



School District of Indian River County
African American Achievement Plan 2021 -2022
Assurances of Implementation of Strategies/Action Steps



Quarter of the School Year: 3

District Office: Student Affairs, Advocacy, & Access

In August 2021, the School District of Indian River County initiated the implementation of the 2021-2022 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.

The attached documentation provides school level evidence of progress towards accomplishing action steps incorporated into the 2021-2022 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 2021-2022 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: 3/30/2022 *SD* (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 Chair and Vice Chair continues to lead the members of the C.L.I.M.A.T.E. Task Force in an authentic problem-solving process to recommend opportunities for growth to impact student achievement positively. The two areas of priority currently being assessed are: (1) Mental Wellness Interventions and (2) Academic Success of Minority Students in Advanced Placement coursework. The group is developing a clear action plan in preparation to provide an update to the School Board during a May 2022 session.

The Department of Student Affairs, Advocacy, & Access added two outreach tools during Quarter 3 with the development of the SDIRC Facebook page, to make a convenient space for upcoming parent engagement activity, as well as resources that support parent engagement opportunities. The development of the Parent Engagement Calendar, that is connected to the district main calendar, announces parent engagement events in a streamlined location. We found the utilization of our District Connect Ed and Virtual Backpack tools to further our outreach to historically hard to reach families. The feedback indicated appreciation for the use of the outreach tools to bring awareness to parent engagement activity and opportunity.

The Parent Engagement Advisory Council (PEAC) continues to meet monthly, giving parents the opportunity to have their voice heard, be involved, and present in their child's education. The PEAC embarked on a process to create a districtwide parent engagement plan, with a focus on parent engagement opportunities and meeting the needs of all families.

The Around the Table Cooking/Nutrition class run in collaboration with the FLDOE was a well-received course attended by a culturally and economically diverse group of participants. The personal phone calls to families from typically marginalized backgrounds encouraged registration of the diverse group. The welcoming and relevant atmosphere of the course led to high and regular attendance of this diverse group. The next steps will be to finalize the Districtwide Parent Engagement Plan, in partnership with our parents and families, to ensure that it meets the needs of all. We will continue to plan parent workshops and varied outreach that will be of interest, while meeting a found need that will strengthen their child's academic success and well-being.

We recently executed a Technical Assistance Agreement with Intercultural Development Research Association (IDRA) – EAC (Equity Assistance Center) – *South*. The IDRA EAC-South is one of four federally-funded centers that provide technical assistance and training at the request of school districts and other responsible governmental agencies to build capacity of local educators to ensure a more equitable learning environment for all students. The next steps will be to develop a detailed plan of action that will leverage community building through the intention process of building trusting relations with all stakeholders to build more inclusive learning environments.



School District of Indian River County
African American Achievement Plan 2021 – 2022
Quarterly Summary of Implementation of Strategies/Action Steps



Quarter of the School Year: 3

Date of Summary: 3/29/2022

District Office: Student Affairs, Advocacy, & Access

Strategies: 3.2, 3.3, 5.5

Strategy AAAP 3.2: Facilitate a taskforce that includes community members in which perspectives, feedback, and support will be gathered to ensure equitable access to educational experiences for students districtwide.

Dates of Taskforce Meeting(s)	<ul style="list-style-type: none"> • 01.05.2022 • 02.02.2022 • 03.02.2022
Summary of Planned Action Steps	<ul style="list-style-type: none"> • Through the facilitation of a Chair and Vice Chair, the members of the task force identified two priority areas to research trends data and identify solutions. The first priority area identified was Mental Wellness Intervention and the second priority area was Academic Success of Minority Student in Advanced Coursework. • The Chair provided School Board members with a progress update at the School Board Member Discussion Session on January 24, 2022. • Through intentional action planning, the Chair and Vice Chair are preparing to formalize and present their recommendations to the School Board May 2022.

*Attach meeting agendas

Strategy AAAP 3.3: Expand outreach and publicity to parents of African American students to increase participation in parent workshops.

Date of Parent Workshop	Title of Parent Workshop	Date of Publicity
01.20.2022	Parent Engagement Advisory Council	01.18.2022, 01.10.2022
02.2.2022	Around the Table Cooking/Nutrition Course	02.02.2022, 02.01.2022, 01.02.2022, 01.24.2022
02.9.2022	Around the Table Cooking/Nutrition Course	02.24.2022, 02.23.2022, 02.18.2022, 02.07.2022
02.24.2022	Parent Engagement Advisory Council	02.24.2022, 02.23.2022, 02.18.2022, 02.07.2022, 01.24.2022
02.26.2022	Family Fun Festival and Workshops	02.24.2022, 02.01.2022

*Attach examples of publicity for parent workshops

Strategy AAAP 5.5: Establish and obtain approval for a Unitary Status Sustainability Policy to ensure that progress related to the 1967 Desegregation Order is maintained.

Dates of Work Sessions/Revisions of Policy	09.28.2021 – Business Agenda Item 13.1. – School Board members voted to remove the Unitary Status Sustainability Policy from the Public Hearing and Adoption of New and Revised Policies. Since that time, the draft policy has been shared with the policy and evaluation experts at the Intercultural Development Research Association (IDRA) – EAC (Equity Assistance Center) – <i>South</i> for review and feedback.
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*Attach most recent revision of the policy.

Norms

1. Start and end on time.
2. Respect everyone's opinion.
3. One speaker at a time.
4. Be an active listener.
5. Support team consensus.
6. Be open to feedback.
7. No one person dominates.

Location:
Date:
Time:

United Against Poverty
Wednesday, January 5, 2022
2:00 P.M. – 4:00 P.M.

Task Force Agenda

The C.L.I.M.A.T.E. Task Force will provide direction and recommendations to the staff of the School District of Indian River County (SDIRC) to ensure equity and excellence in each of our schools.

1:45 P.M. – 2:00 P.M. (OPTIONAL) Informal Meet and Greet

I. (2:00 – 2:10)
10 minutes

Welcome/New Member Introductions/
Logistics

Mr. John Thornton
Chair

Ms. Jane McNulty
Snead

United Against Poverty

Mr. John Thornton
Chair

II. (2:10 – 2:20)
10 minutes

Debrief Previous Meeting
(12.05.2021)

III. (2:20 – 2:30)
10 minutes

Task Force Feedback: Athletic Director and
Head Coach Training Objectives

Mr. Eric Seymour
*Assistant Superintendent
of Student Affairs,
Advocacy, and Access*

IV. (2:30 – 3:15)
45 minutes

Group Discussions
Academic Success
Communication and Engagement

Mr. John Thornton
Chair

Mrs. Stacey Klim
Vice Chair

V. (3:20 – 3:40)
20 minutes

**Graphic Organizer provided*
Group Sharing

Mr. John Thornton
Chair

Mrs. Stacey Klim
Vice Chair

VI. (3:40 – 4:00)
20 minutes

Closure
Next Meeting: Wednesday, February 2, 2022
Discussion of Time/Location

Mr. John Thornton
Chair

Norms

1. Start and end on time.
2. Respect everyone's opinion.
3. One speaker at a time.
4. Be an active listener.
5. Support team consensus.
6. Be open to feedback.
7. No one person dominates.

Location:

Date:

Time:

United Against Poverty
Wednesday, February 2, 2022
2:00 P.M. – 4:00 P.M.

Task Force Agenda

The C.L.I.M.A.T.E. Task Force will provide direction and recommendations to the staff of the School District of Indian River County (SDIRC) to ensure equity and excellence in each of our schools.

1:45 P.M. – 2:00 P.M. (OPTIONAL) Chatting and Networking

I. (2:00 – 2:05) <i>5 minutes</i>	Welcome	Mr. John Thornton <i>Chair</i>
II. (2:05 – 2:20) <i>15 minutes</i>	Debrief Previous Meeting/Group Transition (1.05.2022)	Mr. John Thornton <i>Chair</i>
III. (2:20 – 3:20) <i>60 minutes</i>	Group Discussions Academic Success Communication and Engagement	Mr. John Thornton <i>Chair</i> Mrs. Stacey Klim <i>Vice Chair</i> Dr. Paula Lewis <i>Director of Student Services</i> Mrs. Shannon Bass <i>Mental Health Coordinator</i>
	<i>*Requested data and information provided</i>	
V. (3:20 – 3:40) <i>20 minutes</i>	Group Transition/Group Sharing	Mr. John Thornton <i>Chair</i> Mrs. Stacey Klim <i>Vice Chair</i>
VI. (3:40 – 4:00) <i>20 minutes</i>	Closure Exploring Choice Programming and Career Pathways <i>*Brochure provided</i>	Mr. Eric Seymour <i>Assistant Superintendent of Student Affairs, Advocacy, and Access</i>
SAVE THE DATES		
Wednesday, February 23, 2022 Moonshot Campaign Event Kick Off 8:45 – 11:00 AM		
Thursday, February 24, 2022 Entrepreneurial Ecosystem Event 5:30 – 8:00 PM <i>*Flyer provided</i>		
Next Meeting: Wednesday, March 2, 2022 Treasure Coast Technical College 4680 28 th Court, Vero Beach, FL 32967 2:00 PM – 4:00 PM		Mr. John Thornton <i>Chair</i>

Norms

1. Start and end on time.
2. Respect everyone's opinion.
3. One speaker at a time.
4. Be an active listener.
5. Support team consensus.
6. Be open to feedback.
7. No one person dominates.

Location:

Treasure Coast Technical College

Date:

Wednesday, March 2, 2022

Time:

2:00 P.M. – 4:00 P.M.

Task Force Agenda

The C.L.I.M.A.T.E. Task Force will provide direction and recommendations to the staff of the School District of Indian River County (SDIRC) to ensure equity and excellence in each of our schools.

1:45 – 2:00 P.M.

(OPTIONAL) Tour of Treasure Coast Technical College (TCTC)

I. (2:00 – 2:05)

5 minutes

Welcome/

Debrief Previous Meeting (02.02.2022)

Mr. John Thornton
Chair

II. (2:05 – 2:20)

15 minutes

Overview of TCTC Programming

Ms. Christi Shields
Principal, TCTC

III. (2:20 – 2:35)

15 minutes

Digital Readiness Profile

**Flyers provided*

Ms. Kerri Wall
Lead Sparkologist for IT

IV. (2:35 – 2:45)

10 minutes

Q & A/Transition

Ms. Christi Shields
Principal, TCTC

Ms. Kerri Wall

Lead Sparkologist for IT

V. (2:45 – 3:40)

55 minutes

Group Discussions

Academic Success

Ms. Kelly Baysura

Director of Academic Success

Dr. Brian McMahon

Coordinator of Accountability & Research

Communication and Engagement

Ms. Pamela Dampier

Assistant Superintendent of Strategic Planning and Support Services

Dr. Paula Lewis

Director of Student Services

Dr. Tracy Crawford

Program Specialist

Mr. John Thornton
Chair

Mrs. Stacey Klim
Vice Chair

**Requested data and information provided*

VI. (3:40 – 3:50)

10 minutes

Group Transition/Group Sharing

Mr. John Thornton
Chair

Mrs. Stacey Klim
Vice Chair

VII. (3:50 – 4:00)

10 minutes

Closure

Student Behaviors

Mr. Eric Seymour
Assistant Superintendent of Student Affairs, Advocacy, and Access

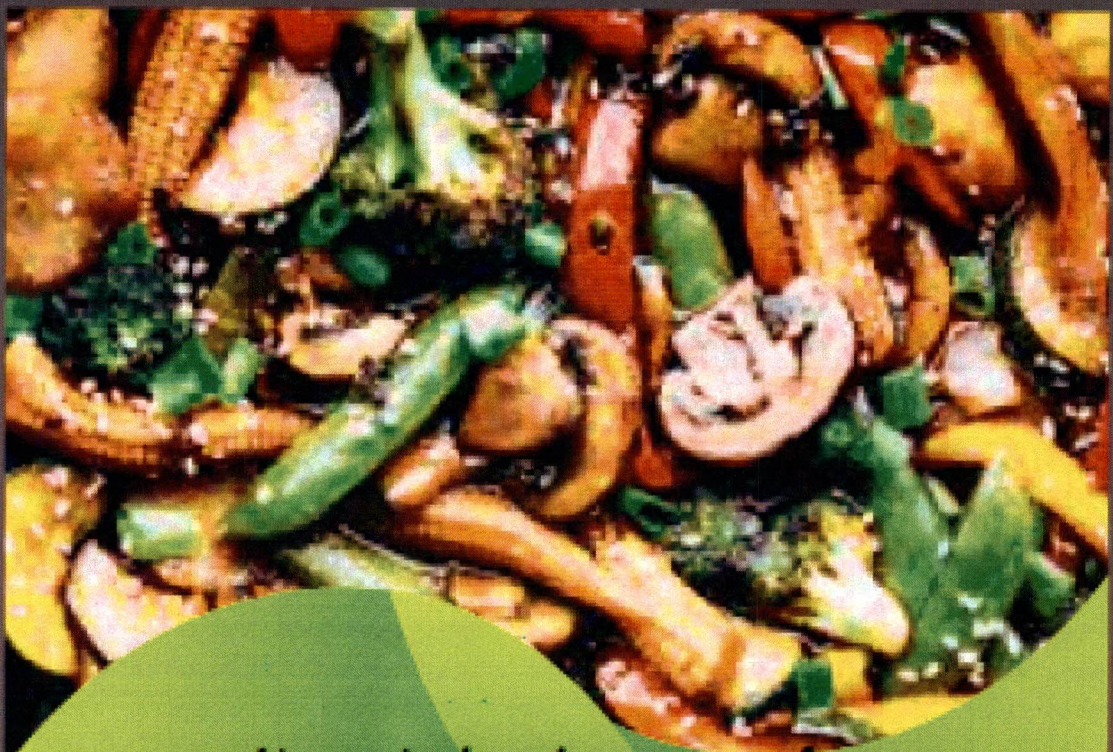
Next Meeting: Wednesday, April 6, 2022

2:00 PM – 4:00 PM

Location: **TBD**

Mr. John Thornton
Chair

School Board Update: Monday, May 9, 2022



You voted and we are making...
Sesame Stir Fry and Fudgy Fruit

Around the Table
Cooking Course Class 4
February 2nd

Presented by the School District of Indian River County
in partnership with the Florida Department of Health
Storm Grove Middle School
5:30 pm
Contact Dr. Kawi to Register
patricia.kawi@indianriverschools.org
Office of Student Affairs, Advocacy, & Access

**Next Meeting
February 24th**

School District of Indian River County

Voice, Involvement, Presence Parent Engagement Advisory Council (PEAC)


Together we make a
difference



TIME: 6:00 pm to 7:30 pm
LOCATION: 6500 57th St., Vero Beach
 J.A. Thompson Administrative Center
 or Microsoft Teams
CONTACT: Dr. Kawi
patricia.kawi@indianriverschools.org

Visit indianriverschools.org
 Office of Student Affairs, Advocacy, & Access
 or use the QR code to to learn more



Virtual Backpack Flyer Request Form School District of Indian River County	
	
First Name: Patricia	Last Name: Kawi
Organization: SDIRC	Email Address: 6500 57th St., Vero Beach, FL 32967
Phone Number: 772-564-3089	Fax Number:
Flyer Title: Parent Engagement Advisory Council (PEAC) February Meeting	
Date Range of Requested Flyer Posting (post from – to) From: 2-7-2022 To: 2-24-2022	
ALL FLYERS MUST HAVE THE FOLLOWING DISTRICT DISCLAIMER ON IT: Distribution does not imply recommendation or endorsement by the School District of Indian River County.	For office use only: Date received: _____ Approved: _____ Denied: _____
Disclaimer – The School District of Indian River County reserves the right to remove a flyer from the Virtual Backpack at any time.	

THE SAFIR COALITION IN PARTNERSHIP
WITH THE SCHOOL DISTRICT OF INDIAN
RIVER COUNTY PRESENTS:

**FREE
SNOW
CONES &
POPCORN**

**MUSIC
WITH
LIVE DJ!**

**FAMILY
FUN FEST**

FUN FOR THE WHOLE FAMILY!

**FOOD
TRUCKS,
VENDORS
& MUCH
MORE**

**WIN
PRIZES**

**GAMES, FACE
PAINTING
AND
ACTIVITIES!**


**RESOURCES
FROM
LOCAL
NON-
PROFITS**

SATURDAY, FEBRUARY 26, 2022
10:00AM TO 3:00PM
INTERGENERATIONAL CENTER
1590 9TH ST SW, VERO BEACH

Raindate:
Saturday, March 5th

FOR MORE INFORMATION:
MBULDO@SACIRC.ORG
772-770-4811

  **SUBSTANCE
AWARENESS CENTER** | **SAFIR
COALITION**
A healthy community, free from substance abuse

Virtual Backpack Flyer Request Form School District of Indian River County	
	
First Name: Patricia	Last Name: Kowl
Organization: SDIRC	Email Address: 6500 57th St., Vero Beach, FL 32967
Phone Number: 772-564-3089	Fax Number:
Flyer Title: Family Fun Festival 2022	
Date Range of Requested Flyer Posting (post from - to)	
From: 2/7/2022	
To: 2/26/2022	
ALL FLYERS MUST HAVE THE FOLLOWING DISTRICT DISCLAIMER ON IT:	For office use only:
Distribution does not imply recommendation or endorsement by the School District of Indian River County.	Date received:
	Approved: _____
	Denied: _____
Disclaimer - The School District of Indian River County reserves the right to remove a Flyer from the Virtual Backpack at any time.	

Book	Policy Manual
Section	2000 Program
Title	UNITARY STATUS SUSTAINABILITY
Code	po????
Adopted	May 25, 2021

Policy # - UNITARY STATUS SUSTAINABILITY

Purpose

The School Board of Indian River County is committed to compliance with the 1967 Desegregation Order and accomplishment of the goals outlined in the associated 2018 Joint Plan for the Achievement of Unitary Status in the Matter Styled *Sharpton, et al. v. School Board of Indian River County, FL*, No. 1:64-cv-00721 (S.D. Fla.). Beyond this, once unitary status is achieved in relation to the Desegregation Order, the District shall maintain a unitary school system that will provide equal opportunity and access to education and employment to all individuals regardless of personal characteristics such as race, ethnicity, national origin, religion, disability, sex, sexual orientation, gender identity, age, or socioeconomic status. The School Board believes that the timely provision of resources, supports, instruction, and interventions based upon a student's individual needs, as well as the establishment of a diverse workforce representative of all students, is critical to the achievement of successful educational outcomes for all students.

Board Commitment

The School Board, and all schools in our system, shall take active measures to maintain a unitary school system. Active measures shall be defined as those which promote equitable, inclusive, and supportive educational environments that are free from discrimination.

- A. Mentoring of New **Black/African American** Instructional Staff – All newly hired ~~African American~~ instructional staff shall be offered professional learning opportunities to support the knowledge acquisition of designing learning environments to address the educational needs of diverse student populations.
- B. Recruitment of **Black/African American** Instructional Staff – The Board will hold the Superintendent accountable for assuring that the District recruitment team and school-based interview teams for instructional staff shall be diverse in composition and active efforts shall be made to recruit a diverse workforce representative of the District's student population. See also Policy 3120.01.
- C. Representation of **Black/African American** Instructional Staff – All instructional staff of the District shall be employed and assigned to work locations in a non-discriminatory manner.
- D. **Black/African American** Student Academic Achievement / Resource Allocation – Evidence-based strategies and interventions shall be implemented to eliminate identified barriers to racial disparities in academic achievement, discipline, and eligibility for special programs. Viable avenues to pursue upgrades to human capital and resource allocation shall be addressed in the District's Staff Allocation Model (SAM).
- E. Student Assignments – The practice of curricular and programmatic choice in student assignment, on a space available basis, shall be implemented to increase the alignment between the racial representation in student enrollment at individual schools and the District's overall racial representation in student enrollment.

- F. Transportation – The school transportation system shall be reviewed regularly and needed action shall be taken to ensure that transportation is not a barrier to access to the full range of curricular and programmatic choice.
- G. Extracurricular Activities – Given the importance of extracurricular activities as a valuable expenditure of school resources, participation shall be regularly reviewed and needed action taken to ensure that Black/African American students are able to access and participate in extracurricular activities in a non-discriminatory manner.

Superintendent Commitment

The Superintendent shall consistently monitor educational outcomes for Black/African American students and staff, to maintain a unitary school system that is free from discrimination, while maximizing the potential of all students. To support unitary status sustainability, the Superintendent shall engage in actions which include, but are not limited to, the following:

- A. Ensure the needed district infrastructure to accurately monitor educational outcomes for Black/African American students and staff is maintained or improved.
- B. Make evidence-based recommendations for the development and implementation of corrective actions in areas in which educational disparities or discriminatory practices are identified.
- C. Ensure that there is a clearly defined channel for individuals to submit concerns related to educational disparities or discriminatory practices.
- D. Monitor data to make recommendations to the School Board regarding any identified needs for additional resources or human capital to enhance the outcomes and initiatives within the Joint Plan for the Achievement of Unitary Status in the Matter *Styled Sharpton, et al. v. School Board of Indian River County, FL*, No. 1:64-cv-00721 (S.D. Fla.)

Superintendent's Unitary Status Sustainability Workgroup

Once unitary status has been achieved in all sections of the Joint Plan for the Achievement of Unitary Status in the Matter *Styled Sharpton, et al. v. School Board of Indian River County, FL*, No. 1:64-cv-00721 (S.D. Fla.), and all requirements associated with the Joint Plan have been fulfilled, a "Superintendent's Unitary Status Sustainability Workgroup" shall be established. The Superintendent will create a Unitary Status Sustainability Workgroup comprised of ~~five-eight (8) members, – four (4) members appointed by the IRC-NAACP, three (3) members appointed by the Superintendent, and one (1) School Board representative, who will be selected by the School Board at the Annual Organizational Meeting.~~ The Workgroup will make recommendations on how to best support Black/African American students and historically underserved communities in the District. Workgroup representatives will be appointed for a one-year term. The Workgroup will meet quarterly, with the Superintendent providing updates to the School Board on a biannual basis. If a representative is absent from two consecutive Work Group meetings, the ~~School Board~~appointing entity shall select a replacement representative within 30 days.

The representatives of the Superintendent's Unitary Status Workgroup will:

- A. Utilize a data-driven approach to review and problem solve district outcomes for Black/African American students and staff as related to the School Board and Superintendent commitments outlined above.
- B. Provide timely feedback and evidence-based recommendations for improvement related to district outcomes reviewed with the School Board in a public meeting held on an annual basis.

- C. Provide timely feedback and evidence-based recommendations for consideration to guide District Strategic Plan revisions.

Policy Duration and Revisions

The School Board understands the importance of the commitments outlined in this policy to students, parents, employees, and community members. This policy shall remain in effect for five years with the initial year identified as the year in which the Court unitary status has been achieved by the District in all sections of the Joint Plan for the Achievement of Unitary Status in the Matter Styled *Sharpton, et al. v. School Board of Indian River County, FL*, No. 1:64-cv-00721 (S.D. Fla.), determines that unitary status has been achieved by the District and all requirements of the Joint Plan have been fulfilled. The School Board shall evaluate this policy at the close of the five-year validity period to determine the terms of the renewal cycle for this policy, with short-term, quarterly updates provided to the School Board related to annual strategies and targets for implementation. Any proposed revisions to this Unitary Status Sustainability policy must be adopted in accordance with the Administrative Procedures Act and requires a super-majority vote by the School Board.

Legal F.S. 1000.05
F.S. 1001.41
F.S. 1001.49