



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 school 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 principal of each school:

- 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: 5/28/2021 _____KG_____ (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?)

- A2 academic Instruction continued March 29-May 14th. We had 18 teachers and 68 students participating in this opportunity for interventions and reteaching
- School Clubs this quarter included Robotics, Ukelele, Art, Awesome in the AM (running/walking), track
- Pro Students is a summer camp opportunity specifically designed to serve our students who are rising 5th and 6th grade students. We have 15 students attending at this time.
- Coaches continued focus on differentiation with teachers in weekly planning
- Admin walkthroughs continued
- Individual student data utilized when making decisions for updating groups and promotion review
- Tune Into Reading and Level Up summer school opportunities offered to all students meeting criteria
- Testing plans created and followed for all students brick and mortar, virtual, and transitional



SDIRC School Data Chats & Impact Reviews – Elementary

Component: African American Achievement Plan 2020 – 2021



Date of Impact Review: 3/5/2021

School: Indian River Academy

Action Steps: 1.4, 1.5, 1.25, 2.6

Action Step 1.4

Date(s) of Quarterly School-Based Data Reviews of Students Performing in the Lowest Quartile in Grades K-2	The month of May the admin team and coaches had individual meetings with teachers regarding lowest quartile students in grades K-2. Each teacher met with the team for 45 minutes to look at next steps for each student and note where to begin in the fall and summer opportunities for each student.					
	Kindergarten		First		Second	
	#	%	#	%	#	%
African American Students Receiving Interventions for Substantial Reading Deficiencies	9/24	38%	7/30	23%	8/34	24%

Action Step 1.5

Date of Quarterly Review of School Improvement Plan	5/25/21
Does the School Improvement Plan Continue to Address the Achievement Gap for African American Students?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If no, what modifications will be made to address the achievement gap?
Summary of Action Steps / Plan based upon District Impact Review (based upon District & School Level Reviews)	<p>Based upon School Level reviews we continued to address the need for more real world application of science standards for 5th grade students through the robotics and coding in the media center. Students in K-4 continued/began to have the same opportunities this quarter.</p> <p>Tiered intervention groups continued until 5/21/21</p> <p>Mentors continued to check in</p> <p>3rd grade teachers had a coach or interventionist push in to add a teacher led small group for instruction until May 1st</p> <p>Coaches collab plan with teachers weekly</p>

Action Step 1.25

Date(s) of Monitoring of Gifted Screenings	<p>Ongoing as requested</p> <p>Students are continually referred to AP and School Counselor for gifted screening. MTSS team clarified steps for process on 3/5/21.</p>
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Action Step 2.6

Date(s) of Problem-Solving Meeting(s) to Incorporate/Review Culturally Responsive Practices into Tier 1 Instruction & Supports	2/25/21, 3/5/21, 4/15/21
Summary of Action Steps to Incorporate Culturally Responsive Practices into the Tier 1 Framework	<p>Action steps include the following:</p> <p>MTSS team trained</p> <p>Admin/Coaches share information out to teachers through collaborative planning sessions and data chats</p> <p>When completing Steps 1-3 for MTSS classroom teachers are sharing/reviewing their CRP with the team as info is captured on the forms</p> <p>Differentiation PDs through the school year include references to CRT</p> <p>MC Coordinator shares information throughout the year with resources for CRT in Tier 1 instruction</p> <p>Principal incorporates videos and articles in newsletter during the school year</p>



SDIRC DataCom – Elementary
Component: African American Achievement Plan 2020 – 2021



Date of DataCom: 3/11/2021

School: Indian River Academy

Action Steps: 1.12, 1.16, 1.37, 1.38

Action Steps 1.12, 1.16 & 1.37

Date(s) of School Level Review(s) of Performance, Progress, & Regression of African American Students	Bi monthly Leadership and Admin Team Meetings focus on sub groups. Admin team met in April to review all students, by subgroups, for regression and success based on Iready data. Academic supports were reviewed to ensure students were getting opportunities for extra support during the school day and tutoring. If needed, an MTSS problem solving team referral was made. This meeting is 6 school weeks after the prior review. AP followed up with Leadership team to confirm data and review decisions. Team in agreement.
Review Conducted of Academic Performance & Regression of African American Students	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Summary of Action Steps / Plan based upon Review of Performance & Regression of African American Students (based upon District & School Level Reviews)	Student groups had been revised 6 weeks prior. At this time we did not see a need to change any student group. Students who are on-line learners and not making progress were noted. Ongoing communication between online teachers and AP is taking place. Meetings with online teachers to review placement for 21-22 school year took place over the first week of May.

Action Step 1.38

	Third		Fourth		Fifth	
	#	%	#	%	#	%
Regression of African American Students in English Language Arts (comparing baseline unit assessment (UA) to Most Recent UA)	4/16	25%	3/16	19%	5/18	28%

Clarification: ELA Unit assessments test different standards. I compared the first test taken with the last. This does not show a regression of standards, just evidence that students scored higher on less complex standards that were assessed earlier in the year. This is Unit 1 and Unit 6.



SDIRC Quarterly Update Additional Action Steps – Elementary Component: African American Achievement Plan 2020 – 2021



Last Date of Review: 5/28/2021

School: Indian River Academy

Action Steps: 1.3, 1.6, 1.11, 1.30, 2.5, 2.9, 4.31

Action Step 1.3

Date(s) of Walk-Through to Observe Implementation of African American History Teachings	March thru May: ongoing walk throughs are done by admin team. Teachers teach the standards following the district approved curriculum for that grade level. African American history is embedded within the curriculum and done throughout the school year.
Summary of Observation(s)	When the curriculum is insufficient to answer questions about a topic then teachers can bring in other texts. In 4 th grade, the ELA teacher used the text Antiracist Baby to support what the students were discussing. The Multi Cultural Coordinator also shared an article on CRT on 4/22/21 for additional references for teachers.

Action Step 1.6

Extended Learning Opportunities Offered (list all offerings during the 20-21 academic year).	GEER, A2, Clubs: Science, Robotics, Art, Awesome in the AM, Ukelele, Track, Legends of Learning, Journalism				
	White	Hispanic	Black	Two or More	All Other Race/Ethnicities
Total Number Breakdown of Participants by Race/Ethnicity	62	34	72	20	2
Total Percentage Breakdown of Participants by Race/Ethnicity	62/134= 46%	34/109= 31%	72/93= 77%	20/28= 71%	2/7= 29%

Note: Some students are in more than one ELO which creates an inaccurate overall percentage. The percentages are estimates.

*Attach evidence of a parent work or extended learning activity for students (including Extended Day Program & Moonshot)

Action Step 1.11

Date of Student Committee Meeting	04/06/21
Summary of student feedback related to diversify opportunities to participate in extracurricular activities	A culminating meeting of the Superintendent's Student Advisory Council was held in April 2021 to share with students how the feedback that they had provided throughout the year on various topics (e.g., college planning, equitable access to activities) had been used or is planned on being used to make improvements in the school experiences of students. The Superintendent's Cabinet members were present at the session not only to share the work of their individual offices in this regard, but also to respond to questions students had. Also during this session, students participating on this year's council were recognized for their contributions to this body of work.

Action Step 1.30

Recognition Ceremonies (list all ceremonies during the 20-21 academic year).	Weekly PAwesomegram recognition for being Safe, Helpful, Scholarly, Biweekly positive phone calls in March, April and MayQ2 and Q4 Grade Level Awards for Reflex, Iready, AR Every student is recognized at the awards. Weekly awards recognize a student from each class and has been ongoing through the year to recognize all students				
	White	Hispanic	Black	Two or More	All Other Race/Ethnicities
Total Number Breakdown of Participants by Race/Ethnicity	134	109	93	28	7
Total Percentage Breakdown of Participants by Race/Ethnicity	134	109	93	28	7

Action Step 2.5

Timeframe of Reported Out-of-School Suspensions	4/7-5/26
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Select one:

- ☐ No out-of-school suspensions were assigned during this time frame.
- ☒ All out-of-school suspensions were pre-approved by a principal supervisor.

Action Step 2.9

	Number of Mentors	Number of Mentees
Students Participating in Peer Mentorship Program	7	26 AA=14/26 (54%)

Action Step 4.31

	Number Identified	Percentage of Identified Earning Teaching Certification
Support Staff identified to Transition to Teaching	1	1/3 Custodial Staff employees =33%

Honoring Black History Month

The road to success

Destination... 2648 W Grand Blvd Detroit



Titto Harvey here

Cub reporter from the IRA Journalism Club

We invite you to sit back, relax and BE prepared to be entertained.

Each month we are tasked with coming up with an innovative way to showcase our talent here in the IRA Extended Day Program.

Talent is what we are all about. Whether it be creative writing, academics or singing and dancing, we got it covered.,

Our topic this month is African American History.

Hmmmmmmmmmm, I Wonder how we can group that together with the history of MOTOWN??

Here is ace reporter Julia Julian with an inside look at how Motown got started.

Julia.

THANKS TITTO!

We here at IRA think that the music of Motown was an excellent choice to feature this month.

Motown featured primarily African American artists. It achieved success with a sound and popularity that reached across racial lines during a time when much of the country was still segregated.

Motown had 110 top 10 hits from 1961 to 1971. Its artists including names such as Smokey Robinson, Gladys Knights, The Temptations, Stevie Wonder, The Jackson 5 and Sammy Davis Jr.

What do you think of that Titto?!

I did some research to Julia and I found out that Motown was founded by a a man named Berry Gordy.

Berry Gordy Jr. was born in 1929. He tried many careers -boxing, record store owner and even served in the Army during the Korean War but his passion was the entertainment world.

Berry became a gifted song writer but was not content just writing songs. He burned with the desire to be an entrepreneur so with an \$800.00 loan from his family he set out on his journey to make his dream come true. He envisioned a process by which a kid could walk in one door an unknown off the street and come out the other a polished performer. Berry started his empire on West Grand Boulevard know as Motown records.

Julia our reporting is on fire. It's getting SMOKEY in here.

Titto, I think what your trying to say is that when you speak of Motown royalty, one of the first artists that comes to mind is Detroit's own SMOKEY Robinson.

William Robinson Jr was born February 19, 1940 but has been called Smokey most of his life. He became a songwriter, producer, singer and Motown records executive. He also founded the group The Miracles.

Smokey helped Berry build Motown and was the lead singer of The Miracles. The Miracles first hit song was "Shop Around" and another popular tune was Second that Emotion.

Such accomplishments for Smokey.

Oh my gosh Titto! I just looked at the clock do you know what time it is???

That I do Julia.

It's time to catch that Midnight train to Georgia!

Gladys Knight and the Pips came to Motown as a group that performed together since the 1950s. They were a family group made up of Gladys, her brother Bubba and their cousins William and Edward. The group scored hits with other companies but really took off when they signed with Motown Records in 1966.

The group released Midnight Train to Georgia in 1973 and they won a Grammy Award in 1973 for their single Neither One of Us.

Wow, so much talent in Motown! What a temptation it must have been!

What do you think JJ??

JJ??

Well TJ Temptations await!

Known for their fancy footwork, vocals and showmanship, The temptations are a major influence on R & B and soul music.

Like their first Top 20 hit in 1964, "The Way You Do the Things You Do," no other group could do the things the way the Temptations did.

With support from Motown, the Temptations excelled. Their iconic song "My Girl" was written by Smokey Robinson and Ronnie White.

The information from the Cub Club just keeps coming.

I WONDER who's next?

Well since you asked Miss Julian it's time to cover Stevland Hardaway Morris better known to his fans as Stevie Wonder.

Stevie Wonder is one of the most successful songwriters and musicians in history.

Blind since shortly after he was born, Wonder was a child prodigy known as Little Stevie Wonder, leading him to sign with Motown at the age of 11.

Stevie has sold over 100 million records worldwide. He was the first Motown artist and 2nd African American musician to win an Academy Award for Best Original Song.

Stevie has a star on the Hollywood Walk of fame, has been named a United Nations Messenger of Peace and was honored with the Presidential Medal of Freedom.

What an inspiration to us all.

So far, we have covered 5 super star success stories. Does the number 5 bring anyone else to mind Julia?

Hmm, let's see. Let me go through my ABC's and 123 4 5

Of course, the Jackson Five!

The Jackson 5 was founded in 1965 in Gary, Indiana and included brothers Jackie, Tito, Jermaine, Marlon and Michael.

The Jackson 5 signed with Motown in 1967 where they were the 1st group to have 4 number one hits on the Billboard Hot 100.

The group has sold more than 100 million records, they have been honored with a star on the Hollywood Walk of fame.

Two of their songs including ABC are among the Rock and Roll Hall of Fame's 500 songs that shaped Rock and Roll.

In 1971 Michael Jackson appeared on the cover of Rolling Stone Magazine. This was another breakthrough for African Americans in the music world.

So much talent, so much history. Where and who should we end with.

We would like to finish our reporting with our musician in the spotlight.

You got this Titto?

I do Julia.

What an honor to finish up with a man deemed “the greatest entertainer to ever grace a stage in the United States”.

That’s right I’m talking about Mr. Sammy Davis Jr.

Sammy signed a brief deal with Motown in 1970. He worked with other record labels and entertainers over the years.

Sammy started his career at the age of 3 with his father in vaudeville. Sammy was a singer, dancer, actor and comedian. He also served a stint in the military. Sammy’s popularity helped break the race barrier of the segregated entertainment industry. In 1987 he toured with big names like Dean Martin and Frank Sinatra. Sammy even had his own television show.

Sammy was given an Medal by the NAACP and was nominated for a Golden Globe and Emmy ward for his television performance. In 2001 he was awarded the Grammy Lifetime Achievement Award.

Some of Davis’ songs have been featured on Broadway and in movies.

That about wraps up our history of Motown artists. We hope you enjoyed our reporting.

Titto what are you doing? We are still on camera.

Look Julia what kind of candy do you want?
Sweet chocolate, chocolate malted candy, gumdrops?
Anything you want!
You've come to the right man Julia, because I'm the Candy Man

