
| Pirone, John | ✓ |
| Plate, Jeff | ✓ |
| Platt, Jeanne | ✓ |
| Reactor, Clint | |

REMOVE

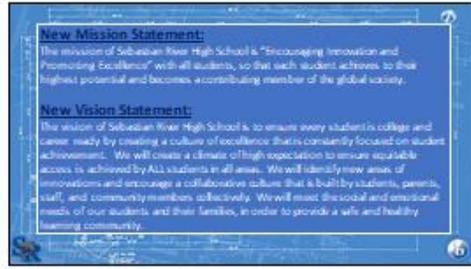
Sebastian River High School

8/7/2020

| | | |
|--------------------------------|------------------------------|--------|
| Proctor, Clint | <u>Work / Home</u> | |
| Rallo, Matt | <u>Work / Home</u> | |
| Redish, Kerilyn | ✓ | remove |
| Richards, Regina | <u>Could be a home</u> | |
| Rickert, Robin | ✓ | |
| Riskin, Robert | ✓ | |
| Rogers, Terrie | ✓ | |
| Rosenthal, Susan | | remove |
| Rouleau, Sue | ✓ | |
| Rubio, Martha | ✓ | |
| Roux, Garrett | ✓ | |
| Sameska, Pam | | remove |
| Secoy, Emily | ✓ | |
| Seixas, Stella | ✓ | |
| Smalley, Dana | ✓ | remove |
| Stanley, Larry | ✓ | |
| Stapleton, Patricia | ✓ | |
| Sturgeon, Jaime | ✓ | |
| Taylor, Chris | ✓ | |
| Taylor, Melissa | ✓ | |
| Thimmer, James | ✓ | |
| Topliffe, Courtney | | remove |
| Torres, Hector | | remove |
| Truesdale, Brenda | ✓ | |
| Upchurch, Jessica | <u>vacation</u> | |
| Valencia, Enrique | ✓ | |
| Van Brimmer, Kevin | ✓ | |
| Walker, Fran | ✓ | |
| Wallace, William | <u>work - Home</u> | |
| Wash, Maria | ✓ | remove |
| Wolff, Mary | ✓ | |
| Wright, Alissa | ✓ | |
| Young, George | <u>out - needs home form</u> | |



1



2



3

Shark Mindset for Success

| Department | 2019-2020 | 2020-2021 | 2021-22 | 2022-23 | 2023-24 | 2024-25 | 2025-26 | 2026-27 | 2027-28 | 2028-29 | 2029-30 |
|--------------------|-----------|-----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Advisory | 90 | 90 | 90 | 90 | 90 | 90 | 90 | 90 | 90 | 90 | 90 |
| Art | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 | 85 |
| Band | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 | 80 |
| Chemistry | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 |
| Computer Science | 70 | 70 | 70 | 70 | 70 | 70 | 70 | 70 | 70 | 70 | 70 |
| English | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 |
| ESOL | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 | 60 |
| Health | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 | 55 |
| Math | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| Physical Education | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 |
| Science | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| Social Studies | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| Spanish | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Special Education | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 |
| Sum | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 | 1000 |

4

School Grade Component

| School | 2019 | | | 2020 | | |
|-----------------------|-------|-------|-----|-------|-------|-----|
| | Value | Score | Met | Value | Score | Met |
| EA Kalamazoo | 40% | 58% | 58% | 47% | 67% | 68% |
| EA Liberty Ave | 40% | 54% | 51% | 50% | 62% | 63% |
| EA Livonia (W. Huron) | 33% | 40% | 42% | 38% | 42% | 44% |
| EA Kalamazoo | 36% | 48% | 51% | 48% | 49% | 51% |
| EA Liberty Ave | 40% | 46% | 48% | 53% | 49% | 48% |
| EA Livonia (W. Huron) | 30% | 39% | 40% | 39% | 36% | 40% |
| EA Kalamazoo | 59% | 68% | 68% | 69% | 67% | 67% |
| EA Liberty Ave | 47% | 66% | 73% | 56% | 73% | 71% |

5

ELA

| Grade | Year | Value | Score | Value | Score | Value | Score |
|----------------------------|------|-------|-------|-------|-------|-------|-------|
| 99 | 2019 | 44% | 52% | 44% | 52% | 44% | 52% |
| | 2020 | 44% | 52% | 44% | 52% | 44% | 52% |
| Sum Grade Component | | | | | | | |
| 0% | | | | | | | |
| Cohort Component | | | | | | | |
| 10 | 2019 | 47% | 51% | 47% | 51% | 47% | 51% |
| | 2020 | 42% | 51% | 42% | 51% | 42% | 51% |
| Sum Grade Component | | | | | | | |
| 0% | | | | | | | |
| Cohort Component | | | | | | | |
| 0% | | | | | | | |

6

| BIOLOGY EOC | | | | | |
|-------------|--------|----------|-----------------------|-------|--------------------|
| Year | School | District | School Minus District | State | School Minus State |
| 2019 | 58% | 64% | -6% | 67% | -9% |
| 2018 | 58% | 61% | -3% | 65% | -7% |
| Compass | 0% | | | | |

7

| ALGEBRA EOC | | | | | |
|-------------|--------|----------|-----------------------|-------|--------------------|
| Year | School | District | School Minus District | State | School Minus State |
| 2019 | 29% | 58% | -29% | 61% | -32% |
| 2018 | 40% | 61% | -21% | 62% | -22% |
| Compass | 23% | | | | |

8

| GEOMETRY EOC | | | | | |
|--------------|--------|----------|-----------------------|-------|--------------------|
| Year | School | District | School Minus District | State | School Minus State |
| 2019 | 41% | 53% | -12% | 57% | -16% |
| 2018 | 55% | 50% | 5% | 56% | -1% |
| Compass | | 33% | | | |

9

| 2019 SCHOOL GRADE COMPONENTS BY SUBGROUPS | | | | | | | | | | | |
|---|----|----|-------|----|-------|-------|-------|-------|-------|-------|-------|
| Subgroups | BA | BA | BA/US | MA | MA/US |
| SWD | 34 | 27 | 31 | 31 | 30 | 30 | 38 | | | | |
| ELL | 23 | | 29 | 23 | 22 | | | | | | |
| ASN | 59 | 50 | | | | | | | | | |
| BLK | 43 | 46 | 26 | 26 | 39 | 46 | 53 | 33 | | | 36 |
| ISP | 38 | 44 | 27 | 30 | 39 | 24 | 55 | 42 | | | 63 |
| MUL | 36 | 52 | | 29 | 38 | | 40 | | | | |
| WHT | 52 | 53 | 46 | 43 | 41 | 27 | 64 | 54 | | | 64 |
| FR | 36 | 42 | 26 | 31 | 38 | 30 | 51 | 45 | | | 56 |

10

| ESSA Federal Index | |
|---|-----|
| ESSA Category (Met or Close) | 76% |
| ESSA Federal Index - All Students | 68% |
| ESSA Federal Index Below 4% of Students | 92 |
| Total Number of Subgroups Meeting the Target | 4 |
| Progress of English Language Learners in Advancing English Language Proficiency | 45 |
| Total Points Earned For the Federal Index | 419 |
| Total Components for the Federal Index | 11 |
| Score Range | 7% |

11

| Students With Disabilities | |
|--|-----|
| Federal Index - Students With Disabilities | 33% |
| Students With Disabilities Subgroup Below 4% in the Current Year? | Yes |
| Number of Consecutive Years Students With Disabilities Subgroup Below 3.2% | 0 |
| English Language Learners | |
| Federal Index - English Language Learners | 29% |
| English Language Learners Subgroup Below 4% in the Current Year? | Yes |
| Number of Consecutive Years English Language Learners Subgroup Below 3.2% | 2 |
| Multiracial Students | |
| Federal Index - Multiracial Students | 39% |
| Multiracial Students Subgroup Below 4% in the Current Year? | Yes |
| Number of Consecutive Years Multiracial Students Subgroup Below 3.2% | 0 |

12

School Improvement Plan: FOCUS AREAS

- Standard Based Instruction
- Data Monitoring
- Culturally Responsive Instruction

13

Standard Based Instruction

DAILY Learning Targets -
"I Can..." statements. These statements will drive your instruction each day giving you laser focus on outcomes (backwards planning essential). These "I Can" goals largely will come from the 2.0-level of your performance scale for your standard.

14

Data Monitoring

DAILY Common Formative Assessments and teacher data analysis.
 These short formative assessments will measure student learning "in the moment" so class wide performance achievement and deficits can be identified immediately and remediated (or enriched) during the next class period. Data analysis will be shared with your administrators as well as your collaborating colleagues.

15

Culturally Responsive Instruction

Are we providing ALL students with the support they need for success?

EQUALITY VERSUS EQUITY

In the first image, all received the same amount for the same reason. They are being treated equally.

In the second image, different people sit down. It is possible for them to see what everyone is trying to see. They are being treated equally.

In the third image, all those who are taller sit down. Now everyone can see. They are being treated EQUITY.

16

Equity Plan – Goal 1

Increase Stakeholder Communication and Engagement:

Increase opportunities for students, parents and community stakeholders to develop a better understanding of rigorous academic options offered by developing marketing materials, strategies and student/parent/community informational sessions.

Elicit the support of community leaders to help bridge the gap between school and the community.

17

Equity Plan – Goal 2

Increase Curriculum Offerings and Academic Support for ALL Underrepresented Sub-groups:

Increase the number of students within all advanced courses to include ACP, and Dual Enrollment programs, as well as Industry Certification.

Explore academic support opportunities that provide test-taking, organizational and academic strategies as a proactive measure to ensure the success for ALL students in advanced courses.

18

Equity Plan – Goal 3

Increase culturally responsive support for ALL students & school staff members (teachers, Custodians, Secretaries, Cafeteria staff, etc...)

Increase culturally responsive support for the school environment to broaden all staff members understanding of rigorous academic options, instructional strategies and the setting of high expectations that specifically target underrepresented students.

Examine individual student, teacher, and department data and develop specific school-based strategies to address the individual needs of these unique areas.

Increase subgroup employment to represent a like percentage of students' demographics.

19

Equity Should Happen All The Time & Everywhere!

Group Discussion:

In what ways can we improve with equity for ALL students to have access to success in ALL areas?

20

Expectations/Non-negotiables

- Solution based mind set
- Positive, equitable, student centered approach
- Standard based, rigorous and engaging instruction
- Maximizing instructional time.

21

Weekly / Monthly Meetings

- Leadership Meeting, First Tuesday of every month
- Faculty Meeting (see calendar for faculty meetings)
- Department Meetings & Collaborative Planning
 - Alternating weeks (see calendar for teacher meetings)
- MTSS, Tuesdays 8:00 – 11:00
- Administrative Meeting, Friday 8:00 – 10:00
After school meetings are held from 2:15pm – 3:00pm

22

Student Orientation

| Thursday, August 18 | Friday, August 19, 2016 |
|---------------------|-------------------------|
| 8:AM-9:AM | 8:AM-9:AM |
| 10:AM-11:AM | 10:AM-11:AM |
| 1:PM-2:PM | 1:PM-2:PM |
| 4:30-6:00:PM | |
| 8:PM-9:PM | |

- Students/Families will have the opportunity to tour our campus during one-hour blocks.
- Sign-ups will be done electronically through our school website.
- Teachers are not required to be available in classrooms, however, would be great time to build initial relationships.
- Everyone on campus must wear a facecovering.

23

Procedures:

- Work hours-7:00 AM- 3 PM
- Daily Sign-in- located in mailroom (bring your sign-in card with you every day)
- Campus sign-out- must inform evaluating administrator and sign-out with Mrs. Wargo (Pfund)
- Hall passes

24

Procedures (cont'd):

- Beth Wargo – Administrative Assistant
- Leslie Fuller – Bookkeeper
- Krista Betz – AP/Athletic Secretary
- Ebony Williams – W-Wing Secretary
- Enrique Valencia – Guidance
- Amanda Acker – Health Assistant
- Barry Deem – Plant Operator
- Jeff Seese – Facilities
- RT Williams, Anthony Muraca – SRO
- Jackie Patsche – Student Success Coach
- Darcel Jackman – IT Support

25

What's to come...

Review of Professional Development for the upcoming weeks

Week of August 30-31

- Mental Health Awareness training
- MSU Training
- Orientation
- Safe Schools Training

Week of August 27-28

- Collaboration with Grade/subject counterparts- Formative Assessments, Learning Targets
- District-wide PD on Frontline/Canvas
- OIS- Training (optional)
- D&AP
- Canvas course

* Early release- School-based PD 8/28

26

Revised School Reopening...

Updates

- First two Weeks full days except for Wednesday, August 26th (first day release)
- District will no longer require Temperature Checks for students or Visitors on campus. (All school activities stay continue as previously planned until further notice)

27

Time Capsule Opening Celebration

Committee Members NEEDED!!!

Please see Beth Wargo to sign-up!



28

Questions...
Concerns...
Thoughts...
Ideas...

29

Faculty Council IRCEA

30