



Evidence of Progress Monitoring
School District of Indian River County
#SDIRCStrongerTogether

Date: 10/20/2020

School/Department: Sebastian River Middle

Action Step # and Description: 4.31 Support Staff Transition to Teaching
(If more than one action step is evidenced here, please include all action step #'s and a brief description of each.)

Explanation of Evidence: Copy of the calendar invite with Beth Hofer, Director of Recruitment, Retention, & Professional Practices and Michelle Olk, Director of Employee & Labor Relations and our Administrative team on October 9. Among the topics discussed in this meeting was the recruitment of support staff into teaching positions. Additional evidence includes the document Mrs. Hofer brought that highlights her department's September and October plan.

Results of Action Taken: Mrs. Hofer shared that she is in the process of organizing a cohort with IRSC to enable our support staff to take classes to further their educational goals. Mrs. Ward offered SRMS as a site to be utilized for the classes to be given.

Reflection: Offering college classes right here would be beneficial to our support staff because that would increase the likelihood that they may attend. Another barrier is finances. If scholarships or grants were available, that may incentivize support staff to explore the option of enrolling in college classes.

Holmes, Michele

Subject: HR Management Training
Location: SRMS

Start: Fri 10/9/2020 1:00 PM
End: Fri 10/9/2020 4:00 PM

Recurrence: (none)

Meeting Status: Accepted

Organizer: Olk, Michelle
Required Attendees: Racine, Todd; Ward, Kelly; Holmes, Michele

This is an HR training on managing people, HR processes...
Please print out this attached document for the training, I will be bringing other materials.

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RECRUITING, RETENTION, and PROFESSIONAL PRACTICES September/October Update

Recruiting:

All principals should have a diverse interview committee.

All principals should interview eligible African American candidates.

CANVAS COURSE- Culturally Responsive Interviewing Strategies

Retention: **WEpromise**

WEpromise to listen

1. Monthly check-ins with NEW instructional staff
2. Feedback from surveys to drive recruitment and retention strategies
3. Feedback from community FOCUS group

WEpromise to support

1. NEW TEACHER support from STARR program and ACP Program Coordinator
2. Quality Professional Development catered to individual needs and district and school initiatives
3. Mentoring Program and School-based tiered support from coaches and instructional leadership

WEpromise to make inclusion and equity a priority

1. Cultural Competence and Trauma-Informed Care training
2. Hiring of African American and Hispanic instructional staff to match student population at each school
3. Multicultural Club and Activities

Professional Practices:

Reminder to review the Professional Practices. An upcoming PD session with Michelle Olk and Beth Hofer will be scheduled for each admin team. <http://www.fldoe.org/teaching/professional-practices/>

