



# African American Achievement Plan 2023-2024

## Assurances of Implementation of Strategies/Action Steps

**Quarter of the School Year: 1**

**School: Vero Beach Elementary**

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: \_\_\_\_\_ LS \_\_\_\_\_ (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?)

Based on Impact Walks with district staff, action steps have been identified moving forward for quarter 2. Within the SIP action steps, monitoring steps have been identified to ensure steps are being completed. During weekly leadership team meetings, conversations around student data and collaborative planning are being had in order to ensure that targets are being met.

## African American Achievement Plan 2023-2024

### Assurances of Implementation of Strategies/Action Steps

10/2/2023	1/20/2024	Bi-Weekly	<b>Leadership Meetings</b>	100% participation of leadership teams as evidenced in agenda, sign-ins, meeting notes, and action steps related to ESSA subgroups, SIP goals, data points to drive school based problem solving or instruction	Samberg, Van Brimmer, Connelly Weekly agendas will reflect topics discussed
10/3/2023	1/20/2024	Weekly	<b>Walkthroughs</b>	Using the impact tool, data will show in Power BI that engagement will increase from 50% on 10/1 to 70% at end of Q2 and monitoring will increase from 22% on 10/1 to 60% by end of Q2, 100% of teacher will review walkthrough data in weekly newsletter	Samberg, Van Brimmer, Connelly Weekly review of Power BI
10/3/2023	1/20/2024	Weekly	<b>Collaborative Planning</b>	Summary notes, walkthrough data in PowerBI will show 100% evident implementation, as 90% was evident on 10/1	Betty Barth, Sharon Keeley, Lisa Ross, Sarah Leopold, Paul Dunn, Samberg, Van Brimmer, Connelly, Weimann, Trimm Weekly agenda will show topics related to collaborative planning strengths and areas to grow
10/3/2023	1/20/2024	Weekly	<b>One-to-one coach/admin. meetings</b>	100% of Coaching Logs will be turned in and reviewed with actionable next steps, 6 coaching cycles have begun and will continue through Q2. In any others need to be initiated they will be	Samberg, Van Brimmer, Connelly will review Coaching Logs to ensure the fidelity of the work related to teachers' pedagogy
10/3/2023	1/20/2024	Monthly	<b>Microcredentialing</b>	60% of staff participation & 50% completion, (as of 10/1, 24 teachers had enrolled in course and 10 are complete with part 1 Science of Reading)	Connelly will review and update the SLT on who where the staff members progress is related to this

## African American Achievement Plan 2023-2024

### Assurances of Implementation of Strategies/Action Steps

10/3/2023	1/20/2024	Weekly	<b>Coaching Support</b> in Identified Areas	Coaching Log & Walk Throughs with a focus on monitoring that is decided upon at CP. 50% goal for implementation for Q2	Barth, Keeley, Ross, Leopold, Dunn, Weimann, Samberg, Van Brimmer, Connelly A reivew of Monitroing in Power Bi over time
10/3/2023	1/20/2024	One Time	<b>Extended Collaborative Planning &amp; Professional Learning</b>	Extended collaborative planning time with coaches and admin will focus on strategies to be implemented in montioring and engagement to increase overall evident percentages	Samberg, Van Brimmer, or Connelly will be present with coaches to ensure that collaboaritive planning is beign implemented with a focus and review on high yield strategies being executed.
10/3/2023	1/20/2024	Bi-Weekly	<b>Moonshot Mondays</b>	Goal for Q2: 75% of staff will participate in at least one PL, Roster, Reflection Survey & Walk-Throughs (as of 10/1, it was 52%)	Connelly will oversee Moonshot Mondays and report to Samberg
10/3/2023	1/20/2024	Monthly	<b>TEAM SDIRC PDs</b>	100% of new teacher participation, Roster, Reflection Survey & Walk-Throughs (as of 10/1, 100% participated. We want this to continue)	Connelly will include rosters to show 100% participation
10/3/2023	1/20/2024	One Time	<b>Demonstration Classroom Selection</b>	Goal is at least 1 per grade level K-3, Application and data from classroom walk throughs will determine next steps	Samberg, Van Brimmer, Connelly will select and monitor those selected as deomonstartion classes
10/3/2023	1/20/2024	Weekly	<b>Data Conversations</b> focused on multiracial subgroup and their academic / attendance data	100% of these meetings will result in targeted action steps, data chat agenda / Power Bi data	Samberg, O'Connor, instructional coaches will facilitate data chats with teachers and students
10/3/2023	1/20/2024	Weekly	<b>SBI/Tasks Action Step</b>	10/1 Currently 68% evident (70% at Impact Walks) and goal is 80% evident. Be sure teachers know how to actively engage students in rigorous learning activities (use manual fully, teachers using gradual release)	Samberg, Van Brimmer, Connelly, academic coaches Admin Team will review Power Bi bi weekly. Review Look fors, share in monthly faculty meeting and in Newsletter. Admin walkthroughs will also give teachers doable next steps.

## African American Achievement Plan 2023-2024

### Assurances of Implementation of Strategies/Action Steps

10/3/2023	1/20/2024	Weekly	<b>Monitoring Action Step</b>	10/1 Currently 22% evident (48% at Impact Walks) and goal is 60% evident. Teachers need to provide feedback that is immediate to close the gaps.	Samberg, Van Brimmer, Connelly, academic coaches Admin Team will review Power BI bi weekly. Review Look fors, share in monthly faculty meeting and in Newsletter. Admin walkthroughs will also give teachers doable next steps.
10/3/2023	1/20/2024	Weekly	<b>Engagement Action Step</b>	10/1 Currently 50% evident (57% at Impact Walks) and goal is 70% evident. Allow for equal participation with turn and talk structures .	Samberg, Van Brimmer, Connelly, academic coaches Admin Team will review Power BI bi weekly. Review Look fors, share in monthly faculty meeting and in Newsletter. Admin walkthroughs will also give teachers doable next steps.



## African American Achievement Plan 2023-2024

### Assurances of Implementation of Strategies/Action Steps

**Quarter of the School Year: 1**

**Date of Summary: November 17, 2023**

**School: Vero Beach Elementary**

**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	4
Date(s) of Support Provided to School Leadership Teams (i.e., August 1, 2023)	Impact Walk - 9/29/2023
Summary of Observation(s):	4 <sup>th</sup> grade- reading text about the Harlem Renaissance 5 <sup>th</sup> grade- reading text about the history and origin of Jazz music

**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)	9/13/23, 9/14/23, 9/19/23, 9/20/23, 9/21/23, 9/22/23
---	--

#### 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 (%)
3	4	3%	2	2	2%	5	5	5%	7	5	5%

*\*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.**

Date(s) of School Level Review(s) of Early Warning Indicators for African American Students: (i.e., August 1, 2023)	
Summary of Action Steps / Plan Based Upon Reviews of Early Warning Indicators for African American Students:	

**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.**



## African American Achievement Plan 2023-2024

### Assurances of Implementation of Strategies/Action Steps

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 (%)

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> :	IPST- 8/31, 9/7, 9/14, 10/17
Summary of Action Steps / Plan Based Upon Problem Solving Session(s) for <u>Discipline</u> :	Team reviewed behavioral data for students receiving support in Tier 1, Tier 2 – recommended consent for Tier 3. Meetings included parents and school staff.
Achievement	
Date(s) of Problem-Solving Session(s) for <u>Achievement</u> :	IPST- 8/31, 9/7, 9/14, 10/17
Summary of Action Steps / Plan Based Upon Problem Solving Session(s) for <u>Achievement</u> :	Reviewed academic data and accommodations for students receiving intensive reading interventions.

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 (%)

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)	9/29/2023	
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?





## African American Achievement Plan 2023-2024

### Assurances of Implementation of Strategies/Action Steps

Summary of Action Steps / Plan based upon District Impact Review (based upon District & School Level Reviews):	Leadership team reviewed data from statewide assessments to identify trends, class / grade level data, and opportunities for growth. Students were placed in intervention or enrichment groups based on a triangulation of data.
--	--

**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:

11/17/2023

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 (%)
12	135	11%

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

We will continue to utilize School Messenger, PBIS Rewards, and social media to inform families of upcoming events and extended learning opportunities. In addition, teachers have reached out to parents with phone calls and PBIS Rewards messages for students who are invited to attend but not attending regularly.

**(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:

7 interviews

Percentage of Interviewers on Interview Committee by Race

Black/African American 43%	White, Non-Hispanic 57%
-------------------------------	----------------------------



# African American Achievement Plan 2023-2024

## Assurances of Implementation of Strategies/Action Steps

(OPTIONAL) Additional information:	



**IPST on Thursday**

Van Brimmer, Sarah <Sarah.VanBrimmer@indianriverschools.org>

Mon 11/6/2023 7:17 AM

To: Barth, Elizabeth <Elizabeth.Barth@indianriverschools.org>; Decker, Roxanne <Roxanne.Decker@indianriverschools.org>; Keeley, Sharon <Sharon.Keeley@indianriverschools.org>; Leopold, Sarah <Sarah.Leopold@indianriverschools.org>; O'Connor, Diana <Diana.OConnor@indianriverschools.org>; Palacios, Erika <Erika.Palacios@indianriverschools.org>; Reed, Rebecca <Rebecca.Reed@indianriverschools.org>; Ross, Lisa <Lisa.Ross@indianriverschools.org>; Stull, Thomas <Thomas.Stull@indianriverschools.org>; Vann, Barbara <Diane.Vann@indianriverschools.org>; Barrow, Anne <Anne.Barrow@indianriverschools.org>; Hunt, Lisa-Marie <LisaMarie.Hunt@indianriverschools.org>; Wykes, Suzanne <Suzanne.Wykes@indianriverschools.org>; Macdonald, Ariella <Ariella.Macdonald@indianriverschools.org>; Roberts, Marsha <Marsha.Roberts@indianriverschools.org>; Degraeve, Kelly <Kelly.Degraeve@indianriverschools.org>  
Cc: Spahn, Katrina <Katrina.Spahn@indianriverschools.org>; Samberg, Lyndsey <Lyndsey.Samberg@indianriverschools.org>; Connelly, Leslie <Leslie.Connelly@indianriverschools.org>

Good morning team!

Here is the schedule for IPST this week. Coaches - Please make sure data is uploaded and present levels of performance are entered into the S1-3. I have opened all forms in FOCUS.

Teachers - Please bring any work samples or data you think the team should review.

Roxy - Please invite parents.

## IPST – Thursday, November 9, 2023

A substitute will come to your room if your meeting is during instructional time. Please have activities ready for them. All necessary data and work samples, including the intervention(s) they are receiving and assessment results, should be uploaded in advance to ensure an efficient use of time. We will be meeting in the front conference room. Please reach out to your instructional coach, interventionist supporting your class, or Ms. Van Brimmer with any questions.

Time	Student	Gr	ID #	Teacher(s)	Details	Notes
8:00		KG		Barrow	Failed language screener / T3 intervention / review data	Invite Parent
8:20		KG		Barrow	Failed language screener / T3 intervention / review data	Invite Parent
8:40		KG		Martin	Failed language screener / T3 intervention	Invite Parent
9:00		2		Hunt	Referral from 22-23 / design T3	
9:20		3		Suzanne Wykes	Follow up on intervention / previously in IPST at another school out of district	Invite Parent
9:50		1		Mac	Follow up on intervention / revise Tier 2 BIP	
10:10		1		Mac	New referral / design T3	
10:30		1		Roberts	Follow Up on T3 intervention / discuss results of language screener with parent	Invite parent

Under Florida law, e-mail addresses are public records. If you do not want your e-mail address released in response to a public records request, do not send electronic mail to this entity. Instead, contact this office by phone or in writing. This communication may contain privileged and confidential information intended only for the addressee(s) named above. If you are not the intended recipient, you are hereby notified that any review, dissemination, distribution or duplication of this communication is strictly prohibited. If you are not the intended recipient, please notify the sender by reply email and destroy all copies of the original message. The School Board of Indian River County, Florida expressly prohibits bullying, including cyberbullying, by or towards any student or employee. See Policy 5517.01: Bullying and Harassment for additional information.