



African American Achievement Plan 2023-2024

Assurances of Implementation of Strategies/Action Steps

Quarter of the School Year: 1

District Office/Department: Curriculum and Instruction

In October 2023, the School District of Indian River County initiated the implementation of the 2023-2024 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 2023-2024 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 2023-2024 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 November 1, 2023: BM/KG/AB/KS (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 the next steps based upon work accomplished?)

In review of a triangulation of our Tier one data, using 2022-2023 spring assessment scores and this year's beginning of year scores, we asked administration and coaches to monitor each teacher's progress and predicted scores to ensure that all students are receiving what is needed to bridge gaps and build competency. We have reviewed the data with all stakeholders and district staff involved. We have instructed leadership teams, and our own Curriculum and Instruction district team, to continue to provide support to teachers as they plan and execute lessons, and interventions, so all students can find success.

In terms of Early Warning System data, we incorporate into the School Improvement Process (during the summer and into first quarter) an evaluation of EWS data which includes current enrollment with prior year data. Schools embedded within their SIP action steps to address the needs of these students. At the end of the first quarter, the Department of



African American Achievement Plan 2023-2024 Assurances of Implementation of Strategies/Action Steps

Accountability & Research retrofits the EWS Power BI dashboard with current year data. During the second quarter, the Department will schedule monthly problem-solving meetings with appropriate district-level staff to problem solve.



African American Achievement Plan 2023-2024

Assurances of Implementation of Strategies/Action Steps

Quarter of the School Year: 1

Date of Summary: November 3, 2023

District Office: Curriculum and Instruction

Strategies: 1.3, 2.1, 2.4, 3.2, 3.3, and 4.1

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 Support Provided to School Leadership Teams (i.e., August 1, 2023)	<p>SRHS</p> <ul style="list-style-type: none">July 12, 2023July 28, 2023August 16, 2023 <p>VBHS</p> <ul style="list-style-type: none">July 24, 2023July 28, 2023August 7, 2023
Summary of Planned Action Steps	<ul style="list-style-type: none">Schools used the SIP EWS dashboard to evaluate current year students with prior year Early Warning Data.Department of Accountability & Research began to convert the EWS dashboard to include current year data.Reviewed a list of students not on track to graduate.Encourage ongoing outreach and communication with families.Provided school-based testing support in the specific areas pertaining to graduation requirements.Additional support times via A2 and after-school tutoringAdded test days for SAT, ACT & CLTRegister for Fee waivers, where available.

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> :	Engage Professional Learning: <ul style="list-style-type: none">July 18, 2023
---	---



African American Achievement Plan 2023-2024

Assurances of Implementation of Strategies/Action Steps

	<p>Dates of Principal and Assistant Principal Meetings:</p> <ul style="list-style-type: none">• August 22, 2023• August 24, 2023• September 25, 2023• September 28, 2023 <p>Data Com review of discipline, attendance, academics data for each school:</p> <ul style="list-style-type: none">• October 13, 2023 <p>Monthly Problem Solving meetings with the Department of Accountability & Research, Student Services, and ESE have been scheduled. The first meeting will occur during quarter 2.</p>
Summary of Action Steps / Plan Based Upon Problem Solving Session(s) for <u>Discipline</u> :	<p>All schools are visited at least bi-monthly by a member of the C & I Team. Schools are tiered for support with additional supports provided as needed at each school, sometimes multiple times a month to fit the academic, behavioral, or other needs based on data. Discipline data is reviewed and discussed at leadership team meetings to drive next steps.</p> <p>Discipline is reviewed at every Principal and Assistant Principal meeting.</p>
Achievement	
Date(s) of Problem-Solving Session(s) for <u>Achievement</u> :	<p>Elementary Schools:</p> <p>BES:</p> <ul style="list-style-type: none">• August 28, 2023• September 26, 2023 <p>CES:</p> <ul style="list-style-type: none">• August 31, 2023• September 18, 2023• October 12, 2023 <p>DTE:</p> <ul style="list-style-type: none">• August 10, 2023• August 11, 2023• August 16, 2023• September 5, 2023• September 13, 2023• September 21, 2023 <p>FES:</p> <ul style="list-style-type: none">• August 28, 2023• September 7, 2023• September 13, 2023• September 19, 2023



African American Achievement Plan 2023-2024

Assurances of Implementation of Strategies/Action Steps

	<ul style="list-style-type: none">• October 2, 2023 <p>GES:</p> <ul style="list-style-type: none">• August 21, 2023• September 6, 2023• September 12, 2023• September 19, 2023• October 10, 2023 <p>IRA:</p> <ul style="list-style-type: none">• August 17, 2023• September 6, 2023• September 12, 2023• September 18, 2023• September 21, 2023• October 5, 2023 <p>LMS:</p> <ul style="list-style-type: none">• August 16, 2023• September 11, 2023• October 11, 2023 <p>OMS:</p> <ul style="list-style-type: none">• August 17, 2023• September 21, 2023• October 5, 2023 <p>PIE:</p> <ul style="list-style-type: none">• August 28, 2023• September 14, 2023• September 19, 2023• October 9, 2023 <p>RMS:</p> <ul style="list-style-type: none">• August 21, 2023• September 13, 2023• October 10, 2023 <p>SES:</p> <ul style="list-style-type: none">• August 30, 2023• September 11, 2023• September 20, 2023• October 2, 2023 <p>TCE:</p> <ul style="list-style-type: none">• August 30, 2023• September 7, 2023• September 14, 2023• September 22, 2023• October 3, 2023• October 9, 2023
--	--



African American Achievement Plan 2023-2024

Assurances of Implementation of Strategies/Action Steps

VBE:

- August 31, 2023
- September 8, 2023
- September 20, 2023
- September 29, 2023
- October 4, 2023
- October 12, 2023

Secondary Schools:

GMS:

- August 1, 2023
- August 10, 2023
- August 17, 2023
- August 28, 2023
- September 5, 2023
- September 7, 2023
- September 19, 2023
- October 6, 2023

Oslo:

- August 1, 2023
- August 17, 2023
- August 28, 2023
- September 5, 2023
- September 7, 2023
- September 14, 2023
- September 21, 2023

SGMS:

- August 10, 2023
- August 23, 2023
- September 5, 2023
- September 14, 2023
- October 6, 2023

SRMS:

- August 2, 2023
- August 10, 2023
- August 11, 2023
- August 15, 2023
- August 23, 2023
- August 30, 2023
- September 5, 2023
- September 11, 2023



African American Achievement Plan 2023-2024

Assurances of Implementation of Strategies/Action Steps

	<ul style="list-style-type: none">September 18, 2023 SRHS: <ul style="list-style-type: none">August 16August 30September 7September 11September 14September 18October 2, VBHS: <ul style="list-style-type: none">August 7, 2023August 10, 2023August 16, 2023September 6, 2023September 21, 2023
Summary of Action Steps / Plan Based Upon Problem Solving Session(s) for <u>Achievement</u> :	Scheduled as intentional meeting dates with the leadership groups where the SDIRC School Improvement Plans (SIPs) are reviewed to assess and approve specific actions steps in support of advancing the achievement of all students, and to problem solve in areas for all to find success., especially related to monitoring, engagement strategies, and differentiation.

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

Dates of Review of School Improvement Plans for Inclusion of Interventions for the Achievement Gap
(i.e., August 1, 2023)

SIP Phase 1 completed

- August 1, 2023

Impact Walks with data review of SIP 1

- October 2-12, 2023

Strategy AAAP 3.2: Facilitate a taskforce that includes community members in which perspectives, feedback, and support will be gathered to ensure consistency in access to educational experiences for students districtwide.

Date of Taskforce Meeting(s)
(i.e., August 1, 2023)

N/A

Summary of Planned Action Steps

Coordinate with the Chair and Vice Chair of the task force to identify an initial meeting date to reconvene for the 2023-2024 academic year.



African American Achievement Plan 2023-2024

Assurances of Implementation of Strategies/Action Steps

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)

October 1, 2023

Strategy AAAP 4.1: Increase the diversity of mentors and staff providing coaching support as part of the STARR Mentoring program, while training mentors in trauma-informed practices and cultural competency.

Percentage of Mentors by Race/Ethnicity

Black/African American (%)

White, non-Hispanic (%)

14%

86%

Strategy AAAP 5.4: Continue to make available 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

Link to publicly available, dynamic dashboards:

<https://www.indianriverschools.org/cms/One.aspx?portalId=1549525&pageId=9329835>