



African American Achievement Plan 2022-2023

Assurances of Implementation of Strategies/Action Steps

Quarter of the School Year: 1

District Office/Department: Strategic Planning and Support Services

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 12, 2022: PL(SS) BM (AR) _____ (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?)

SDIRC as an organization continues to grow in relation to its ability to use data to drive problem solving. Action steps centered on two areas: data-related and action-related. Data-related action steps included requests for additional data, corrected measures, or requests for additional visuals or reports. Action-related action steps included requests for additional supports, additional communication, or additional trainings.



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Date of Summary: October 13, 2022

District Office: Strategic Planning and Support Services

Strategies: 1.3, 2.1, 2.2, 2.3, 3.3, and 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.

Date(s) of Support Provided to School Leadership Teams/Updates to the Early Warning System Dashboard (i.e., August 1, 2022)	<p>September 27, 2022</p> <p>AIM Mentoring -</p> <p>August 24, 2022 - Secondary school teams were emailed EWS list of students with 2 or more EWS to identify for the AIM Mentoring Program</p> <p>September 10, 2022 - School teams met to provide their list of students to be placed in the AIM mentoring program using the EWS list, 30 students were identified</p> <p>September 15, 2022 - District Staff and SRD's were provided with AIM Mentoring Training to serve the students chosen by school teams from the EWS list to receive an AIM Mentor</p> <p>October 3, 2022 - AIM Ambassadors (mentors) began meeting with EWS identified mentees.</p>
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*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.

Date(s) of Support Provided for Problem Solving for Discipline and/or Achievement Disparities (i.e., August 1, 2022)	<p>-Fall PBIS Planning Sessions at individual schools, August-Nov./2022</p> <p>-Classroom Management training at individual schools-Ongoing support.</p> <p>-Collaboration with IT for PBIS rewards training-Ongoing support.</p> <p>-IPST support with writing Tier 2 and 3 behavior plans and behavioral problem-solving-ongoing support.</p> <p>Success Coach Support- August 15, 2022, August 16, 2022, August 17, 2022, August 18,2022, August 29, 2022, August 30, 2022, August 31, 2022, September 12,2022, September 13, 2022, September 14, 2022, September 22, 2022, September 28, 2022,</p> <p>-Classroom management coaching for individual teachers (administrator request)-ongoing support.</p> <p>- Bi-weekly data review & problem-solving with Success Coaches for students identified in EWS as needing additional support</p>
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	<p>ASPIRE classroom observations and reflections to determine effectiveness of interventions, and Support - August 10, 2022, August 11, 2022, August 24, 2022, August 25, 2022, September 1, 2022, September 5, 2022, September 7, 2022, September 8, 2022, September 16, 2022, September 20, 2022, September 22, 2022, October 3, 2022, October 4, 2022, October 5, 2022, October 6, 2022</p> <p><u>Impact Review Data Dive with School Counselor</u> October 4, 2022 - Citrus, Rosewood, Sebastian River High School October 6, 2022 - Glendale, Beachland, Oslo Middle October 7, 2022 - Fellsmere October 10, 2022 - Pelican Island, Liberty, Vero Beach High School October 11, 2022 - Sebastian Elementary, Treasure Coast, Sebastian River Middle October 12, 2022 - Indian River Academy, Osceola, Gifford Middle, Storm Grove October 13, 2022 - Vero Beach Elementary, Dodgertown</p> <p>ESE Discipline District Leadership Data-Based Problem-Solving: August 29, 2022 September 12, 2022 October 10, 2022</p> <p>Discipline District Leadership Data-Based Problem-Solving: September 12, 2022 (joint meeting with ESE)</p>
Summary of Planned Action Steps	<p>Overall Discipline: Continue to provide clarity around data fields, training on the use of the dashboards, and implementation of various interventions such as ALTOSS and ASPIRE. Risk Ratios were discussed and problem solved.</p> <p>ESE Discipline: Made multiple changes/enhancements to Discipline Power BI Dashboard. Continued to provide clarity around data fields and training on the use of the dashboards. Suggestions were made to enhance interventions.</p>



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

Date(s) of Professional Development Provided for Alternative Discipline Interventions & Supports
(i.e., August 1, 2022)

Date of Elementary PD - (SS)

August 4, 2022, September 27, 2022

Date of Secondary School Counselor PD

July 27, 2022

*Attach examples of professional development materials

Strategy AAAP 2.3: Monitor trends in the use of classroom removals for discipline and alternatives to out-of-school suspension to provide needed supports for school-level problem-solving related to behavior and discipline.

Date(s) and Locations(s) of Supports for School-level Problem-solving
(i.e., August 1, 2022)

August 25, 2022

September 1, 2022

September 8, 2022

September 15, 2022

September 16, 2022 – Sebastian River High School

September 21, 2022 - A2OSS (Alternative to Out-of-School Suspension) Classroom

September 22, 2022 – Storm Grove Middle School

Extended Cabinet Data Briefings

August 2, 2022

September 6, 2022

-Equity Profiles: Submitted at the end of October.

Strategy AAAP 3.3: Maintain public-facing dynamic, data dashboards that provide easily accessible educational outcome data that is disaggregated by race/ethnicity.

Link: [Access Data](#)

Date(s) of Maintenance
(i.e., August 1, 2022)

Planned roll over during the month of September did not occur due to a lengthy disruption of service with Microsoft. This has been pushed back to the month of October with a goal of release on November 1, 2022.

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

(Planned roll over during the month of September did not occur due to a lengthy disruption of service with Microsoft. This has been pushed back to the month of October with a goal of release on November 1, 2022.)

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Artifacts AAP 1.3:

Examples of EWS Dashboard

[illegible][illegible]

AIM Mentor Training




AMBASSADOR TRAINING AGENDA

- | |
|---------------------------------|
| Program Mission & Rationale |
| AIM Ambassador's Responsibility |
| Getting Started |
| Relationships |
| What to Expect |
| Supports |



Artifacts AAP 2.1:

Impact Review Data Dive



Climate & Culture Impact Review Tool

Date: _____ School: _____ Enrollment #: _____

School Representative: _____ District Personnel: _____

Meeting purpose: To identify school-based climate & culture needs via data analysis.

Climate & Culture SIP Goals(s): _____

During Impact Review, utilize Power BI to complete required discussion questions below.

Discipline:

Minor Infractions #'s	ODds #'s	Transportation #'s
School minor infraction Total #	School Ods Total #	Transportation Ods Total #
Ethnic Group Receiving Most Minor Infractions	Ethnic Group Receiving Most Ods	Ethnic Group Receiving Most Ods
# Of Minor infractions for SWD	# Of Ods for SWD	# Of Ods for SWD
# Of Minor infractions for ELLs	# Of Ods for ELLs	# Of Ods for ELLs
Most frequently used Discipline Code from MLLs	Most frequently used Discipline Code from Ods	Most frequently used Discipline Code from Bus
Grade Level with the highest MLL Count	Grade Level with the highest Ods Count	Grade Level with the highest Ods Count
Most frequent Day of the Week for MLLs	Most frequent Day of the Week for Ods	Most frequent day of the Week for Ods
Most frequent Location for MLLs	Most frequent Location for Ods	Count of its Generating Ods
Count of its Generating MLLs	Count of its Generating Ods	# Of Ods for HSPs

Secondary Only

Total # Of ASIRE Suspension Events	Total # Of its Generating ASIRE Suspension Events
Total # Of A2033 Suspension Events	Total # Of its Generating A2033 Suspension Events
Total # Of O33 Suspension Events	Total # Of its Generating O33 Suspension Events

Lead to action questions:

1. Are there any disparities for the three categories above?
2. If so, how can we be proactive in addressing these concerns?
3. How are the school wide expectations being communicated to students, and what is the frequency of the communication?
4. What supports are in place for students with multiple discipline events?

Addendum:

Severe (10-15%)	Chronic (>10%)
Total # of Is labeled as Severe	Total # of Is labeled as Chronic
Ethnic Group w/ highest # in Severe	Ethnic Group w/ highest # in Chronic
# of SWDs in category	# of SWDs in category
# of ELLs in category	# of ELLs in category
# of HBPs in category	# of HBPs in category
Day of Week Most Frequently Missed	Day of Week Most Frequently Missed
Grade Level with the highest Severe Count	Grade Level with the highest Chronic Count
Count of Is that have received Letter 1	Count of Is that have received Letter 1
Count of Is that have received Letter 2	Count of Is that have received Letter 2

Lead to action questions:

1. Are there any disparities for the two categories above?
2. If so, how can we be proactive in addressing these concerns?

[illegible]



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Problem Solving Meeting Agenda – ESE Discipline

Department of Accountability and Research Meeting Agenda



Title: ESE Discipline 10+ Days
Location: Teams Meeting

Date	Action Items	Power BI App if Applicable	Person Responsible	Status
8/29/2022	See if drop-downs for 504, Primary Exceptionalities, and Under Evaluation can be added	Discipline	Houston to check with Dr. McMahon	Although we are running out of room on the dashboard, Dr. McMahon will look at adding 504 (Not Yet) and Primary Exceptionality (this is on the Redicism and ODR Requires Admin page). Under Evaluation can not be added at this time.
8/29/2022	What does the -1.00 mean in transportation as related to distance	Discipline	Houston to check with Dr. McMahon	Dr. McMahon checked last year and there is no clear answer - this data is completed by an outside vendor. We can't fix from our end.
8/29/2022	Why was there a discrepancy between Reported by ODR and the Transportation page	Discipline	Houston to check with Dr. McMahon	Fixed
9/12/2022	Adding Primary Exceptionality/504 to help with Problem Solving	Discipline and Academics	Dr. McMahon	Dr. McMahon to investigate Count of 504's have been added to ALL the Target Teacher Dashboards Primary Exceptionality has been added to Target Teacher Dashboards for Student Page and Accommodations
9/12/2022	OSS - ESE - Reviewed Students	Discipline - Classroom Removals	Dr. McMahon will send report of students getting close to their 10 days	7 or more - schedule for MDR
9/12/2022	Noticings: ALTOSS - very few are using this consequence	Discipline - Classroom Removals		This was brought forward to SPSS and Extended Cabinet. This is being looked at and rectified
9/12/2022	Noticings: Classroom/Hallways - most of the referrals; Hallways most OSS	Discipline - Classroom Removals		
10/10/2022	FOCUS report for 5+ not working		Dr. McMahon	Email has been sent to IT
10/10/2022	Add Ainsley and Rachel to District Report Utilization		Dr. McMahon	Email has been sent to IT



African American Achievement Plan 2022-2023

Assurances of Implementation of Strategies/Action Steps

Problem Solving Meeting Attendance – ESE Discipline

Department of Accountability and Research

Meeting Agenda



Month 22-23	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May
Date	29	12	10							
Moore, Rachel	✓	✗	✓							
Houston, Jody	✓	✓	✗							
Ladow, William	✗	✗	✗							
Mathews, Daphne	✓	✗	✓							
Mcgill, Laura	✓	✓	✓							
McGough, Traci	✓	✗	✗							
Robb, Jill	✓	✓	✗							
Rojas, Jessica	✓	✓	✓							
Seeley, Ainsley	✓	✓	✓							
Whitton, Kristi	✗	✓	✗							
Wolf, Kat	✓	✓	✓							
McMahon, Brian	✗	✓	✓							



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Artifacts AAAP 2.2


7.27.22 School Counselor PD



Agenda

School Counselor Role
School Counselor Manual
Graduation Success
2022 – 2023 Campaigns
Documentation
Upcoming Dates and Events
FLVS Updates
Attendance and Mental Wellness (Power BI)

9.27.22 School Counselor PD



Agenda

- 8:00 – 8:30 A.M. - PBIS with Claudia Navarro
- 8:30 – 8:50 A.M. - Mental Wellness Referrals-
Best Practice with Darian Minzenmayer
(Future MW Referral questions call, Ext. 6219)
- 8:50 – 9:00 A.M. - BREAK
- 9:00 – 10:00 A.M. – Power Hour with Ginger Bernal
 - I. Updates/Reminders
 - II. School Counselor Manual- Responsibilities Pg. 36
 - III. Life Skill Resources- SC Teams Channel
 - IV. PIGGs for SCs
- Questions/Feedback
- Adjournment



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Artifacts AAAP 2.3:

9.6.22 Extended Cabinet Data Briefing Agenda

DATA BRIEFING - AGENDA



Date: 9.6.22

Facilitator: Dr. Brian McMahon

Staff in Attendance

- ☐ Dr. David K. Moore, Superintendent | ☐ Scott Bass, Deputy Superintendent
- ☐ Kelly Baysura, Asst Sup | ☐ Beth Crisafulli, Director | ☐ Pamela Dampier, Asst Sup
- ☐ Cindy Emerson, Director | ☐ Ronald Fagan, CFO | ☐ Dr. Christina Jacobs, Chief of Staff
- ☐ Cristen Maddux, PIO | ☐ Dr. Brian McMahon, Director | ☐ Michelle Olk, Director
- ☐ Dr. Kyra Schafte, Director | ☐ Eric Seymour, Asst Sup

Guests:

Item	Staff Responsible
School Grade Update	McMahon
Attendance/Discipline/PBI Usage	McMahon
Update on Teacher Target Dashboard	McMahon
Cambium/STAR	McMahon
Review of Next Steps	Extended Cabinet

School Grade	Current 21-22	Hypothetical 22-23
A	62-100%	66-100%
B	54-61%	54-65%
C	41-53%	34-53%
D	32-40%	21-33%
F	0-31%	0-20%



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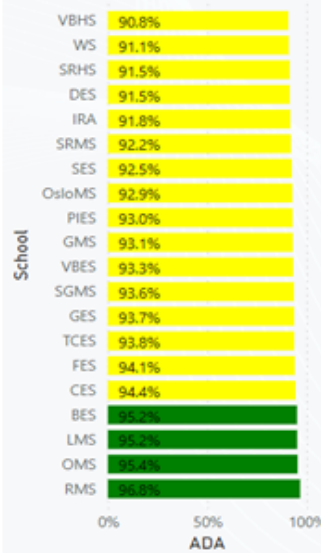
Assurances of Implementation of Strategies/Action Steps

9.6.22 Extended Cabinet Data

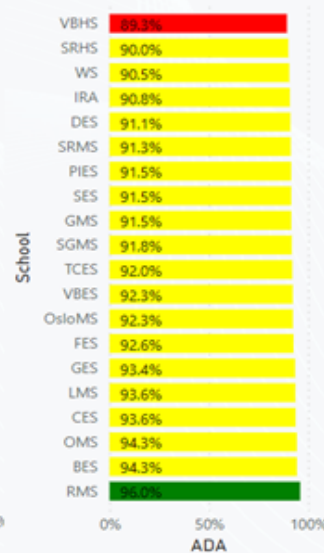
SDIRC Extended Cabinet - 9/6/22

Student Attendance			
Type	ADA YTD	ADA 2 Wk	Trend
District	92.8%	91.5%	↓ -1.3%
K-2	93.9%	92.7%	↓ -1.2%
3-5	94.5%	93.6%	→ -0.9%
6-8	92.8%	91.6%	↓ -1.2%
9-12	91.0%	89.5%	↓ -1.5%

ADA by School



ADA by School



Staff Attendance			
	ADA YTD	ADA 2 Wk	Trend
District	96.5%		
IN	98.7%		
NI	95.0%		
NB	93.7%		

LOCATION_TITLE	Attendance Rate
Pelican Island Elem Ext Day	100.0%
Wabasso School For Exceptional	98.7%
Glendale Elementary	98.6%
Vero Beach Elementary	98.6%
Pelican Island Elementary	98.5%
Rosewood Elementary	98.4%
Fellsmere Elementary	98.3%
Citrus Elementary	98.1%
Treasure Coast Elementary	98.0%
Beachland Elementary	97.9%
Gifford Middle School	97.9%
Oslo Middle School	97.7%
Pre-Kindergarten Program	97.6%
Osceola Elementary	97.5%
Indian River Academy	97.3%
Student Services	97.2%
Sebastian River Middle Sch	96.9%
Transportation	96.8%
Storm Grove Middle School	96.8%
Sebastian Elementary	96.7%
Ese School Wide	96.5%
Vero Beach High School	96.3%
Sebastian River High School	96.1%
Dodgertown Elementary	96.0%
Superintendent's Office	96.0%
Curriculum & Instructional	95.9%
Liberty Elementary	95.7%
Ir Prep	94.9%
Business & Finance	94.8%
Purchasing/Warehouse	93.9%
Information Technology Dept	93.2%
SPSS	93.0%
Office of SAAA	92.5%
Facilities Management	92.4%
Building Department	91.7%
Physical Plant	91.6%
School Ops and HCO	91.5%
Treasure Coast Technical College	89.6%

Student Discipline							
ODR	Ct ODR/Day YTD	Ct ODR/Day 2 Wk	Trend	ODR	B/W RR YTD	B/W RR 2 Wk	Trend
District	35.8	47.3	↓ 11.5	District	3.15	2.82	↑ -0.33
K-2	2.9	4.4	→ 1.5		B/W RR YTD	B/W RR 2 Wk	Trend
3-5	1.8	2.3	→ 0.5	Sus			
6-8	13.6	18.4	↓ 4.8	District	2.83	2.52	↑ -0.31
9-12	17.6	22.2	↓ 4.6		H/W RR YTD	H/W RR 2 Wk	Trend
Suspension	Ct YTD	Ct 2 Wk	Trend	ODR			
ALTOSS	0.6	0.4	→ -0.2	District	0.74	0.7	→ -0.04
ASPIRE	9.9	13.5	↓ 3.6		H/W RR YTD	H/W RR 2 Wk	Trend
OSS	3.1	3.8	→ 0.7	ODR			
				District	1.15	0.77	↑ -0.38