



**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: 7/6/2021 \_\_\_\_\_cj\_\_\_\_\_ (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?)

During Quarter 4, the third root cause analysis session was conducted. During previous sessions, root causes for the African American-White achievement gap were identified by session participants. During the third session, participants identified and discussed district and school level strategies linked to the previously identified root causes. In preparation for the upcoming academic year, it will be important to identify those high impact strategies that should continue to be implemented or expanded, as well as those that need to be modified or removed. Once the final statewide assessment outcome data becomes available to the District, a final analysis of the impact of the strategies implemented to address achievement disparities should be conducted.



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



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These assurances have been reviewed and verified on: . **R.B. 5/28/ 2021** (initials)

### Quarterly Reflection

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- Overall increase in the utilization of the ALTOSS program is evidenced by t the number of students that were assigned and engaged in the ALTOSS program.
- Some of the barriers mentioned before by parents still to be resolved include consistent bus transportation or perhaps North County / South County ALTOSS locations.
- The feedback from students attending the program was positive in their thoughts of how the program supported them. Team still striving for better/ more timely communication between program and school.
- The Social Emotional/ Personal Skills/ Executive Functioning aspects that face students are truly the teaching challenge.
- Next steps are to continue to look at the expectations we have for students overall, remain focused on how to teach through, address, correct, and restore relationships with students and school adults





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These assurances have been reviewed and verified on: [Click or tap to enter a date.](#) J.R. and D.M., May 17, 2021 (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?)

The ESE Department has expanded the delivery of professional development and enhanced overall knowledge on gifted enrichment, Revised Plan B eligibility criteria, culturally responsive strategies (crosswalk), and updated gifted characteristics checklists through site-based training provided by the school psychologists. We have worked with the IT department to create a report that captures all pre-referral checklists to ensure that culturally responsive strategies are being implemented within the general education classrooms before parental consent for evaluation is obtained. Teachers of the gifted are submitting their enrichment service logs to the program specialist overseeing gifted programming and logs are being reviewed on a monthly basis. The Program Specialist overseeing behavioral programming is closely monitoring classroom removals of students with disabilities and providing ongoing training to pertinent ESE staff.

The ESE Department will continue providing professional development for identified areas of need in addition to closely monitoring service logs to ensure fidelity of implementation. It is our goal that through this work we will see an increase in gifted eligibility of underrepresented subgroups, increased opportunity for gifted enrichment for students who show that data would benefit, and a reduction in overidentification of minority subgroups across various ESE categories.



**SDIRC Quarterly Action Step Update – Strategic Planning & Student Services**  
**Component: African American Achievement Plan 2020 - 2021**



**Last Date of Review:** 6/30/2021

**Action Steps:** 1.1, 1.2, 1.9, 1.13, 1.24, 1.25, 1.26, 1.27, 1.35, 1.36, 2.1, 2.2, 2.3, 2.4, 2.7, 2.8, 2.10, 2.11, 2.12, 2.13, 2.14, 3.1, 3.2, 3.3, 3.4, 3.5, 3.6

**Action Steps 1.1, 2.1, 2.14, 3.1 & 3.2**

Date(s) of Equitable Classroom Practices Observations	End of Year Summary – Equitable Classroom Practices Walk-Through Observations were conducted from 09/22/21 - 05/21/21.
Summary of Observations	A total of 515 Equitable Classroom Practices Observations were completed during the indicated time period. During this time period, specific equitable classroom practices were observed with varying levels of frequency. The most frequently observed practices were “using equitable proximity with all students” and “acknowledges all students’ comments, responses, questions, and contributions. The least frequently observed practices were “uses students’ real-life experience to connect school learning” and “asks high-order questions equitably of all students.” These latter practices present as key opportunities for growth.

**Action Step 1.2**

Date of Root Cause Analysis	03/11/2021
Summary of results and analysis of the root cause analysis	Root causes previously identified related to the achievement gap were further explored to identify whether there were any identifiable gaps in the strategies needed to effectively address the root causes for the achievement gap. Root causes identified during previous sessions and discussed included the need for a diversified teaching staff; a need to address mindsets and increase self-awareness; a lack of preparation, skills, and comfort in addressing cultural issues and engaging in culturally responsive practices, and a need for improved systems and supports to build capacity for the implementation of culturally responsive practices. Participants identified a range of school-level and district-level action steps that were being implemented for the root causes identified. Some examples of action steps shared included utilizing culturally responsive interviewing guidelines and questions when interviewing for district instructional staff vacancies, training on the identification of culturally diverse gifted students, providing professional development in trauma-informed practices, analyzing data for specific subgroups of students, and providing district-supported coaching cycles for instructional staff.

\*Attach roster of participants in root cause analysis

**Action Step 1.13**

Dates of training & support provided to schools	3/31/21; 4/5/21; 4/27/21; 4/28/21
Evidence of leadership using Power BI to monitor the impact of instruction and plan for targeted support for improved learning	The evidence provided for this action step include the master training schedule and the Power BI usage reports that are generated every two weeks.

\*Attach examples of training materials and rosters

**Action Steps 1.24 & 1.36**

Student Enrollment in Advanced and Accelerated Courses					
	White	Hispanic	Black	Two or More	All Other Race/Ethnicities
AP and IB Total Number Breakdown of Enrollment by Race/Ethnicity	758	246	83	48	46

AP and IB Total Percentage Breakdown of Enrollment by Race/Ethnicity	26%	18%	10%	21%	36%
Dual Enrollment Total Number Breakdown of Enrollment by Race/Ethnicity	491	118	89	35	35
Dual Enrollment Total Percentage Breakdown of Enrollment by Race/Ethnicity	17%	9%	11%	16%	27%
Honors (Level 3) Total Number Breakdown of Enrollment by Race/Ethnicity	2041	839	373	131	97
Honors (Level 3) Total Percentage Breakdown of Enrollment by Race/Ethnicity	69%	63%	45%	58%	76%

### Action Step 1.25

Results of Universal Screening Implementation	<p>Universal Screening: All schools were sent a list of students who met specific criteria by program specialist overseeing gifted programming. Teams were asked to utilize the list to help determine what students would be good candidates for gifted testing, as well as students who would likely benefit from Tier 2 gifted enrichment services.</p> <p>The results for the 2020-21 school year are as follows:  Total number of gifted evaluations this school year:317 (67 still pending);  Total Plan A and Plan B Eligibilities this school year: 86; Total Plan B eligibilities this school year:37. Please note: these numbers may change once 67 gifted evaluations that are pending are complete. * See attached evidence.</p>
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### Action Step 1.26

Dates of review of teacher of the gifted service logs for tiered enrichment supports	Teachers of the Gifted enrichment logs have been collected on a monthly basis and reviewed by program specialist over gifted programming. Dates of submissions and reviews are as follows: 3/3/21; 4/2/21; 5/3/21; and on 5/28/21. End of year gifted enrichment summary logs are being submitted by all teachers of the gifted on 5/28/21. Please see attached evidence.
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\*Attach example of service logs

### Action Step 1.27

Plan B Eligibility					
Dates of trainings and technical support to teachers and administration	Initial training was provided to Psychologists who have been providing training on various dates to school-based staff. Please see attached evidence of training logs.				
	White	Hispanic	Black	Two or More	All Other Race/Ethnicities
Total Number Breakdown of Eligibility by Race/Ethnicity	122	47	15	13	4
Total Percentage Breakdown of Eligibility by Race/Ethnicity	60.70%	23.38%	7.46%	6.47%	1.99%

### Action Step 1.35

Dates of review of school counselor contacts with students participating in the PeerForward Program	4/9/21; 4/30/21; 5/13/21; 5/25/21
Reflection on review of school counselor contacts	Meetings were held to discuss student needs for the 2021-2022 school year. Student leaders were eager to participate. School teams provided feedback, discussed ideas for future projects, and identified future peer

	<p>leaders for the 2021-2022 school year. Counselor leads for the 2021-2022 school year were assigned.</p> <p>One major challenge identified this year was finding a time to meet peer leaders for the PeerForward Huddles as a group. This was due to block scheduling and availability. Schools did work on plan to alternate the peer leader meetings to better accommodate instructional priorities and commitment to the program. This plan will be revisited as schedules are set for next year.</p>
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**Action Step 2.2**

Dates of Tier 1 Restorative Practices professional development opportunities	NA
Summary of feedback from student surveys regarding use of Restorative Practice	NA

\*Attach examples of training materials and rosters

**Action Step 2.3**

ALTOSS	White	Hispanic	Black	Two or More	All Other Race/Ethnicities
Total Number Breakdown by Race/Ethnicity	56	30	88	10	2
Total Percentage Breakdown by Race/Ethnicity	32%	17%	50%	5%	1%
ALTOSS	White	Hispanic	Black	Two or More	All Other Race/Ethnicities
Total Number Breakdown of ALTOSS completion with re-entry plan by Race/Ethnicity	56	30	88	10	2
Total Percentage Breakdown of ALTOSS completion with re-entry plan by Race/Ethnicity	100%	100%	100%	100%	100%

**Action Step 2.4**

Summary of research of successful alternative to out-of-school suspension programs and summary of plan for additional alternatives to OSS.	<p>OSPSS consulted with other districts with alternative to out-of-school suspension programs that were showing positive improvement. Based upon the demonstrated best practices and the research gathered from these districts, our District developed the AIMS &amp; ASPIRE programs.</p> <p>With the increased use of the district's Ripple Effects program, a positive correlation was found in schools with highest program usage.</p>
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**Action Step 2.7**

Dates of professional development on prevention and corrective intervention strategies	4/21/21, 4/23/21, 5/4/21,5/25/21				
	White	Hispanic	Black	Two or More	All Other Race/Ethnicities
Total Number Breakdown of Removals for Students with Disabilities	60	30	76	17	N/A
Total Percentage Breakdown of Removals for Students with Disabilities	33%	16%	42%	9%	N/A

\*Attach examples of PD materials & rosters

**Action Step 2.8**

Results of needs analyses utilized for clarification of SERT plan	During the current academic year, it was identified that a key support for building staff capacity for the implementation of disciplinary procedures and the range of alternatives to discipline available in the District would be to integrate the drafted SERT procedures/manual with a more comprehensive manual of disciplinary procedures and alternatives.				
<b>Retrieved June 3, 2021</b>	White	Hispanic	Black	Two or More	All Other Race/Ethnicities
Total Number Breakdown of Students Placed at ACE as a result of SERT	22	*	22	*	*
Total Percentage Breakdown of Students Placed at ACE as a result of SERT	47%	*	47%	*	*

\*To protect the privacy of individual students, data are not reported when the total number of students is fewer than 10.

**Action Step 2.10**

Dates for professional development related to In-School Suspension	NA
Summary of walk-throughs of In-School-Suspension programs and action plans developed to improve outcomes	No additional walk-throughs of In-School-Suspension classrooms were conducted during Quarter 4.

**Action Steps 2.11, 2.12 & 2.13**

Dates of professional development training focused on trauma-informed care	NA
Dates of professional development training focused on behavioral, social emotional, mental health, and restorative tiered support	Training for Threat Assessment Guidelines: 04/20/21, 04/27/21, & 04/29/21 CPI Training: 03/17/21 & 04/30/21 Verbal Deescalation Training: 03/17/21 Youth Mental Health First Aid Training: 05/15/21, 05/22/21, 05/25/21, 05/26/21
Dates of professional development training to staff related to student's re-entry to schools	NA

\*Attach examples of training materials and rosters

**Action Steps 3.3, 3.4, & 3.5**

Dates of self-audit of discussion of "rule-out" factors prior to parental consent for evaluation and incorporation of culturally responsive strategies	Every Friday, (4/2/21; 4/9/21; 4/16/21; 4/23/21; 4/30/21; 5/7/21; 5/14/21)
Dates of professional development for rule-out factors and culturally responsive instructional strategies	Additional trainings were provided to pertinent ESE Staff: Resource Specialists: 4/15/21 School Psychologists: 4/20/21 School Psychologists have provided school site trainings on various dates. Please see attached training logs.
Summary of MTSS Tier 2 & Tier 3 Technical Assistance	General Education Interventions Pre-Referral Checklist 2 <sup>nd</sup> revision up in FOCUS on: 4/15/21  Training w/School Psychologists: 4/20/21: 2-4 PM Training w/Resource Specialists: 4/15/21: 2-3 PM

**Action Step 3.6**

Number of Pre-Referral Checklists by Site-Based Teams prior to consideration of parental consent for evaluation	88 (between 3/13/21 and 5/14/21) Data retrieved from report generated in FOCUS.
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**Action Step 4.22**

Attendance records of Superintendent and appointed staff at Equity meetings as appropriate	4/22/21 & 5/13/21
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# *The Achievement Gap: Strategy "Goodness of Fit" & Exploring Teacher Retention*

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Root Cause Analysis - Session #3  
School District of Indian River County  
March 11, 2021

# Root Causes & the Achievement Gap: Themes Previously Identified

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- Need for a diversified teaching staff
- Need to address mindsets/implicit biases/increase self-awareness
- Lack of preparation, skills, and comfort in addressing cultural issues and engaging in culturally responsive practices
- Need for improved systems and supports to build capacity for the implementation of culturally responsive practices
- Need for increased cultural self-awareness and student awareness

# Root Causes & Action Steps: Creating a Crosswalk of Practice



Identified Root Cause	School-Level Action Steps	District-Level Action Steps
Need for a diversified teaching staff		
Need to address mindsets/implicit biases/increase self-awareness		
Lack of preparation, skills, and comfort in addressing cultural issues and engaging in culturally responsive practices		
Need for improved systems and supports to build capacity for the implementation of culturally responsive practices		
Need for increased cultural self-awareness and student awareness		



**Representation of Applicants for Instructional Positions by Race (%)**  
Retrieved 02/24/21

Race	December 2020	January 2021	February 2021	March 2021
African American	16%	17%	16%	17%
White, Non-Hispanic	72%	72%	72%	86%

**Representation of Interviewers by Race (%)**  
Retrieved 02/24/21

Race	December 2020	January 2021	February 2021	March 2021
African American	25%	25%	24%	26%
White, Non-Hispanic	64%	64%	66%	64%

**Representation of Interviewees by Race (%)**  
Retrieved 02/24/21

Race	December 2020	January 2021	February 2021	March 2021
African American	16%	16%	16%	15%
White, Non-Hispanic	74%	74%	74%	74%

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**Recruitment of African American Instructional Staff: A District Status Check**



**Representation of New Hires by Race (%)**  
Retrieved 02/24/21

Race	December 2020	January 2021	February 2021	March 2021
African American	12%	13%	13%	13%
White, Non-Hispanic	75%	78%	74%	74%

**Representation of Certified Instructors by Race (%)**  
Retrieved 02/24/21

Race	December 2020	January 2021	February 2021	March 2021
African American	10%	10%	10%	11%
White, Non-Hispanic	82%	82%	82%	82%

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**Recruitment of African American Instructional Staff: A District Status Check**



# *African American Teacher Recruitment: An Exploration of Root Causes*

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- Why is the observed inequity occurring?
- What is holding us back from resolving the inequity?
- What processes, beliefs, attitudes, skills, or knowledge contribute to the observed inequities?
- Why do identified observed intermediate causes exist?

**Action Step 1.2**

**School District of Indian River County  
Root Causes Analysis – Session #3  
March 11, 2021  
Participant Roster**



Bethel, Robyn  
Contri, Jacqueline  
Faust, Adam  
Heppern, Felice  
Hofer, Beth  
Jacobs, Christina  
Jones, Tosha  
Kohlstedt, Christopher  
Matthews, Daphne  
Packard, Sharon  
Racine, Kristen  
Taylor-Long, Deborah  
Vernette, Aretha  
Walker, LaVonne  
Whitfield-Hart, Letitia

# Power BI Master Training Plan: 2020 - 2021

Tentatively Scheduled Trainings		
Target Audience	Dates	Topic
Assistant Principals	10/21/2020	Power BI
Rosewood Magnet	10/28/2020	Leadership Team
Principals	11/4/2020	DataCom
Sebastian River High School	11/5/2020	Leadership Team
Principals	11/10/2020	DataCom
Department Chairs	11/13/2020	Power BI
Transportation	11/17/2020	Discipline Data
District Leadership	11/18/2020	High School Acceleration
Resource Specialists	11/19/2020	LRE
Resource Specialists	11/30/2020	LRE
Psychologists	12/1/2020	Power BI
Principals	12/2/2020	Power BI
Secondary	12/4/2020	Early Warning System
Vero Beach High School - FLC	12/7/2020	Discipline Data
Oslo MS	12/8/2020	Discipline Data
Sebastian River High School	12/10/2020	Discipline Data
Vero Beach High School - Main Campus	12/11/2020	Discipline Data
Pelican Island Elementary	12/14/2020	Power BI
School Counselors	12/15/2020	Power BI
Interentionists	1/19/2021	Power BI: Goal Tracker
Assistant Principals	1/22/2021	Power BI: Goal Tracker
VBHS	1/25/2021	School Grades, Power BI: Goal Tracker
Coaches and Department Chairs	1/28/2021	Power BI: Goal Tracker
VBHS	1/29/2021	Follow up to DataCom
SRHS	1/29/2021	Follow up to DataCom
Coaches and Department Chairs	1/29/2021	Power BI: Goal Tracker
Assistant Principals	2/3/2021	Power BI: Goal Tracker
GMS	2/9/2021	Follow up to DataCom
Transportation	2/10/2021	Power BI: Discipline
Coaches and Department Chairs	3/3/2021	Power BI: Grade Level App
Coaches and Department Chairs	3/4/2021	Power BI: Grade Level App
Assistant Principals	3/15/2021	Power BI: Grade Level App
Federal Programs Staff	3/16/2021	Power BI: Overview
Assistant Principals	3/17/2021	Power BI: Grade Level App
Aspiring Assistant Principals	3/31/2021	Power BI: Overview
Glendale Elementary Leadership	4/5/2021	Power BI
Beachland Elementary Leadership	4/27/2021	Power BI and DIBELS
Pelican Island Elementary Leadership	4/27/2021	Power BI and DIBELS
Federal Programs Staff	4/28/2021	Power BI

Power BI Usage 3.13\_3.26 - All Dashboards

Last Name	First Name	School	Title	Views	
Esposito	Tabetha	Liberty Elementary	Asst Principal Elementary	86	Top 10 "Power" Power BI Users
Matheny	Lyndsey	Vero Beach Elementary	Principal Elementary School	69	
Norris	Jennifer	Rosewood Elementary	Asst Principal Elementary	59	
Riskin	Robert	Sebastian River High School	Asst Principal Senior High	56	
Cummings	Christopher	Sebastian River High School	Principal High School	53	
Banack	Lynn	Glendale Elementary	Asst Principal Elementary	53	
Contri	Jacqueline	Sebastian River High School	Asst Principal Senior High	49	
Morgan	Rahshard	Vero Beach High School	Asst Principal Senior High	42	
Whitfield	Letitia	Sebastian Elementary	Principal Elementary School	39	
Good	Christine	Indian River Academy	Principal Elementary School	38	
Duchemin	Dawn	Storm Grove Middle School	Asst Principal Middle School	36	
Kinsley	Craig	Oslo Middle School	Asst Principal Middle School	34	
Faust	Adam	Glendale Elementary	Principal Elementary School	32	
Simpson	Scott	Treasure Coast Elementary	Principal Elementary School	31	
Gonzalez	Vanessa	Vero Beach High School	Asst Principal Senior High	31	
Racine	Kristen	Dodgertown Elementary	Asst Principal Elementary	30	
Holmes	Michele	Sebastian River Middle Schl	Asst Principal Middle School	29	
Taylor	Christopher	Storm Grove Middle School	Asst Principal Middle School	28	
Moree	Rachel	Pelican Island Elementary	Principal Elementary School	28	
Griffin	Joy	Vero Beach High School	Asst Principal Flc	27	
Rahal	Kimberly	Citrus Elementary	Asst Principal Elementary	27	
Ahrens	Gregory	Vero Beach High School	Asst Principal Senior High	24	
Ern	Natalie	Osceola Elementary	Asst Principal Elementary	24	
Kohlstedt	Ashley	Sebastian Elementary	Asst Principal Elementary	21	
Finnegan	Rachel	Beachland Elementary	Principal Elementary School	20	
Del Tufo	Susan	Beachland Elementary	Asst Principal Elementary	20	
Blidgen	Tisa	Gifford Middle School	Asst Principal Middle School	20	
Keen	Jeramy	Pelican Island Elementary	Asst Principal Elementary	19	
Robinson	Eddie	Oslo Middle School	Principal Middle School	18	
Garcia	Kimberly	Citrus Elementary	Principal Elementary School	16	
Bieber	Anne	Storm Grove Middle School	Principal Middle School	14	
Shells	Christine	Oslo Middle School	Asst Principal Middle School	14	
Brown	Dariyall	Alternative Center For Educati	Principal For Alternative Educ	14	
Szpaichler	Jeremy	Gifford Middle School	Asst Principal Middle School	14	
Foster	Keandra	Storm Grove Middle School	Asst Principal Middle School	14	
Van Brimmer	Sarah	Vero Beach Elementary	Asst Principal Elementary	14	
Van Brimmer	Kevin	Sebastian River High School	Asst Principal Senior High	12	
Jones	Mintosha	Gifford Middle School	Principal Middle School	11	
Heppern	Felice	Treasure Coast Elementary	Asst Principal Elementary	10	
Alderton	Jennifer	Fellsmere Elementary	Asst Principal Elementary	8	
O'Keefe	Shawn	Vero Beach High School	Principal High School	7	
Thimmer	James	Sebastian River High School	Asst Principal Senior High	4	
Davis	Meghan	Indian River Academy	Asst Principal Elementary	4	
Racine	Todd	Sebastian River Middle Schl	Principal Middle School	4	
Erickson	David	Vero Beach High School	Asst Principal Senior High	0	
Hart	Denny	Vero Beach High School	Principal High School	0	
Flores	Casandra	Rosewood Elementary	Principal Elementary School	0	
Bacon	Chadwick	Osceola Elementary	Principal Elementary School	0	
Echeverria	Ramon	Fellsmere Elementary	Principal Elementary School	0	
Kohlstedt	Christopher	Wabasso School For Exceptional	Principal Special Ed School	0	
Vernette	Aretha	Dodgertown Elementary	Principal Elementary School	0	
Ward	Kelly	Sebastian River Middle Schl	Asst Principal Middle School	0	
Harris	Takeisha	Liberty Elementary	Principal Elementary School	0	

Power BI Dashboard 3.27\_4.9 - All Dashboards

Last Name	First Name	School	Title	Views
Contri	Jacqueline	Sebastian River High School	Asst Principal Senior High	88
Riskin	Robert	Sebastian River High School	Asst Principal Senior High	78
Whitfield	Letitia	Sebastian Elementary	Principal Elementary School	76
Cummings	Christopher	Sebastian River High School	Principal High School	74
Matheny	Lyndsey	Vero Beach Elementary	Principal Elementary School	66
Faust	Adam	Glendale Elementary	Principal Elementary School	49
Van Brimmer	Kevin	Sebastian River High School	Asst Principal Senior High	45
Robinson	Eddie	Oslo Middle School	Principal Middle School	43
Duchemin	Dawn	Storm Grove Middle School	Asst Principal Middle School	40
Simpson	Scott	Treasure Coast Elementary	Principal Elementary School	38
Jones	Mintosha	Gifford Middle School	Principal Middle School	37
Garcia	Kimberly	Citrus Elementary	Principal Elementary School	36
Finnegan	Rachel	Beachland Elementary	Principal Elementary School	34
Del Tufo	Susan	Beachland Elementary	Asst Principal Elementary	34
Blidgen	Tisa	Gifford Middle School	Asst Principal Middle School	32
Kohlstedt	Ashley	Sebastian Elementary	Asst Principal Elementary	31
Kinsley	Craig	Oslo Middle School	Asst Principal Middle School	30
Good	Christine	Indian River Academy	Principal Elementary School	26
Banack	Lynn	Glendale Elementary	Asst Principal Elementary	25
Racine	Todd	Sebastian River Middle Schl	Principal Middle School	25
Moree	Rachel	Pelican Island Elementary	Principal Elementary School	24
Bieber	Anne	Storm Grove Middle School	Principal Middle School	22
O'Keefe	Shawn	Vero Beach High School	Principal High School	20
Gonzalez	Vanessa	Vero Beach High School	Asst Principal Senior High	20
Vernette	Aretha	Dodgertown Elementary	Principal Elementary School	16
Taylor	Christopher	Storm Grove Middle School	Asst Principal Middle School	16
Ern	Natalie	Osceola Elementary	Asst Principal Elementary	16
Kohlstedt	Christopher	Wabasso School For Exceptional	Principal Special Ed School	14
Ahrens	Gregory	Vero Beach High School	Asst Principal Senior High	14
Thimmer	James	Sebastian River High School	Asst Principal Senior High	12
Shells	Christine	Oslo Middle School	Asst Principal Middle School	10
Foster	Keandra	Storm Grove Middle School	Asst Principal Middle School	9
Harris	Takeisha	Liberty Elementary	Principal Elementary School	8
Griffin	Joy	Vero Beach High School	Asst Principal Flc	6
Flores	Casandra	Rosewood Elementary	Principal Elementary School	4
Heppern	Felice	Treasure Coast Elementary	Asst Principal Elementary	4
Alderton	Jennifer	Fellsmere Elementary	Asst Principal Elementary	4
Rahal	Kimberly	Citrus Elementary	Asst Principal Elementary	4
Davis	Meghan	Indian River Academy	Asst Principal Elementary	4
Holmes	Michele	Sebastian River Middle Schl	Asst Principal Middle School	4
Bacon	Chadwick	Osceola Elementary	Principal Elementary School	2
Erickson	David	Vero Beach High School	Asst Principal Senior High	2
Keen	Jeremy	Pelican Island Elementary	Asst Principal Elementary	2
Van Brimmer	Sarah	Vero Beach Elementary	Asst Principal Elementary	2
Hart	Denny	Vero Beach High School	Principal High School	0
Morgan	Rahshard	Vero Beach High School	Asst Principal Senior High	0
Brown	Dariyall	Alternative Center For Educati	Principal For Alternative Educ	0
Norris	Jennifer	Rosewood Elementary	Asst Principal Elementary	0
Szpaichler	Jeremy	Gifford Middle School	Asst Principal Middle School	0
Echeverria	Ramon	Fellsmere Elementary	Principal Elementary School	0
Racine	Kristen	Dodgertown Elementary	Asst Principal Elementary	0
Ward	Kelly	Sebastian River Middle Schl	Asst Principal Middle School	0
Esposito	Tabetha	Liberty Elementary	Asst Principal Elementary	0

Top 10  
"Power"  
Power BI  
Users

**Power BI Usage 4.10 - 4.23 - All Dashboards**

Last Name	First Name	School	Title	Views
Garcia	Kimberly	Citrus Elementary	Principal Elementary School	126
Robinson	Eddie	Oslo Middle School	Principal Middle School	123
Matheny	Lyndsey	Vero Beach Elementary	Principal Elementary School	119
Jones	Mintosha	Gifford Middle School	Principal Middle School	113
Simpson	Scott	Treasure Coast Elementary	Principal Elementary School	106
Cummings	Christopher	Sebastian River High School	Principal High School	79
Contri	Jacqueline	Sebastian River High School	Asst Principal Senior High	73
Esposito	Tabetha	Liberty Elementary	Asst Principal Elementary	65
Finnegan	Rachel	Beachland Elementary	Principal Elementary School	64
Riskin	Robert	Sebastian River High School	Asst Principal Senior High	62
O'Keefe	Shawn	Vero Beach High School	Principal High School	62
Faust	Adam	Glendale Elementary	Principal Elementary School	60
Good	Christine	Indian River Academy	Principal Elementary School	52
Bieber	Anne	Storm Grove Middle School	Principal Middle School	48
Whitfield	Letitia	Sebastian Elementary	Principal Elementary School	48
Moree	Rachel	Pelican Island Elementary	Principal Elementary School	48
Ern	Natalie	Osceola Elementary	Asst Principal Elementary	46
Racine	Todd	Sebastian River Middle Schl	Principal Middle School	46
Banack	Lynn	Glendale Elementary	Asst Principal Elementary	40
Morgan	Rahshard	Vero Beach High School	Asst Principal Senior High	40
Kohlstedt	Ashley	Sebastian Elementary	Asst Principal Elementary	38
Kinsley	Craig	Oslo Middle School	Asst Principal Middle School	38
Echeverria	Ramon	Fellsmere Elementary	Principal Elementary School	36
Rahal	Kimberly	Citrus Elementary	Asst Principal Elementary	34
Flores	Casandra	Rosewood Elementary	Principal Elementary School	28
Taylor	Christopher	Storm Grove Middle School	Asst Principal Middle School	26
Blidgen	Tisa	Gifford Middle School	Asst Principal Middle School	25
Harris	Takeisha	Liberty Elementary	Principal Elementary School	24
Brown	Dariyall	Alternative Center For Educati	Principal For Alternative Educ	20
Davis	Meghan	Indian River Academy	Asst Principal Elementary	20
Del Tufo	Susan	Beachland Elementary	Asst Principal Elementary	20
Norris	Jennifer	Rosewood Elementary	Asst Principal Elementary	18
Van Brimmer	Kevin	Sebastian River High School	Asst Principal Senior High	18
Duchemin	Dawn	Storm Grove Middle School	Asst Principal Middle School	16
Shells	Christine	Oslo Middle School	Asst Principal Middle School	14
Ahrens	Gregory	Vero Beach High School	Asst Principal Senior High	14
Bacon	Chadwick	Osceola Elementary	Principal Elementary School	12
Thimmer	James	Sebastian River High School	Asst Principal Senior High	8
Racine	Kristen	Dodgertown Elementary	Asst Principal Elementary	8
Griffin	Joy	Vero Beach High School	Asst Principal Flc	6
Ward	Kelly	Sebastian River Middle Schl	Asst Principal Middle School	6
Gonzalez	Vanessa	Vero Beach High School	Asst Principal Senior High	6
Kohlstedt	Christopher	Wabasso School For Exceptional	Principal Special Ed School	4
Alderton	Jennifer	Fellsmere Elementary	Asst Principal Elementary	4
Keen	Jeremy	Pelican Island Elementary	Asst Principal Elementary	4
Hart	Denny	Vero Beach High School	Principal High School	2
Heppern	Felice	Treasure Coast Elementary	Asst Principal Elementary	2
Foster	Keandra	Storm Grove Middle School	Asst Principal Middle School	2
Van Brimmer	Sarah	Vero Beach Elementary	Asst Principal Elementary	2
Erickson	David	Vero Beach High School	Asst Principal Senior High	0
Szpaichler	Jeremy	Gifford Middle School	Asst Principal Middle School	0
Vernette	Aretha	Dodgertown Elementary	Principal Elementary School	0
Holmes	Michele	Sebastian River Middle Schl	Asst Principal Middle School	0

**Top 10  
"Power"  
Power BI  
Users**

**Power BI Usage 4.24 - 5.7 - All Dashboards**

Last Name	First Name	School	Title	Views
Holmes	Michele	Sebastian River Middle Schl	Asst Principal Middle School	130
Robinson	Eddie	Oslo Middle School	Principal Middle School	108
Riskin	Robert	Sebastian River High School	Asst Principal Senior High	93
Whitfield	Letitia	Sebastian Elementary	Principal Elementary School	88
Finnegan	Rachel	Beachland Elementary	Principal Elementary School	80
Contri	Jacqueline	Sebastian River High School	Asst Principal Senior High	76
Matheny	Lyndsey	Vero Beach Elementary	Principal Elementary School	60
Duchemin	Dawn	Storm Grove Middle School	Asst Principal Middle School	57
Garcia	Kimberly	Citrus Elementary	Principal Elementary School	57
Davis	Meghan	Indian River Academy	Asst Principal Elementary	56
Racine	Todd	Sebastian River Middle Schl	Principal Middle School	56
Jones	Mintosh	Gifford Middle School	Principal Middle School	51
Alderton	Jennifer	Fellsmere Elementary	Asst Principal Elementary	48
Kohlstedt	Ashley	Sebastian Elementary	Asst Principal Elementary	47
Kinsley	Craig	Oslo Middle School	Asst Principal Middle School	46
Banack	Lynn	Glendale Elementary	Asst Principal Elementary	44
Simpson	Scott	Treasure Coast Elementary	Principal Elementary School	42
Shells	Christine	Oslo Middle School	Asst Principal Middle School	39
Good	Christine	Indian River Academy	Principal Elementary School	39
Del Tufo	Susan	Beachland Elementary	Asst Principal Elementary	39
Ahrens	Gregory	Vero Beach High School	Asst Principal Senior High	37
Moree	Rachel	Pelican Island Elementary	Principal Elementary School	34
O'Keefe	Shawn	Vero Beach High School	Principal High School	33
Brown	Dariyall	Alternative Center For Educati	Principal For Alternative Educ	32
Van Brimmer	Kevin	Sebastian River High School	Asst Principal Senior High	32
Faust	Adam	Glendale Elementary	Principal Elementary School	30
Blidgen	Tisa	Gifford Middle School	Asst Principal Middle School	27
Bieber	Anne	Storm Grove Middle School	Principal Middle School	24
Vernette	Aretha	Dodgertown Elementary	Principal Elementary School	24
Echeverria	Ramon	Fellsmere Elementary	Principal Elementary School	22
Rahal	Kimberly	Citrus Elementary	Asst Principal Elementary	21
Esposito	Tabetha	Liberty Elementary	Asst Principal Elementary	15
Harris	Takeisha	Liberty Elementary	Principal Elementary School	15
Taylor	Christopher	Storm Grove Middle School	Asst Principal Middle School	14
Norris	Jennifer	Rosewood Elementary	Asst Principal Elementary	14
Ern	Natalie	Osceola Elementary	Asst Principal Elementary	14
Keen	Jeremy	Pelican Island Elementary	Asst Principal Elementary	13
Van Brimmer	Sarah	Vero Beach Elementary	Asst Principal Elementary	13
Cummings	Christopher	Sebastian River High School	Principal High School	12
Thimmer	James	Sebastian River High School	Asst Principal Senior High	12
Griffin	Joy	Vero Beach High School	Asst Principal Flc	12
Bacon	Chadwick	Osceola Elementary	Principal Elementary School	11
Flores	Casandra	Rosewood Elementary	Principal Elementary School	8
Morgan	Rahshard	Vero Beach High School	Asst Principal Senior High	8
Szpaichler	Jeremy	Gifford Middle School	Asst Principal Middle School	7
Erickson	David	Vero Beach High School	Asst Principal Senior High	6
Heppern	Felice	Treasure Coast Elementary	Asst Principal Elementary	6
Ward	Kelly	Sebastian River Middle Schl	Asst Principal Middle School	6
Foster	Keandra	Storm Grove Middle School	Asst Principal Middle School	2
Hart	Denny	Vero Beach High School	Principal High School	0
Gonzalez	Vanessa	Vero Beach High School	Asst Principal Senior High	0
Kohlstedt	Christopher	Wabasso School For Exceptional	Principal Special Ed School	0
Racine	Kristen	Dodgertown Elementary	Asst Principal Elementary	0

**Top 10  
"Power"  
Power BI  
Users**

**Power BI Usage 5.8 - 5.21 - All Dashboards**

Last	First	School	Title	Views
Robinson	Eddie	Oslo Middle School	Principal Middle School	110
Kinsley	Craig	Oslo Middle School	Asst Principal Middle School	102
Riskin	Robert	Sebastian River High School	Asst Principal Senior High	93
Simpson	Scott	Treasure Coast Elementary	Principal Elementary School	54
Banack	Lynn	Glendale Elementary	Asst Principal Elementary	52
Contri	Jacqueline	Sebastian River High School	Asst Principal Senior High	50
Del Tufo	Susan	Beachland Elementary	Asst Principal Elementary	48
Kohlstedt	Ashley	Sebastian Elementary	Asst Principal Elementary	45
O'Keefe	Shawn	Vero Beach High School	Principal High School	43
Faust	Adam	Glendale Elementary	Principal Elementary School	38
Holmes	Michele	Sebastian River Middle Schl	Asst Principal Middle School	36
Finnegan	Rachel	Beachland Elementary	Principal Elementary School	36
Jones	Mintosha	Gifford Middle School	Principal Middle School	35
Gonzalez	Vanessa	Vero Beach High School	Asst Principal Senior High	34
Whitfield	Letitia	Sebastian Elementary	Principal Elementary School	32
Brown	Dariyall	Alternative Center For Educati	Principal For Alternative Educ	31
Ern	Natalie	Osceola Elementary	Asst Principal Elementary	28
Taylor	Christopher	Storm Grove Middle School	Asst Principal Middle School	26
Norris	Jennifer	Rosewood Elementary	Asst Principal Elementary	26
Echeverria	Ramon	Fellsmere Elementary	Principal Elementary School	26
Racine	Todd	Sebastian River Middle Schl	Principal Middle School	26
Duchemin	Dawn	Storm Grove Middle School	Asst Principal Middle School	25
Matheny	Lyndsey	Vero Beach Elementary	Principal Elementary School	25
Good	Christine	Indian River Academy	Principal Elementary School	22
Blidgen	Tisa	Gifford Middle School	Asst Principal Middle School	20
Moree	Rachel	Pelican Island Elementary	Principal Elementary School	16
Bacon	Chadwick	Osceola Elementary	Principal Elementary School	12
Ahrens	Gregory	Vero Beach High School	Asst Principal Senior High	12
Harris	Takeisha	Liberty Elementary	Principal Elementary School	11
Kohlstedt	Christopher	Wabasso School For Exceptional	Principal Special Ed School	10
Foster	Keandra	Storm Grove Middle School	Asst Principal Middle School	10
Bieber	Anne	Storm Grove Middle School	Principal Middle School	6
Cummings	Christopher	Sebastian River High School	Principal High School	6
Flores	Cassandra	Rosewood Elementary	Principal Elementary School	4
Shells	Christine	Oslo Middle School	Asst Principal Middle School	4
Van Brimmer	Kevin	Sebastian River High School	Asst Principal Senior High	4
Van Brimmer	Sarah	Vero Beach Elementary	Asst Principal Elementary	4
Garcia	Kimberly	Citrus Elementary	Principal Elementary School	2
Racine	Kristen	Dodgertown Elementary	Asst Principal Elementary	2
Alderton	Jennifer	Fellsmere Elementary	Asst Principal Elementary	1
Erickson	David	Vero Beach High School	Asst Principal Senior High	0
Hart	Denny	Vero Beach High School	Principal High School	0
Griffin	Joy	Vero Beach High School	Asst Principal Flc	0
Morgan	Rahshard	Vero Beach High School	Asst Principal Senior High	0
Szpaichler	Jeremy	Gifford Middle School	Asst Principal Middle School	0
Keen	Jeramy	Pelican Island Elementary	Asst Principal Elementary	0
Rahal	Kimberly	Citrus Elementary	Asst Principal Elementary	0
Vernette	Aretha	Dodgertown Elementary	Principal Elementary School	0
Ward	Kelly	Sebastian River Middle Schl	Asst Principal Middle School	0
Davis	Meghan	Indian River Academy	Asst Principal Elementary	0
Thimmer	James	Sebastian River High School	Asst Principal Senior High	0
Esposito	Tabetha	Liberty Elementary	Asst Principal Elementary	0
Heppern	Felice	Treasure Coast Elementary	Asst Principal Elementary	0

**Top 10  
"Power"  
Power BI  
Users**



**AAAP Q4 EVIDENCE FOR ACTION STEPS 1.25 and 1.26- (GIFTED ENRICHMENT LOGS AND PLAN A AND PLAN B TOTAL ELIGIBILITY COUNTS FROM UNIVERSAL SCREENER)**



**Enrichment Support T2/FES**

STUDENT	GR.	4-2-2021	4-9-2021	4-16-2021	4-23-2021
[REDACTED]	2nd	Holiday	x	x	x
	3rd	Holiday	x	x	x
	3rd	Holiday	x	x	x
	5th	Holiday	x	x	x

FES Enrichment Support/Gifted Schedule FRI. P.M. 12-4:00

- Kdg.
- 1<sup>st</sup>/2<sup>nd</sup> 12:30-2:20
- 3<sup>rd</sup> 1:30-3:15
- 4<sup>th</sup> 1:30-3:15
- 5<sup>th</sup> 12:00-1:00 and 2:00-3:20





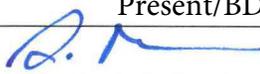
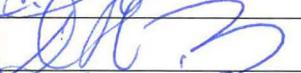
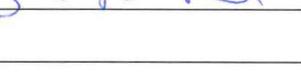
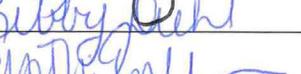
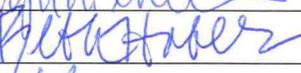
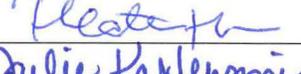
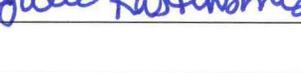
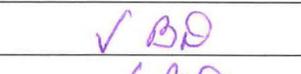
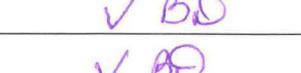
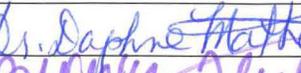




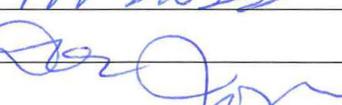
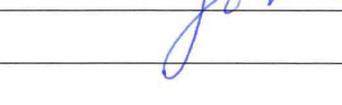
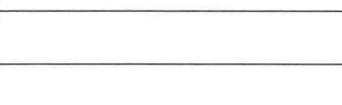
**AAAP Q4 EVIDENCE FOR ACTION STEPS 1.25 and 1.26- (GIFTED ENRICHMENT LOGS AND PLAN A AND PLAN B TOTAL ELIGIBILITY COUNTS FROM UNIVERSAL SCREENER)**

<b>School</b>	<b>Total # of gifted evals this year</b>	<b>Total # that qualified (Plan A and B)</b>	<b>Total # that qualified for Plan B only</b>
BES	68 (10 still in process)	8	1
CES	12	2	1
DTE	6	3	1
FES	76 (33 in process)	8	7
GES	3 <sup>#</sup>	1	0
GMS	0	0	0
IRA	14	6	1
LME	22 (7 pending)	11	3
OMES	36 (17 still in process)	12	8
OSLO	0	0	0
PIE	16	9	7
RMS	19	7	1 <sup>#</sup>
SES	3	0	0
SGMS	0	0	0
SRMS	1	0	0
SRHS	0	0	0
TCE	28	10	5 (2 staffed in the fall)
VBE	9	7	2
FLC	0	0	0
VBHS	0	0	0
IRCHS	0	0	0
IMAGINE	2	1	0
NCCHS	2	1	0
SCJHS	0	0	0
<b>TOTAL</b>	<b>317</b>	<b>86</b>	<b>37</b>

Equity Committee Meeting Sign-In Sheet for District Staff – April 22, 2021

	<b>Name:</b>	<b>Physically Present Sign/Initial:</b>	<b>Attending Virtually:</b>
1.	David K. Moore Ed.D.	Present/BD	
2.	Scott Bass		
3.	Pam Dampier		
4.	Ron Fagan		
5.	Cristen Maddux		
6.	Richard Myhre		
7.	Dr. Christina Jacobs		
8.	Dr. Deborah Long		
9.	Dr. Colleen Lord		
10.	Dr. Brian McMahon		
11.	Dr. Sharon Packard		
12.	Dr. Edwina Suit		
13.	Meri-De Mercado		
14.	Kelly Baysura		
15.	Robyn Bethel		
16.	Kim Copeman		
17.	Libby Diehl		
18.	Cynthia Emerson		
19.	Beth Hofer		
20.	Heather Holden		
21.	Julie Kastensmidt		
22.	Michelle Olk		
23.	Eric Seymour	✓ BD	
24.	Greg MacDonald	✓ BD	
25.	Michael Smeltzer	✓ BD	
26.	Jon Teske		
27.	Karen Malits		
28.	Daphne Mathews		
29.	Brooke Flood		
30.	Traci Simonton		
31.	Victoria Burney		

N

32.	Jennifer Idlette		
33.	Robert Michael		
34.	Anne Rieben		
35.	Pete Copeman		
36.	Jeff Carver		
37.	Nick Westenberger		
38.	Sara Milliman		
39.	Chris Hiser		
40.	Brooks Bass		
41.			
42.			
43.			
44.			
45.			

Equity Committee Meeting Sign-In Sheet for District Staff – May 13, 2021

	<b>Name:</b>	<b>Physically Present Sign/Initial:</b>	<b>Attending Virtually:</b>
1.	David K. Moore Ed.D.	✓ BD	
2.	Scott Bass	<i>[Signature]</i>	
3.	Pam Dampier	<i>[Signature]</i>	
4.	Ron Fagan	<i>[Signature]</i>	
5.	Cristen Maddux	<i>[Signature]</i>	
6.	Richard Myhre	<i>[Signature]</i>	
7.	Dr. Christina Jacobs	<i>[Signature]</i>	
8.	Dr. Deborah Long	✓ BD	
9.	Dr. Colleen Lord	<i>[Signature]</i>	
10.	Dr. Brian McMahon	<i>[Signature]</i>	
11.	Dr. Sharon Packard	<i>[Signature]</i>	
12.	Dr. Edwina Suit	—	
13.	Meri-De Mercado	—	
14.	Kelly Baysura	<i>[Signature]</i>	
15.	Robyn Bethel	<i>[Signature]</i>	
16.	Kim Copeman	—	
17.	Libby Diehl	<i>[Signature]</i>	
18.	Cynthia Emerson	<i>[Signature]</i>	
19.	Beth Hofer	<i>[Signature]</i>	
20.	Heather Holden	—	
21.	Julie Kastensmidt	<i>[Signature]</i>	
22.	Michelle Olk	—	
23.	Eric Seymour	✓ BD	
24.	Greg MacDonald	—	
25.	Michael Smeltzer	—	
26.	Jon Teske	—	
27.	Karen Malits	✓ BD	
28.	Daphne Mathews	<i>[Signature]</i>	
29.	Brooke Flood	—	
30.	Traci Simonton	—	
31.	Victoria Burney	—	

32.	Jennifer Idlette		
33.	Robert Michael	<del>Robert</del> <u>Robert</u>	
34.	Anne Rieben	—	
35.	Pete Copeman	—	
36.	Jeff Carver	<u>Jeff</u>	
37.	Nick Westenberger	—	
38.	Sara Milliman	<u>Sara</u>	
39.	Chris Hiser	<del>Chris</del> <u>Chris</u>	
40.	Brooks Bass	—	
41.	Brenda Davis	<u>Brenda</u>	
42.	Dariyall Brown	<u>DB</u>	
43.			
44.			
45.			

Dr. Jones  
 Mrs. Barenberg