



African American Achievement Plan Evidence of Progress Monitoring

School District of Indian River County
#SDIRCStrongerTogether

Date: 11/16/2020

School/Department: Human Capital & Operations

**Action Step
(number and
description):**

4.13 Monitor the retention of a reasonable representation of African American teachers and instructional staff at each school compared to the percentage of African American teachers and instructional staff at the schools' corresponding level (elementary, middle, high school or alternative).

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

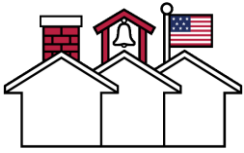
The October update gave specific information about each school and level. This November update is retention rates by ethnicity/race and overall retention rate for SDIRC since July 2020.

**Results of Action
Taken:**

Retention rates are monitored by the Department of Human Resources on a monthly basis. With retention strategies in place (WEpromise Program), we hope to keep retention rates for all groups about 95%.

Reflection:

Collaborative efforts between Human Resources and Curriculum & Instruction will assist the retention rates by providing support on many levels when needed for teachers.



School District of Indian River County

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David K. Moore, Ed.D. - Superintendent

For 2020-2021 Retention Rates are below. This is from 7/1/20 to present.

| Race/Ethnicity | Retention Rate |
|------------------|----------------|
| Hispanic | 95.3% |
| White | 95.8% |
| Asian | 100% |
| African American | 96.8% |
| Hawaiian | 50% |
| Native American | 100% |
| Multi-racial | 91.6% |
| Overall | 95.9% |

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