



African American Achievement Plan 2022-2023

Assurances of Implementation of Strategies/Action Steps

Quarter of the School Year: 2

School: Sebastian Elementary School of The Arts

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 December 19, 2022: _____ *LWF* _____ (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?)

- Our biggest area of progress this quarter is the drastic decrease in Bus Discipline Issues on Rt 34, our bus coming from Gifford which brings in many of our AA students from the Gifford Apartment Complexes. We have implemented our "Pride in our Ride" PBIS program which has been very helpful in the decrease of referrals. We have decreased our referrals by 94%. The number went from 82 referrals for the 1st quarter to 5 referrals this 2nd quarter. **Please see the attached PowerPoint for review.**

Next Steps >>We will continue our academic supports for our Bottom 35% students. This support will be provided during an intervention block during school hours as well as during after school programs. Regular leadership meetings will occur to ensure building capacity of standards-based instruction and social emotional learning. During meetings, the team will focus on academic content pertaining to all subject areas, professional development updates, analysis of schoolwide data and problem solving. Sebastian Elementary team will continue to implement a schoolwide PBIS structure to cultivate a positive environment and to motivate students throughout grade levels. We will continue our PBIS Bus Program.

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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Quarter of the School Year: 2

Date of Summary: December 19, 2022

School: Sebastian Elementary School Of The Arts

Strategies: 1.1, 1.2, 1.3, 1.4, 2.1, 2.2, 2.4

Strategy AAAP 1.1 (ALL SCHOOLS): Ensure that African American History teachings are implemented in alignment with established curriculum maps for grades K-12.

Number of Walk-throughs to Observe Implementation of African American History Teachings	1
Date(s) of Support Provided to School Leadership Teams (i.e., August 1, 2022)	Dec. 15, 2023
Summary of Observation(s):	No AA History Teachings recorded in lesson plans for this Quarter

Strategy AAAP 1.2 (ELEMENTARY ONLY): Ensure that African American students who show a substantial deficiency in reading in grades K-3 per i-Ready, receive targeted reading intervention as defined by the District's Reading Plan.

Date of Quarterly School-Based Data Reviews of Students Performing in the Lowest Quartile in Grades K-3 (i.e., August 1, 2022)	December 16, 2022
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African American Students Receiving Interventions for Substantial Reading Deficiencies

Kindergarten			First			Second			Third		
Ct Need Fun Read & Scheduled	Ct Need Fun Read	Percent (%)	Ct Need Fun Read & Scheduled	Ct Need Fun Read	Percent (%)	Ct Need Fun Read & Scheduled	Ct Need Fun Read	Percent (%)	Ct Need Fun Read & Scheduled	Ct Need Fun Read	Percent (%)
2	2	13%	4	3	25%	5	4	31%	4	3	33%

**Data should be retrieved from the Power BI 2022 – 2023 Scheduling App – ScheduleAudit.*

Strategy AAAP 1.3 (SECONDARY ONLY): 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 School Level Review(s) of Early Warning Indicators for African American Students: (i.e., August 1, 2022)	
Summary of Action Steps / Plan Based Upon Reviews of Early Warning Indicators for African American Students:	

Strategy AAAP 1.4 (SECONDARY ONLY): Implement processes to ensure that African American students have equitable access to advanced and accelerated courses in middle school and high school.

**Percentage of Racial Subgroup Enrolled in Advanced/Accelerated Courses During the Quarter
All Grade Levels Served by the School (Combined)**

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



African American Achievement Plan 2022-2023

Assurances of Implementation of Strategies/Action Steps

Black/African American (%)	White, Non-Hispanic (%)

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

Date(s) of Problem-Solving Session(s) for <u>Discipline</u> :	12/15/2022
Summary of Action Steps / Plan Based Upon Problem Solving Session(s) for <u>Discipline</u> :	Reviewed Discipline Data with Leadership Team. Most of the Discipline is still related to the bus write ups on Rt 34 which is our Minority bus from Gifford. However there has been a significant drop with a 94% decrease in referrals. See uploaded report.

Achievement

Date(s) of Problem-Solving Session(s) for <u>Achievement</u> :	12/15/2022
Summary of Action Steps / Plan Based Upon Problem Solving Session(s) for <u>Achievement</u> :	Reviewed Achievement Data with Leadership Team. Academic support will continue to be provided for all AA students. This will be provided during an intervention block during school hours as well as during after school programs. Regular leadership meetings will occur to ensure building capacity of standards-based instruction and social emotional learning. During meetings, the team will focus on academic content pertaining to all subject areas, professional development updates, analysis of schoolwide data and problem solving. Sebastian Elementary team will implement a schoolwide PBIS structure to cultivate a positive environment and to motivate students throughout grade levels.

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

Number of Students in Racial Subgroup Supported by an Alternative Intervention Measures (A.I.M.) Advocate or Alternative School-based Program to Inspire Renewed Excellence (A.S.P.I.R.E.) Teacher During the Quarter
All Grade Levels Served by the School (Combined)

Black/African American (%)	White, Non-Hispanic (%)



African American Achievement Plan 2022-2023

Assurances of Implementation of Strategies/Action Steps

Strategy AAAP 2.4 (ALL SCHOOLS): Ensure that School Improvement Plans for all schools specifically address how schools are providing interventions related to achievement gaps for African American students.

Date of Quarterly Review of School Improvement Plan: (i.e., August 1, 2022)	December 15, 2022	
Does the School Improvement Plan Continue to Address the Achievement Gap for African American Students?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No*	* If no, what modifications will be made to address the achievement gap?
Summary of Action Steps / Plan based upon District Impact Review (based upon District & School Level Reviews):	Academic support will be provided for all AA students in ELA, Math, and Science. This will be provided during an intervention block during school hours as well as during after school programs. Regular leadership meetings will occur to ensure building capacity of standards-based instruction and social emotional learning. During meetings, the team will focus on academic content pertaining to all subject areas, professional development updates, analysis of schoolwide data and problem solving. Sebastian Elementary team will implement a schoolwide PBIS structure to cultivate a positive environment and to motivate students throughout grade levels.	

Strategy AAAP 3.1 (ALL SCHOOLS QUARTERS 2-4 ONLY): Engage in ongoing communication regarding the availability of extracurricular activities through the provision of a resource that provides information for individual schools.

Date of Quarterly Review of Extracurricular Activity Student Participation Data within Focus Student Information System:	12/19/2022	
Total Count of African American Students Participating in One or More Extracurricular Activities (#)	Total Count of African American Students Enrolled (#)	Total Percent of African American Students Participating in One or more Extracurricular Activities (%)
5	89	4.5
Summary of Action Steps/Plan to Increase Communication Regarding the Availability of Extracurricular Activities:	WE continue to add students to our programs. Our afterschool program will start in Quarter 3 which will also increase our AA Numbers in our Extracurricular activities.	
(SECONDARY ONLY) Number of Students Participating in the African American Student Council (All Grade Levels)		

*Data should be retrieved from the Power BI [Extracurricular Activities](#) public-facing dashboard.



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Strategy AAAP 4.3 (ALL SCHOOLS): Maintain diverse interviewing committees, while using universal application and interview protocols for the selection of instructional vacancy candidates.

Number of Interviews Conducted by the Interview Committee:	0
Percentage of Interviewers on Interview Committee by Race	
Black/African American (%)	White, Non-Hispanic (%)
50%	50%
(OPTIONAL) Additional information:	No interviews this quarter

Sebastian Elementary School



***P*3** Follow-up Meeting

Department of Student Services
December 16, 2022



Agenda

- PowerBI Data Review
- Feedback
- P^3 Compliance Checklist



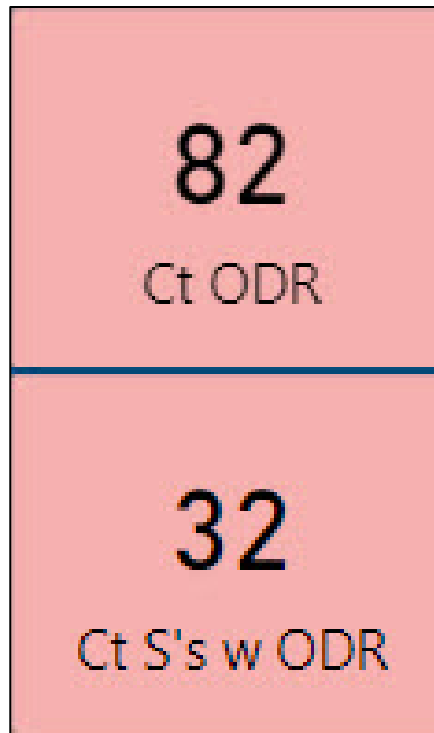


Transportation Referrals

Power BI: data retrieved 12.15.22

August 10 – November 4
(Before Implementation)

November 7 – December 14
(After Implementation)



94% decrease

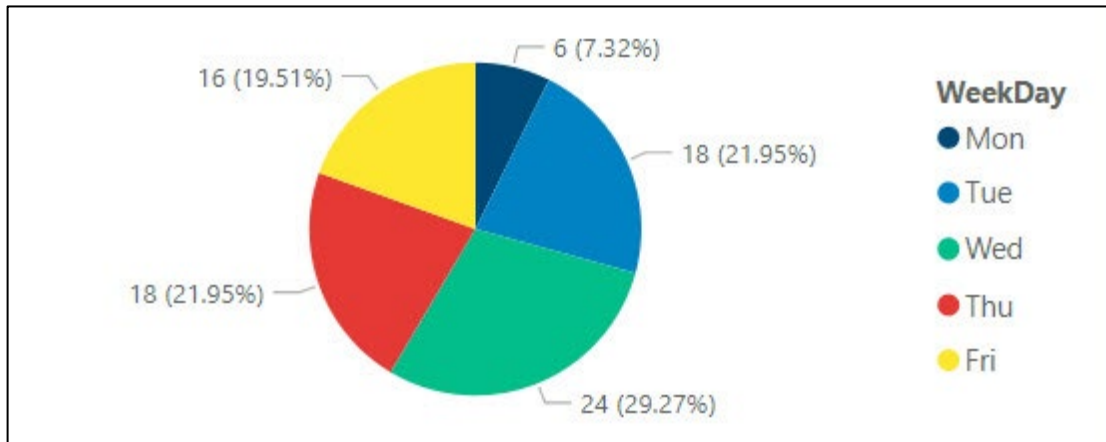
88% decrease



Transportation Referrals

Power BI: data retrieved 12.15.22

August 10 – November 4
(Before Implementation)



November 7 – December 14
(After Implementation)



Wednesday (24 referrals)

96% decrease



Wednesday (1 referral)

Thursday (18 referrals)

78% decrease



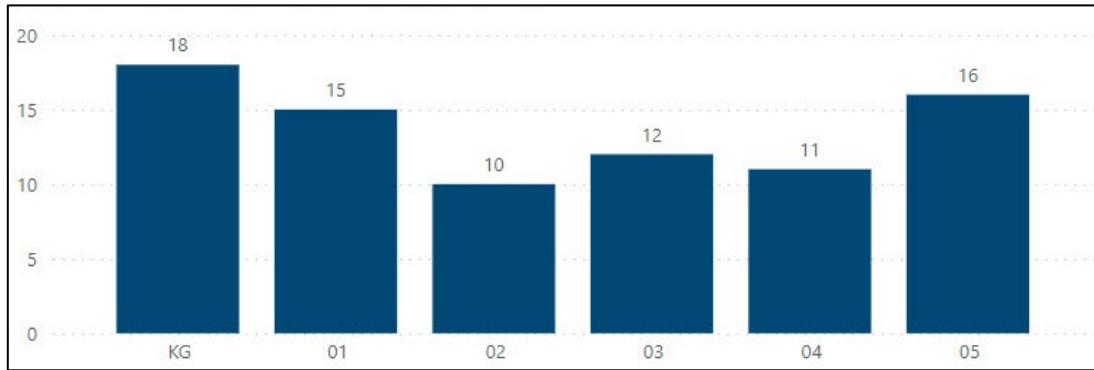
Thursday (4 referrals)



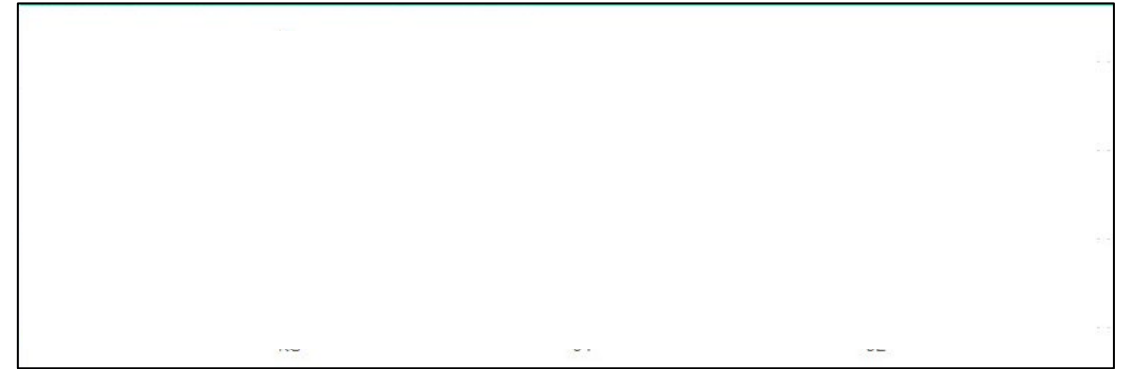
Transportation Referrals

Power BI: data retrieved 12.15.22

August 10 – November 4
(Before Implementation)



November 7 – December 14
(After Implementation)



Kindergarten (18 referrals)

83% decrease

Kindergarten (3 referrals)

Grade 1 (15 referrals)

93% decrease

Grade 1 (1 referral)

Grade 2 (10 referrals)

90% decrease

Grade 2 (1 referral)

Grades 3, 4, 5 (39 referrals)

100% decrease

ZERO Referrals for 3 - 5

What Are Your Noticings?

- Behavior – bus/campus
- Application - challenges
- Suggestions – additions/revisions



GOAL

To decrease the number of transportation discipline referrals and suspensions
To increase the number of positive transportation referrals



INPUTS

In order to accomplish our goal we need the following resources:

PERSONNEL

Prevention Intervention Specialists
Director of Transportation
Transportation Professionals
Administrators
PBIS Coaches
School Counselors
ESE Professionals

SCHOOLS

Sebastian Elementary
Dodgertown Elementary

RESOURCES

PBIS Bus Posters
Bus Bucks
PBIS Bus Binder

ACTIVITIES

Accomplishing the following activities will result in the following measurable deliverables:

Training for Transportation Prof.
Coaching & Modeling via Bus Ride-Along

PBIS Bus Training for Students
PBIS Bus Training Video to Introduce Pilot Program

Post PBIS Bus Posters on Campuses and Buses
Provide Boxes & Bags to Contain & Collect Bus Bucks
Review Materials in Bus Binder with Transportation Prof.

OUTPUTS

Accomplishing these activities will result in the following measure of progress:

19 Transportation Professionals Participating
Training Provided to 19 Transportation Professionals
12 Buses Ridden by PIS

Training Provided to 773 Students
Training Provided to Staff at 2 Schools
Info Provided to Families at 2 Schools
Training Video Provided to 2 Schools

512 PBIS Bus Expectation Posters Posted on Buses
2 PBIS Bus Posters Posted on School Campuses
12 Boxes & Bags to Contain & Collect Bus Bucks
12 Bus Binders Distributed to 19 Transportation Professionals

OUTCOMES

We expect the following measurable changes:

Transportation Professionals Demonstrate Proactive Strategies to Address Student Behavior.
Schools Share Consistent Message with Students/Families About PBIS Bus Expectations.

Schools and Transportation Department Participate in a Collaborative Partnership.
Bus Suspensions and Discipline Referrals Decrease.
Positive Behaviors Increase.

Increase in Transportation Professionals' Job Satisfaction.
Improved School Attendance.
Improved Academic Achievement.

ASSUMPTIONS

Students will be receptive to PBIS Bus Program.

Drivers and schools will implement program consistently and with fidelity.

EXTERNAL FACTORS

District and/or schools may impact program success (buy-in, fidelity, funding).

School characteristics and/or demographics may impact program success.

ACTIVITIES

Accomplishing the following activities will result in the following measurable deliverables:

Training for Transportation Prof.
Coaching & Modeling via
Bus Ride-Along

PBIS Bus Training for Students
PBIS Bus Training Video to
Introduce Pilot Program

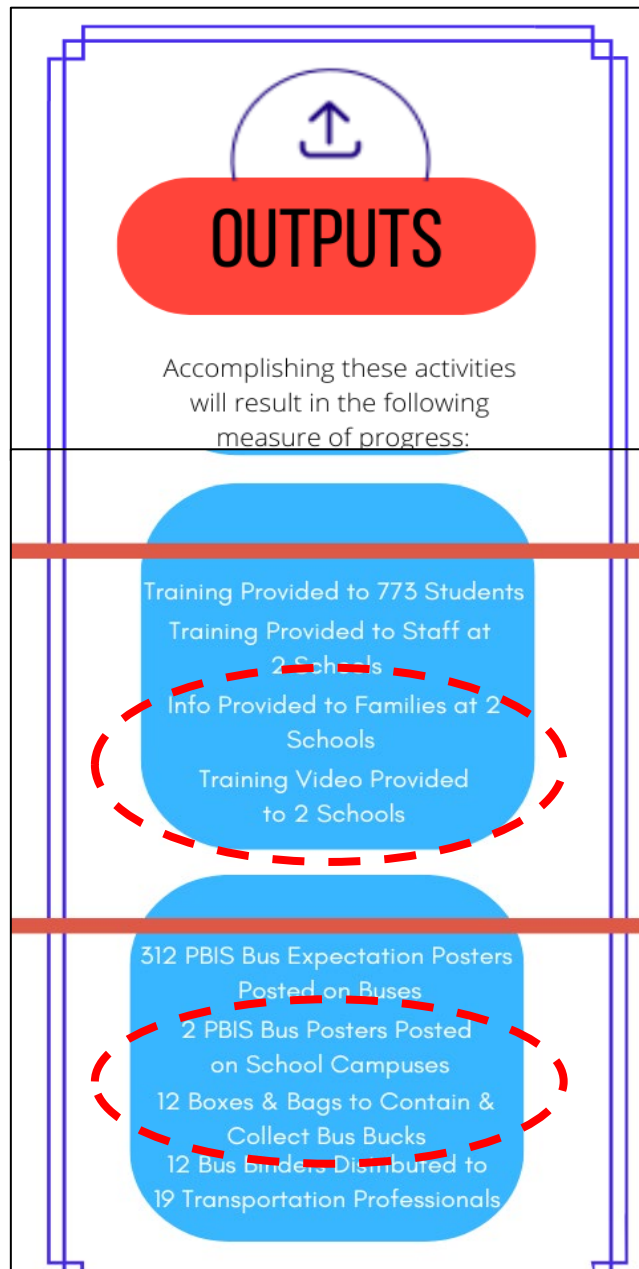


PBIS Transportation Pilot Program Department of Student Services Coaching & Modeling Schedule (SES)

PERSON COMPLETING RIDE-ALONG	DATE	AM	PM	BUS ROUTE
Ashley Dowdell	Wednesday, November 16	<input checked="" type="checkbox"/>	<input type="checkbox"/>	34
Ashley Dowdell	Thursday, November 17	<input type="checkbox"/>	<input checked="" type="checkbox"/>	42
Claudia Navarro	Friday, November 18	<input type="checkbox"/>	<input checked="" type="checkbox"/>	47
Ginger Bernal	Monday, November 28	<input type="checkbox"/>	<input checked="" type="checkbox"/>	49
Tony Adkins	Tuesday, November 29	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	50
	Wednesday, November 30	<input type="checkbox"/>	<input type="checkbox"/>	51

PERSON COMPLETING RIDE-ALONG	DATE	AM	PM	BUS ROUTE
		<input type="checkbox"/>	<input type="checkbox"/>	34
		<input type="checkbox"/>	<input type="checkbox"/>	42
		<input type="checkbox"/>	<input type="checkbox"/>	47
		<input type="checkbox"/>	<input type="checkbox"/>	49
		<input type="checkbox"/>	<input type="checkbox"/>	50
		<input type="checkbox"/>	<input type="checkbox"/>	51





- Info Provided to Families
 - November 5th Fall Festival
 - Brochures
 - Flyers, Social Media Posts

What's Next? – Training Video

- Display of Posters
 - Classrooms/Hallways
- Collecting Bus Bucks
 - Frequency
 - Procedures



OUTCOMES

We expect the following measurable changes:

- Transportation Feedback

Schools and Transportation Department Participate in a Collaborative Partnership.

Bus Suspensions and Discipline Referrals Decrease.

Positive Behaviors Increase.



PBIS Transportation Pilot Program Department of Student Services Planning for Recognition

BUS OF THE MONTH	DATE	PERSON	TYPE OF RECOGNITION
		driver/aide	



BUS OF THE MONTH

This driver always goes the extra mile!



TAKE PRIDE ON YOUR RIDE

MARCH		driver/aide	
		bus riders	
APRIL		driver/aide	
		bus riders	
MAY		driver/aide	
		bus riders	

CERTIFICATE OF RECOGNITION
THIS CERTIFICATE IS PROUDLY PRESENTED TO
Type Name Here
BUS OF THE MONTH

School Administrator

Date



P³ Compliance Checklist

P³ Compliance Checklist



Goal: To decrease the number of transportation discipline referrals and suspensions

School Year 22 - 23

Item	Description	Tasks	Due	Assigned to	Status	Resource list
1	Planning for Recognition Schedule	Determine days/awards and add to shared document in the Resource list	12.21.22	insert name(s) here	complete	Click here to access document
2	Coaching & Modeling Schedule (Bus Ride-alongs)	Assign days and add to shared document in the Resource list	01.09.22	insert name(s) here	in progress	Same document as above
3	Reteach Expectations to Students	Review PBIS Bus Expectations alongside SWPBIS Expectations with all students	January - TBD	insert name(s) here	not started	PP to be provided by Student Services
4	Video of PBIS Expectations	Create expectations video (SS available to provide support as requested)	January - TBD	insert name(s) here		
5	Family Engagement	Share video via social media; send home brochures and magnets	January - TBD	insert name(s) here		Brochures & magnets provided by Student Services
6	Updates on Social Media	Share images and highlights on twitter feed and/or Facebook	Bi-monthly	insert name(s) here		
7	Updates in Newsletter/Connect Ed Calls	Share reminders, encouragement, and highlights	Monthly	insert name(s) here		
8	Bulletin Board	Maintain display to provide a visual motivator for students	Ongoing	insert name(s) here		
9	Bus of the Month Photos	Take photos of driver with students each month; display on campus and post on social media	Monthly	insert name(s) here		
10	Bus of the Month Certificates	Add Bus of the Month Driver's name (and aide) to certificate, print, and present (pdf is editable in Adobe)	Monthly	insert name(s) here		Click here to download certificate
11	Bus of the Month Poster	Present poster to be displayed in front passenger window of the bus.	Monthly	insert name(s) here		Click here to download new copies if needed

Click image to go directly to the compliance checklist.



THANK YOU!