



## African American Achievement Plan 2022-2023 Assurances of Implementation of Strategies/Action Steps

**Quarter of the School Year: 1**

**District Office/Department: Student Affairs, Advocacy, and Access**

In September 2022, the School District of Indian River County initiated the implementation of the 2022-2023 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 2022-2023 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/supervisor of each school/location:

- Action steps included within the 2022-2023 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 October 17, 2022: ES (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 Champions List will continue to be marketed and advertised on each school website and district wide. Schools are encouraged to continue communication with parents and students through newsletters, social media, and School Messenger to ensure that all stakeholders are aware of the many extra-curricular offerings for students. The list is reviewed and updated each quarter by school administration with oversight from the Office of SAAA.

The Recruitment and Retention Department has created and implemented the We Promise Program, the Certification Reimbursement Program, and now the new Keeping the Promise Program for NEW teachers. Keeping the Promise Program is a Relocation Assistance Program in cooperation with the Education Foundation of IRC. Our relationship with Diversity in Ed has given SDIRC great exposure including an article in the FALL ISSUE of Diversity in Ed. The Director of School Management and Leadership continues to serve on the Board of Advisors. With our already established Network

*Quarter 1: 08.10.2022 – 10.10.2022*

*Quarter 2: 10.11.2022 – 12.21.2022*

*Quarter 3: 01.09.2023 – 03.17.2023*

*Quarter 4: 03.27.2023 – 05.31.2023*



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of Schools on the Handshake Platform, we continue to establish relationships with HBCUs and other career placement offices.

To address the need of Workforce Housing, our SDIRC committee will hold its first meeting of the 22-23 school year on October 19, 2022. This meeting is noticed and open to the public.



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**Quarter of the School Year: 1**

**Date of Summary: October 17, 2022**

**District Office: Student Affairs, Advocacy, and Access**

**Strategies: 3.1, 4.2, and 4.4**

**Strategy AAAP 3.1: Engage in ongoing communication regarding the availability of extracurricular activities through the dissemination of a resource that provides information for individual schools.**

Date	Communication Type/Details
<b>October 12, 2022</b>	Shared info in Collaborator about Champions List and listing Coaches in FOCUS.
<b>September 6, 2022</b>	Each school shared info about the Champions List at OPEN HOUSE.
<b>August 17, 2022</b>	Reminded principals at 8/17 principals meeting to update their list

\*Attach example artifacts of communications about extracurricular activities

**Strategy AAAP 4.2: Expand and enhance established relationships with career placement offices and officials at Historically Black Colleges and Universities (HBCUs) while also utilizing a broad arrange of platforms for publicizing instructional staff job vacancies.**

Date(s) of Contact with Career Placement Offices and HBCUs	Type of Contact
<b>August 4, 2022</b>	Bethune Cookman University registration for Career Fair on 10/19/22
<b>August 1, 2022</b>	Handshake Platform- renewal of Network of Schools
<b>September 29, 2022</b>	Diversity in Ed Fall Magazine article on SDIRC
<b>October 10, 2022</b>	Diversity in Ed Announcement of Board of Advisors
<b>October 27, 2022</b>	Diversity in Ed Executive Search Virtual Recruitment Fair

\*Attach examples of contacts with career placement offices or HBCUs

**Strategy AAAP 4.4: Facilitate a Workforce Housing Committee to identify affordable housing options for new educators in the local community.**

Dates of Workforce Housing Committee Meetings	October 19, 2022
Summary of Planned Action Steps from Meeting	<p>Habitat for Humanity home tour took place on October 4, 2022.</p> <p>The Workforce Housing Committee has had a few informal meetings since June 2022. The first formal meeting of the 22-23 school year will be October 19, 2022.</p>

\*Attach agendas of Workforce Housing Committee Meeting

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## School Network Management

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### Search

### Permissions

- ☐ Post Jobs (24)
- ☐ Post Events (22)
- ☐ Post Interview Schedules (18)
- ☐ Search Students (6)

### Location

### Community and Technical Colleges









### Ranking

- ☐ National
- ☐ Engineering
- ☐ Business
- ☐ Liberal Arts

### Size

- ☐ 1,000 - 5,000 (12)
- ☐ 10,000 - 25,000 (8)
- ☐ 5,000 - 10,000 (4)
- ☐ 25,000+ (1)

### ☐ School Name

- ☐  **Alabama A&M University**  
Top 50 Historically Black Colleges and Universities
- ☐  **Alabama State University**  
Top 150 Regional Universities (South)
- ☐  **Baylor University**  
#12 Undergraduate Engineering Programs (No Doctorate)
- ☐  **Bethune-Cookman University**
- ☐  **Cornell University**  
#15 National Universities
- ☐  **Delaware State University**  
#14 in Historically Black Colleges and Universities
- ☐  **DePaul University**  
Top 25 Most Innovative Schools
- ☐  **Florida Agricultural & Mechanical University**

☐

**Florida Memorial University**  
#20 Regional Colleges (South)

☐

**Grambling State University**  
Top 150 Regional Universities (South), Top 50 Historically Black Colleges and Universities

☐

**Howard University**  
Top 150 National Universities

☐

**Morehouse College**  
#4 Historically Black Colleges and Universities

☐

**Norfolk State University**  
Top 100 Regional Universities (South)

☐

**North Carolina A&T State University**  
#7 in Historically Black Colleges and Universities

☐

**Rollins College**  
#1 Regional Universities (South)

☐

**South Carolina State University**  
Top 200 Regional Universities (South)

☐

**Spelman College**  
#1 Historically Black Colleges and Universities

☐**Stanford University**

#1 Undergraduate Engineering Programs

☐**Tennessee State University**☐**Tuskegee University**

#4 in Historically Black Colleges and Universities

☐**University of Alabama at Birmingham**

Top 200 National Universities

☐**University of Delaware**

Top 50 Public Schools (National)

☐**University of Maryland Eastern Shore**

#22 Historically Black College and Universities

☐**University of South Carolina**

Top 50 Best Undergraduate Business Programs

☐**Xavier University of Louisiana**

#6 Historically Black Colleges and Universities



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October 19th- can't wait to meet students from Bethune-Cookman University! Sign-up now for a session with SDIRC through Handshake! [@bethunecookman](#) [@IRCSchools](#)