School District of Indian River County

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

Quarter of the School Year: 3

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 March 30, 2023: _____EJS_____ (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?)

There was progress made as we did see an increase in the total number of participants in extracurricular activities. Additionally, schools have increased their efforts to promote extracurricular activities by presenting the Champions List, increasing participation in District and non-District events (Play Ball Events in cooperation with Major League Baseball and hosted by the local Jackie Robinson Complex and accompanied by SDIRC, youth sports hosted by Parks and Recreation under an interagency agreement with SDIRC, My Kid Can; financial support for extracurricular activities through the SAAA Department, enhanced data disaggregation ability through Power BI) through social media which is available to all viewers. The indicators of successful participation include consistent attendance, academic achievement, and aspirations for continuing education beyond high school which supports our efforts to increase access and awareness of the programs that are offered at each school quarterly.

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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Recruitment has been a national struggle this year, but we are still making connections and creating supports for new teachers. We have expanded our Certification Reimbursement Program for all teachers, all certifications to close out the year, and the Keeping the Promise Program has been VERY successful. The Education Foundation will be awarding several teachers with funds for relocating reimbursements. We hope that we can expand this program moving forward as well as we will reach our max of $25,000.

The SDIRC Career Fair is scheduled for April 18th! We are excited to be back LIVE and meet candidates.

The Workforce Housing Committee still meets quarterly and discusses ways to attract candidates. The Keeping the Promise Program was created through this committee. We continue to discuss Workforce Housing options with district staff as well as county officials.

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Date of Summary: March 31, 2023

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
Click or tap to enter a date.	Extracurricular Activities/Dashboard on SDIRC Website
Click or tap to enter a date.	Champions List on SDIRC Website
January 10, 2023	Shared on Radio Program
January 20, 2023	DataCom
January 20, 2023	Student Advisory Council Meeting
January 25, 2023	My Kid Can Committee Meetings
January 31, 2023	TCCH Radio Show
February 2, 2023	Creation of the Power BI Extracurricular Dashboard
February 16, 2023	Enhanced Power BI Extracurricular to include specific Student/School Data
February 15, 2023	My Kid Can Committee Meetings
March 9, 2023	My Kid Can Committee Meetings
March 15, 2023	MLB Meeting/Jackie Robinson Training Center

*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
January 24, 2023	FAMU Career Fair
January 25, 2023	City of Ft. Pierce Job Fair
February 7, 2023	FAMU Educational Fair
February 15, 2023	University of So. Carolina Ed Fair
Click or tap to enter a date.	

*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	February 1, 2023
Summary of Planned Action Steps from Meeting	

*Attach agendas of Workforce Housing Committee Meeting

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