



African American Achievement Plan Evidence of Progress Monitoring

School District of Indian River County
#SDIRCStrongerTogether

Date: 9/21/2020

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.)**

Evidence provided shows the race and ethnicity of teachers at each school site. Also provided are reports breaking this down by level.

**Results of Action
Taken:**

SDIRC has increased its percentage of African American instructional staff from 9%- 11.4% and will continue to monitor the retention. The Department of Recruitment also created the WEpromise Program which strives to provide a higher level of customer service to new hires.

Reflection:

As we move into the school year and gain more feedback from focus groups, we will continue to monitor our recruiting and retention efforts. The WEpromise Program will be surveying new hires to consistently improve practices.

STAFF BY ALL DISTRICT DEPTS													
Row Labels	Hispanic	White	Asian	African	Hawaiian	Native A	Total	% Hispani	% White	% Asian	% African	% Hawaiiar	% Native
ALTERNATIVE CENTER		4		8			12	0.0%	33.3%	0.0%	66.7%	0.0%	0.0%
BEACHLAND ELEMENTARY		28		1			29	0.0%	96.6%	0.0%	3.4%	0.0%	0.0%
CITRUS ELEMENTARY	1	47		3			51	2.0%	92.2%	0.0%	5.9%	0.0%	0.0%
CURRICULUM & INSTRUCTIONAL		5		2			7	0.0%	71.4%	0.0%	28.6%	0.0%	0.0%
DODGERTOWN ELEMENTARY	1	25		5			32	3.1%	78.1%	0.0%	15.6%	0.0%	0.0%
ESE DISTRICT WIDE		1					1	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
ESE SCHOOL WIDE		21		2			23	0.0%	91.3%	0.0%	8.7%	0.0%	0.0%
FELLSMERE ELEMENTARY	8	30	1	1			41	19.5%	73.2%	2.4%	2.4%	0.0%	0.0%
GIFFORD MIDDLE SCHOOL	1	29		7			38	2.6%	76.3%	0.0%	18.4%	0.0%	0.0%
GLENDALE ELEMENTARY	3	30		1			34	8.8%	88.2%	0.0%	2.9%	0.0%	0.0%
INDIAN RIVER ACADEMY	4	27		2			34	11.8%	79.4%	0.0%	5.9%	0.0%	0.0%
LIBERTY ELEMENTARY	2	26		3		3	34	5.9%	76.5%	0.0%	8.8%	0.0%	8.8%
OSCEOLA ELEMENTARY		28		2		1	31	0.0%	90.3%	0.0%	6.5%	0.0%	3.2%
OSLO MIDDLE SCHOOL	1	35		15		1	52	1.9%	67.3%	0.0%	28.8%	0.0%	1.9%
PELICAN ISLAND ELEMENTARY	1	28		2			32	3.1%	87.5%	0.0%	6.3%	0.0%	0.0%
PRE-KINDERGARTEN PROGRAM		7		1			8	0.0%	87.5%	0.0%	12.5%	0.0%	0.0%
ROSEWOOD ELEMENTARY	1	28		1			31	3.2%	90.3%	0.0%	3.2%	0.0%	0.0%
SEBASTIAN ELEMENTARY	2	22		9			33	6.1%	66.7%	0.0%	27.3%	0.0%	0.0%
SEBASTIAN RIVER HIGH SCHOOL	7	73		8			88	8.0%	83.0%	0.0%	9.1%	0.0%	0.0%
SEBASTIAN RIVER MIDDLE SCHL	6	32	2	7			47	12.8%	68.1%	4.3%	14.9%	0.0%	0.0%
STORM GROVE MIDDLE SCHOOL	2	51		4			58	3.4%	87.9%	0.0%	6.9%	0.0%	0.0%
Strategic Planning and Support Services		1					1	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
TEACHER CERT/STAFF DEVELOPMENT		2		2			4	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%
TREASURE COAST ELEMENTARY	1	40	1	1	1		44	2.3%	90.9%	2.3%	2.3%	2.3%	0.0%
Treasure Coast Technical Coll.		6					6	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
VERO BEACH ELEMENTARY	1	24		7			35	2.9%	68.6%	0.0%	20.0%	0.0%	0.0%
VERO BEACH HIGH SCHOOL	9	105	1	14			130	6.9%	80.8%	0.8%	10.8%	0.0%	0.0%
WABASSO SCHOOL	1	10		1			12	8.3%	83.3%	0.0%	8.3%	0.0%	0.0%
Grand Total	52	765	5	108	1	5	948	5.5%	80.7%	0.5%	11.4%	0.1%	0.5%

STAFF BY ELEMENTARY SCHOOL													
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TREASURE COAST ELEMENTARY	1	40	1	1	1		44	2.3%	90.9%	2.3%	2.3%	2.3%	0.0%
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STAFF BY MIDDLE SCHOOL													
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