



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

Quarter of the School Year: 2

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 January 9, 2024: *SB* (initials)

Quarterly Reflection

The district continuous to offer transportation opportunities to African American students to as many possible functions and activities as we progress forward. The key to success continues within the marketing and availability of the various programs offered by SDIRC .

SDIRC continues our strong efforts in recruitment of African American teachers and focus on retention of those individuals. The current state of finding certified teachers poses a challenge, but we are increasing our efforts in staying vigilant in hiring a diverse group.

Quarter of the School Year: 2

Date of Summary: January 11, 2024

District Office: Human Capital and Operations

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

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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.	The number of students enrolled and attending before and after school Extended day indicates the utilization of our programs on each campus. (Please add the chart that you received here along with the chart of programs per school)  Scanned from a Xerox Multifunction Pi
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.	(Please add the reports from the non-profit organizations of student progress in their programs)

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
December 12, 2023	Registration information with csevents@ucf.edu
December 12, 2023	Registration information with recruit@fau.edu
December 14, 2023	Mia Zeigler Coordinator FAMU Career and Professional Development Center



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	 HBCU Communication Q2.pc
Click or tap to enter a date.	
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 a 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.
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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	No meeting in Q2- October meeting it was decided that it would be on a need basis
Summary of Planned Action Steps from Meeting	

*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
July 1, 2023	(Year Round) School District & Transportation Website
July 1, 2023	(Year Round) Choice School Application



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	 School Choice Info.pdf	 screenshots of updated magnet appl
November 4, 2023	Choice School Fair	
Click or tap to enter a date.		
Click or tap to enter a date.		

*Attach examples of communication/publicity