



# African American Achievement Plan 2023-2024

## Assurances of Implementation of Strategies/Action Steps

Quarter of the School Year: 1

District Office/Department: Human Capital and Operations

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 **Click or tap to enter a date.**: *SB* (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?)

Students at each of the Extended Learning sites participated in Jurassic Parts, an interactive science program. Students engaged in learning about various aspects of nature. Florida everglades was the topic for this quarter and students' level of new knowledge included learning about the dangers of wildlife and their habitats. Students will continue to learn about the various environments in which we live.

Transportation Department continues to advertise and market the School Choice Transportation Information to all stakeholders.



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This year's recruiting efforts for diverse candidates started off strong with virtual or in-person visits to four (4) HBCUs. The team visited Edward Waters University and South Carolina State University for the first time in four years. Both fairs gave recruitment team members the opportunity to meet staff members and build a relationship with the university.

The Workforce Housing Committee met on October 25, 2023, to discuss old business and set a focus for this year. The Keeping the Promise Program was successful and provided twelve NEW instructional staff members with reimbursement funds for relocation for a total of \$25,000. This program was a collaborative effort between SDIRC and The Education Foundation of Indian River County. The Workforce Housing Committee suggests that the district continue to strive to fund this program.



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Date of Summary: November 6, 2023

District Office: Human Capital and Operations

Strategies: 1.5, 4.2, 4.3, 4.4, and 5.3

### Strategy AAAP 1.5: Reduce barriers (e.g., outreach, registration, cost, location, transportation) to increase African American student participation in extended learning programs.

Strategy Implemented	Summary of Evaluation of Impact of Strategy Implemented	
Implement academic programs to continually enhance/support learning in all content areas.	Students at each of the Extended Learning sites participated in Jurassic Parts, an interactive science program. Students engaged in learning about various aspects of nature.	
	estimate of number of students who attended	
	September 12th - Indian River Academy	56
	September 13th - Sebastian Elementary	28
	September 15th - Dodgertown Elementary	12
	September 18th - Treasure Coast Elementary	64
	September 19th - Glendale Elementary	54
	September 20th - Osceola Magnet	91
	September 21st - Vero Beach Elementary	85
	September 26th - Liberty Magnet	78
	September 27th - Citrus Elementary	89
	September 28th - Rosewood Magnet	92
	October 2nd - Beachland Elementary	51
	October 3rd - Pelican Island Elementary	50
	October 4th - Fellsmere Elementary	55
	Students learned about the Florida Everglades and took home a Gator tooth necklace.	

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Advanced Shark Tooth Lab

Our all time favorite lab, students love learning about sharks and making their own shark tooth necklace! This program is perfect for learning about fossils or marine creatures like sharks and rays. Students will get to see over two dozen varieties of genuine and replica jaws and teeth of sharks and their relatives. Then they will get to examine a real shark jaw and touch real shark skin! The lab concludes with each student making their very own fossil shark tooth necklace to keep.



Provide an opportunity for all students to access Extended Learning, including students with disabilities.

Work with non-profit organizations to continually align learning opportunities for students.

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 array of platforms for publicizing instructional staff job vacancies.

Date(s) of Contact with Career Placement Offices and HBCUs

Type of Contact



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September 14, 2023	Howard University
November 28, 2023	South Carolina State University
October 3, 2023	Alabama Agricultural & Mechanical University
October 19, 2023	Edward Waters University
Click or tap to enter a date.	

\*Attach examples of contacts with career placement offices or HBCUs

#### Strategy AAAP 4.3: Maintain diverse interviewing committees, while using universal application and interview protocols for the selection of instructional vacancy candidates.

##### Summary of Planned Action Steps from Meeting

Hiring managers are required to submit list of names and race of the interviewing committee. This is reviewed by the Director of Human Resources and monitored to ensure a diverse interviewing committee. The District uses a universal online application for all applicants. Hiring managers must submit all interview documents, reference from most recent supervisor, race and name of all applicants interviewed as well as the interview questions from all members of the interview committee. Hiring managers must also include the race of all applicants on the recommendation to hire form.

#### 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

10/25/2023

##### Summary of Planned Action Steps from Meeting

Suggestions were made to continue funding the Keeping the Promise Program and to continue working with regional and county entities to ensure that new staff have housing options when relocating to the School District of Indian River County.

\*Attach agendas of Workforce Housing Committee Meeting.

#### Strategy AAAP 5.3: Implement a school transportation plan that includes the use of school transportation depot stops to ensure equitable access to school transportation.

##### Date(s) of Dates of Communication/Publicity Regarding School Transportation Depot Stops

##### Type of Communication/Publicity

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

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

August 1, 2023	IRCSD FIND MY BUS link & Transportation Dept. Website
November 4, 2023	School Choice Fair
Click or tap to enter a date.	
Click or tap to enter a date.	
Click or tap to enter a date.	

\*Attach examples of communication/publicity

[STUDENTS & FAMILIES](#)
[OUR SCHOOLS](#)
[CALENDARS](#)
[SUPERINTENDENT](#)
[SCHOOL BOARD](#)
[DISTRICT](#)
[DIRECTORY](#)

School District of Indian River County > [Directory](#) > Transportation

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## Directory

### Transportation

[Bus Policies](#)

[Parent Handbook for School Bus Transportation](#)

[Transportation Staff](#)

## Welcome to Transportation

[Find My School Bus Route](#)

WebQuery will display bus stop locations and times for students who are enrolled in their home zoned school.

*If attending CHOICE or CHARTER school, a depot stop location will be provided. You must call 772-978-8801 and press 2 for routing. Depot stop locations are not within walking distance from home addresses and parents are responsible for transporting students to/from the designated depot stop location provided to ensure safety.*


 **Need to Contact Transportation?**

If you are trying to reach transportation, please call the main number **772-978-8801** and follow the prompts to reach office personnel.



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**Welcome to edulog's WebQuery**

WebQuery helps you determine the schools a student is eligible to attend and the available bus stops. WebQuery also provides a helpful street map. Just enter the student's information and click "Go."

WebQuery helps you match your typed in address with an address in the database by allowing you to enter a partial street name. For example, you could enter "2555 Lex" to match "2555 Lexington Ave N"

**Student Information:**

Address 
Grade

If attending CHOICE or CHARTER school, a depot stop location will be provided. You must call 772-978-8801 and press 2 for routing. Depot stop locations are not within walking distance from home addresses and parents are responsible for transporting students to/from the designated depot stop location provided to ensure safety.

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## School Choice Transportation Information

### School District of Indian River County Transportation Department

We are excited to support families with school bus transportation to & from your school of choice!

**Once notified of acceptance to your school of choice,  
simply follow the steps below!**

Call (772) 978-8801 and press #2 for the Routing Dept.  
or  
stop by our office located @ 5235 41<sup>st</sup> Street

\*the closest stop location for your school of choice will be provided. Stops are not guaranteed to be within walking distance; which may require parent's assistance  
K and 1<sup>st</sup> grade parents must provide supervision at stop location during AM & PM

*Safety First Is Safety Always!*

SCHOOL DISTRICT OF INDIAN RIVER COUNTY



# WORKFORCE HOUSING COMMITTEE

## AGENDA

**October 25, 2023**  
**5:30pm-6:30pm**  
**TEC-District Office**

- Call to Order
- Keeping the Promise Update
- Recruitment Update
- Action steps for next meeting
- Calendar (set date for next meeting)
- Other Discussion
- Adjournment



**Crisafulli, Beth**

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**From:** handshake@mail.joinhandshake.com on behalf of Howard University Center for Career and Professional Success <handshake@mail.joinhandshake.com>  
**Sent:** Tuesday, September 12, 2023 8:18 AM  
**To:** Crisafulli, Beth  
**Subject:** Final Reminder: Create Your Career Fair Schedule Today!

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.



## Center for Career and Professional Success

Hi Beth,

This email serves as the final reminder to create a schedule of 1:1 and/or group sessions to connect with students at the Virtual Career Fair this Thursday.

Creating a schedule for the career fair will maximize your opportunities to meet with Howard University students and will make your time with us more impactful.

**Create Your Schedule Today**

After you create your schedule we recommend that you test your browser and network environment to ensure you can use Handshake's video and audio tools at the fair.

Please see if you can access Twilio (Handshake's video provider) by [setting up a test session in Handshake.](#)

Best,  
Nate R. McGill  
Center for Career & Professional Success

This email was sent to Beth Crisafulli from Howard University.

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P.O. Box 40770, San Francisco, CA 94140

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**Crisafulli, Beth**

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**From:** Roderick Mozee <r.mozee@ew.edu>  
**Sent:** Monday, November 13, 2023 11:22 AM  
**Subject:** THANK YOU for participating in the Fall 2023 Career Fair @ EWU!

You don't often get email from r.mozee@ew.edu. [Learn why this is important](#)

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Greetings,

I wanted to reach out to you and thank you participating in our Fall 2023 Career Fair. We had an amazing turnout; **200 students** were in attendance which is a great accomplishment for Edward Waters University. We had a total of **65 companies** in attendance which is a record here at EWU, thank you again! The feedback that I have been receiving from our student body has been so positive and I could not have done it without your participation. I am open to any and all partnerships with you company and the office of Career Services. We can discuss resume workshops, lunch and learn series, speaking engagements, tabling, career workshops, etc. through out the academic year. I want to continue to build partnerships and collaborations with your company. You can send me an email and we can discuss how we can get you and your company to come to campus in any capacity.

We would love to continue to see you partner with EWU to help our students be successful. Also, I would LOVE to invite you back to campus for our 2024 Spring Career Fair. I am attaching the registration link below so you can go ahead and secure your spot for the spring. Please do not hesitate to reach out to me if you need anything or would like to partner.

SPRING 2024 CAREER FAIR REGISTARTION LINK: <https://buytickets.at/edwardwaterscollege/1065552>

I have also included a survey for you to fill out. This will help us improve our career fair for a better overall experience for you and our students. The link is below:

<https://www.surveymonkey.com/r/2XN7FWP>

Those who complete the survey before December 7<sup>th</sup> will receive a 50% discount bring your ticket cost to \$75.00.

Thank you again. Can't wait to work with you again.

Roderick Mozee, M.A

He/Him/His



Director of Career Development & Placement Services  
Division of Student Success and Engagement  
Edward Waters University

(904)470-8007  
George N. Collins Student Center  
1743 Kings Road  
Jacksonville, FL 32209



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## Crisafulli, Beth

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**From:** handshake@mail.joinhandshake.com on behalf of Ms.Juanita Asbury  
<handshake@mail.joinhandshake.com>  
**Sent:** Monday, October 16, 2023 10:04 AM  
**To:** Crisafulli, Beth  
**Subject:** SCSU Career Day Extravaganza 2023 Follow Up

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Greetings,

The Career Center would like to inform you that our computer systems were recently updated and some of our students are experiencing technical issues with their school email. You may have reached out to our students and have not yet recieved a response due to the emails being forwarded to their spam or junk email. The Career Center would like for you to reach out to our team if you have failed to contact a student or wish to. Thank you in advance for your patience and understanding.

**Career Center Staff:**

Mr. Joseph Thomas (Director) (p) 803-536-8577

Email: jthoma21@scsu.edu

Ms. Juanita Asbury (Career Counselor) (p) 803-536-8581

Email: jasbury@scsu.edu

Mr. Vincent Pendarvis ( Career Counselor) (p) 803-536-7031

Email: vpendarv@scsu.edu

Ms. Tanesha Walker ( Admin. Assistant) 803-536-7033

Email: twalker@scsu.edu

This email was sent to Beth Crisafulli from South Carolina State University.

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P.O. Box 40770, San Francisco, CA 94140

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