



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

Quarter of the School Year: 2

District Office/Department: Human Capital and Operations

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 January 6, 2023: SB (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?)

Human Resources continues to seek and hire diverse candidates for teaching positions by ensuring that the process is universal for all. However, as we experienced in the first quarter, less individuals are applying for teaching positions which again is not unique to SDIRC. Recruitment and Retention remain a priority and we continue to actively participate in recruitment events and activities hosted by HBCUs. Extended Day's collaboration with outside agencies to provide enrichment programs and tutoring is proving to be very successful, and participation is increasing. Transportation's on-going effort to promote and provide depot stops has made a tremendous impact in ensuring all students are able to attend the school of their choice.



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Strategies: 1.5, 4.2, 4.3, and 5.3

Strategy AAAP 1.5: Reduce barriers (e.g., outreach, registration, cost, location, transportation) in order to increase African American student participation in extended learning programs.	
Strategy Implemented	Summary of Evaluation of Impact of Strategy Implemented
Partner with outside agencies to provide financial assistance so all students can attend	Cost of program does not inhibit the attendance of all students
Offer after-school tutoring and enrichment programs to all students to assist with academic success in school.	Certified teachers are providing extra help to students which allows them opportunities to practice and fully understand concepts taught during the course of the school day. This establishes continuity in regular classroom instruction as the foundational knowledge has been established.
Collaborate with outside agencies to provide additional academic access to various enrichment learning.	Students are exposed to different career paths that may spark their interest and/or open their minds to new possibilities, thereby bringing enrichment as well as diversity to their learning.

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
Continuous Job Postings	https://www.indianriverschools.org/directory/jobs
Utilize other platforms to publish instructional staff vacancies	Partnered with Ed Weekly and Diversity in Ed for job wrapping and all vacancies are also posted to Indeed

*Attach examples of contacts with career placement offices or HBCUs

Strategy AAAP 4.3: Maintain diverse interviewing committees, while using universal application and interview protocols for the selection of instructional vacancy candidates.	
Summary of Planned Action Steps from Meeting	Interview committees are determined by the hiring administrator and monitored by the Director of Human Resources. Each time a candidate is referred for hire, the interview committee members names are provided by the hiring administrator.



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Strategy AAAP 5.3: Implement a school transportation plan that includes the use of school transportation depot stops to ensure equitable access to school transportation.

Date(s) of Dates of Communication/Publicity Regarding School Transportation Depot Stops	Type of Communication/Publicity
July 29, 2022	Flyer distributed at Downtown Friday SDIRC Booth
August 10, 2022	Flyer, posted on district website transportation page, included in Parent Handbook for School Bus Transportation
October 8, 2022	Participated in Choice School Fair

*Attach examples of communication/publicity