



## African American Achievement Plan 2022-2023

### Assurances of Implementation of Strategies/Action Steps

**Quarter of the School Year: 3**

**School: Gifford Middle School**

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 March 29, 2023: \_\_\_\_\_CB\_\_\_\_\_ (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?)

We continue to make steps towards a much more proportional data set when related to representation of African American students. The school-based team is remaining vigilant in ensuring that systems and measures are in place to continue to move the mark in the right direction.

Based on the Recent Assessment Data Prior to Spring break it is evident that we need to focus on Math, ELA, and Science.

When we review our discipline data there is a high rate of African American students that are getting Aspire and/or ALTOSS. We are aware and are working to ensure that there is a higher sense of vigilance when considering consequences.



## African American Achievement Plan 2022-2023

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**Quarter of the School Year: 3**

**Date of Summary: March 29, 2023**

**School: Gifford Middle School**

**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	5
Date(s) of Support Provided to School Leadership Teams (i.e., August 1, 2022)	1/13/23, 1/20/23, 1/27/23, 2/23/23, 3/9/23
Summary of Observation(s):	Develop and implement a curriculum matrix that integrates African American History teachings in grades 6-8 that is included in the curriculum map. Conducted at least 4 quarterly Classroom walk throughs to ensure integration into classroom instruction and provide written report of feedback

**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)												
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 (%)	

**\*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)	1/13/23, 1/20/23, 1/27/23, 2/24/23, 3/13/23
Summary of Action Steps / Plan Based Upon Reviews of Early Warning Indicators for African American Students:	The following is a summary of the intervention/tutoring/enrichment groups developed based off of the Data Review Mtgs:



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- Math Tutoring Focusing on our level 2.5's 14 of the 43 which are black students that fall into this category
  - Wednesdays from 2:45-4:30pm
- Math interventions with 43 students that are Level 2.5's 14 of which are black students
  - Every day with the exception of Wednesdays which is ½ day intervention and ½ day coaching/co teacher support
- Math Based interventions T and Th 2:45-4:30
  - 4 teachers working with a total of 24 students 17 of which are black.
- ELA Intervention with Reading Coach daily with 55 students on a rotating schedule with their Intensive Reading Teacher.
  - 24 of the 55 students are black
- Course Recovery for Math and ELA
  - We have none of them staying afterschool to complete
  - We have begun running this through rotating critical thinking days
- Math afterschool tutoring for algebra and geometry
  - T-Th 2:45-4:30pm
- 6<sup>th</sup> and 7<sup>th</sup> Grade ELA Tutoring
  - T & Th
  - 14 students
- 8<sup>th</sup> Grade Sci Tutoring
  - Wednesdays from 2:45-4:30pm
- Math Coaching Cycles with district support
- Math Sharing best practices with 2 of the math teachers
  - Provide coverage to the 2 teachers so that they can visit the classes of their co-workers that are demonstrating highly effective skills.

**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)

Black/African American (%)	White, Non-Hispanic (%)
13%	59%

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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**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> :	1/13/23, 1/20/23, 1/27/23,, 2/24/23, 3/13/23
Summary of Action Steps / Plan Based Upon Problem Solving Session(s) for <u>Discipline</u> :	<p>Met with the schools success coach and AP's to develop a plan to monitor ODR's. The first task on the list was to identify and implement a point based CICO level system and expectations tied to schoolwide expectations/PBIS. This system provides consistency for the students, as well as for the teachers in the class. Research proves that these students will excel in environments that are consistent with rules and expectations. Collected data is broke down into a "yes" or a "no" for that time period, which provided the student a percentage of behavior daily. This not only helps the students stay on track of their behavior, provides a visually track, gives parents a daily synopsis, but also provides a daily lesson of math with percentages for the students.</p> <p>Grade level assemblies have been held each quarter to reiterate the expectations associated with discipline. Quarterly PBIS celebrations have been held for the students that have demonstrated the ability to arrive to class on time, not have any detentions, referrals, or days in ASPIRE.</p>
Achievement	
Date(s) of Problem-Solving Session(s) for <u>Achievement</u> :	1/13/23, 1/20/23, 1/27/23, 2/24/23, 2/24/23, 3/16/23 (PM3 Data Review)
Summary of Action Steps / Plan Based Upon Problem Solving Session(s) for <u>Achievement</u> :	<p>Monitor data to ensure that African American students who are not on grade level per 2022 FSA Data/Current FAST Data/Current iReady Data or who show a substantial deficiency in reading/math in grades 6,7,8 per teachers observations as aligned with the reading intervention as defined by the district reading plan are correctly placed in intensive reading, receiving additional tutoring support, or intervention support from reading coach and/or Math Coach during their elective blocks and/or afterschool on Wednesdays. We have adjusted the students being seen on T-Th by 4 math teachers to receive tutoring through A2. A similar approach is taken with regards to Science and Civics based on student assessment scores, formative assessment data, and</p>



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teacher observational data. On 3/16/23 we were able to use PM3 data, Unit Assessment Data, Comp Data, and the 2<sup>nd</sup> and final iReady Diagnostic assessment to further inform the level and direction of support per student.

#### 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 (%)
<b>10%</b>	<b>3.4%</b>

#### 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)	1/26/23 & 3/14/23	
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):	<ol style="list-style-type: none"> <li>1. Establish a collaborative planning department schedule on a specific day each week that all departments meet.</li> <li>2. Create a specific site for all departments to meet at for collaborative planning.</li> <li>3. Have the reading coach receive training of the collaborative planning process from a model school and bring back to GMS to implement.</li> <li>4. Attend collaborative planning mtg.</li> <li>5. Admin attend the collaborative planning meetings to see implementation of the department crafted Collaborative Planning Forms.</li> <li>6. Admin attend the collaborative planning meetings to see implementation of the Collaborative Planning process.</li> <li>7. Monitor process and refine steps as needed.</li> </ol>	

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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	<p>8. Provide ongoing feedback to the departments as needed.</p> <p>9. Conduct data chats during planning to ensure student needs are being met in the African American Subgroup.</p> <p>10. Evident transfer of items and strategies discussed in collaborative planning being evident in fidelity walks and evaluative walks.</p> <p>11. Evidence of lessons containing district adopted instructional materials and curriculum maps.</p> <p>12. Evidence of data-based decisions using state, district, and classroom assessments</p> <p>Support for students in the African American subgroup evident.</p>
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#### 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:		
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 (%)
42	256	16.4%
Summary of Action Steps/Plan to Increase Communication Regarding the Availability of Extracurricular Activities:		Action Steps to Increase Communication Regarding the Availability of Extracurricular Activities include: Posting on Twitter, Facebook, School Website, Connect Ed Calls, Flyers being sent home.
(SECONDARY ONLY) Number of Students Participating in the African American Student Council (All Grade Levels)		11

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

#### 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:	
Percentage of Interviewers on Interview Committee by Race	
Black/African American (%)	White, Non-Hispanic (%)
58%	42%
(OPTIONAL) Additional information:	

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

# Gifford Middle School

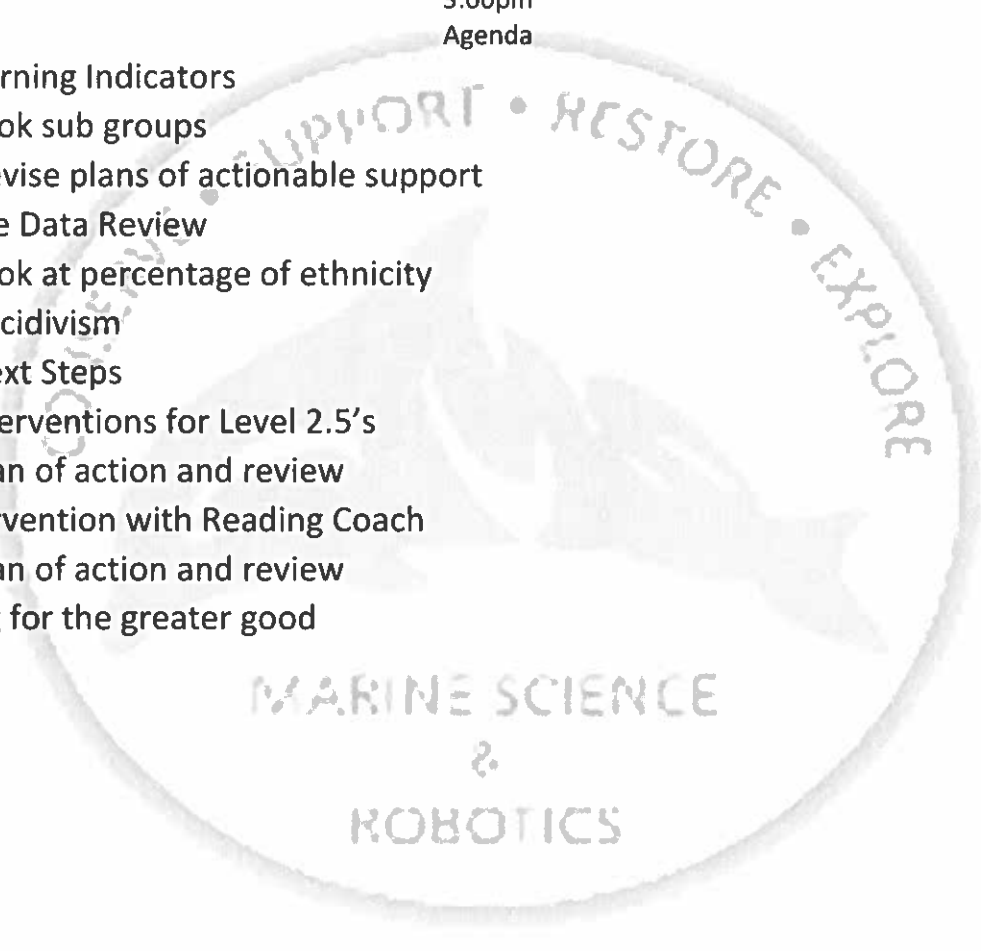
## Leadership Mtg

January 13, 2023

3:00pm

Agenda

1. Early Warning Indicators
  - a. Look sub groups
  - b. Devise plans of actionable support
2. Discipline Data Review
  - a. Look at percentage of ethnicity
  - b. Recidivism
  - c. Next Steps
3. Math interventions for Level 2.5's
  - a. Plan of action and review
4. ELA Intervention with Reading Coach
  - a. Plan of action and review
5. Anything for the greater good



*Gifford Middle School will be a model for the state in the area of Marine Science and Robotics exploration through the integration of engaging STEAM based projects and a collaborative school community.*



# Gifford Middle School

## Leadership Mtg

January 20, 2023

3:00pm

Agenda

1. Early Warning Indicators
  - a. Look sub groups
  - b. Devise plans of actionable support
2. Discipline Data Review
  - a. Look at percentage of ethnicity
  - b. Recidivism
  - c. Next Steps
3. Math interventions for Level 2.5's
  - a. Plan of action and review
4. ELA Intervention with Reading Coach
  - a. Plan of action and review
5. Anything for the greater good



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# Gifford Middle School

## Leadership Mtg

January 27, 2023

3:00pm

Agenda

1. Early Warning Indicators
  - a. Look sub groups
  - b. Devise plans of actionable support
2. Discipline Data Review
  - a. Look at percentage of ethnicity
  - b. Recidivism
  - c. Next Steps
3. Math interventions for Level 2.5's
  - a. Plan of action and review
4. ELA Intervention with Reading Coach
  - a. Plan of action and review
5. Anything for the greater good

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# Gifford Middle School

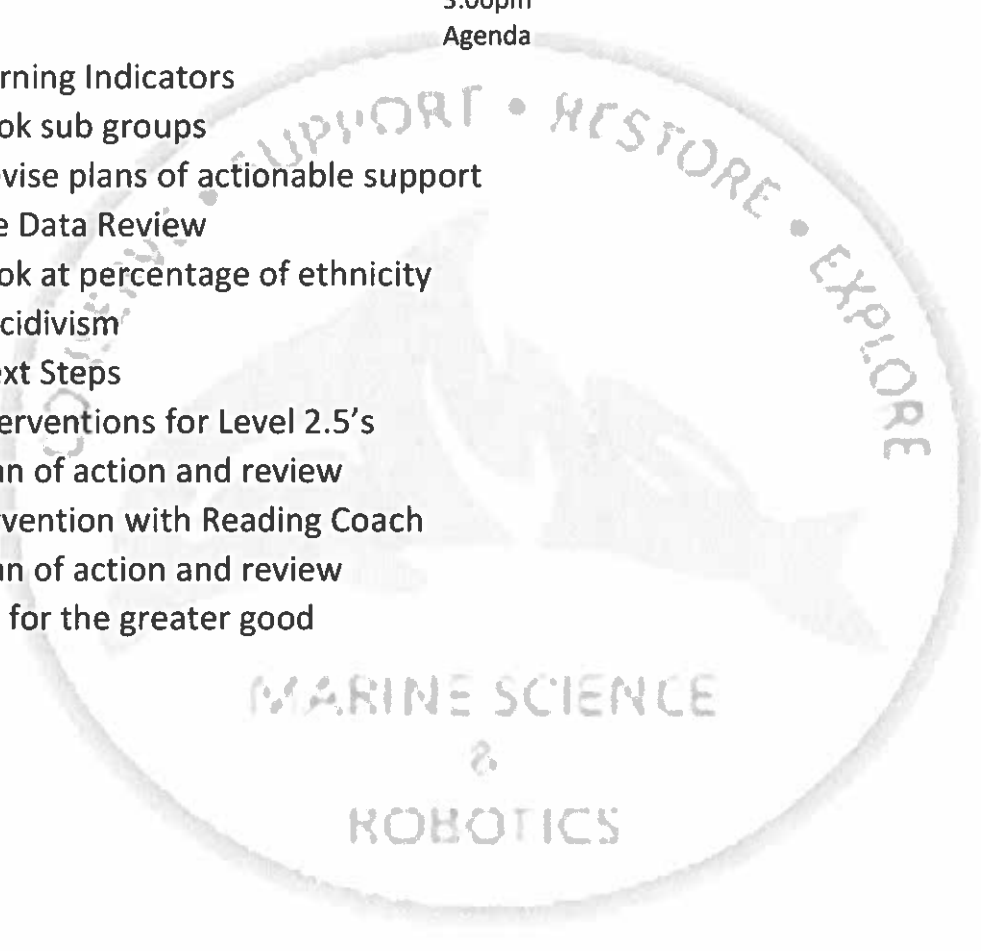
## Leadership Mtg

February 24, 2023

3:00pm

Agenda

1. Early Warning Indicators
  - a. Look sub groups
  - b. Devise plans of actionable support
2. Discipline Data Review
  - a. Look at percentage of ethnicity
  - b. Recidivism
  - c. Next Steps
3. Math interventions for Level 2.5's
  - a. Plan of action and review
4. ELA Intervention with Reading Coach
  - a. Plan of action and review
5. Anything for the greater good



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# Gifford Middle School

## Leadership Mtg

March 13, 2023

3:00pm

Agenda

1. Early Warning Indicators
  - a. Look sub groups
  - b. Devise plans of actionable support
2. Discipline Data Review
  - a. Look at percentage of ethnicity
  - b. Recidivism
  - c. Next Steps
3. Math interventions for Level 2.5's
  - a. Plan of action and review
4. ELA Intervention with Reading Coach
  - a. Plan of action and review
5. Anything for the greater good

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AAAP 2.2

Black

59 of 584

10%

Schl	Student Name	GD	Date	Location	Action
GMS		06	2/17/2023	Gym	ALTOSS
GMS		06	3/13/2023	Classroom	ALTOSS
GMS		06	1/10/2023	Hallway / C	ALTOSS
GMS		08	2/13/2023	Playground	ALTOSS
GMS		06	2/10/2023	Gym	ALTOSS
GMS		06	3/13/2023	Classroom	ALTOSS
GMS		08	2/14/2023	Gym	ALTOSS
GMS		06	3/10/2023	Classroom	ALTOSS
GMS		06	2/15/2023	Gym	ALTOSS
GMS		06	3/8/2023	Hallway / C	ALTOSS
GMS		07	3/8/2023	Hallway / C	ALTOSS
GMS		06	1/13/2023	Cafeteria	ALTOSS
GMS		07	1/10/2023	Hallway / C	ALTOSS
GMS		08	2/10/2023	Gym	ALTOSS
GMS		07	1/20/2023	Restroom	ALTOSS
GMS		06	1/13/2023	Classroom	ALTOSS
GMS		07	3/1/2023	Cafeteria	ALTOSS
GMS		08	1/11/2023	Hallway / C	ALTOSS
GMS		07	1/26/2023	Classroom	ALTOSS
GMS		07	3/10/2023	Hallway / C	ASPIRE
GMS		06	2/1/2023	Gym	ASPIRE
GMS		06	2/14/2023	Classroom	ASPIRE
GMS		08	3/9/2023	Classroom	ASPIRE
GMS		06	1/25/2023	Classroom	ASPIRE
GMS		06	2/7/2023	Other	ASPIRE
GMS		06	3/6/2023	Other	ASPIRE
GMS		07	2/2/2023	Gym	ASPIRE
GMS		08	2/10/2023	Classroom	ASPIRE
GMS		06	2/28/2023	Classroom	ASPIRE
GMS		06	3/7/2023	Classroom	ASPIRE
GMS		07	3/3/2023	Classroom	ASPIRE
GMS		07	1/24/2023	Classroom	ASPIRE
GMS		06	2/7/2023	Classroom	ASPIRE
GMS		06	3/6/2023	Classroom	ASPIRE
GMS		07	2/3/2023	Classroom	ASPIRE
GMS		07	2/6/2023	Classroom	ASPIRE
GMS		07	3/6/2023	Hallway / C	ASPIRE
GMS		07	3/7/2023	Classroom	ASPIRE
GMS		07	3/15/2023	Hallway / C	ASPIRE
GMS		08	2/7/2023	Hallway / C	ASPIRE
GMS		06	2/7/2023	Classroom	ASPIRE
GMS		06	2/3/2023	Gym	ASPIRE
GMS		07	2/3/2023	Classroom	ASPIRE
GMS		08	2/7/2023	Hallway / C	ASPIRE
GMS		07	2/1/2023	Classroom	ASPIRE
GMS		06	2/27/2023	Hallway / C	ASPIRE

AAAP 2.2

White 20 of 584

3.4%

Schl	Student Name	GD	Date	Location	Disc Code	Action
GMS		08	1/18/2023	Restroom	Under the Influence	ALTOSS
GMS		08	1/23/2023	Classroom	Tobacco/E-Cigarette	ALTOSS
GMS		08	2/13/2023	Classroom	Fighting (minor/distr	ALTOSS
GMS		07	1/10/2023	Hallway / C	Fighting (minor/distr	ALTOSS
GMS		07	2/9/2023	Classroom	Tobacco/E-Cigarette	ALTOSS
GMS		08	1/18/2023	Restroom	Tobacco/E-Cigarette	ALTOSS
GMS		06	3/8/2023	Classroom	Inappropriate Physic	ASPIRE
GMS		07	2/14/2023	Classroom	Inappropriate Behav	ASPIRE
GMS		07	3/6/2023	Hallway / C	Inappropriate Behav	ASPIRE
GMS		08	2/7/2023	Gym	Continuation of Leve	ASPIRE
GMS		07	2/1/2023	Restroom	Inappropriate Behav	ASPIRE
GMS		07	2/13/2023	Classroom	Inappropriate Behav	ASPIRE
GMS		08	2/3/2023	Hallway / C	Continuation of Leve	ASPIRE
GMS		07	3/2/2023	Classroom	Inappropriate Physic	ASPIRE
GMS		08	2/24/2023	Classroom	Continuation of Leve	ASPIRE
GMS		08	2/22/2023	Classroom	Inappropriate Behav	ASPIRE
GMS		08	2/7/2023	Cafeteria	Continuation of Leve	ASPIRE
GMS		06	3/8/2023	Classroom	Contraband	ASPIRE
GMS		07	2/1/2023	Restroom	Inappropriate Behav	ASPIRE
GMS		08	2/9/2023	Classroom	Continuation of Leve	ASPIRE

AAAP 3.1

Student	Activity	Date Added
	Lacrosse	
	Lacrosse	
	Lacrosse	
	Lacrosse	
	Lacrosse	
	Lacrosse	
	Lacrosse	
	Lacrosse	
	Lacrosse	
	Lacrosse	
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	Lacrosse	
	Lacrosse	2/3/2023
	Lacrosse	2/3/2023
	Lacrosse	2/3/2023
	Lacrosse	2/3/2023
	Lacrosse	2/3/2023
	Lacrosse	2/3/2023
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	Lacrosse	2/3/2023
	Lacrosse	2/3/2023
	Lacrosse	2/3/2023
Lacrosse	2/3/2023	
African American Student Cou	12/14/2022	
African American Student Cou	12/14/2022	
African American Student Cou	12/14/2022	
African American Student Cou	12/14/2022	
African American Student Cou	12/14/2022	
African American Student Cou	12/14/2022	
African American Student Cou	12/14/2022	
African American Student Cou	12/14/2022	
African American Student Cou	12/14/2022	
African American Student Cou	12/14/2022	
African American Student Cou	12/14/2022	
Volleyball	9/7/2022	
Volleyball	9/7/2022	
Volleyball	9/7/2022	

	Cheerleading	8/19/2022
	Cheerleading	8/19/2022
	Cheerleading	8/19/2022
	Cheerleading	8/19/2022
	Girls Dance/Steppers	9/13/2022