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

Quarter of the School Year: 4
District Office: Strategic Planning & Support Services

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: 5/27/2022 _PL__HH___BM_____ (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 AIM program continues to serve as a progress monitoring intervention to ensure the success of students. Students who showed progress, 90% average daily attendance, grades C or above were dismissed from AIM. Next steps for this program is to continue as a monitoring and supportive intervention to ensure the success of student. Students who are disengaged with their education provide the opportunity to confront any barriers that interfere with their ability to be academically successful.

The student enrollment evaluation of student populations prior to running each lottery is helping to increase the number of minorities at most schools throughout the county. However, the choice application process is not significantly impacting the needed changes in population at Dodgertown, Fellsmere, or Gifford Middle School. It is the recommendation of the Enrollment Office that the zoning for all north county schools be evaluated to remedy these outliers.

Data-based problem solving is at the heart of effective and efficient problem solving. The district problem solving teams continue to base decision-making on reviews of data. These meetings center district leaders on the reality of our students and deploy resources as needed. Additionally, communication between staff members responsible for direct support and staff members responsible for policy is enhanced through these meetings. Moving into 22-23, the Department of Accountability and Research will continue hosting these problem solving meetings.

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: 4
Date of Summary: 5/27/2022
District Office: Strategic Planning & Support Services
Strategies: 1.3, 2.1, 2.2, 5.2, 5.4

Strategy AAAP 1.3: Use Florida Early Warning Indicators to support secondary School Leadership Teams in developing and implementing interventions for African American students who are not on-track to graduate.

Dates of Support Provided to School Leadership Teams/Updates to the Early Warning System Dashboard	A&R Monthly EWS Problem Solving Meetings: 4/7

*Attach examples of the Early Warning System Dashboard

Strategy AAAP 2.1: Implement data-driven problem solving and provide needs-based supports to schools to specifically address identified discipline and achievement disparities.

Dates of Support Provided for Problem Solving for Discipline and/or Achievement Disparities	**Alternative Intervention Measures (AIM)**: 4/1, 4/7, 4/14, 4/21, 4/22 A&R Monthly Discipline Problem Solving Meetings: 3/29, 4/26 A&R Monthly Attendance Problem Solving Meetings: 3/29, 4/26
Summary of Planned Action Steps	Students who showed progress, 90% average daily attendance, grades C or above were dismissed from AIMS. Each AIMs student that was in attendance for the school day was met with and a summary of progress was made with the students.

Strategy AAAP 2.2: Implement alternative discipline interventions and supports for African American students identified as off-track according to disciplinary Early Warning Indicators.

Dates of Professional Development Provided for Alternative Discipline Interventions & Supports	3/21/22 – 5/27/22: Site Specific Support 4/20/22, 5/10/22, 5/11/22

* See Attached log.

Strategy AAAP 5.2: Evaluate the impact that school choice, including magnet enrollment, is having on the representation of African American students at specific schools, with a particular focus on schools that are racially identifiable.

Dates of Evaluation	**4/4/2022 and 5/11/2022**
Summary of Results	Each school is evaluated before the lottery runs for the SY 22-23 choice placements. Based on the data for school enrollment Dodgertown Elementary and Gifford Middle School were over the percentage for African American Students set by the 2018 Joint Plan and Fellsmere Elementary was under the percentage. Sebastian Elementary is right on the edge, but no longer over now that the district percentage is at 19%. Therefore, African American Students at all but the two schools that are over the percent range were given priority in the choice lottery. This will help maintain the majority of schools within the acceptable range while limiting any increase at the two schools that are currently over the percentage. These data points will continue to be evaluated as we hold further choice lotteries to prepare for the 22 -23 school year. The final lottery for the 22 –23 school year will be run in June.

Strategy AAAP 5.4: Continue to provide evidence of implementation of the AAAP and progress monitoring, including a 5-year progress monitoring framework, on the District's public-facing website.

*Attach example of evidence of the updated progress monitoring framework for the quarter.

Department of

Accountability & Research

April 7th , 2022

EARLY WARNING SYSTEM MEETING AGENDA

Staff in Attendance:

- Dr. Paula Lewis
- Wiles, Melissa
- Dr. Tracy Crawford
- Bass, Shannon
- Dr. Brian McMahon
- Houston, Jody
- Mcgough, Traci
- Caselli, Serina
- Bernal, Ginger
- Ange, Sara
- Donna Hedgecock
- Claudia Navarro
- ~~Catherine Beck~~
- ~~Walker, Lavonne~~
- Dowdell, Ashley
- Kahla Santiago
- Boscovich, Diana

Action Steps from Previous Meeting:

- School Counselors will…
  - During their meeting, identify interventions, ensure the placement of students is appropriate, conduct 6-week rotations. Any additions to EWS dashboard will be communicated to Dept of A&R.
- Dr McMahon will…
  - Add Attendance Letter 1, 2, 3, etc… (Completed)
  - Only have students with Active Safety Plan pull over (Completed)
  - Have the type of Safety Plan type versus Yes or No (Completed)
  - Identified barrier to work – time. To address, the second semester will be spent training groups of users, updating data, enhancing dashboard. A broader plan of action will be put into place with the fall being the designed goal for implementation. (Review in the Summer)

Agenda:

- Reviewed the status of the previous meetings **Action Items**
- Reviewed **Monday Briefing** App
- Review of **EWS** Dashboard and the **EWS** in the Planning Guide
  - Climate and Culture feedback is what is given to schools
- Upcoming Updates to Dashboards
  - Before June 1, the SIP EWS will go to 22-23 (It will be a school's 22-23 enrollment with 21-22 data)
  - By September 1, there will be EWS 22-23 (It will be a school's 22-23 enrollment with current year's 22-23 data – which won't be a lot at the beginning)
- Barriers moving forward:
  - Consistency regarding Minor Infractions across schools so that it "means" the same thing

Action Steps/Next Meeting:

- Committee will…
  - Review EWS page from planning guide
  - Provide continuous feedback as they use the EWS dashboard

Department of

Accountability & Research

March 29th, 2022

ATTENDANCE MEETING AGENDA

Staff in Attendance:

- Dr. Tracy Crawford, School Social Worker
- Dr. Brian McMahon, COORD of Accountability & Research
- Jody Houston, Data Coach
- Ginger Bernal, Elementary Lead Counselors
- ~~Dr. Paula Lewis, Director of Student Support Services~~
- Donna Hedgecock, School Social Worker
- Sara Ange, Secondary Lead Counselors
- Catherine Beck, Data Manager and Analyst

Action Steps from Previous Meeting:

- Dr. Lewis and Dr. Crawford to schedule meeting with A & R to start discussing plan for next year. (In progress)

Agenda:

- Review:
  - The status of the previous meetings Action Items
  - **Monday Briefing** App
  - Planning Guide – Summer – input given during this meeting:
    - Did you have a large number of students that required letters?
  - **Attendance** App
    - Can it say Letter 1, 2 or 3 on the Letter Section of the data table ADA Student List and ADA Log? (Beck will fix)

Seeking clarification: So will review systems to see how this can be automatically checked

List of Students Meeting Level of Truancy Selecte

Student ID	Name	Schl	GD	FOCUS Truant	Attendance Alert
[redacted]	[redacted]	[redacted]	[redacted]	Y	1
[redacted]	[redacted]	[redacted]	[redacted]	Y	1
[redacted]	[redacted]	[redacted]	[redacted]	No	1
[redacted]	[redacted]	[redacted]	[redacted]	No	1

Action Steps/Next Meeting:

- Clarifications needed:
  - Discussion around truancy and the impact on 14–18-year-old students regarding their license.

  Follow Up Needed:
    - **Dr. Crawford** will find out who sends the information to DMV and the parameters that are being used to identify these students.

- Requesting that committee members bring back any suggestions for **Lead to Action Questions** for the **Summer Planning Guide Packet** as related to **Attendance**. Email Jody Houston with any suggestions.

    - Houston will...
      - Email the minutes including the Attendance page from the Planning Guide to get input from the committee members.
      - Based on input from the committee, suggested team members be listed within the Planning Guide that should be involved in the Problem-Solving Process for Attendance.
      - Incorporate any suggested questions for Planning Guide from this committee
      - Gather documents for the Appendices related to Tier 1 Attendance (will look in the Access Attendance Handbook).
      - In the future, will reach out to design an exemplar
      - Put on the reoccurring list in planner a reminder to email principals a list of "highflyer" attendance concerns

    - Beck will...
      Add to the ADA Log (and possibly the ADA Student List)– whether it was Letter 1, 2 or 3

Department of

Accountability & Research

April 26th, 2022

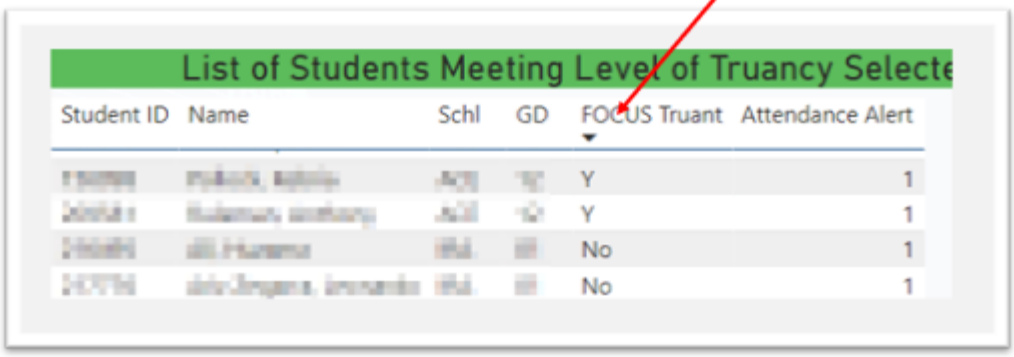
ATTENDANCE MEETING AGENDA

Staff in Attendance:

- Dr. Tracy Crawford, Program Specialist
- Dr. Brian McMahon, COORD of Accountability & Research
- Jody Houston, Data Coach
- Ginger Bernal, Elementary Lead Counselors
- ~~Dr. Paula Lewis, Director of Student Support Services~~
- Donna Hedgecock, School Social Worker
- Sara Ange, Secondary Lead Counselors
- Catherine Beck, Data Manager and Analyst

Action Steps from Previous Meeting:

- Dr. Lewis and Dr. Crawford to schedule meeting with A & R to start discussing plan for next year. (In progress)
- Seeking clarification: So will review systems to see how this can be automatically checked



List of Students Meeting Level of Truancy Selecte

Student ID	Name	Schl	GD	FOCUS Truant	Attendance Alert
[redacted]	[redacted]	[redacted]	[redacted]	Y	1
[redacted]	[redacted]	[redacted]	[redacted]	Y	1
[redacted]	[redacted]	[redacted]	[redacted]	No	1
[redacted]	[redacted]	[redacted]	[redacted]	No	1

- Discussion around truancy and the impact on 14–18-year-old students regarding their license.
  - **Dr. Crawford** will find out who sends the information to DMV and the parameters that are being used to identify these students. (Complete – FOCUS sends automatically)
- Requesting that committee members bring back any suggestions for **Lead to Action Questions** for the **Summer Planning Guide Packet** as related to **Attendance**. Email Jody Houston with any suggestions.
  - Houston will...
    - Email the minutes including the Attendance page from the Planning Guide to get input from the committee members. (Completed)
    - Based on input from the committee, suggested team members be listed within the Planning Guide that should be involved in the Problem-Solving Process for Attendance. (Completed)
    - Incorporate any suggested Lead to Action Questions for Planning Guide from this committee (Waiting for Input)
    - Gather documents for the Appendices related to Tier 1 Attendance (will look in the Access Attendance Handbook). (In Progress)
    - In the future, will reach out to design an exemplar (Not Yet)

- Put on the reoccurring list in planner a reminder to email principals a list of "highflyer" attendance concerns (Completed)

- Beck will…
  Add to the ADA Log (and possibly the ADA Student List)– whether it was Letter 1, 2 or 3 (Completed)

Agenda:

- Review:
  - The status of the previous meetings Action Items
  - Input for Summer Planning Guide – Summer – input given during this meeting:
    - School Counselors part of the School Leadership Team when problem solving Attendance
  - **Attendance Matter Campaign** has been developed for 22-23 – will be ready end of May
  - **Attendance App**
    - Attendance Letter Log – very helpful
  - Plans for next meeting - Fall

Action Steps/Next Meeting:

- Committee members will…
  - Submit Lead to Action Questions for Attendance
- Sara and Ginger will…
  - Share Attendance Matters plan to ensure Power BI can support the plan

Strategy AAAP 2.1 Artifacts: Discipline Meetings

Department of

Accountability & Research

March 29th , 2022

DISCIPLINE/ESE/10+ MEETING AGENDA

Staff in Attendance:

- Dr. Paula Lewis, Director of Student Services
~~- Dr. Tracy Crawford, Social Worker~~
- Dr. Brian McMahon, Coordinator of Accountability & Research
- Jody Houston, Data Coach
- Kat Wolf, Program Specialist
~~-Laura McGill, Program Specialist~~
-Claudia Navarro, Prevention Intervention Specialist
-Catherine Beck, Data Program Manager and Analyst
~~- Rachel Moree, Director of ESE~~
- Dr. Daphne Mathews, Program Specialist
- Jessica Rojas, Program Specialist
- Tom Stull, Program Specialist – Program Specialist
~~-Ainsley Seeley, Program Specialist~~
~~-Ashely Dowdell, Program Specialist~~
–Lavonne Walker, - Prevention Intervention Specialist

Action Steps from Previous Meeting:

- Dr. McMahon will
  - Follow up with Dr. Matthews about students approaching the 10-day suspension number at VBHS (Completed)

Agenda:

- Review Action Steps from Previous Meeting
- Discussed splitting problem-solving meeting (One meeting specific to monitoring ESE students 10+ suspension days and one to general discipline) – Committee agreed this adjustment
- Reviewed the Planning Guide – input given during this meeting:
  - Additional questions
    - What are your biggest behavior issues? Look at the descriptions.
    - What are the root causes, at Tier 1 which are adult related?
    - What were the results from your impact reviews?
    - What were the results of your PBI walkthroughs?
  - Resources to be added to the Appendices
    - List of examples of Tier 1 interventions based on areas of concern identified from the data.
- Reviewed Dashboards:

✓ **Monday Briefing App**
✓ **Discipline App** – reviewed what is contained within this app and encouraged team members to reference the Power BI app as much as possible during PDs in order to ensure all are looking at the same data.

Page 1 of 2

- ✓ **Team Discussion**
  - Discussion regarding accountability with action plans.
  - Suggested that team members be listed within the Planning Guide that should be involved in the Problem-Solving Process for that area.
  - **Barriers identified:**
    - General categories such as "Inappropriate Behavior." Committee members were asked if over the next few months if they could identify themes within this category and clearly define those themes to ensure consistency.
      - **How can we support?** Develop a page within the Discipline App that could capture these descriptors. Possibly include these descriptors on the Student Profile App being developed.

Action Steps/Next Meeting:

- Committee Members will…
  - Over the next few months, identify themes within the "Inappropriate Behavior" category and clearly define those themes to ensure consistency.
  - Bring back any suggestions for **Lead to Action Questions** for the **Summer Planning Guide Packet** as related to **Discipline**. (See attachment).
  - Give suggestions of team members to be listed within the Planning Guide for the Discipline section.
  - Provide any documents for the Appendices related to Tier 1 Discipline
- Houston will…
  - Invite all current members to both meetings – but staff can decide which is appropriate for them to attend or attend both.
  - Email the minutes including the Discipline page from the Planning Guide to get input from the committee.
  - Based on input from the committee, those suggested team members be listed within the Planning Guide that should be involved in the Problem-Solving Process for that area.
  - Receive and incorporate any suggested questions for Planning Guide from this committee
  - Gather documents for the Appendices related to Tier 1 Discipline (but if there are some for Tier 2 or 3, committee members can provide those as well for the Fall Planning Guide).
  - In the future, will reach out to design an exemplar.
- Beck will…
  - Build a page with descriptors within the Discipline App
  - Explore link to those descriptors or design it as a "pop up" resource in the Power Bi App

Department of

Accountability & Research

April 26th, 2022

DISCIPLINE/ESE/10+ MEETING AGENDA

Staff in Attendance:

- Dr. Paula Lewis, Director of Student Services
- Dr. Tracy Crawford, Social Worker
- Dr. Brian McMahon, Coordinator of Accountability & Research
- Jody Houston, Data Coach
- Kat Wolf, Program Specialist
-Laura McGill, Program Specialist
-Claudia Navarro, Prevention Intervention Specialist
-Catherine Beck, Data Program Manager and Analyst
- Rachel Moree, Director of ESE
- Dr. Daphne Mathews, Program Specialist
- Jessica Rojas, Program Specialist
- Tom Stull, Program Specialist – Program Specialist
- Ainsley Seeley, Program Specialist
- Ashely Dowdell, Program Specialist
- Lavonne Walker, - Prevention Intervention Specialist

Action Steps from Previous Meeting:

- Committee Members will…
  - Over the next few months, identify themes within the "Inappropriate Behavior" category and clearly define those themes to ensure consistency.
  - Bring back any suggestions for **Lead to Action Questions** for the **Summer Planning Guide Packet** as related to **Discipline**. (See attachment).
  - Give suggestions of team members to be listed within the Planning Guide for the Discipline section.
  - Provide any documents for the Appendices related to Tier 1 Discipline
- Houston will…
  - Invite all current members to both meetings – but staff can decide which is appropriate for them to attend or attend both. (Completed)
  - Email the minutes including the Discipline page from the Planning Guide to get input from the committee. (Completed)
  - Based on input from the committee, those suggested team members be listed within the Planning Guide that should be involved in the Problem-Solving Process for that area. (In progress)
  - Receive and incorporate any suggested questions for Planning Guide from this committee (In progress)
  - Gather documents for the Appendices related to Tier 1 Discipline (but if there are some for Tier 2 or 3, committee members can provide those as well for the Fall Planning Guide). (Not started yet)
    In the future, will reach out to design an exemplar. (Not started yet)
- Beck will…
  - Build a page with descriptors within the Discipline App (Waiting for info- Not started yet)
  - Explore link to those descriptors or design it as a "pop up" resource in the Power Bi App (Waiting for info- Not started yet)

Agenda:

- Review Action Steps from Previous Meeting
- Review Input for the Planning Guide, including Resources to be added to the Appendices such as:
  - List of examples of Tier 1 interventions based on areas of concern identified from the data for the summer packet.
- Review Dashboards

Action Steps/Next Meeting: N/A

Strategy AAAP 2.1 Artifacts: Alternative Intervention Measures Program Log

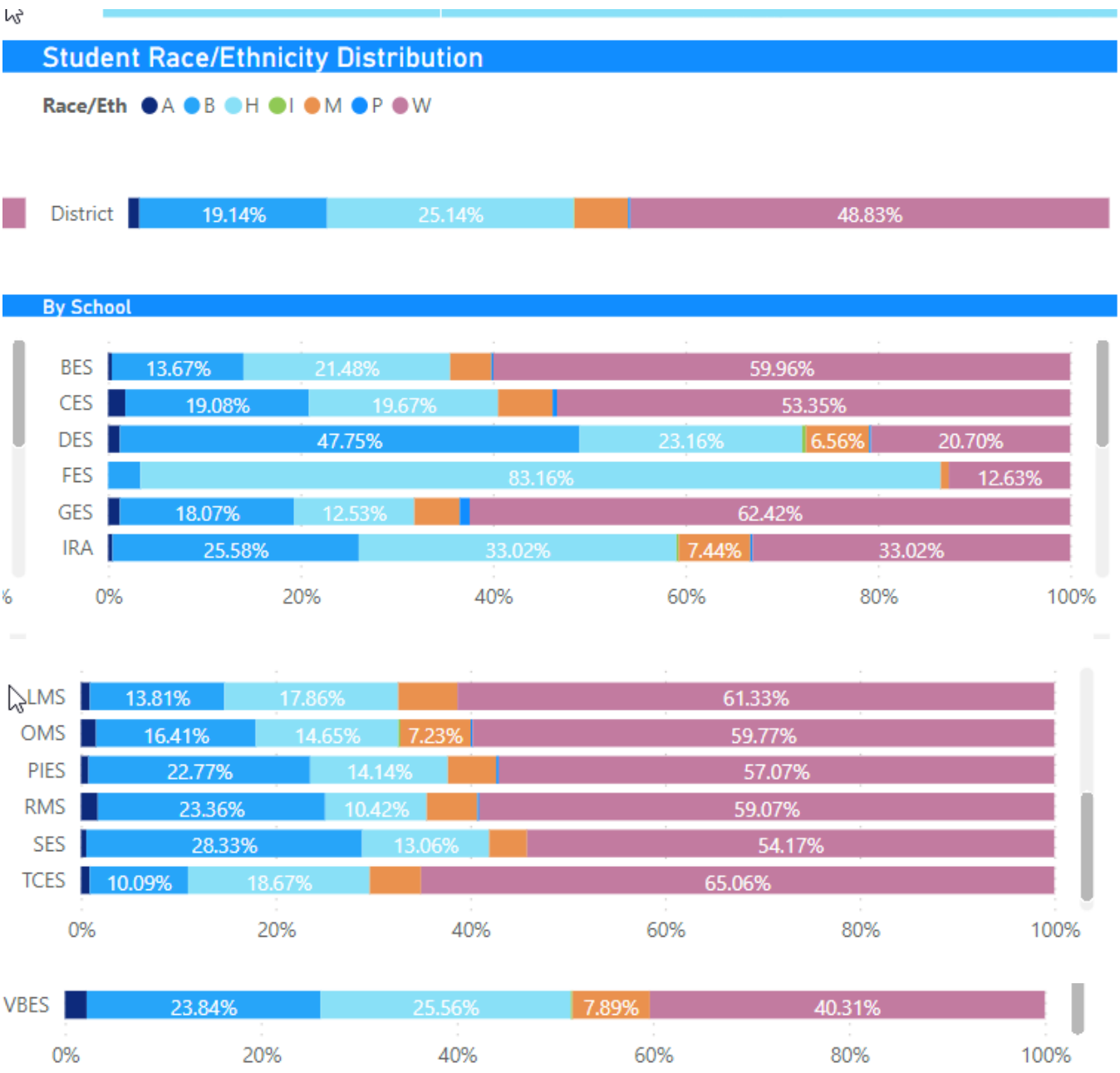
AIM Program Quarterly Meetings

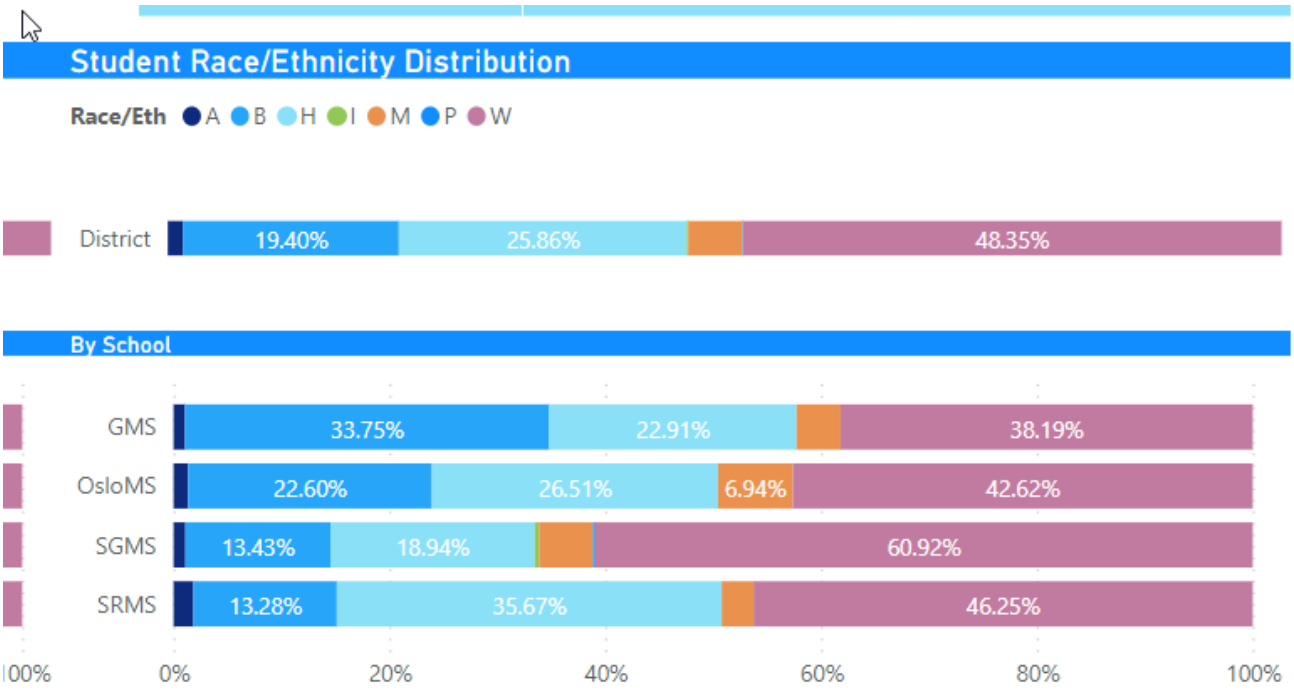
Quarter 4	
4.1.22	D. Brown, S. Ange
4.7.22	D. Brown, S. Ange
4.14.22	D. Brown, S. Ange
4.21.22	D. Brown, S. Ange
4.22.22	D. Brown, S. Ange

Strategy AAAP 2.2 Artifacts: Alternative Discipline Intervention Support Log

Student Services Log		
Quarter 4		
DATE	**SCHOOL**	**PURPOSE**
3/21-5/27	OSLO	ASPIRE & Success Coach/Student & Parent Support
4/20	All Secondary	Success Coach Meeting
5/10	All Secondary	ASPIRE Teacher Meeting
5/11	All Secondary	Success Coach Meeting

Strategy AAAP 5.2 Artifacts: Student Enrollment by Race/Ethnicity




Student Race/Ethnicity Distribution
Race/Eth A B H I M P W
District
19.40%
25.86%
48.35%
By School
GMS
33.75%
22.91%
38.19%
OsloMS
22.60%
26.51%
6.94%
42.62%
SGMS
13.43%
18.94%
60.92%
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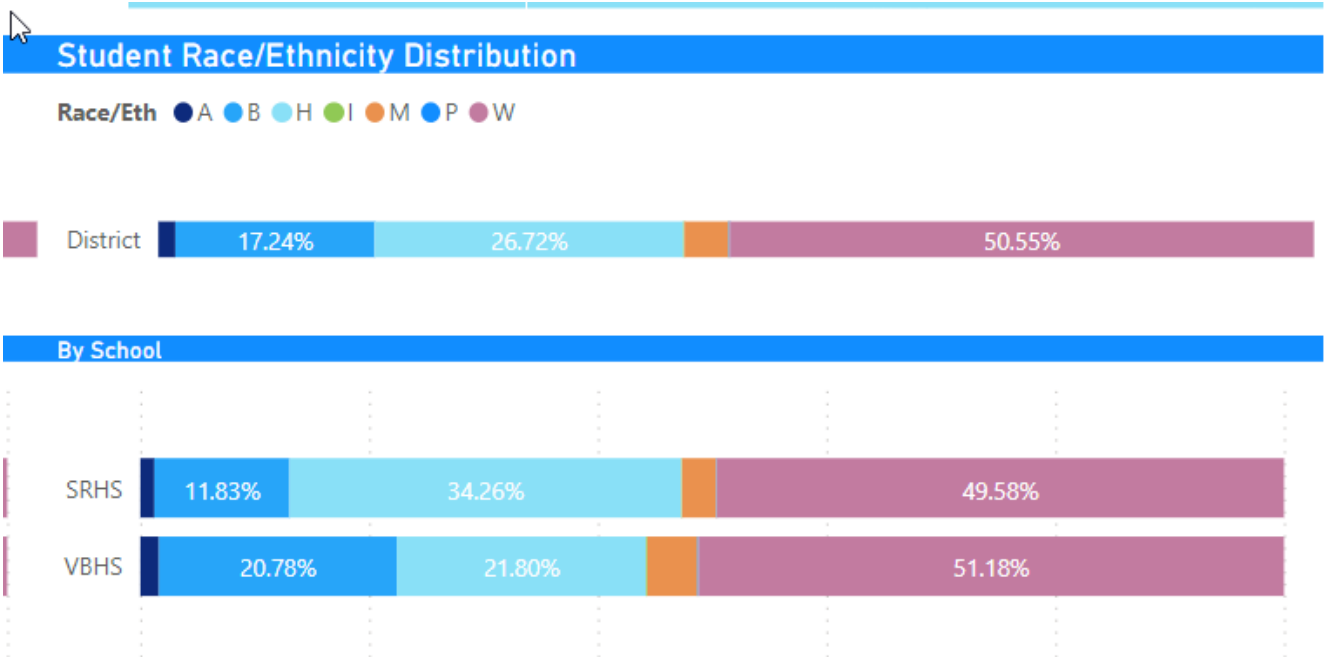
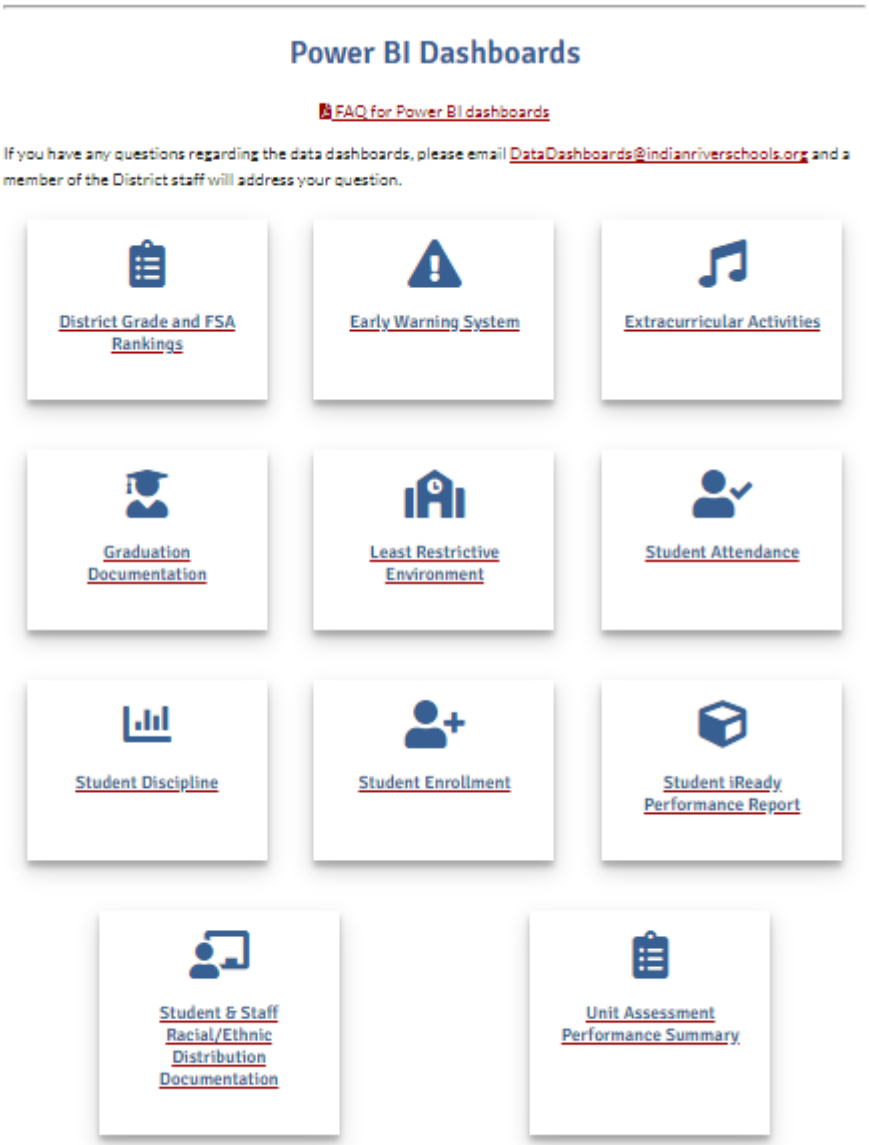
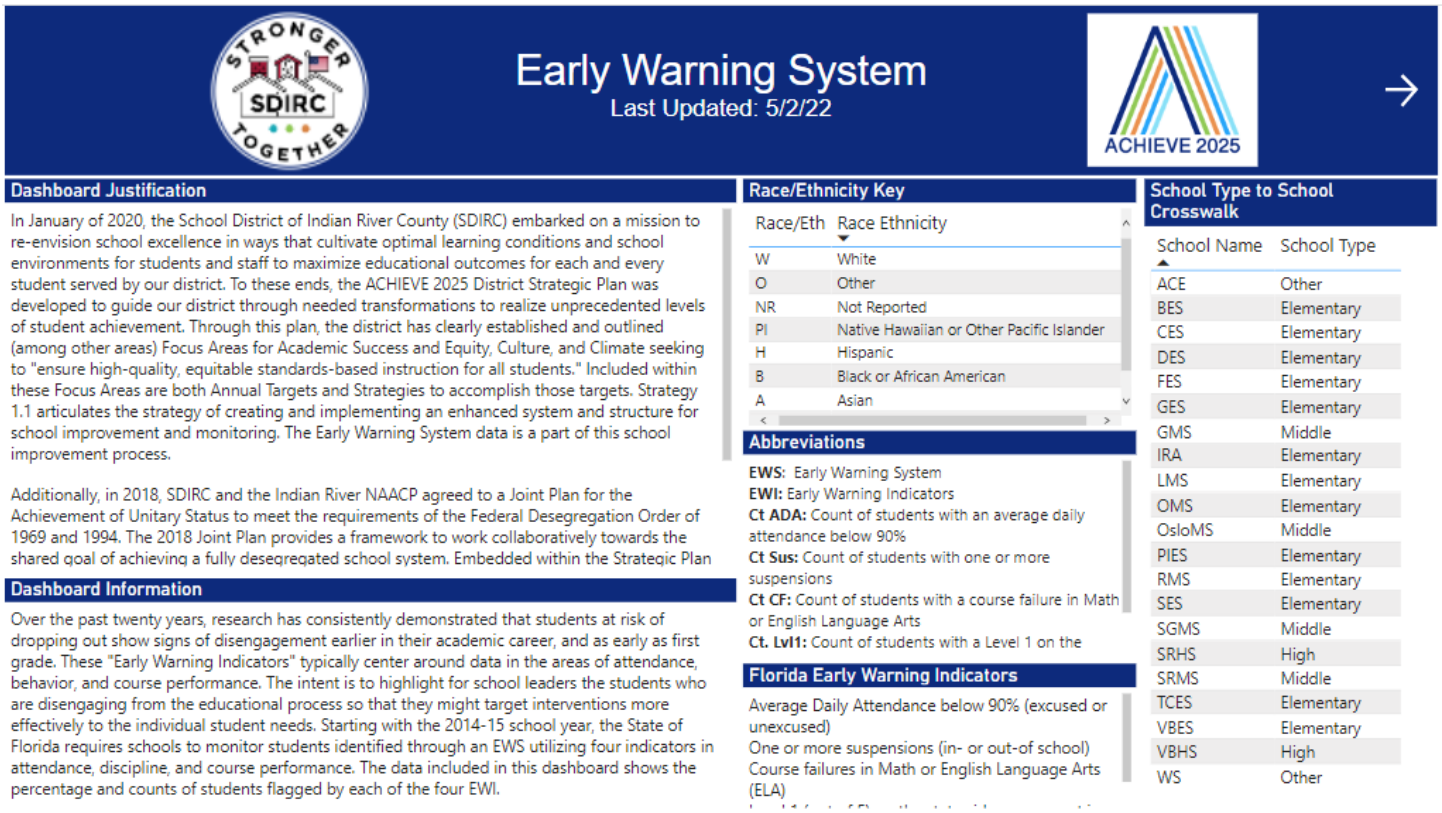
60%
80%
100%


Student Race/Ethnicity Distribution
Race/Eth A B H I M P W
District
17.24%
26.72%
50.55%
By School
SRHS
11.83%
34.26%
49.58%
VBHS
20.78%
21.80%
51.18%

Strategy AAAP 5.4 Artifacts: Updated Progress Monitoring Framework

https://www.indianriverschools.org/cms/One.aspx?portalId=1549525&pageId=9329835



Sample Dashboard: EWS

https://app.powerbi.com/view?r=eyJrIjoiMGExNmQzMzAtNDA1YS00ZDg2LWJkOWEtNTkzZjYzMWFlNTIzIiwidCI6ImIxYTIxZDZiLWVkNmUtNDg2ZC04YjA4LTMzMGUwZGIzOGU2OCIsImMiOjF9&pageName=ReportSectione43f06be5c60c466bc00