



School District of Indian River County
African American Achievement Plan 2020 -2021
Assurances of Implementation of Action Steps



In August 2020, the School District of Indian River County initiated the implementation of the 2020-2021 African American Achievement Plan. To review and ensure compliance with progress of action steps associated with the African American Achievement Plan, the District provides quarterly updates related to action steps accomplished and quarterly outcomes. Following the first quarter of implementation of the African American Achievement Plan, it became clear that increased time and effort should be invested in action step implementation in comparison with compliance activities. As such, the system associated with submitting evidence of the implementation of action steps was analyzed and revised to maximize the allocation of human capital and resources towards supporting students and staff in eliminating the achievement gap.

The attached documentation provides district level evidence of progress towards accomplishing action steps incorporated into the African American Achievement Plan. Documentation requirements have been designed to honor the full intent of the developed African American Achievement Plan while optimizing the efficiency and effectiveness of outlined actionable steps.

To support ongoing accountability of action step implementation, documentation, and progress the following assurances have been verified by the director of each department:

- Action steps included within the 2020-2021 African American Achievement Plan have been implemented with consistency and purpose to eliminate the achievement gap.
- Progress related to action steps has been monitored at designated intervals (e.g., monthly, quarterly) outlined in the African American Achievement Plan.
- Data reviews have been conducted to identify areas of strength and concern and disaggregated data will be provided upon request.
- Progress related to the elimination of the achievement gap has been monitored in an ongoing way and needed modifications have been made as identified.

These assurances have been reviewed and verified on: 3/12/2021 AB (initials)

Quarterly Reflection

(Please summarize any reflections based upon action step implementation for the quarter. What are areas of progress or opportunities for growth? What are next steps based upon work accomplished?)

Transportation continues to support students who take advantage of SCHOOL CHOICE and is innovating for the future with the implementation of ZPass. This will increase communication and awareness of student drop off times and build a stronger relationship between SDIRC and its stakeholders.

The focus of recruiting efforts has been to reach out to HBCUs and interact as much as possible with possible candidates. So far this year, SDIRC has either participated or registered for ten Career Fairs with HBCUs and the Florida Fund for Minority Teachers Fair. The WEpromise Program and recruiting video has been advertised heavily on social media and the district website as well as with each school so that SDIRC is consistent with the message that we promise to listen, support, be inclusive and equitable, build instructional leaders, and work stronger together.

The upcoming teachIR Academy and FFEA clubs at middle schools and high schools will build future educators from within. This partnership with IRSC has been very collaborative and a great step for families in Indian River County.

The first SDIRC Virtual Career Fair on April 8, 2021 will be an opportunity for all of our schools to use the strategies that we have been building all school year and recruit minority applicants to increase equity in SDIRC.



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IR Recruitment has been collaborating all school year to provide a strong Recruitment program- **WEpromise**
SDIRC promises to provide support for new teachers from on-boarding to full certification to success in the classroom. We promise to listen, support, make inclusion and equity a priority, build instructional leaders, and work stronger together. We also have partnered with IRSC to build our teachIR Academy. This teacher academy offers high school students a dual enrollment program for students to earn their Associates of Arts in Education in high school. Upon graduating from VBHS or SRHS, students would receive their high school diploma and an AA degree, as well as a SDIRC Contract of Employment. FFEA clubs have been formed at both high schools to build awareness of a career in teaching. Each middle school will have a club for the 2021-2022 school year. We also continue to build relationships with HBCUs and other colleges and universities. We have participated in ten Career Fairs already this year and are scheduled to participate in six additional including our own SDIRC Virtual Career Fair. Please see <https://indianriverschools.careerfairexpo.com/>.

Our Workforce Housing Committee has met for its first meeting in January and will meet again in April. We are working toward building affordable housing for new teachers. This will be a collaborative effort with the community.

Next steps are to build our Partners in Recruitment program which includes the Treasures R Us initiative and to attract and hire a diverse workforce this upcoming hiring season. The Partners in Recruitment program is a way to bring community organizations and businesses together with SDIRC to support new teachers with discounts, coupons, programs to make the transition to Indian River County and the SDIRC family as welcoming as possible. Invitations to fraternities, sororities, NAACP, and businesses have been delivered.





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All school bus stop locations are designated as depot stops for students enrolled in their school of choice. Upon notice of acceptance, students are assigned to depot stop location by request. In addition, choice student ridership data is reviewed beyond each state ridership survey period which occur annually during the months of October and February. Choice ridership data will continue to be monitored as means of determining additional needs.



SDIRC Quarterly Action Step Update – Human Capital & Operations


Component: African American Achievement Plan 2020 – 2021




Last Date of Review: 3/12/2021

Action Steps: 1.10, 2.5, 4.1, 4.2, 4.3, 4.4, 4.6, 4.7, 4.8, 4.9, 4.10, 4.11, 4.12, 4.13, 4.14, 4.15, 4.16, 4.17, 4.18, 4.19, 4.20, 4.21, 4.22, 4.23, 4.24, 4.25, 4.26, 4.27, 4.28, 4.29 & 4.32

Action Step 1.10

<p>Summary of depot stops, survey feedback on depot stops, and communication to parents/community on transportation provided for school choice</p>	 <p>The School Choice Transportation Information is posted on our district website under TRANSPORTATION and is available to all parents.</p>
<p>Summary of parent survey feedback on transportation and depot stops</p>	<p>In response to feedback on needed transparency of bus stop times for each rider, the Department of Transportation will be implementing ZPass for 2021-2022 which will allow parents to set notifications via text message as the bus approaches designated stop location.</p>

Action Step 4.1

<p>Narrative of recruiting efforts</p>	 <p>We are so excited to plan our upcoming SDIRC Virtual Career Fair- which is hosted by Diversity in Education. They will also be posting a half-page ad in the Diversity in Education Magazine and listing ALL of our job postings on Teacher Job Board.</p> <p>https://teacherjobboard.com/employer/company/4385/School-District-Of-Indian-River-County</p> <p>Please see attached contacts and recruiting efforts with possible candidates.</p>
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*Email correspondence showing connections and dates made are attached below

Action Steps 4.2, 4.10, 4.11, 4.18, 4.21, 4.27, 4.30 & 4.32

Dates of travel to HBCUs & budget (Quarter 3 & 4 Only)



CAREER FAIR	DATE	TIME	Member #1	Member #2	Member #3
FAMU	1/27	10:00am	Beth Hofer	Jayde Norwood	Germaine Johnson
UGA	2/3	12:00	Beth Hofer	Terri Beckham	
DELAWARE STATE UNIVERSITY	2/16	1-4pm	Beth Hofer	Eric Seymour	
GRAMBLING STATE UNIVERSITY	2/16	12-6pm	Beth Hofer		
USC	2/9	3:00	Beth Hofer	Ramon Echeverria	
FIU	2/24	11:00	Beth Hofer		
HOWARD UNIVERSITY	2/25	1:00	Beth Hofer	Germaine Johnson	Ataaba Patterson
NC A&T STATE UNIVERSITY	3/9	12-3pm	Beth Hofer	Jayde Norwood	Ataaba Patterson
FAMU	3/17	10:00	Beth Hofer	Jayde Norwood	Ataaba Patterson
BETHUNE-COOKMAN	3/17	3-7pm	Beth Hofer	Chris Cummings	Stephen Adams
Florida Fund for Minority	3/20	9-5	Beth Hofer	Cindy Emerson	Anitra Cummings
UAB	3/31	9:30-3:30pm	Beth Hofer	Stephen Adams	Germaine Johnson
UCF	3/26	10-1pm	Beth Hofer	Terri Beckham	Chad Bacon
Norfolk State University	3/31		Beth Hofer	Julie Kastensmidt	Jayde Norwood
SDIRC Virtual Career Fair (hosted by Diversity in Ed)	4/8	10-4pm	RECRUITMENT TEAM AND ALL SCHOOLS	ALL MEMBERS	

Documentation of publicity materials, community partnerships, list of candidates, recruitment videos, etc., & Tour of Schools


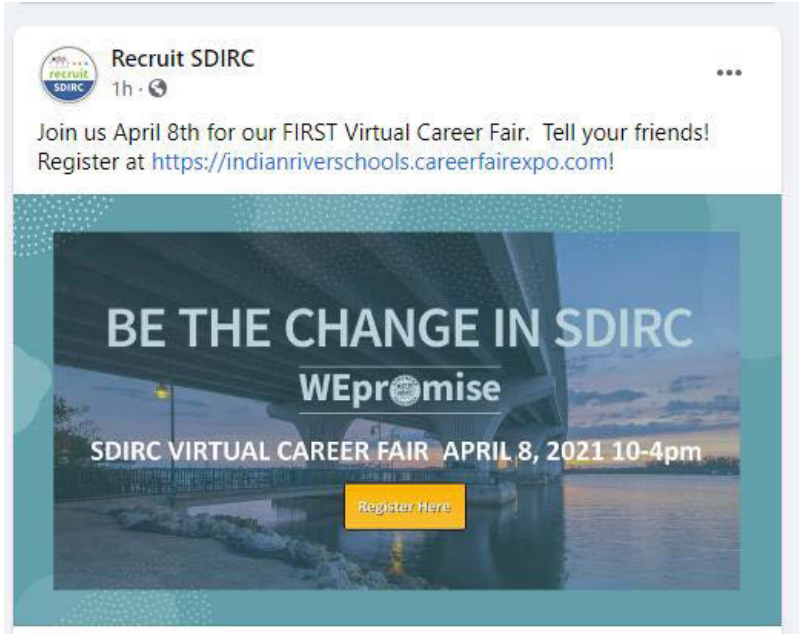


TEACHIR ACADEMY- Department of Recruitment and Educator Quality in cooperation with Indian River State College, VBHS, and SRHS are implementing a TEACHER ACADEMY for 2021-2022. Students interested in becoming a teacher would join the FFEA chapter at the high school and begin a course of dual enrollment courses designed to culminate in an AA degree and Conditional Contract for Employment with SDIRC upon completion of bachelor's degree and necessary requirements.

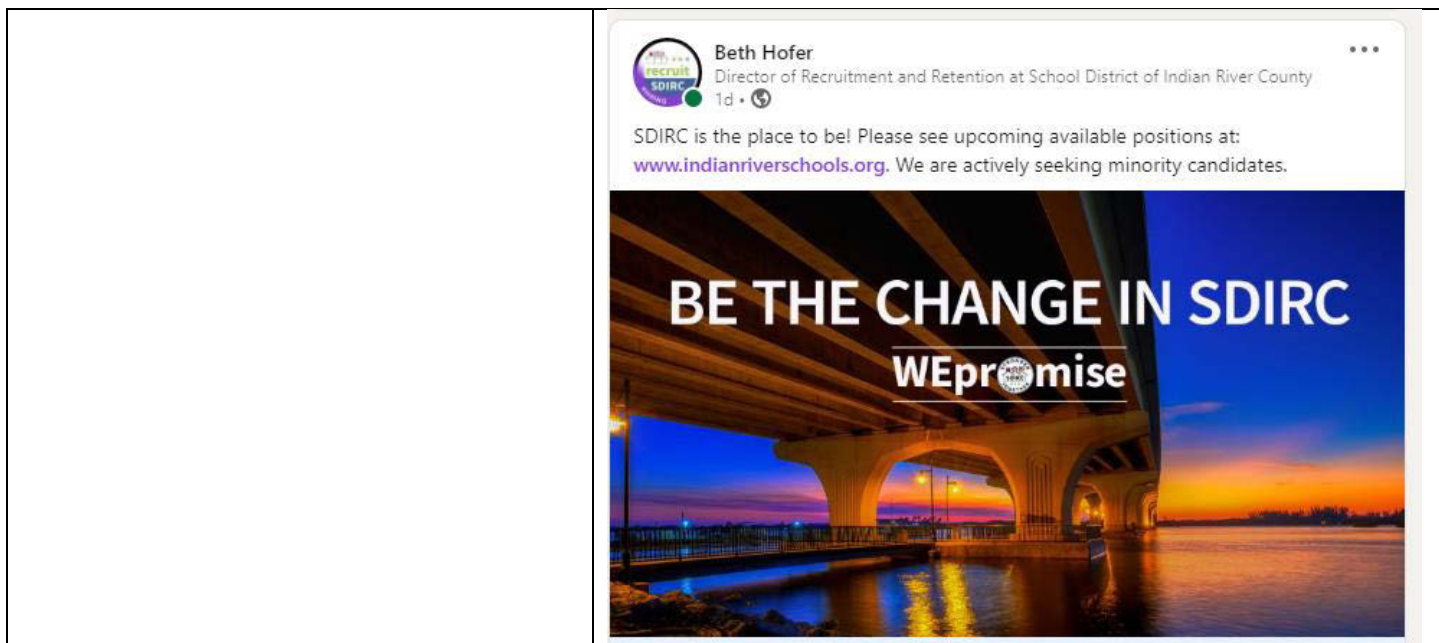
FFEA CHAPTERS- by end of 2020-2021 school year, all middle schools and both high schools will have an official chapter of FFEA. These FFEA clubs will promote diversity and focus on a career in teaching.

The Department of Recruitment through HANDSHAKE, Twitter, and email has established relationships with HBCUs. (Please see attached documentation)

NEW EMPLOYEE and NEW TEACHER ORIENTATION- Orientations for both employee groups were held in July/August of 2020. Midyear orientations occurred on January 26th and 27th of 2021. This was a joint effort with the Curriculum and Instruction and Instructional Technology departments. (see flyers attached)

The SDIRC Recruitment Team is working on a new initiative called: Treasures-R-US which will be a list of all community partners in recruiting and the discounts or offers available to teachers in Indian River County. This program will be advertised on social media and the district website as well as part of the new on-boarding WELCOME Treasure Box!

<p>Dates of Workforce Housing Committee meetings</p>	<p>The Workforce Housing Committee met for its first meeting on January 19, 2021.</p>
<p>List of recruitment videos & dates shared through social/electronic media formats</p>	<p>SDIRC Recruitment Video: https://www.youtube.com/watch?v=HBmCeAgpfU</p> <p>Please see live feeds for FACEBOOK, TWITTER, and LINKEDIN- @RECRUIT SDIRC</p> <div data-bbox="690 321 1503 884">  <p>NEW TEACHER SUPPORT</p> <p>Mentoring Pairing -</p> <p>We have hundreds of dedicated teachers who are Clinical Educator trained and eager to assist their fellow teachers learn and grow. These mentors spend countless hours assisting new teachers navigate their new environments and professional expectations. All school-based mentoring is tailored</p> </div> <div data-bbox="690 919 1484 1549">  <p>Recruit SDIRC 1h · 🌐</p> <p>Join us April 8th for our FIRST Virtual Career Fair. Tell your friends! Register at https://indianriverschools.careerfairexpo.com!</p> <p>BE THE CHANGE IN SDIRC WEpromise SDIRC VIRTUAL CAREER FAIR APRIL 8, 2021 10-4pm Register Here</p> </div> <div data-bbox="690 1585 1455 1875">  <p>recruitSDIRC @recruitSDIRC · Jan 17</p> <p>We promise to listen, support, be inclusive and equitable, build leaders, and work STRONGER TOGETHER. Ready for an amazing work experience? indianriverschools.org</p> <p>WEpromise </p> </div>



*Travel logs, career fair events, minority recruitment information (including dates) are attached below

Action Steps 4.4, 4.14, 4.15, 4.16, 4.25 & 4.29

List of Mentor-Mentee assignments and summary of feedback on current work/school conditions for success	Mentorship is an integral part of the STARR Program, and our focus is to support our newer teachers with best classroom practices. Currently, we have 27 new African American teachers, and all of them have mentors in the STARR Program. These teachers are surveyed quarterly, and their responses are shared with their school-based mentor. Based on both the 3rd and 4th quarter survey results, surveyed African American teachers are content with the support they are receiving and are not typically requesting additional support or PD.
Documentation of retired African American teachers and administrators serving as informal mentors	There are currently no retired African American teachers and administrators serving as informal mentors.
Summary of feedback on the WEpromise Program	The WEpromise Program is advertised regularly, and flyers are given at each job fair. There will be an end-of-year survey to all teachers and NEW teachers to gain feedback.

*WEpromise information, current new teacher spreadsheet, and Quarter 3 and 4 African American survey results are below.

Action Steps 4.7, 4.12, 4.24 & 4.25

Documentation of structured interviewing protocol, interviewing documents, and hiring practices to ensure a diverse staff	<p>The Human Resource Department continues to use the structured interviewing protocol and forms. New Culturally Responsive Interviewing Questions will be utilized for the upcoming hiring season beginning in April. The SDIRC Virtual Career Fair will take place on April 8th. PD is offered to all Principals and APs through CANVAS. As of 3/10, fifteen administrators have completed the training. The course is also offered to HR staff.</p> <p>Exit tickets will be dispersed for use at the SDIRC Career Fair and beyond for all new hires for the 2021-2022 school year.</p> <p>Comment from an administrator: From this course, I have learned that it is important to consider implicit bias when interviewing. I had not previously thought of myself as having any biases when conducting interviews. I approach each candidate equally and view them through the lens of what they have accomplished, and how well they answer the interview questions. Reframing the actual interview questions though, is a good way to assist us in our assessment of candidates in terms of their cultural awareness and experiences with equity.</p>
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Action Step 4.23

Reading Certifications																																																																																									
Documentation of teachers, including their certifications, assigned to Intensive Reading classes	<table border="1"> <thead> <tr> <th>School</th><th>Certification (Elementary Education includes READING K- 6)</th></tr> </thead> <tbody> <tr> <td>Oslo Middle School Teachers</td><td></td></tr> <tr> <td>Campbell, Cheryl</td><td>Reading, General Science, Elementary Education, ESOL</td></tr> <tr> <td>Howle, Carlene</td><td>Elementary Education, ESOL, Music</td></tr> <tr> <td>Kehoe, Susan</td><td>English, ESOL</td></tr> <tr> <td>Mcmullen, Melanie</td><td>English, ESOL, Psychology, Reading</td></tr> <tr> <td>Schwager, Heide</td><td>Elementary Education, English, ESOL, Primary Education, Reading</td></tr> <tr> <td>Smith, Lyn K.</td><td>Early Childhood Education, Elementary Education, ESOL, Reading</td></tr> <tr> <td>Whyly Gregory, Donna</td><td>Elementary Education, ESOL, Exceptional Student Education, Reading</td></tr> <tr> <td>Sebastian River High School Teachers</td><td></td></tr> <tr> <td>Arce, Joshua</td><td>English, ESOL, Middle Grades Integrated Curriculum, Reading</td></tr> <tr> <td>Cornacchione, Ann Marie</td><td>Elementary Education, ESOL, Reading, Varying Exceptionalities</td></tr> <tr> <td>Howder, Celeste J</td><td>Elementary Education, ESOL, Reading</td></tr> <tr> <td>Platt, Jeanne Stewart</td><td>Reading, Athletic Coaching, Elementary Education, Physical Education</td></tr> <tr> <td>Gifford Middle School Teachers</td><td></td></tr> <tr> <td>Browning, Kristina</td><td>Elementary Education, ESOL, Exceptional Student Education</td></tr> <tr> <td>Brownstein, Michaela Shea</td><td>Elementary Education, Exceptional Student Education</td></tr> <tr> <td>Clifford, Melissa Bess</td><td>Elementary Education, ESE, General Science, Mathematics</td></tr> <tr> <td>Colley, Kimeria</td><td>Elementary Education</td></tr> <tr> <td>Doyen-Jean, Edouard</td><td>ESE Grades K-12</td></tr> <tr> <td>Ellis, Maxy B</td><td>Drama, English, Reading</td></tr> <tr> <td>Harris, Nancy</td><td>Elementary Ed, EH, English, Middle Grades Integrated, SLD</td></tr> <tr> <td>Hodges, Ashley Denise</td><td>Substitute Teacher</td></tr> <tr> <td>Jones, Jacquelyn V</td><td>Exceptional Student Education, Severe or Profound Disabilities</td></tr> <tr> <td>Knight, Kristen</td><td>Reading, Specific Learning Disabilities</td></tr> <tr> <td>Taylor, Carol</td><td>Reading, Exceptional Student Education</td></tr> <tr> <td>Storm Grove Middle School Teachers</td><td></td></tr> <tr> <td>Angle Sanders</td><td>ESOL, Elementary Education K-6</td></tr> <tr> <td>Sonya Bradley-Williams</td><td>Reading & ESOL Endorsement , Elementary Ed, Mentally Handicapped K-12</td></tr> <tr> <td>Jessica Hennen</td><td>ESOL, Elementary Ed K-6, Reading Endorsment</td></tr> <tr> <td>Shana Nathaniel</td><td>Elementary Education, ESOL, Exceptional Student Education, Reading</td></tr> <tr> <td>Jennifer Freeland</td><td>Elementary Education, Reading, ESOL</td></tr> <tr> <td>Sebastian River Middle School Teachers</td><td></td></tr> <tr> <td>Beller, Sandra</td><td>Educational Media Specialist, Elementary Education</td></tr> <tr> <td>Coppola, Carol</td><td>Elementary Education, ESOL, Primary Education, Reading</td></tr> <tr> <td>Dotson, Sharon</td><td>ESOL, Exceptional Student Education, Middle Grades Integrated, Reading</td></tr> <tr> <td>McCombs-Owens, Shameka</td><td>English, ESOL, Exceptional Student Education, Reading</td></tr> <tr> <td>Pagan, Karen</td><td>Elementary Ed, ESOL, ESE, PE, PreK/Primary Education, Spanish</td></tr> <tr> <td>Santiago, Tracey</td><td>Elementary Education, English, ESOL, Reading</td></tr> <tr> <td>Sturgeon, Christine</td><td>Educational Media Specialist, Elementary Education, ESOL, Reading</td></tr> <tr> <td>York, Erin</td><td>ESOL, Elementary Education, English, Gifted, Reading, Social Science</td></tr> <tr> <td>Vero Beach High School</td><td></td></tr> <tr> <td>Wynn, Beth</td><td>Elementary Education, ESOL, Prekindergarten/Primary Education, Reading</td></tr> <tr> <td>Harp, Cory</td><td>Substitute Teacher</td></tr> </tbody> </table> <p>Gifford Middle School: Kimeria Colley- resigned New Reading teacher: Wendy Surovy, certification: Elementary Education</p> <p>Sebastian River Middle School: Beller no longer teaching Intensive Reading Pagan has earning Reading Endorsement</p> <p>Vero Beach High School: Wynn working virtually Ulanda Frazier, certification: Reading Endorsement Jackie Zullo, certification: Reading Endorsement</p>	School	Certification (Elementary Education includes READING K- 6)	Oslo Middle School Teachers		Campbell, Cheryl	Reading, General Science, Elementary Education, ESOL	Howle, Carlene	Elementary Education, ESOL, Music	Kehoe, Susan	English, ESOL	Mcmullen, Melanie	English, ESOL, Psychology, Reading	Schwager, Heide	Elementary Education, English, ESOL, Primary Education, Reading	Smith, Lyn K.	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Hofer, Beth

From: Hofer, Beth
Sent: Thursday, February 4, 2021 9:07 AM
To: [REDACTED]
Subject: Indian River County Schools
Attachments: [REDACTED] COE.pdf

Good morning Ms. [REDACTED]

I have good news and good news.

We are happy to offer you an instructional position upon graduation. Please see attached Conditional Letter of Employment for school year 2022-2023.

If you agree, please complete bottom section and return to me by email or mail.

Also, I have looked into the possibility of doing a summer 2021 internship and can offer you an opportunity to intern with a high school principal.

So, if you are interested in that opportunity, please let me know and we can set up a meeting with the principal and go over the specifics.

Let me know if you have any questions!



BETH HOFER

Director of Recruitment, Retention and Professional Practices
School District of Indian River County
Beth.Hofer@indianriverschools.org

Follow @recruitSDIRC on TWITTER
772-564-3148

Under Florida law, e-mail addresses are public records. If you do not want your e-mail address released in response to a public records request, do not send electronic mail to this entity. Instead, contact this office by phone or in writing. This communication may contain privileged and confidential information intended only for the addressee(s) named above. If you are not the intended recipient, you are hereby notified that any review, dissemination, distribution or duplication of this communication is strictly prohibited. If you are not the intended recipient, please notify the sender by reply email and destroy all copies of the original message. The School Board of Indian River County, Florida expressly prohibits bullying, including cyberbullying, by or towards any student or employee. See Policy 5517.01: Bullying and Harassment for additional information.

Hofer, Beth

From: Hofer, Beth
Sent: Thursday, February 4, 2021 9:17 AM
To: [REDACTED]@famu.edu
Subject: Indian River County Schools
Attachments: [REDACTED] COE.pdf

Good morning [REDACTED]!

I have good news and good news.

We are happy to offer you an instructional position upon graduation. Please see attached Conditional Letter of Employment for school year 2022-2023.

If you agree, please complete bottom section and return to me by email or mail.

Also, I have looked into the possibility of doing a summer 2021 internship and can offer you an opportunity to intern with a high school principal or a district administrator.

So, if you are interested in that opportunity, please let me know and we can set up a meeting and go over the specifics.

Let me know if you have any questions!



BETH HOFER

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Hofer, Beth

From: Hofer, Beth
Sent: Monday, February 8, 2021 4:10 PM
To: [REDACTED]
Cc: Medina-Graham, Adalia
Subject: RE: Requesting information
Attachments: WEpromise letter to candidates.pdf; WHY SDIRC flyer.pdf

Good afternoon Mr. [REDACTED]!

We are here to help. I have cc'ed our Certification Specialist who can help you with obtaining Florida certification.

Please let me know if you have any questions! I have attached a few items to look over about our school district.



BETH HOFER

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From: [REDACTED]
Sent: Monday, February 8, 2021 2:02 PM
To: Hofer, Beth <Beth.Hofer@indianriverschools.org>
Subject: Requesting information

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon,

I am currently a teacher in Tennessee and I am moving to Florida next year. My current endorsement is in Middle grades 4-8. I was wondering if my license and endorsement will transfer to Florida? I was not able to find the information on the website.

Thank you,



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Hofer, Beth

From: Hofer, Beth
Sent: Tuesday, February 9, 2021 9:45 AM
To: [REDACTED]
Subject: RE: Requesting information

Good morning!

Please feel free to contact me with any questions. I would be happy to assist you with the interview process when you are ready.



BETH HOFER

Director of Recruitment, Retention and Professional Practices
School District of Indian River County
Beth.Hofer@indianriverschools.org

Follow @recruitSDIRC on TWITTER
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From: [REDACTED]@mnps.org>
Sent: Tuesday, February 9, 2021 9:44 AM
To: Medina-Graham, Adalia <Adalia.Medina-Graham@indianriverschools.org>; Hofer, Beth <Beth.Hofer@indianriverschools.org>
Subject: Re: Requesting information

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Thank you

From: Medina-Graham, Adalia <Adalia.Medina-Graham@indianriverschools.org>
Sent: Monday, February 8, 2021 3:38 PM
To: Hofer, Beth <Beth.Hofer@indianriverschools.org>; [REDACTED]@mnps.org>
Subject: RE: Requesting information

WARNING: This email originated outside of Metro Nashville Public Schools. DO NOT CLICK links or attachments unless you recognize the sender and know the content is safe.

Good afternoon, the state of Florida offers professional educators from other states to earn their professional educator certification in Florida through reciprocity. There are two routes to certification:

1. You must hold a current teaching certification issued by another state
- 2) You must hold a current National Board for Professional Teaching Standards (NBPTS) certification.

For more information about the process of certification through reciprocity, explore the [Florida Department of Education website](#), or contact the Florida Department of Education at (800) 445-6739. Tennessee is one of the states who have signed reciprocity agreements with Florida.

You can find additional information regarding the process at the following link:

<http://www.fldoe.org/teaching/certification/pathways-routes/certified-teacher-or-administrator.stml>

Thank you.

Adalia Medina-Graham
Human Resources
School District of Indian River County
6500-57th Street Vero Beach, FL 32967
Adalia.Medina-Graham@indianriverschools.org
T. 1-772-564-3116 | F. 1-772-564-3049

From: Hofer, Beth <Beth.Hofer@indianriverschools.org>
Sent: Monday, February 8, 2021 4:10 PM
To: [REDACTED] <[REDACTED]@mnps.org>
Cc: Medina-Graham, Adalia <Adalia.Medina-Graham@indianriverschools.org>
Subject: RE: Requesting information

Good afternoon Mr. [REDACTED]

We are here to help. I have cc'ed our Certification Specialist who can help you with obtaining Florida certification.

Please let me know if you have any questions! I have attached a few items to look over about our school district.



BETH HOFER

Director of Recruitment, Retention and Professional Practices
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From: [REDACTED]
Sent: Monday, February 8, 2021 2:02 PM
To: Hofer, Beth <Beth.Hofer@indianriverschools.org>
Subject: Requesting information

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon,

I am currently a teacher in Tennessee and I am moving to Florida next year. My current endorsement is in Middle grades 4-8. I was wondering if my license and endorsement will transfer to Florida? I was not able to find the information on the website.

Thank you,

[REDACTED]

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Hofer, Beth

From: Hofer, Beth
Sent: Wednesday, February 10, 2021 5:44 PM
To: O'Keefe, Shawn
Cc: Bush, Jeffrey; Hiser, Christopher
Subject: WHY SDIRC? WE promise!

Good afternoon! Thank you VBHS and thank you Mr. Bush!
We will be sharing either tomorrow or Friday but wanted you to see how it came out.

Thanks for your support!

<https://youtu.be/HBmCeAgfpfU>



BETH HOFER

Director of Recruitment, Retention and Professional Practices
School District of Indian River County
Beth.Hofer@indianriverschools.org

772-564-3148

Hofer, Beth

From: Hofer, Beth
Sent: Wednesday, February 10, 2021 5:44 PM
To: Cummings, Christopher; Emmons, Amber
Cc: Hiser, Christopher
Subject: WHY SDIRC?

Good afternoon! Thank you SRHS and thank you Ms. Emmons!
We will be sharing either tomorrow or Friday but wanted you to see how it came out.

Thanks for your support!

<https://youtu.be/HBmCeAgfpfU>



BETH HOFER

Director of Recruitment, Retention and Professional Practices
School District of Indian River County
Beth.Hofer@indianriverschools.org

772-564-3148

Hofer, Beth

From: Hofer, Beth
Sent: Wednesday, February 10, 2021 5:48 PM
To: Echeverria, Ramon; Mowery, Jessica
Cc: Hiser, Christopher
Subject: WHY SDIRC?

Good afternoon! Thank you FES and Ms. Mowery!!
We will be sharing either tomorrow or Friday but wanted you to see how it came out.

Thanks for your support!

<https://youtu.be/HBmCeAgfpfU>



BETH HOFER

Director of Recruitment, Retention and Professional Practices
School District of Indian River County
Beth.Hofer@indianriverschools.org

772-564-3148

Hofer, Beth

From: Hofer, Beth
Sent: Wednesday, February 10, 2021 5:53 PM
To: Bieber, Anne; Williams, Chandra
Subject: WHY SDIRC?

Good afternoon! Thank you SGMS and thank you Ms. Williams!!!
We will be sharing either tomorrow or Friday but wanted you to see how it came out.

Thanks for your support!

<https://youtu.be/HBmCeAgfpfU>

LOVE YOU GUYS!!!!



BETH HOFER

Director of Recruitment, Retention and Professional Practices
School District of Indian River County
Beth.Hofer@indianriverschools.org

772-564-3148

Hofer, Beth

From: Hofer, Beth
Sent: Wednesday, February 10, 2021 5:55 PM
To: Maddux, Cristen; Milliman, Sara; Hiser, Christopher
Subject: WHY SDIRC? WE PROMISE!

Good afternoon! Thank you COMMUNICATIONS DEPT! Thank you Chris Hiser!

We will be sharing either tomorrow or Friday but wanted you to see how it came out.

Thanks for your support! Hiser did an **AMAZING** job!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!

<https://youtu.be/HBmCeAgfpfU>



BETH HOFER

Director of Recruitment, Retention and Professional Practices
School District of Indian River County
Beth.Hofer@indianriverschools.org

772-564-3148

Hofer, Beth

From: Hofer, Beth
Sent: Wednesday, February 10, 2021 6:12 PM
To: [REDACTED]@email.sc.edu
Subject: WHY SDIRC?

Good evening! Please see link below to apply for an elementary or secondary instructional position for the 2021-2022 school year. The job id#s are below.

Also, below are links to the School Choice booklet and our SDIRC Recruitment Video!

<https://www.indianriverschools.org/departments/jobs>



Jobs - School District of Indian River County

Come Work With Us! The School District of Indian River County is nestled beside the Atlantic Ocean, halfway down the east coast of Florida. Centrally located 75 miles south of the Kennedy Space Center and 135 miles north of Miami, our 543 square miles contain beautiful beaches, immaculate ocean and river front communities, and endless groves of renowned Indian River oranges and grapefruit.

www.indianriverschools.org

Teacher, Elementary (2021-2022)

Position Type:

Elementary School Teaching

Date Posted:

2/10/2021

Location:

Human Resources

Additional Information: [Show/Hide](#)

Teacher, Secondary (2021-2022)

Position Type:

High School Teaching

Date Posted:

2/10/2021

Location:

Human Resources

Additional Information: [Show/Hide](#)

Why SDIRC? Because WE PROMISE!

<https://youtu.be/HBmCeAgpfU>

School Choice Booklet!

<https://www.flipsnack.com/innovatesdirc/sdirc-choice-booklet/full-view.html>



SDIRC Choice Booklet

Flipsnack is a digital catalog maker that makes it easy to create, publish and share html5 flipbooks. Upload a PDF or design from scratch flyers, magazines, books and more.

www.flipsnack.com

Thanks so much for meeting with SDIRC! We are so excited about your interest in Indian River County. Please let me know if you would like a virtual meeting with one of the schools. I will be sending you a Conditional Offer of Employment tomorrow.



BETH HOFER

Director of Recruitment, Retention and Professional Practices
School District of Indian River County
Beth.Hofer@indianriverschools.org

772-564-3148

Hofer, Beth

From: Hofer, Beth
Sent: Wednesday, February 10, 2021 6:18 PM
To: [REDACTED]
Subject: WHY SDIRC?

Good evening! Please see link below to apply for an elementary or secondary instructional position for the 2021-2022 school year. The job id#s are below.

Also, below are links to the School Choice booklet and our SDIRC Recruitment Video!

<https://www.indianriverschools.org/departments/jobs>

Jobs - School
District of Indian
River County



Come Work With Us! The School District of Indian River County is nestled beside the Atlantic Ocean, halfway down the east coast of Florida. Centrally located 75 miles south of the Kennedy Space Center and 135 miles north of Miami, our 543 square miles contain beautiful beaches, immaculate ocean and river front communities, and endless groves of renowned Indian River oranges and grapefruit.

www.indianriverschools.org

Teacher, Elementary (2021-2022)

Position Type:

Elementary School Teaching

Date Posted:

2/10/2021

Location:

Human Resources

Additional Information: [Show/Hide](#)

Teacher, Secondary (2021-2022)

Position Type:

High School Teaching

Date Posted:

2/10/2021

Location:

Human Resources

Additional Information: [Show/Hide](#)

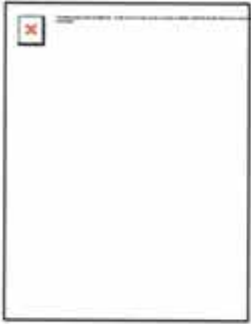
Why SDIRC? Because WE PROMISE!

<https://youtu.be/HBmCeAgpfU>

School Choice Booklet!

<https://www.flipsnack.com/innovatesdirc/sdirc-choice-booklet/full-view.html>

SDIRC Choice Booklet



Flipsnack is a digital catalog maker that makes it easy to create, publish and share html5 flipbooks. Upload a PDF or design from scratch flyers, magazines, books and more.

www.flipsnack.com

Thanks so much for meeting with SDIRC! We are so excited about your interest in Indian River County. Please let me know if you would like a virtual meeting with one of the schools. I will be sending you a Conditional Offer of Employment tomorrow.



BETH HOFER

Director of Recruitment, Retention and Professional Practices
School District of Indian River County
Beth.Hofer@indianriverschools.org

772-564-3148

Hofer, Beth

From: Hofer, Beth
Sent: Wednesday, February 10, 2021 9:51 PM
To: [REDACTED]@fmuniv.edu
Subject: CAREER FAIR

Good evening!

I am the new Director of Recruitment for the School District of Indian River County. Are you having any upcoming Career Fairs? I visited your campus in September and met some amazing staff and students.

Please let me know. Thanks so much!



BETH HOFER

Director of Recruitment, Retention and Professional Practices
School District of Indian River County
Beth.Hofer@indianriverschools.org

772-564-3148

Hofer, Beth

From: Hofer, Beth
Sent: Wednesday, February 10, 2021 10:16 PM
To: tlee@desu.edu
Subject: CAREER FAIR

Good evening!

The School District of Indian River County wants to be part of your career fair. We have several employees who are graduates of Delaware State University! Please add us to the waiting list or let me know if we can join!

Thank you for your consideration.



BETH HOFER

Director of Recruitment, Retention and Professional Practices
School District of Indian River County
Beth.Hofer@indianriverschools.org

772-564-3148

Hofer, Beth

From: Hofer, Beth
Sent: Thursday, February 11, 2021 9:42 AM
To: Tamika Lee
Subject: Re: CAREER FAIR

Thank you for such a quick response. We would love to join in March!

We are actively seeking a diverse workforce!

Beth Hofer

Sent from my iPhone

On Feb 11, 2021, at 9:01 AM, Tamika Lee <tle@desu.edu> wrote:

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good morning,

Thank you for your email. Unfortunately our Spring fair is completely full and all booths have been accounted for. However we will be hosting a March Madness Mini Career Fairs specific to career fields/colleges next month. More information will be shared end of this month. I can include you in that email if you are interested?

Kind regards,
Tamika

From: Hofer, Beth <Beth.Hofer@indianriverschools.org>
Sent: Wednesday, February 10, 2021 10:16 PM
To: Tamika Lee <tle@desu.edu>
Subject: CAREER FAIR

Good evening!

The School District of Indian River County wants to be part of your career fair. We have several employees who are graduates of Delaware State University! Please add us to the waiting list or let me know if we can join!

Thank you for your consideration.

<image001.png>

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Hofer, Beth

From: Hofer, Beth
Sent: Thursday, February 11, 2021 10:34 AM
To: Correa, Marie-Solange
Subject: Fw: FFMT 21st Annual Teacher Recruitment Symposium (District Recruiters) - REGISTRATION IS NOW OPEN!!!!
Attachments: 2021 Symposium Agenda General.pdf; Registration Packages.pdf

Can you register us for DISTRICT RECRUITER plus TWO ADDITIONAL?



BETH HOFER

Director of Recruitment, Retention and Professional Practices
School District of Indian River County
Beth.Hofer@indianriverschools.org

772-564-3148

From: Williams, Cheryl D <cwilliams@coe.ufl.edu>
Sent: Thursday, February 11, 2021 10:02 AM
To: Hofer, Beth <Beth.Hofer@indianriverschools.org>
Subject: FFMT 21st Annual Teacher Recruitment Symposium (District Recruiters) - REGISTRATION IS NOW OPEN!!!!

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon,

Registration is open for the 21st Annual Teacher Recruitment and Professional Development Symposium. The symposium will be held on Saturday, March 20, 2021, via Zoom. We are anticipating approximately 250-300 attendees.

This year's theme is "Can't Stop, Won't Stop: Embracing Change in the Educational Landscape." We are eagerly looking forward to your participation.

Listed below is the link for registration. The base cost for the symposium registration is \$225 for up to 2 representatives and \$50 for each additional representative. There are several package options outlined in the attachment.

There are a few changes in the format due to the virtual environment versus face to face. Like previous times, each school district will have the "60 seconds of fame time" during the opening session. Also, time will be blocked for you to speak with interested applicants. You will be assigned a breakout room and registrants will enter your room during the designated time block. Specific details about your breakout room will be provided after registration ends. Please note that **we will not** be hosting one on one interviews during the symposium. We are asking that you conduct one on one interviews with the students during (*after the opening session*) or up to one week after the symposium.

Upon commencement of registration, you will receive a list of all registrants that includes the school district the registrant is interested in securing employment. You may contact them and schedule interviews throughout the symposium (after the opening session) or no more than one week after the symposium. Please remember that you can conduct interviews throughout the entire symposium, except for the opening session. Feel free to contact me if you have any questions

In the interim, please don't hesitate to contact me if you have any questions. I look forward to your district's participation in our recruitment fair.

Symposium Registration Link (If your district is paying by check, please contact me directly)

[FFMT Symposium Registration](#)

Cheryl



Cheryl Williams, M.Ed. | **FFMT Program Director**

University of Florida

1908 Stadium Road, Room 334 Yon Hall PO Box 112010 Gainesville, FL 32611-2010

Office 352.273.4364 | fax 352.846.3011 | ffmt.org | education.ufl.edu/rma

Before printing this email think if it is necessary.

The College of Education is physically closed but fully operational as we adapt to the evolving conditions of the COVID-19 outbreak. Please be patient as we do our best to continue providing prompt and exceptional service to our faculty, staff, and community. I will be available during the hours of 8:00AM to 3:00PM. If immediate assistance is needed, please call (352) 392-9196 or email info@ffmt.org.

CONFIDENTIAL: Information contained in this message is part of an educational record and is protected by the Family Educational Rights & Privacy Act of 1974. This information is being shared with the addressee(s) because of a legitimate educational interest. Any re-disclosure of this information must be done in accordance with FERPA or with the student's consent. If you are not the intended recipient, you are hereby notified that any disclosure, copying, distribution or other use of the contents of this message is prohibited. If you have received this message in error, please notify me by telephone or electronic mail. Due to Florida's very broad public records law, most written communications to or from UF employees regarding UF business are public records, and available to the public and media upon request. Therefore, this e-mail communication may be subject to public disclosure. Under Florida law, e-mail addresses are public records. If you do not want your e-mail address released in response to a public records request, do not send electronic mail to this entity. Instead, contact this office by phone or in writing. This communication may contain privileged and confidential information intended only for the addressee(s) named above. If you are not the intended recipient, you are hereby notified that any review, dissemination, distribution or duplication of this communication is strictly prohibited. If you are not the intended recipient, please notify the sender by reply email and destroy all copies of the original message. The School Board of Indian River County, Florida expressly prohibits bullying, including cyberbullying, by or towards any student or employee. See Policy 5517.01: Bullying and Harassment for additional information.

Hofer, Beth

From: Hofer, Beth
Sent: Friday, February 12, 2021 8:29 AM
To: mccallj@cookman.edu
Subject: CAREER FAIR- SDIRC
Attachments: SDIRC-logo2020 FINAL.png; recruitSDIRC_LOGO.png

Good morning!

Please see attached logos. If you can only use one, please use the first one-SDIRC-logo2020FINAL.

We are so excited to meet future educators!



BETH HOFER

Director of Recruitment, Retention and Professional Practices
School District of Indian River County
Beth.Hofer@indianriverschools.org

Follow @recruitSDIRC on TWITTER
772-564-3148

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Hofer, Beth

From: Hofer, Beth
Sent: Monday, February 15, 2021 11:21 AM
To: Freeland, Jennifer
Subject: Re: BOX IDEAS

I like the first one too! Does IRCEA have a flyer that we could put in the box for all new instructional? And, if there is anything else you want to add to the on-boarding box- let me know.

One more thing- I'm going to send you a link to a demo for a Virtual Fair. Getting a quote from the company to do a SDIRC Career Fair end of March/ beginning of April.



BETH HOFER

Director of Recruitment, Retention and Professional Practices
School District of Indian River County
Beth.Hofer@indianriverschools.org

772-564-3148

From: Freeland, Jennifer <Jennifer.Freeland@indianriverschools.org>
Sent: Monday, February 15, 2021 11:05 AM
To: Hofer, Beth <Beth.Hofer@indianriverschools.org>
Subject: Re: BOX IDEAS

The first one is super cute but let me tell to check and see which one is easier to build 😊

Sent from my iPhone

On Feb 15, 2021, at 10:42 AM, Hofer, Beth <Beth.Hofer@indianriverschools.org> wrote:

Let me know which one you like to best as a ON-BOARDING BOX. Was thinking the first one has a lunchbox feel which might be cute.

<https://www.4imprint.com/product/116269-FC/House-Shape-Box-Full-Color>



4imprint.com: House Shape Box - Full Color 116269-FC

Buy House Shape Box - Full Color 116269-FC: Shop top promotional products at 4imprint.com: FREE SAMPLES and On-Time Delivery Guaranteed

www.4imprint.com

<https://www.4imprint.com/product/105719-1010-GW/Gift-Box-10-x-10-x-6-Gloss-White>



4imprint.com: Gift Box - 10" x 10" x 6" - Gloss White 105719-1010-GW

Buy Gift Box - 10" x 10" x 6" - Gloss White 105719-1010-GW: Shop top promotional products at 4imprint.com: FREE SAMPLES and On-Time Delivery Guaranteed

www.4imprint.com

<Outlook-ksfm01mw.png>

772-564-3148

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Hofer, Beth

From: Hofer, Beth
Sent: Tuesday, February 16, 2021 8:41 AM
To: [REDACTED]
Subject: Why SDIRC? WE Promise!

Good morning!

I got your name from Mrs. Emerson and wanted to chat about your future as an educator in Indian River County!

Please see our new recruitment video below.

<https://youtu.be/HBmCeAgfpfU>

Let me know if you have any questions.



BETH HOFER

Director of Recruitment, Retention and Professional Practices
School District of Indian River County
Beth.Hofer@indianriverschools.org

Follow @recruitSDIRC on TWITTER
772-564-3148

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Hofer, Beth

From: Hofer, Beth
Sent: Friday, February 19, 2021 9:10 AM
To: [REDACTED]@comcast.net
Cc: Medina-Graham, Adalia
Subject: WHY SDIRC?

Good morning!!!

So excited to help you on your journey to the best district in the nation!

Please see the following link to start your application process. We have an ESE position open right now at Glendale Elementary School.

<https://www.indianriverschools.org/departments/jobs>

Also, please take a look at our new RECRUITING VIDEO on that same page.

Let me know if you have any questions.

Our certification specialist is Adalia Medina-Graham. I have cc'ed her on this email.



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Hofer, Beth

From: Hofer, Beth
Sent: Tuesday, February 23, 2021 8:54 PM
To: [REDACTED]
Cc: Medina-Graham, Adalia
Subject: Re: Certification Question and Resume

Good evening Samantha! We are excited to help you on your journey to SDIRC! I have cc'ed our Certification Specialist and would love to set up a Microsoft Teams interview for some time next week! Let me know if you have any questions.

Beth Hofer

Sent from my iPhone

On Feb 23, 2021, at 5:28 PM, Samantha Simmons <slsimmons24@gmail.com> wrote:

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Hello,

I have a question about my certification transferring. I have Special Education certification in Georgia as I passed the GACE assessments. I was wondering if that would transfer to Florida or not since it's not technically a degree/classes in Special Education.

Also, I am attaching my resume. It has the exact name of the certifications if that helps. Thank you for your time!

Samantha Simmons

 [SSimmons Resume](#)

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Hofer, Beth

From: Hofer, Beth
Sent: Thursday, February 25, 2021 3:49 PM
To: [REDACTED]@uga.edu
Subject: INDIAN RIVER COUNTY SCHOOLS

Good afternoon Mr. [REDACTED]

Here is the link to apply for a job for fall 2021. www.indianriverschools.org/departments/jobs

The job id# for secondary is #4913.



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Hofer, Beth

From: Hofer, Beth
Sent: Monday, March 1, 2021 11:12 AM
To: [REDACTED]@ymail.com
Subject: FUTURE TEACHER!!!!

Good morning! 🌞 ☀️

Is there a time we could set up a TEAMS call or you could meet in person for an interview for a teaching position?

Please let me know. There are three job postings for FALL in Applitrack- one for elementary, one for secondary, and then an ESE position.

Let me know what you're interested in and we can make this happen!



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Hofer, Beth

From: Hofer, Beth
Sent: Wednesday, March 3, 2021 12:58 PM
To: [REDACTED]@gmail.com
Subject: Indian River County Schools
Attachments: 2020-2021 Mentor Brochure.pdf; WEpromise letter to candidates.pdf

Good afternoon!

I'm so excited to help you learn more about SDIRC!

We are actively seeking enthusiastic instructional candidates.

Please see our WEpromise! Recruiting video at: <https://www.youtube.com/watch?v=HBmCeAgfpfU&feature=youtu.be>

Is there a time tomorrow or Friday that you would be available to speak and I can answer any questions you may have?



BETH HOFER

Director of Recruitment, Retention and Professional Practices
School District of Indian River County
Beth.Hofer@indianriverschools.org

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Hofer, Beth

From: Hofer, Beth
Sent: Friday, March 5, 2021 7:42 AM
To: [REDACTED]
Subject: Re:

Good morning!

Your degree should be in an area that you choose. Coaching a sport at the highschool level once hired does not require a specific degree. There are some trainings necessary , but that would not be a barrier to getting a teaching job. If you wish to be a PE teacher, you can take that coursework or take the certification test. Are you available this morning for a quick phone call?

Beth Hofer

Sent from my iPhone

On Mar 4, 2021, at 11:01 PM, dakota sheppard <djshep11@yahoo.com> wrote:

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Good Afternoon Ms. Hofer,

My name is [REDACTED] and have been in the US Coast Guard for 12 years. I am now preparing for retirement and focusing on my dream of becoming a high school coach. I will be relocating to the area this summer and wanted to finish my degree but was unsure what degree path to take. UCF offers a Bachelor's in Sports Coaching with a major in Kinesiology but was unsure if that would make me competitive. IRSC offers multiple degree paths including Secondary mathematics and science. They also offer an AA program that for physical education which would be amazing but I feel its not a safe bet that I would be able to get a job with that certificate. We are currently purchasing a home in Vero Beach and I would love to be apart of your school district. Please let me know in your experience and professional opinion which path would give me the best chance of achieving my goal. Thank you for your time I look forward to speaking with you.

Very respectfully,

[REDACTED]
[REDACTED]

Sent from [Mail](#) for Windows 10

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Hofer, Beth

From: Hofer, Beth
Sent: Friday, March 5, 2021 9:29 AM
To: Bass, Scott; Moore, David
Cc: McMahon, Brian
Subject: IR Recruiting Dashboard DRAFT

Good morning! Just a SHOUT OUT to Dr. McMahon for the creation of the Recruiting Dashboard! This is still in the creation mode but VERY exciting!

GO TEAM!



BETH HOFER

Director of Recruitment, Retention and Professional Practices
School District of Indian River County
Beth.Hofer@indianriverschools.org

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772-564-3148

Hofer, Beth

From: Hofer, Beth
Sent: Tuesday, March 9, 2021 3:16 PM
To: [REDACTED]
Subject: RE: I'm looking for a teaching position in Career Technical Education

Good afternoon!

We are excited to help you with your move to South Florida! Please see our website at www.indianriverschools.org for current postings. We also have a general SECONDARY TEACHER posting for the 2021-2022 school year!

Please let me know if you have any questions and take a moment to view our recruitment video:
<https://www.youtube.com/watch?v=HBmCeAgfpfU>.



BETH HOFER

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Beth.Hofer@indianriverschools.org

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From: [REDACTED]<[REDACTED]@gmail.com>
Sent: Thursday, March 4, 2021 1:52 PM
To: Hofer, Beth <Beth.Hofer@indianriverschools.org>
Subject: I'm looking for a teaching position in Career Technical Education

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Good Afternoon Ms. Hofer,

I hope this email finds you well. My name is [REDACTED]. My family and I will be relocating to Stuart Florida, from Long Island, New York this summer mid-August 2021. I'm looking for a teaching position in Career Technical Education. Please see my attached resume and cover letter.

Thank you for your time and consideration.

[REDACTED]

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Hofer, Beth

From: Hofer, Beth
Sent: Wednesday, March 10, 2021 11:33 AM
To: [REDACTED]@yahoo.com
Cc: Medina-Graham, Adalia
Subject: RE: Teaching

Good morning! My apologies for not getting back with you sooner. Please see <https://www.indianriverschools.org/cms/One.aspx?portalId=1549525&pageId=2354672> for information about applying and routes to certification.

We encourage you to apply for open positions at www.indianriverschools.org. If you have a Bachelor's degree and a willingness to make a positive change, then a career in teaching might be the perfect fit!

I have cc'ed the Certification Specialist for specific questions you may have. I am also available to answer any of your questions.



BETH HOFER

Director of Recruitment, Retention and Professional Practices
School District of Indian River County
Beth.Hofer@indianriverschools.org

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From: [REDACTED]
Sent: Tuesday, March 2, 2021 9:04 AM
To: Hofer, Beth <Beth.Hofer@indianriverschools.org>
Subject: Teaching

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Ms. Hofer

Good morning
My name is [REDACTED] I have spent the past 27 years in the
Parks and Recreation field. I am interested in starting a second career

in education. I would like to get an appointment with the person in the District that can discuss the pathway to certification. If that person is you great, if not could you point me in the right direction. Thank you and look forward to your response.

[REDACTED]

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Hofer, Beth

From: Melissa Smith-Withers <mswcan@newark.rutgers.edu>
Sent: Wednesday, March 10, 2021 1:02 PM
To: Hofer, Beth
Cc: Wenylla Reid
Subject: Re: Rutgers Career Fair

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Hi Beth,

Thank you for your interest in our career fair.

We do not have an education major at RU-N. We do have a concentration in Urban Education.
All RU-N students are invited to attend.

Thank you,
Melissa

Melissa Smith-Withers (She/Her/Hers)
Administrative Assistant, Career Development Center
Rutgers University - Newark
973-353-5311

The Career Development Center is available for you. [Click here to see how you can reach us at this time.](#)



From: Hofer, Beth <Beth.Hofer@indianriverschools.org>
Sent: Wednesday, March 10, 2021 12:10 PM
To: Melissa Smith-Withers <mswcan@newark.rutgers.edu>
Subject: Rutgers Career Fair

Good afternoon!

I am the new Director of Recruitment for the School District of Indian River County, Florida.

Is your March 31, 2021 fair for Education majors as well?



BETH HOFER

Director of Recruitment, Retention and Professional Practices
School District of Indian River County
Beth.Hofer@indianriverschools.org

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BE THE CHANGE IN SDIRC

WEprmise

SDIRC VIRTUAL CAREER FAIR APRIL 8, 2021 10-4pm

[Register Here](#)



CAREER FAIR	DATE	TIME	Member #1	Member #2	Member #3
FAMU	1/27	10:00am	Beth Hofer	Jayde Norwood	Germaine Johnson
UGA	2/3	12:00	Beth Hofer	Terri Beckham	
DELAWARE STATE UNIVERSITY	2/16	1-4pm	Beth Hofer	Eric Seymour	
GRAMBLING STATE UNIVERSITY	2/16	12-6pm	Beth Hofer		
USC	2/9	3:00	Beth Hofer	Ramon Echeverria	
FIU	2/24	11:00	Beth Hofer		
HOWARD UNIVERSITY	2/25	1:00	Beth Hofer	Germaine Johnson	Ataaba Patterson
NC A&T STATE UNIVERSITY	3/9	12-3pm	Beth Hofer	Jayde Norwood	Ataaba Patterson
FAMU	3/17	10:00	Beth Hofer	Jayde Norwood	Ataaba Patterson
BETHUNE-COOKMAN	3/17	3-7pm	Beth Hofer	Chris Cummings	Stephen Adams
Florida Fund for Minority	3/20	9-5	Beth Hofer	Cindy Emerson	Anitra Cummings
UAB	3/31	9:30-3:30pm	Beth Hofer	Stephen Adams	Germaine Johnson
UCF	3/26	10-1pm	Beth Hofer	Terri Beckham	Chad Bacon
Norfolk State University	3/31		Beth Hofer	Julie Kastensmidt	Jayde Norwood
SDIRC Virtual Career Fair (hosted by Diversity in Ed)	4/8	10-4pm	RECRUITMENT TEAM AND ALL SCHOOLS	ALL MEMBERS and ALL SCHOOLS and TRANSPORTATION	



SDIRC TeachIR Academy



In partnership with Indian River State College (IRSC), the School District of Indian River County is offering a dual enrollment program for students to earn their Associates of Arts in Education in concert with their high school diploma. Students in the TeachIR Academy seeking an AA in Education from IRSC will follow the sample course progression track below. All students will need to meet the requirements for high school graduation as well as the requirements for an AA. Classes may be different per student. For example, a 9th grade student might take English, English Honors, IB English or AP English to meet the requirement for high school graduation. All students interested should schedule an appointment with a school counselor.

	9 th Grade Spring	10 th Grade Fall	10 th Grade Spring	11 th Grade Fall	11 th Grade Spring	12 th Grade Fall	12 th Grade Spring
HS English	HS English I	HS English II	HS English II		IRSC English Comp I ENC1101	IRSC English Comp II ENC1102	
Mathematics	HS Math	HS Math	HS Math	IRSC Intermediate Algebra MAT1033 (Depending on placement score)	IRSC College Level Math	IRSC College Level Math	
Science	HS Enviro. Science	HS Biology	HS Biology	HS Chemistry	HS Chemistry	IRSC Science Course	IRSC Science Course
Social Science		HS World History	HS World History	IRSC American History AMH2010	IRSC American History AMH2020	IRSC Econ. Financial Literacy ECO2013	IRSC American Government POS1041 IRSC Introduction to Psychology PSY2012
Humanities					IRSC Music and Music Therapy MUY2100		IRSC Art Appreciation ARH1000
Foreign Language	HS Spanish I	HS Spanish II	HS Spanish II				
Electives	HS or IRSC Student Success SLS1101	IRSC General Teaching Skills EDG2031	IRSC Intro to Special Education EEX2010	IRSC Speech SPC1017	IRSC Intro to the Teaching Profession EDF2005 (15 hours of Classroom Observation)	IRSC Educational Psychology EDP2002	IRSC Intro to Sociology SYG2000



SRHS

<https://srhs.indianriverschools.org/guidance>

VBHS

<https://vbhs.indianriverschools.org/guidance>





School District of Indian River County

6500 57th Street • Vero Beach, Florida, 32967 • Telephone: 772-564-3000 • Fax: 772-564-3054

David K. Moore, Ed.D. - Superintendent



WEpromise to listen

1. 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

Dr. Mara Schiff
District 1

• Jacqueline Rosario
District 2

• Dr. Peggy Jones
District 3

• Teri L. Barenborg
District 4

• Brian M. Barefoot
District 5

Transforming education to inspire & empower ALL students to maximize their full potential.
Equal Opportunity Educator and Employer

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 (aspirational goal)
3. Multicultural Club and Activities
4. Unity through Equity training

WEpromise to build future school leaders

1. School-based instructional leadership professional development
2. Leadership Program for aspiring administrators

WEpromise to work STRONGER TOGETHER

1. Collaboration amongst staff at each site
2. Collaboration between schools and district staff
3. Collaboration between district and community

We promise to provide you with the best customer service so that you can thrive in the classroom and be the role-model that every student deserves. We are dedicated to being here for you. So, do not hesitate to email or call with any questions. Here in Indian River County- we work STRONGER TOGETHER.

Beth Hofer, Director of Recruitment
School District of Indian River County
Beth.Hofer@indianriverschools.org 772-564-3148



2020-2021 SDIRC AAP Goal 4: Instructional Staff

5 Year Baseline Report for Student Enrollment in Future Teachers Mentoring Program

AAAP Action Step: 4.6	15-16	16-17	17-18	18-19	19-20*
Progress Measure					
# of Contact to HCBUs	This data was not tracked systematically prior to 18-19.			<10	<10
# of Visits to HCBUs		<10	<10	<10	<10
# of Contacts During Recruitment Visits	Letters of Intent were not offered during these years.			40	15
# of Job & Recruitment Fairs Attended		18	15	16	12

2020-21 Progress Measure Data as of March 1, 2021

AAAP Action Step: 4.2	Total # of Contacts, Visits, Recruitment Visits and Job/Recruitment Fairs Attended
# of Contact to HCBUs	11
# of Visits to HCBUs	11 HBCU Virtual Fairs attended/upcoming
# of Contacts During Recruitment Visits	11
# of Job & Recruitment Fairs Attended	7

Source: SDIRC Human Resources

*Instructional Staff totals for the 2019-20 have been updated since the previously reported totals in June's End-of-Year Update.

Barriers Addressed

1: Lack of instructional staff mirroring the demographics of the student population

3: High Impact teachers are not strategically placed at low performing schools

11: Need for consistent accountability related to strategic actions and supports for the achievement of African American students

12: Need for additional academic support for African American students to achieve mastery

13: High cost of living

AAAP Action Step 4.2										
Total # of Contacts, Visits, Recruitment Visits and Job Recruitment Fairs Attended										
Date	School/Organizer	Contact Name (if possible)	Location	Event Name	SORC Representative(s) Attending	# of Contacts Made	# of Offers Made	Results (# of New Hires)	Event Status (Attended/Scheduled/Canceled/Etc.)	
6/26/2020	Edward Waters College	Carla Graves	Career Center	email					contact established	
7/21/2020	Florida Memorial University	Ashana Jackson	Director of Career Development	email					contact established	
7/21/2020	Florida A & M		Academic Affairs	email					contact established	
7/21/2020	Bethune Cookman University	Davita Bonner, Junell McCall	Director and Associate Director, Career Development	email					contact established	
7/22/2020	Florida A & M	Kindra Hill	Asst Director of Career Services	email					contact established	
8/26/2020	Diversity in Education		VIRTUAL	Virtual Meet & Greet Teacher Recruitment Event	Beth Holder, Chris Cummings, Ramon Echeverria				scheduled	
9/9/2020	Florida International University		virtual	Employer Virtual Open House	Beth Holder				attended	
9/12/2020	Florida Memorial University	Jacqueline Hill	Dean of Education	email					contact established	
9/12/2020	Florida Memorial University		Miami, Florida	School Fair	Beth Holder				attended	
10/19/2020	Virginia State University		Career Services	email					contact established	
10/19/2020	Morgan State University		Career Services	email					contact established	
10/19/2020	South Carolina State University		Career Center	email					contact established	
10/19/2020	Tennessee State University		Career Development Center	email					contact established	
10/28/2020	Diversity in Education	Trina Edwards		Virtual Meet & Greet Teacher Recruitment Event	Beth Holder, Chris Cummings	2	0		attended	
12/19/2020	University of Miami		VIRTUAL Miami, Florida	HiramCane Academy	Beth Holder				attended	
12/15/2020	Howard University	Artemis Koger, Justice Brown-Duso, Katina January-Vance	Career Services	email					contact established	
12/15/2020	Spelman College		Career Services	email					contact established	
1/27/2021	Florida A & M		VIRTUAL	Spring 2021 All Majors Career and Internship Expo	Beth Holder, Germaine Johnson, Jayde Norwood	3	2		attended	
2/3/2021	University of Georgia		VIRTUAL	UGA Virtual Spring Career and Internship Fair 2021	Beth Holder, Terri Beckham	1	0		attended	
2/24/2021	Florida International University		VIRTUAL	FIU Virtual Career Fair ALL MAJORS Spring 2021	TBD	2	1		attended	
2/29/2021	University of South Carolina		VIRTUAL	Spring 2021 UofSC Virtual Career Fair Education Recruitment Day	Beth Holder, Ramon Echeverria	4	1		attended	
2/16/2021	Delaware State University		VIRTUAL	"Let's Get You Hired" Virtual Career Fair ALL MAJORS	Beth Holder, Eric Seymour	0	0		attended	
2/16/2021	Grambling State University		VIRTUAL	Grambling State University Career and Graduate School Fair: Business and Liberal Arts Undergraduate & Graduate Majors	Beth Holder	1	0		attended	
2/25/2021	Howard University		VIRTUAL	Howard University Spring 2021 Virtual All Majors Career Fair	Beth Holder, Germaine Johnson, Atasha Patterson	0	0		attended	
3/29/2021	NC A&T University		VIRTUAL	Education Career Fair	Beth Holder, Jayde Norwood, Atasha Patterson				scheduled	
3/17/2021	Bethune Cookman University		VIRTUAL	Bethune Cookman University's Spring 2021 Virtual Graduate School and Career Fair	Beth Holder, Chris Cummings, TBD				scheduled	
3/11/2021	University of Alabama-Birmingham		VIRTUAL	UAB Education Interview Day-Spring 2021	Beth Holder, TBD				scheduled	
3/20/2021	Florida Fund for Minority Teachers		VIRTUAL	FFMT 21st Annual Teacher Recruitment and Professional Development Symposium	Beth Holder, Chris Cummings, Germaine Johnson, TBD				scheduled	
2/24/2021	South Carolina State University		Recruitment Resources	email and acceptance to post						
26-Mar	University of Central Florida		VIRTUAL	UCF Spring 2021 Virtual Education Career Fair	TBD				scheduled	
3/12/2021	Norfolk State University		VIRTUAL	Norfolk State University Spring 2021 V-Career Expo	TBD				scheduled	
2/20/2021	Alabama A&M University, Baylor University, Bethune-Cookman University, DePaul University, Florida A&M University, Florida Memorial University, Howard University, North Carolina A&T University, Spelman College, Stanford University, Tennessee State University, Tuskegee University, University of Delaware, University of South Carolina		VIRTUAL	HANDSHAKE JOB POSTING FOR ESE TEACHER	these schools accepted the posting					
2/20/2021	Alabama A&M University, Bethune-Cookman University, Delaware State University, Florida A&M University, Florida Memorial University, Howard University, North Carolina A&T State University, Spelman College, Tennessee State University, Tuskegee University, University of Delaware, University of South Carolina		VIRTUAL	HANDSHAKE JOB POSTING FOR SECONDARY TEACHER	these schools accepted the posting					
2/20/2021	Alabama A&M University, Baylor University, Bethune-Cookman University, Florida A&M University, Florida Memorial University, Howard University, North Carolina A&T University, Spelman College, Stanford University, Tennessee State University, Tuskegee University, University of Delaware, University of South Carolina		VIRTUAL	HANDSHAKE JOB POSTING FOR ELEMENTARY TEACHER	these schools accepted the posting					
1/20/2021	Florida International University	Maria Villalobos	Career Services Coordinator	email						
2/10/2021	Florida Memorial University	Megan Aderele		email						
2/10/2021	Delaware State University	Tamika Lee		email						
2/11/2021	Delaware State University	Tamika Lee		email						
2/17/2021	Delaware State University	Tamika Lee		email						
2/18/2021	Hamdshale	Taylor Vincent		email						
2/20/2021	Diversity in Education	Trina Edwards		email						
2/23/2021	Diversity in Education	Trina Edwards		phone call						
3/17/2021	Florida A & M University		VIRTUAL	Spring 2021 Virtual Education, Health, Nursing, and Social Sciences Fair	TBD				scheduled	

School	Teacher's Name	Years of Teaching Experience (in total)	Mentor's Name	African American New Teacher?	African American Mentor?	Hispanic New Teacher?	Complete Surveys?	Semester 1 Mentor Log	Mentor Hours Documented	Complete Surveys?	Semester 2 Mentor Log	Mentor Hours Documented
ACE	Katia Joseph	3	Bob McIntosh	x			Y	N/A		N/A		
	Rebecca McLaughlin	25	Bob McIntosh				N/A	N/A		N/A		
	Sharlette Gremmidge	1	Kathleen Wilson	x			N/N	12/15/2020	6 hours	Y		
Beachland	Allyla Slaughter	0	Diana O'Connor/Turbin Parks	x	x		N/Y	12/17/2020	6 hours	Y		
	Darius Vickers	0	Ashley Bangert	x			N/A	N/A	N/A	Y		
	Veronica Emma	?	?				N/A	N/A	N/A			
	Sharon Bass	lots	Jennifer Gabbard				N/A	N/A	N/A	N/A		
	Sharon Bass	2	Jennifer Gabbard				N/Y	1/7/2021	3.5 hours	Y		
Citrus	Kimberly Greenway/Richardson	3	Laura Clement				Y/Y	1/7/2021	4.5 hours	Y		
	Morgan Chastain	1	Tammy Bailor				Y/N	12/18/2020	5 hours	N		
	Oscar Escobar	0	Laraine Jones		x		N/N	maternity leave		N		
	Bonnie Jean Williams	1	Leina Schaeffer				N/A	N/A	N/A	N		
	Rebekah Simmons-Scott	5	Kristy Scofield	x			Y/Y	12/17/2020	inc. log	Y		
Dodgertown	Janet Kraus	0	Jennifer DeGrasse				N/A	N/A	N/A	N/A		
	Brittany Reed	0	Kristi Smidant				Y/Y	1/5/2021	10 hours	Y		
	Madison Hinkle	0	Brittany Stolzmann				Y/Y	1/7/2021	10 hours	Y		
	Yesenia Solivan	9	Michelle Horton			x	N/A	N/A	N/A	N/A		
	Hailey Philpotts	17	Jessica Mowery			x	N/A	N/A	N/A	N/A		
Gifford Middle	Morgan Becker	1	Alannah Morales				Y/Y	1/7/2021	9.25 hours	Y		
	Emilia Trice	1	Alannah Morales				N/N	1/7/2021	7 hours	Y		
	Austyn Moran	1	Lisa Presti	x			Y/N	N/A	N/A	N/A		
	Jeffrey Willis	2	Marshall Gaffney				Y/Y	12/17/2020	6.5 for Browning	Y		
	Charles Horning	15	John Schwenger				Y/Y	12/17/2020	9.5 hours	Y		
Glendale	Derrick Medina	8	Mr. Jean				N/A	12/18/2020	5.5 hours	N/A		
	Kristin Planelli	15	Shannon Hutchinson			x	N/A	N/A	N/A	N/A		
	Wendy Surver	0	Kristina Browning		x		N/A	12/18/2020	1.25 hours	N/A		
	Jenna Valley	3	Connie Law		x		Y/Y	12/18/2020	3.5 hours	Y		
	Allison Baird	4	Renee Koppelman and Jen Corey				N/Y	12/14/2020	4.5 hours	Finished STARR Program		
Ginger Bernal	Ginger Bernal		Michelle Banack				N/A	N/A	N/A	N/A		
	Whitney Woodhouse	1	Renee Banack				N/A	N/A	N/A	N/A		
	Courtney Diestro	1	Lauren McDaniel				N/N	12/15/2020	10 hours	N/A		
	Travis Reynolds	1	?				N/A	N/A	N/A	Y		
	Alexa Roberts	1	Laurel Fletcher	x			N/A	N/A	N/A	N/A		
Owen's Essence	Owen's Essence	1	Brianne Presley				Y/Y	N/A	N/A	Y		
	Owen's Essence	1	Brianne Presley	x	x		N/N	N/A	N/A	N/A		
	Owen's Essence	1	Brianne Presley				Y/Y	12/15/2020	4.25 hours	N		
	Owen's Essence	1	Brianne Presley				Y/Y	12/15/2020	4.25 hours	Y		
	Owen's Essence	1	Brianne Presley				Y/Y	12/15/2020	4.25 hours	Y		

3rd quarter

Subject/Grade Level	Do you have a school-based mentor? If so, please submit his/her name here.	Think about the area of growth you identified for the 2nd nine weeks. How have you grown in this area?	What area of growth will you focus on during the third quarter?	What type of professional development/support would be beneficial to you right now?	What support would be helpful from your school-based mentor?
Marine Science/11th and 12th grade	I feel that I really pushed myself to come up with a great curriculum for my students.	I will continue to ensure that my students succeed by coming up with fun and creative ways of learning.	I am not facing any challenges.	Nothing at the moment	Nothing at the moment
Algebra 1 / 9th	I don't have as many questions to ask about things because of me being so new and not really know where things are or how to do certain things.	My area focus is posting the standards, learning goals, task, and Essential Question. I've been getting help from the math coach and this has helped tremendously.	My new challenges now is the new students that are coming in and the fact most of them are extremely low.	Possibly just assistance with bringing them up to the rest of the kids level. I've been doing some other stuff like making stay after for extra help and that's been very beneficial for them and me.	His norm. Check in to make sure I don't have any questions and if there is something he thinks of that may be beneficial to me to let me know.
Adult Education	Yes	Incorporating more hand's on activities in lessons to facilitate student learning	None	Professional development that deals with teaching adults	No additional support needed

<p>All grades 8-12</p>	<p>I have learned how to complete a IPDP and lesson plans.</p>	<p>Continue with our PLC, Cultural Responsive Teaching and the Brain and continue developing rubrics for the unit.</p>	<p>Attendance and student engagement (sleeping). PD's creating a rubric.</p>	<p>Continue to be available when I need any guidance and continued practice completing lesson plans and creating rubrics.</p>
<p>Kindergarten</p>	<p>Yes</p>	<p>Intervention</p>	<p>I have a student that is extremely behind their classmates and is not responding to intervention.</p>	<p>Helping come up with new, appropriate intervention pieces for this student.</p>
<p>2nd</p>	<p>Yes</p>	<p>Continue working on phonics</p>	<p>None</p>	<p>Phonics</p>
<p>Music K-5</p>	<p>I have shown improvement in the area of classroom management.</p>	<p>I want to work on making the most of my classroom time. I want to spend time working on SEL, classroom management, formative assessments, and making my lessons more fun and engaging.</p>	<p>It is challenging trying to wear several different hats during my 30-35 minute class periods. I want to make sure im focusing on evry students needs, instruction, and classroom management</p>	<p>Strategies for juggling so many different components during my class time.</p>

ESE	<p>I choose yo continue with the area from the last quarter. I would like to continue my education in the Marzano protocols and deliberate practices for my upcoming evaluation expectations.</p> <p>None at this time.</p> <p>Yes</p> <p>I have grown substantially as a teacher with making sure all the students stay engaged in activities</p>	<p>My mentor is very instrumental in keeping up with my needs as they arise. I will continue to keep her updated and she ensures to supply me with the strategies and resources that are helpful for the particular situation.</p> <p>Differentiation strategies and Essay writing and Reading strategies for purposes of increasing FSA scores.</p>	<p>My mentor is doing great!</p> <p>My professional development is great right now</p> <p>Helping me with differentiation so I am able to accommodate each student.</p>
Elementary PE	<p>Keeping all students engaged in activities</p> <p>No challenges</p>		
2nd	<p>I have become better with choosing resources for lessons</p> <p>Differentiation</p> <p>Time management</p> <p>I am not sure</p>		
8th Grade	<p>I have grown slightly , I am still struggling with balance between getting certified and maintaining the classroom.</p> <p>Completing my all certifications completing the ACP program or getting caught up.</p> <p>None really.</p>	<p>Getting one on one assistance to test strategies and studying the GKT and Professional Development</p> <p>Studying and certifications</p>	
1	<p>Introducing my Learning continue from 2nd Targets more effectively quarter</p> <p>none</p>	<p>more ESE training</p> <p>Tier 3 support</p>	

Economics and African American History/ 12th Grade and 10-12	Modeling assignments, explaining assignments, and providing relatable examples. I realized at times I was expecting students to come with previous knowledge without checking first. Once I provided an explanation and showed an example they understood better. I have a new set of students for the current semester. Right now I am starting over in building connections with students and having more students than last semester.			Right now I cannot think of anything. I am also working on time management of teaching and all the behind the scenes work. changes daily.	We are committing to keeping with the frequency of our weekly meetings. Right now cannot think of anything, but that changes daily.
	I adjusted to the 100 minute blocks by the end of the 2nd of nine weeks. I took the PD on the different phases of the class (I Do, We Do, You Do), and really focused on planning quality lessons.				
ESE 7th	Some areas i focus in is relationship building with students and having them do work for other teacher.			helping to study for ESE Certification	She help me with everything
	I think i have grown be being more prepared for the lessons I have to teach.	The area of growth I would like to focus on is scheduling and test.			Ashley provides me with training during planning time and we collaborate telephonically after hours.
Math-Science/4th	Getting to know the ends and outs of the standards and adhering to time frames.			Breaking down the standards so that I know exactly what to teach.	
	New teacher entering my 2nd week.	Standard based instruction and time management.			

4th quarter

School	Subject/Grade Level	Do you have a school-based mentor? If so, please submit his/her name here.	Think about the area of growth you identified for the 3rd nine weeks. How have you grown in this area?	What area of growth will you focus on during the fourth quarter? Please describe the need in detail. You may choose to continue with the same area from last quarter.	What are some challenges, if any, are you facing in the classroom?	What type of professional development/support would be beneficial to you right now?	What support would be helpful from your school-based mentor?
Treasure Coast Technical College	Dual Enrollment/Adult Education		Yes, I have grown in the area from the 3rd quarter.	I'm not sure what area of growth that I will focus on during the 4th quarter.	A challenge that I am facing in the classroom is getting all of the lectures, assignments, skills labs etc. completed and setup in advance	Professional Development geared towards dual enrollment students and how to handle attendance issues, etc.	She has already given me the support I need with this challenge
Vero Beach High School	11th and 12th		N/A	Finishing the year strong	None	None at the moment	None at the moment
Sebastian Elementary School	2nd grade traditional		I think I have grown in my ability to give a formative assessment and then differentiate my small groups! That was a big goal for my and our transitions move a lot quicker!	I would like to focus on making my planning more purposeful. I would also like to work on the structure of my reading block. I think that my activities could use a little more differentiation as well.	I feel that the ability level of my students is different from what I'm used to. I have a hard time differentiating for my students who are more than two levels behind. I want to be able to give them activities that they can do at their level without sacrificing too much rigor.	Different ideas for differentiation and formative assessments for reading. How can I make my reading block flow better?	
Pelican Island	Pre-K		I have conquered my issue with not completing school	not sure	hitting	n/a	I don't have one.
VBE	2nd grade		Learning how to meet individual needs of my students are important.	Meeting needs of all students in different ways	None	None	We meet often none needed.

I have great support from my mentor and he is available when I have questions and just when I need an ear to listen.

I can not think of any at Classroom management this time.

Growth is needed in supporting the gen ed teacher who do not want support.

I have grown a great deal. The support has been awesome!!!

Oslo Middle School ESE Support Facilitator