



School District of Indian River County

Finance

**African American
Achievement Plan**

2020-2021

6500 57th St Vero Beach, FL 32967
772-564-3000

Updated as of September 11, 2020

Barriers

This document identifies barriers to the academic progress and equitable discipline and assignment to special programs for African American students and identifies goals to determine whether improvements in these areas are realized when compared to White students in the District. Additionally, strategies/action steps to address the identified barriers and achieve the intended goals are explicitly outlined in this document.

The barriers addressed in this plan include:

1. Lack of instructional staff mirroring the demographics of the student population
2. Need for comprehensive training and accountability for applied practice in culturally responsive instructional strategies
3. High Impact teachers are not strategically placed at low performing schools
4. Need for an explicit action plan to drive change to improve equitable instructional and disciplinary practices districtwide
5. Need for data-driven allocation of school-based resources
6. Need for increased access and support to enroll students in advanced coursework
7. Need for increased consistency in the quality and implementation of Tier 1 behavioral supports
8. Need for increased skills in cultural competency to foster positive relationship building between educators and students
9. Need for increased awareness of implicit bias and impact on behavioral dynamics and interactions
10. Need for increased culturally relevant instructional practices in Tier 1 instructional frameworks
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

Barrier(s)	Action Step	*Evidence of Progress Monitoring	Dates of Review(s)	Responsible Staff/ Department	Aligned with the District's Strategic Plan
5	1.8 Implement a master plan conducting a rezoning study and utilize results of study for needed revisions to school zone boundaries.	Master Plan Final Report	January 29, 2021	Ron Fagan, Chief Financial Officer	Organizational and Fiscal Responsibility
	Implementation Steps: Master Plan 1. Completed Pre-Planning Meeting- Completed June 8, 2020. 2. Complete data analysis of student demographics and GEO-Code student data, complete boundary mapping, complete and prepare analysis of student reside in and transfer out data. Completed August 31, 2020 3. Educational Framework and delivery of District Background report – September 30, 2020. 4. Develop options and scenarios based on integration of data from master plan October 30, 2020 5. Delivery of Final Report – December 31, 2020	Summary of results from rezoning study Creation of an exploratory committee to make recommendations to the Board	June 30, 2021 June 30, 2021		

	<p>Rezoning Study</p> <p>I. District Academic/Curriculum Staff Work-Session(s) Estimated Date: Month 1 This work session is intended to meet with District leadership to discuss parameters and goals of the study that meet the requirements of the African American Achievement Plan.</p> <p>II. Consultant Internal Work-Session Estimated Date: Month 1 & 2 This work session is intended to integrate data that is important to the process to prepare for work with the District Community Boundary Committee.</p> <p>III. School Board Presentation – Process Feedback</p> <p>IV. District Boundary Committee: Meeting #1 Estimated Date: Month 2 The District Boundary committee is a diverse citizens and district representative group that will work with the district and consultants to assist in guiding the process, provide localized insight, provide overview of data, and assist in</p>				
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	<p>development of new school zones.</p> <p>V. District Boundary Committee: Meeting #2 Estimated Dates: Month 2/3</p> <p>Small group work sessions in which each group is working with the appropriate data, GIS zoning maps and live spreadsheets to record results.</p> <p>VI. Consultant Internal Work Session Estimated Date: Month 3</p> <p>This work session is intended to integrate options as developed by the Boundary Committees work.</p> <p>VII. Focus Group Meetings Estimated Date: Month 3/4</p> <p>Focus groups will review the initial redistricting plans developed by the District Boundary Committee as the next iteration in the process. The purpose of these sessions is to review all the, synthesize these plans, and prepare a more manageable number of drafts for an additional iteration.</p>				
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	<p>VIII. Consultant Internal Work Session Estimated Date: Month 4 This work session is intended to be a preparation session for the School Board Update and Community Meetings</p> <p>IX. School Board Presentation Update Estimated Date: Month 4</p> <p>X. Community Meetings Estimated Date: Month 5 Consultants will facilitate two nights of community meetings that will present the process, data, and boundary options to the community.</p> <p>XI. Consultants Internal Work Session Estimated Date: Month 5 This work session will be used to develop final boundary recommendations based on process data and community input.</p> <p>XII. District Boundary Committee Meeting #3 Estimated Date: Month 6 This meeting will allow the Committee to review final recommendations before being</p>				
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	<p>presented to the School Board and present any final input.</p> <p>VI. Final Recommendations and Board Presentation Estimated Date: June 2021 The Consultants will prepare a presentation and final report to the Superintendent for the School Board</p>				
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