



African American Achievement Plan 2023-2024

Assurances of Implementation of Strategies/Action Steps

Quarter of the School Year: 1

School: Sebastian River High School

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 17, 2023: CAC (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?)

SRHS Administration team members and instructional leaders (Department Chairs and Support Specialist) will continue to monitor the effectiveness of classroom instruction and supports given to all students inside the classroom, as well as with extended learning opportunities outside the classroom (to include tutoring and school day interventions). Based on our School Improvement plan and information gathered during our Impact Review walks with district support staff, we will continue to provide support with formative assessments, engagement, and differentiation to better inform daily classroom instruction. Using daily administrative walkthrough data, we will continue to analyze data trends inside the classroom and provide our teachers the needed feedback to improve instruction overall and student achievement.



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Date of Summary: November 7, 2023

School: Sebastian River High 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 standards are implemented in alignment with established curriculum maps for grades K-12.	
Number of Walk-throughs to Observe Implementation of African American History Teachings	12
Date(s) of Support Provided to School Leadership Teams (i.e., August 1, 2023)	September 6 th , October 4 th
Summary of Observation(s):	Standards Covered through the U.S. History Curriculum: SS.912.A.2.4 Distinguish the freedoms guaranteed to African Americans and other groups with the 13th, 14th, and 15th Amendments to the Constitution. SS.912.A.2.5 Assess how Jim Crow Laws influenced life for African Americans and other racial/ethnic minority groups. SS.912.A.2.6 Compare the effects of the Black Codes and the Nadir on freed people, and analyze the sharecropping system and debt peonage as practiced in the United States.

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, 2023)											
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 ES Leadership Compliance – Schedule Audit.

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.
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Quarter 1: 08.10.2023 – 10.11.2023; Completion of Reflection & Quarterly Data Due 11.17.2023

Quarter 2: 10.12.2023 – 12.20.2023; Completion of Reflection & Quarterly Data Due 01.12.2024

Quarter 3: 01.08.2024 – 03.19.2024; Completion of Reflection & Quarterly Data Due 03.29.2024

Quarter 4: 03.20.2024 – 05.31.2024; Completion of Reflection & Quarterly Data Due 06.07.2024



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Date(s) of School Level Review(s) of Early Warning Indicators for African American Students: (i.e., August 1, 2023)	September 13 th , October 11 th
Summary of Action Steps / Plan Based Upon Reviews of Early Warning Indicators for African American Students:	<p>Reviewed school data using the EWS related to our African American students with our Admin Team, School Counselors, and Department chairs, then shared findings during a MTSS meeting. Summary of Action Steps</p> <ol style="list-style-type: none">1. We will continue to encourage struggling AA students to attend After School Tutoring and in school intervention sessions to provide additional support.2. Have school counselors schedule check in/out with struggling African American students and make parent contact.

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

**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 (%)
AP Classes – 7% IB Classes – 7% DE Classes – 7%	AP Classes – 54% IB Classes – 51% DE Classes – 55%

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> :	September 7, 14, 21, 28, and October 5
Summary of Action Steps / Plan Based Upon Problem Solving Session(s) for <u>Discipline</u> :	<p>MTSS team members analyzed discipline data from Power BI dashboard. Team members specifically discussed discipline as it relates to African American Students. Summary of Action Plan:</p> <ol style="list-style-type: none">1. Looked for any teacher whose referrals were disproportionate to non-African American students. (There were none)2. Students with multiple disciplinary actions were scheduled to meet with School counselors and success coach on a regular basis.3. Admin routinely checked in with students to monitor progress.



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Achievement	
Date(s) of Problem-Solving Session(s) for <u>Achievement</u> :	September 7, 14, 21, 28, and October 5
Summary of Action Steps / Plan Based Upon Problem Solving Session(s) for <u>Achievement</u> :	<p>MTSS team members analyzed academic data from Power BI specifically as it relates to African American Students. Summary of Action Plan:</p> <ol style="list-style-type: none">1. Encourage struggling students to attend After School Tutoring and intervention sessions during school day.2. Have admin and success coach/dean meet with teachers to help provide support/interventions inside the classroom.3. Have school counselors schedule check in/out with struggling students

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 (%)
25%	37%

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, 2023)	October 2, 2023	
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):	<p>Summary of Action Steps</p> <ol style="list-style-type: none">1. During initial full school leadership team meeting, introduce expectations of the collaborative planning process and our focus on monitoring and differentiation for SY 2023-2024.	



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2. Teachers will implement monitoring and differentiating strategies in the classroom that were planned for during collaborative planning.
3. Admin will conduct fidelity walks each week in order to measure the implementation of monitoring and differentiating strategies.
4. Weekly Administration meetings on Friday mornings, will include an agenda item to review weekly fidelity walks and discuss needed changes for upcoming week of instruction.
5. Teaching teams will analyze data from district created progress monitoring assessments.

Strategy AAAP 3.1 (ALL SCHOOLS): 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:

October 2, 2023

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
(%)

52

255

20%

Summary of Action Steps/Plan to Increase
Communication Regarding the Availability of
Extracurricular Activities:

Daily announcements for opportunities, Weekly School
Messengers home

(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.*

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:

11

Percentage of Interviewers on Interview Committee by Race

Black/African American
(%)

White, Non-Hispanic
(%)

20

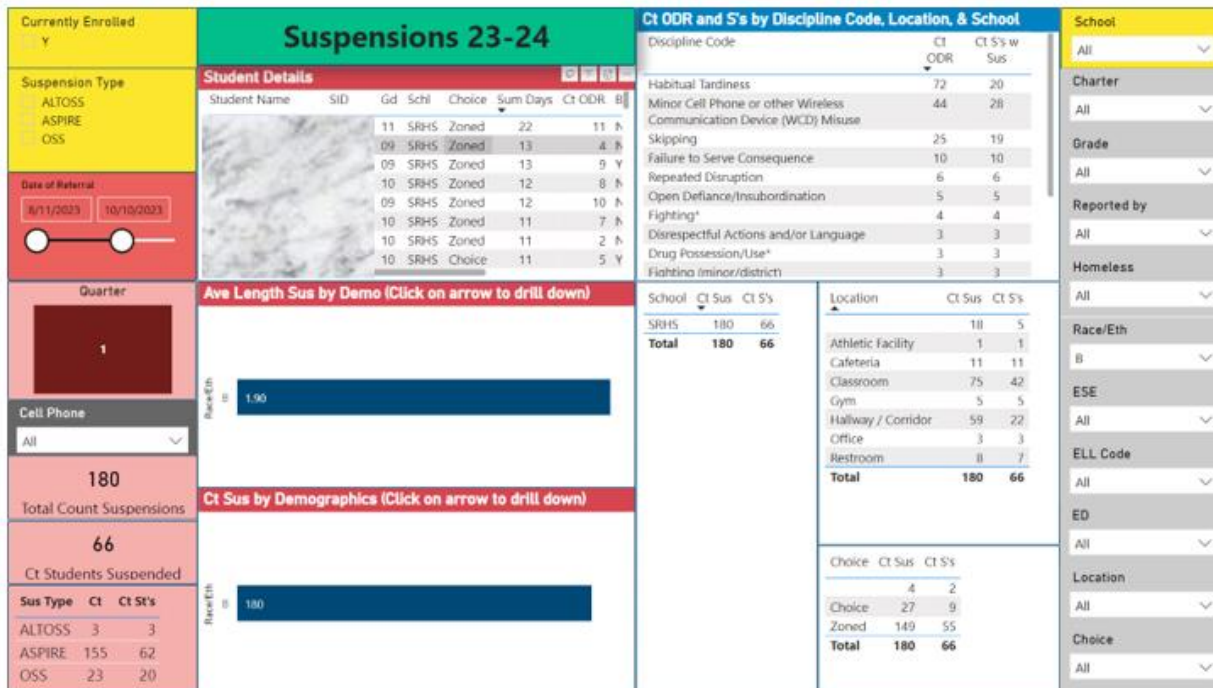
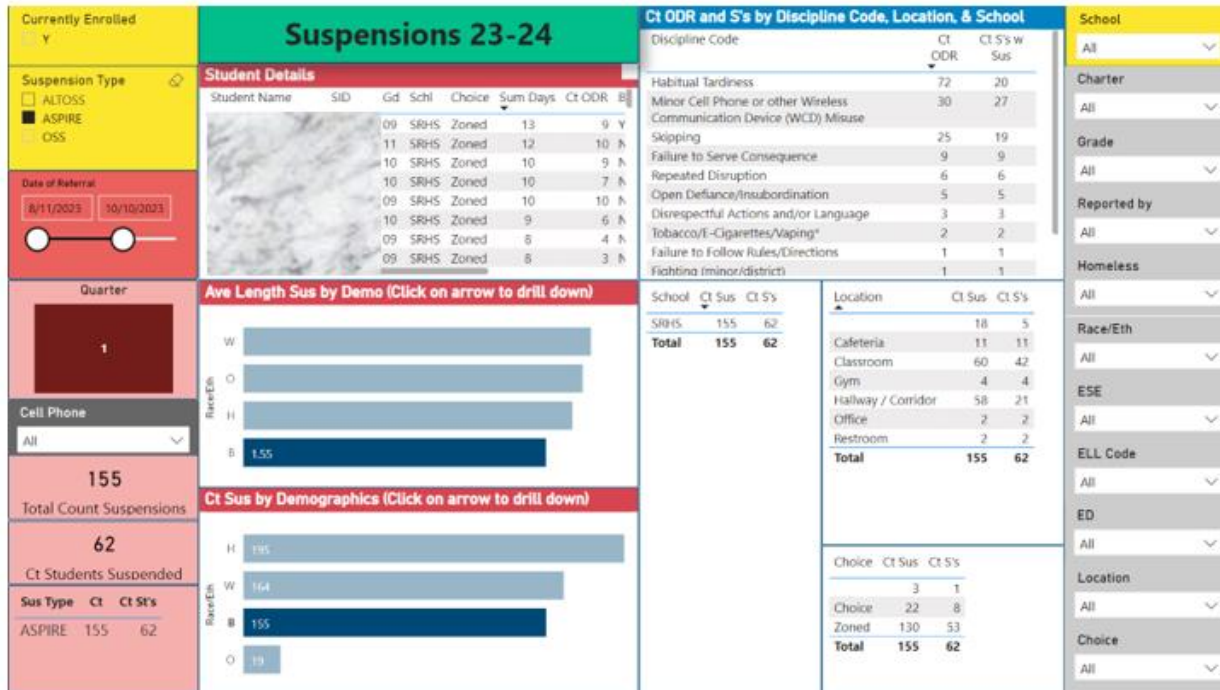
80

(OPTIONAL) Additional information:

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Evidence AAAP:





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MTSS Meeting Agenda

Date: September 14, 2023

Time: 7:30-9:30

Next Meeting: September 21, 2023

Location: Guidance Conference Room

Participants: Administration: Riskin, Thimmer, Cummings

School Psychologist: Boissonneault

Deans: Patsche, Hart

Resource Specialist: Norman, Broxton-Brown

Counselors: O'Keefe, Miles, Gamez, Greene, Weeks

Attendance: Moskowitz

Graduation Coach: Walker

<u>Items</u>	<u>Comments</u>
7:30 – [REDACTED]	Follow up
8:00 – AAA: Disparity in discipline & academics	
8:30 – [REDACTED]	
8:45 – [REDACTED]	
9:00 – [REDACTED]	<ul style="list-style-type: none">• Develop agenda items for next meeting –
9:25 – Next week & Additional Concerns	

Notes:

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Sebastian River High School



Administration Meeting Agenda: September 15, 2023

- Things to remember...**
 - o Visibility is Key! Log Walkthroughs in Power BI!!
 - o Impact Review: **October 4th & Datacom - October 13th**
 - o A2 Intervention Plan - Review
 - o Emergency District Page Alerts - Beth & Admin
 - o 1st Quarter Staff Celebration and Parent Teacher Conferences.... October 25th
- Observations - Walkthroughs**
 - o Admin Calibration Walkthroughs: Each AP will select 3 teachers who they evaluate (does not have to be tested subject areas) for their group to walkthrough 1st and 2nd period. Please work with your partner to select those teachers between 7:15-7:30. All data will be entered into Power BI after debriefing.
 - Riskin & Van Brimmer
 - Thimimer & Willems
- September 18th - 22nd Weekly Admin Walks**

Monday	Tuesday	Wednesday	Thursday	Friday
				Regular Admin Meetings
- Walkthrough Share Outs:**
 - o What supports are necessary to improve instruction or address barriers within the identified classrooms?
 - o What observational or formative data supports these findings?
 - o What actions have been taken to support those teachers or what new course of action will be implemented? (Keep documentation)
 - o What positives or Highlights are happening in individual classrooms?
- Common/Collaborative Planning**
 - o What barriers or areas of need are we consistently seeing across all content areas collectively?
 - ELA 9/10: Bio: U.S. History
 - Alg1/Geo:
 - o Questions/Wonderings to Consider
 - Ask Teachers: *What do we want students to know at end of lesson? How will we present it in a meaningful and engaging way? How will we know that they understand or mastered the learning target? What is the frequency of the "Lesson Checks" throughout the lesson?*
 - o Supplemental Materials: Questions or Concerns...
 - o Canvas Lesson Plans: Administration has access....
 - o What Positives or Highlights are happening in individual classrooms?

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Sebastian River High School



- School-Wide Meeting Calendar Review**
 - o PLC / Extended Planning (as needed) - September 20th 2:00 - 2:37
 - o Albert to Training - September 21st 2:15 - 3:15 (Send out location information via Calendar Invite by Monday)
 - Dept Chairs Invited - Other teachers have to agree to attend training...
 - o Faculty Meeting - September 27th 2:00 - 2:37
- School Attendance Review**
 - o Bi-Weekly Attendance Meeting w/Moskowitz (Letters)
 - o Contracts: What students have been identified?
 - Have the parents been contacted by counselors?
 - Have the students been notified that extracurricular activities will be limited?
- School Wide Discipline: (Patsche / Hart)**
 - o Anything SERT Related comes from AP's (Grade Level)
 - All SERT documents are filed in Beth Wargo's office
 - o Power BI Discipline Review
 - o Dress Code - Need to address most egregious
 - o PBIS -
- Power BI Administrator Training (Jody Houston) @ 1:00pm**
- Athletics Updates (Coach Amy)**
 - o Football, Volleyball, Swimming, Cross County etc.
- Homecoming Events**
 - o Dance
 - o Parade: (Hidden in plain sight truck...?)
 - o Tickets
 - o Advertisement....
- Security & Safety Concerns...**
- Master Schedule Review & Opening:**
 - o ELA (x2), Science, ESE (SF), Custodian,
- Collaborator/Instructional Hub**
 - o Threat Assessment Team (Full Day) Training - November 3rd (Sign up through Frontline)
 - o FTE Survey 2 Meeting September 19th (9:00-11:00 or 1:30-3:30)
 - o TEAM SDIRC Admin Invitation (Willems)

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Sebastian River High School



Administration Meeting Agenda: September 29, 2023

Dr. Moore: "We can no longer entertain a way work that does not support an effective system..."

- **Things to remember...**
 - **Visibility is Key!** Log Walkthroughs in Power BI!!
 - **FTE Survey 2 Window: Date Certain Friday, October 13th (Riskin)**
 - Equals approximately \$62 Million for SDIRC (Get It Right!)
 - **Impact Review: Monday, October 2nd** (Review Protocol with team)
 - **Datacom – October 13th**
 - **A2 Intervention Plan** – Completed and Submitted
 - **1st Quarter Staff Celebration and Parent Teacher Conferences**.... October 25th
- **Observations – Walkthroughs (After Lunch)**
 - **Admin Calibration Walkthroughs:** Each AP will select 1 tested area teacher who they evaluate to walkthrough during 6th period. All data will be entered into Power BI after debriefing.

Walkthrough Schedule				
	12:10 – 12:15	12:20 – 12:25	12:30 – 12:35	12:40 – 12:45
Riskin	Teacher 1	Teacher 2	Teacher 3	Teacher 4
Thimmes	Teacher 2	Teacher 3	Teacher 4	Teacher 1
Williams	Teacher 3	Teacher 4	Teacher 1	Teacher 2
Van Brimmer	Teacher 4	Teacher 1	Teacher 2	Teacher 3

- **October 2nd - 6th Weekly Admin Walks**

Monday	Tuesday	Wednesday	Thursday	Friday
				Regional Admin Meeting
- **Admin Weekly Walkthrough Share Outs:**
 - New Power Questions for Instructional Improvement sheets
 - Please be prepared to provide a copy each week to Principal during weekly meetings
 - Please be prepared to share out collectively with all administrators
 - Questions/Wonderings to Consider
 - Ask Teachers: *What do we want students to know at end of lesson? How will we present it in a meaningful and engaging way? How will we know that they understand or mastered the learning target? What is the frequency of the "Lesson Checks" throughout the lesson?*
 - **Albert Implementation Steps** per area...? How is it being utilized for monitoring and formative assessment
 - **Supplemental Materials: Questions or Concerns...**
 - **Canvas Lesson Plans: Administration checks:**
 - What Positives or Highlights are happening in individual classrooms?

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Sebastian River High School



- **Power BI Compliance Dashboard**
- **School Wide Discipline: (Patsche / Hart)**
 - Power BI Discipline Review
 - Dress Code –
 - PBIS –
- **School Attendance Review**
 - Contracts: What students have been identified through MTSS?
 - Have the parents been contacted by counselors?
- **Additional Principal Meeting Updates:**
 - IERS Information
 - Baker Acts
 - Restraints
 - Long Term Guest Educator
 - Admin Evaluation
- **School-Wide Meeting/Events Calendar Review**
 - Leadership Meeting – October 4th 2:00 – 3:00 (Riskin / Thimmes)
 - Homecoming Week – October 9th – 14th (Everyone plan on attending dance)
 - Dept. Data Chat Meetings – October 11th 2:00 – 2:37
 - Staff 1st quarter Celebration – October 25th 2:00 – 2:37 (Café/FAC/Media Center)
 - Parent Teacher Conferences – October 26th (3 hours only – 3:30-6:30)
- **Athletics Updates (Coach Amv)**
- **Security & Safety Concerns...**
 - Coastal Village would like to place banners on south fencing... Does this present a security risk for our campus?
- **Master Schedule Review & Openings**
 - ELA (x2), Science, ESE (SF), Custodian, Soaring Up
- **Collaborator/Instructional Hub**
 - Threat Assessment Team (Full Day) Training – November 3rd (Sign up through Frontline)
 - School Choice Fair – November 4th @ Storm Grove Middle 10am-1pm
 - Everyone plan on being there.
- **Additional Items**
 - Media Center – Furniture Delivery (9/29/23)
 - Media Center – Grand Opening Plans.....??????
 - Media Center – Book Bin Access.... Safety Concerns
 - Review Faculty Council responses
 - All Formative Evaluations Completed by October 15th
- **October Observances or Required Instruction:**
 - Get with Dept Chairs for instruction
 - Check Canvas pages for postings and announcements

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