



African American Achievement Plan Evidence of Progress Monitoring

School District of Indian River County

#SDIRCStrongerTogether

Date: 11/18/2020

School/Department: Vero Beach Elementary

Action Step
(number and
description): 4.31 Support Staff Transition in to Teaching
Identify support staff to transition to teaching.

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

Number of teachers identified and the number and percent of identified teachers becoming certified Implementation Steps:
During our ongoing meetings with support staff where roles, responsibilities, and goals are discussed, administration will identify faculty members to transition to teaching. At this time, support and assistance will be offered to help them become certified instructional staff.

Results of Action Taken:

At this time, VBE has one support staff member that will be graduating with a degree in elementary education this school year and another support staff member taking the Teacher Certification exam to become certified.

Reflection:

Several support staff members are content with their current position and do not desire to pursue a degree other than what they already hold. School leadership has moved to add an additional layer to this goal by focusing on placing AA teachers and VBE staff in positions of leadership. Currently, we have 66% of our instructional coaching staff who are AA. C=In our current leadership roles, 64% are white, 21% or AA/Black, and 14% are Hispanic.