



## SDIRC #STRONGERTOGETHER

### African American Achievement Plan – Goal 4 Minority Hiring November Update

#### Goal 4: Minority Hiring

One focus of the African American Achievement Plan is the recruitment and retention of African American teachers. In an effort to increase the number of African American teachers and maintain its current rate of administrative hires so that the racial/ethnic breakdown of staff mirrors that of student enrollment, Human Resources is involved with several activities to make sure they meet or exceed these goals. Some of these activities are:

- Contacts and visits to Historically Black Colleges and Universities (HBCUs)
- Making contacts during recruitment visits
- Attending job and recruitment fairs
- Enrolling students in future teacher mentoring programs
- Holding feedback sessions with African American teachers

#### Racial/Ethnic Breakdown of Teachers

The School District of Indian River County (SDIRC) employs 1,228 teachers, of which 10.5% are African American. The chart below shows the percentage breakdown of teachers by race/ethnicity.

#### Racial/Ethnic Breakdown of Administrators

The School District of Indian River County (SDIRC) employs 85 administrators, of which 22.4% are African American. The chart below shows the percentage breakdown of administrators by race/ethnicity.

#### Racial/Ethnic Breakdown of Students

The School District of Indian River County (SDIRC) has a student enrollment of 17,576 students, of which 17.7% are African American. The chart below shows the percentage breakdown of students by race/ethnicity.

Percent of Teachers, Administrators, and Students as of 10/26/20

