



African American Achievement Plan Evidence of Progress Monitoring

School District of Indian River County
#SDIRCStrongerTogether

Date: 10/20/2020

School/Department: Human Capital & Operations

**Action Step
(number and
description):** 4.29 Feedback Sessions on Current Work/School Conditions

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

Two surveys have been distributed to staff groups. The first survey "Equitable Culture Check" was issued to ALL new hires for 2020-2021. The results from the first survey showed the following: 71% felt that their workplace had a diverse leadership team, 86% reported that the workplace makes everyone (staff) feel included, 86% feel that every staff member has an equal opportunity to be recognized, 62% feel that the staff represents the diversity of the school's student population, and respondents gave a rating of 4.24 out of 5 that the workplace showcases or celebrates the diversity of ideas and people. . The second survey was issued to new African American instructional staff. The compiling of the feedback is still in progress.

**Results of Action
Taken:** With the results of both surveys, feedback will be shared with the Office of Human Capital to further streamline the onboarding, hiring, and retention strategies of SDIRC.

Reflection: With the increased awareness of cultural responsiveness and need for a more inclusive and diverse workplace at each SDIRC site, there is positive traction toward our goals.

EQUITABLE CULTURE CHECK!

Hello everyone! As part of the WEpromise Program (new recruitment and retention program), we are asking for your feedback as it pertains to equitable practices in the workplace. You may choose to be anonymous or you may provide your contact information so that we can discuss or provide feedback. If you have any questions or would like to chat, please feel free to contact me at Beth.Hofer@indianriverschools.org or 772-564-3148.

1.Does your workplace have a diverse leadership team?

- ☐ YES
☐ NO
☐

2.Have you had the opportunity to complete a cultural competence training this year?

- ☐ YES
☐ NO
☐

3.Does your workplace make everyone (staff) feel included?

- ☐ YES
☐ NO
☐

4.Do you feel that the staff represents the diversity of your school's student population?

- ☐ YES
☐ NO
☐

5.Do you feel that every staff member has an equal opportunity to be recognized?

- ☐ YES
☐ NO
☐

6.Has information about leadership training opportunities been shared by school leadership or district leadership with you?

☐ YES

☐ NO



7.On a scale of 1-5, with 5 being the highest, does your workplace showcase/celebrate the diversity of ideas and people?

8.In what area(s) do you think the district needs to improve the most to have an inclusive and equitable organization?

9.If you would like to provide your contact information, please enter below.

Name, Email address, phone number

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FOCUS GROUP- African American Instructional Staff

Survey to gain feedback for recruiting strategies

1. Please rate your onboarding experience (paperwork, hiring process, etc) with 5 being the highest.

2. What would have been helpful for you during your hiring process? What would have made the transition easier?

3. What would entice new African American teachers to move to SDIRC?

- ☐ Housing assistance
- ☐ Signing Bonus
- ☐ Curriculum assistance/lesson planning
- ☐

4. What community offerings would make working in Indian River County more inviting? (restaurants, hair, nails, barber, other)

5. Would you be interested in serving on a committee to brainstorm recruiting strategies for African American instructional staff?

- ☐ Yes
- ☐ No
- ☐ Maybe