



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

Quarter of the School Year: 3

School: Osceola Magnet

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 March 25, 2024: **JMN** (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?)

Continue to monitor monthly discipline referrals and adjust supports for those students who are showing an increase in disruptive and/or unsafe behaviors. Continue documenting and displaying teachings of AA History. Continue regularly monitoring achievement data of AA students and adjusting supports/interventions provided.



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Date of Summary: March 19, 2024

School: Osceola Magnet 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	10
Date(s) of Support Provided to School Leadership Teams (i.e., August 1, 2023)	1/22/24; 2/8/24; 3/18/24
Summary of Observation(s):	Continue to implement teachings and display student artifacts in the hallways.

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)	1/9/24; 1/24/24; 1/25/24; 3/13/24
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African American Students Receiving Interventions for Substantial Reading Deficiencies

Kindergarten			First			Second			Third		
<small>Ct Need Fun Read</small> <small>Ct Need Fun Read</small>	<small>Ct Need Fun Read but NOT Scheduled</small> <small>Ct Need Fun Read But NOT Scheduled</small>	Percent (%)	<small>Ct Need Fun Read</small> <small>Ct Need Fun Read</small>	<small>Ct Need Fun Read but NOT Scheduled</small> <small>Ct Need Fun Read But NOT Scheduled</small>	Percent (%)	<small>Ct Need Fun Read</small> <small>Ct Need Fun Read</small>	<small>Ct Need Fun Read but NOT Scheduled</small> <small>Ct Need Fun Read But NOT Scheduled</small>	Percent (%)	<small>Ct Need Fun Read</small> <small>Ct Need Fun Read</small>	<small>Ct Need Fun Read but NOT Scheduled</small> <small>Ct Need Fun Read But NOT Scheduled</small>	Percent (%)
0	0	100%	2	0	100%	4	1	75%	3	0	100%

***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.



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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> :	1/23/24; 1/24/24; 2/27/24; 3/19/24
Summary of Action Steps / Plan Based Upon Problem Solving Session(s) for <u>Discipline</u> :	Continue secret behavior game after long absences from school to encourage Set expectations; reviewed risk ratio rates- continue to monitor effective consequences and supports provided for students who are struggling-monthly
Achievement	
Date(s) of Problem-Solving Session(s) for <u>Achievement</u> :	1/9/24; 1/24/24; 1/25/24; 3/13/24
Summary of Action Steps / Plan Based Upon Problem Solving Session(s) for <u>Achievement</u> :	Continue providing supports and interventions for students; continue to monitor every 6-8 weeks and after new data is collected then adjust instruction provided as needed

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)	1/22/24; 3/19/24	
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?



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Summary of Action Steps / Plan based upon District Impact Review (based upon District & School Level Reviews):	<p>*Teachers reviewed data from predicted scores in Power BI, reviewing not only achievement, LG, and BQ LG. This will continue to happen with teachers every 6-8 weeks. Teachers reviewed i-Ready scores to make adjustments in their groups. They will review kid-by-kid in data chats before Spring Break with any changes occurring as of 4/1.</p> <p>*Administration/SLT will review the BQ students and students who are not expected to maintain a 5 with teachers. They will identify those students who need to structured check-ins on a bi-weekly basis. Admin, front office and specials teachers will select 2 students from either group to focus in on and mentor.</p> <p>*Student Data Conversations focused on their academic/attendance data. Teachers and students will review data, and review what support is needed and what students need to do to achieve their goals. A specific protocol will be used for each student.</p> <p>*Administration will create a list (by teacher and grade level) of the BQ kids for their clipboards, so that as they walk rooms in Grades 3-5, they can put an extra set of eyes on students to ensure they are working towards success.</p> <p>*Leadership team will review Tier 2 interventions and A2 interventions using attendance data, progress monitoring and Tier 1 assessments to see if the intervention is getting the desired outcome. In March use new POWER BI predictions to see if any changes need to be made after Spring Break.</p>
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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:		
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 (%)
19	86	22%
Summary of Action Steps/Plan to Increase Communication Regarding the Availability of Extracurricular Activities:		Input Girls on the Run into Extracurricular activities for Q4.

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(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:	3
Percentage of Interviewers on Interview Committee by Race	
Black/African American (%)	White, Non-Hispanic (%)
33%	33%
(OPTIONAL) Additional information:	

Evidences AAAP 1.1

3rd Graders researching and creating posters about famous AA scientists, astronomers, astrophysicists





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2.1- Data Chats & data reviews

