



# African American Achievement Plan 2023-2024

## Assurances of Implementation of Strategies/Action Steps

**Quarter of the School Year: 3**

**School: Storm Grove Middle 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 March 22, 2024: \_\_\_\_CT\_\_\_\_ (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?)

[Click or tap here to enter text.](#)



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During our weekly SLT meetings, the administration team drafted a list of students to meet with and regularly discuss attendance, grades, and course performance. Our SLT continued to review our AA attendance and made suggestions to increase attendance. For PBIS we continued our school wide PBIS initiatives and continued to provide opportunities to use of ticket exchange for displaying positive behavior. This quarter, our school wide opportunities included popcorn party (January 31, 2024), loco for hot cocoa (February 21, 2024), and Superhero Day (March 20, 2024). We continue to have biweekly drawings, drawing five winners per grade level during lunches, including Chic Fila and Countryside Citrus, etc. We also began providing incentives for teachers. Of the five selected winners, PBIS drew three staff winners per grade level.

**Quarter of the School Year: 3**

**Date of Summary: March 22, 2024**

**School: Storm Grove Middle 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	1/18/2024, 1/19/2024, 1/10-1/12/2024, 1/22/2024, 1/23/2024
Date(s) of Support Provided to School Leadership Teams (i.e., August 1, 2023)	1/11/2024, 1/18/2024, 1/25/2024, 2/1/2024, 2/8/2024, 2/15/2024, 2/22/2024, 2/29/2024
Summary of Observation(s):	2/12 – Lesson 12 - Speech excerpt: Frederick Douglass, July 4, 1852 Speech excerpt: Frances Watkins Harper, 1857 Speech excerpt: Sojourner Truth, 1852 2/6 – Lesson 9 - Students contrast Captain Auld's outward image with Douglass's views toward slaveholders and religion 2/5 – Lesson 8- read a passage about the first African American archaeologist John W. Gilbert and make a biography picture frame

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

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Ct Need Fun Read <i>Ct Need Fun Read</i>	Ct Need Fun Read but NOT Scheduled <i>Ct Need Fun Read But NOT Scheduled</i>	Percent (%)	Ct Need Fun Read <i>Ct Need Fun Read</i>	Ct Need Fun Read but NOT Scheduled <i>Ct Need Fun Read But NOT Scheduled</i>	Percent (%)	Ct Need Fun Read <i>Ct Need Fun Read</i>	Ct Need Fun Read but NOT Scheduled <i>Ct Need Fun Read But NOT Scheduled</i>	Percent (%)	Ct Need Fun Read <i>Ct Need Fun Read</i>	Ct Need Fun Read but NOT Scheduled <i>Ct Need Fun Read But NOT Scheduled</i>	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.

Date(s) of School Level Review(s) of Early Warning Indicators for African American Students: <i>(i.e., August 1, 2023)</i>	Every Wednesday
Summary of Action Steps / Plan Based Upon Reviews of Early Warning Indicators for African American Students:	<ul style="list-style-type: none"> <li>Scheduled two course recovery courses within the master schedule to help students who are behind.</li> <li>Identified students who will be invited to participate in our A2 afterschool tutoring for support in current classwork.</li> <li>All students with D's and F's met with their school counselor to review grades and extra help opportunities.</li> <li>MTSS reviews attendance, discipline, grades, and mental wellness needs every week.</li> </ul>

**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 (%)
<b>11%</b>	<b>65%</b>

**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> :	Every Thursday in SLT and Every Wednesday in MTSS
Summary of Action Steps / Plan Based Upon Problem Solving Session(s) for <u>Discipline</u> :	At every school leadership meeting and during MTSS meetings, we participate in data chats -for attendance



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	<p>and discipling, including Risk Ratios for classroom removals.</p> <p>Discipline data is reviewed during every Department leader meeting.</p> <p>Teachers participate in small Teaming meetings to discuss discipline and set up systems of support, including parent teacher conferences.</p> <p>Revamp of the PBIS program to lower office discipline referrals.</p>
<b>Achievement</b>	
Date(s) of Problem-Solving Session(s) for <u>Achievement</u> :	Every Thursday in SLT and Every Wednesday in MTSS
Summary of Action Steps / Plan Based Upon Problem Solving Session(s) for <u>Achievement</u> :	<p>At every school leadership meeting and during MTSS meetings, we participate in data chats for academics, which includes academic progress. This includes a discussion of students in the Bottom Quartile. Teachers participated in differentiation and data problem solving training, which included specific action planning for students in the Bottom Quartile.</p> <p>Teachers met in their collaborative planning meetings (data chats) to discuss academic progress of the students on their Team and discuss a plan to support.</p>

**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 (%)
29.8%	46%

**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)	March 14, 2024
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## African American Achievement Plan 2023-2024

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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):	Through the use and support of our approved A2 tutoring plan, we will be able to provide curriculum support to all identified students on a regular basis. We are going to continue building our PBIS program. In addition, we offered two trainings, differentiation, and data problem-solving sessions to focus on our bottom quartile students.	

**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 (%)
41	133	30.8%
Summary of Action Steps/Plan to Increase Communication Regarding the Availability of Extracurricular Activities:	We continue to advertise in the announcements, during lunches, and have coaches actively recruit students. AP over Activities and the Athletic Director will still recruit players and will help remove barriers, such as cost.	
(SECONDARY ONLY) Number of Students Participating in the African American Student Council (All Grade Levels)	10	

\*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:	2
Percentage of Interviewers on Interview Committee by Race	
Black/African American (25%)	White, Non-Hispanic (75%)
(OPTIONAL) Additional information:	Samantha Collier and Bianca Arbelo

# African American Achievement Plan 2023-2024

## Assurances of Implementation of Strategies/Action Steps

### Storm Grove Middle School

### African American Achievement Plan 2023-24

### Quarter 3

### 1.1



## Dr. Luna Isaac Mishoe, An Original Tuskegee Airmen



January 5, 1917 - January 16, 1989

After his Tuskegee Airmen (1942-1945) service ended, he was introduced at Delaware State College/University for the first time when he was hired to teach mathematics and physics from 1946-1948. Dr. Mishoe later became the President of DSU. He was also the grandfather of Mr. Harris.



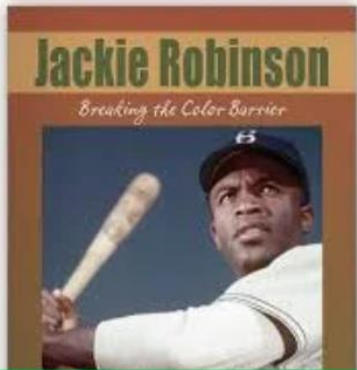
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(January 31, 1919 – October 24, 1972)

**Jack Roosevelt Robinson was an American professional baseball player who became the first African American to play in Major League Baseball in the modern era. Robinson broke the color line when he started at first base for the Brooklyn Dodgers on April 15, 1947**



**In 1968, Chisholm was the first black woman to be elected to the House of Representatives. Four years later, she became the first Black candidate to run for a major party nomination when she ran for president as a Democrat.**

**Shirley Chisholm,  
Politician**



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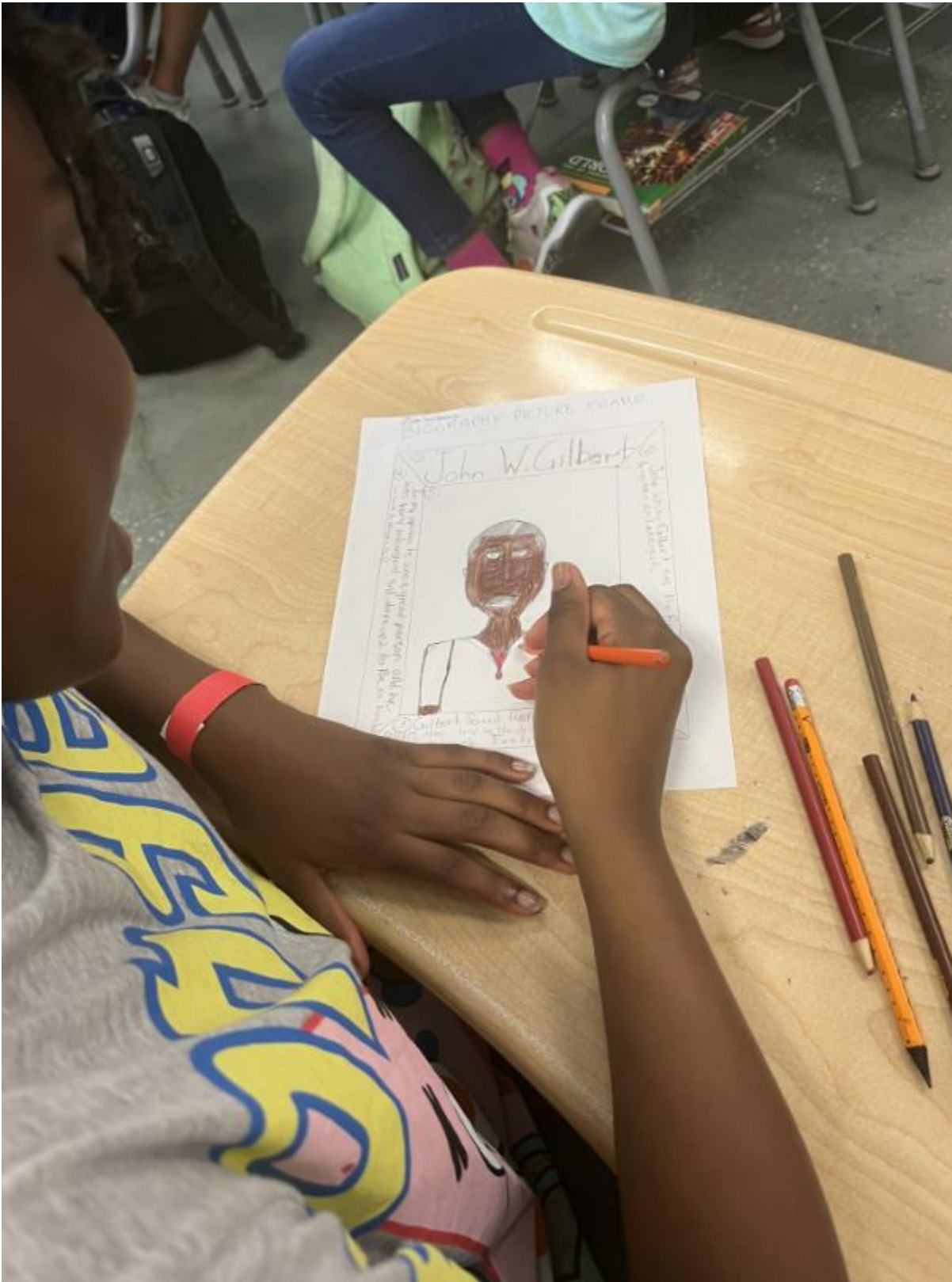
# Madams fun facts

Madam was an African American entrepreneur, philanthropist, and political and social activist. She was the first selfmade African American millionaire and made it into the Guinness Book of World Records.



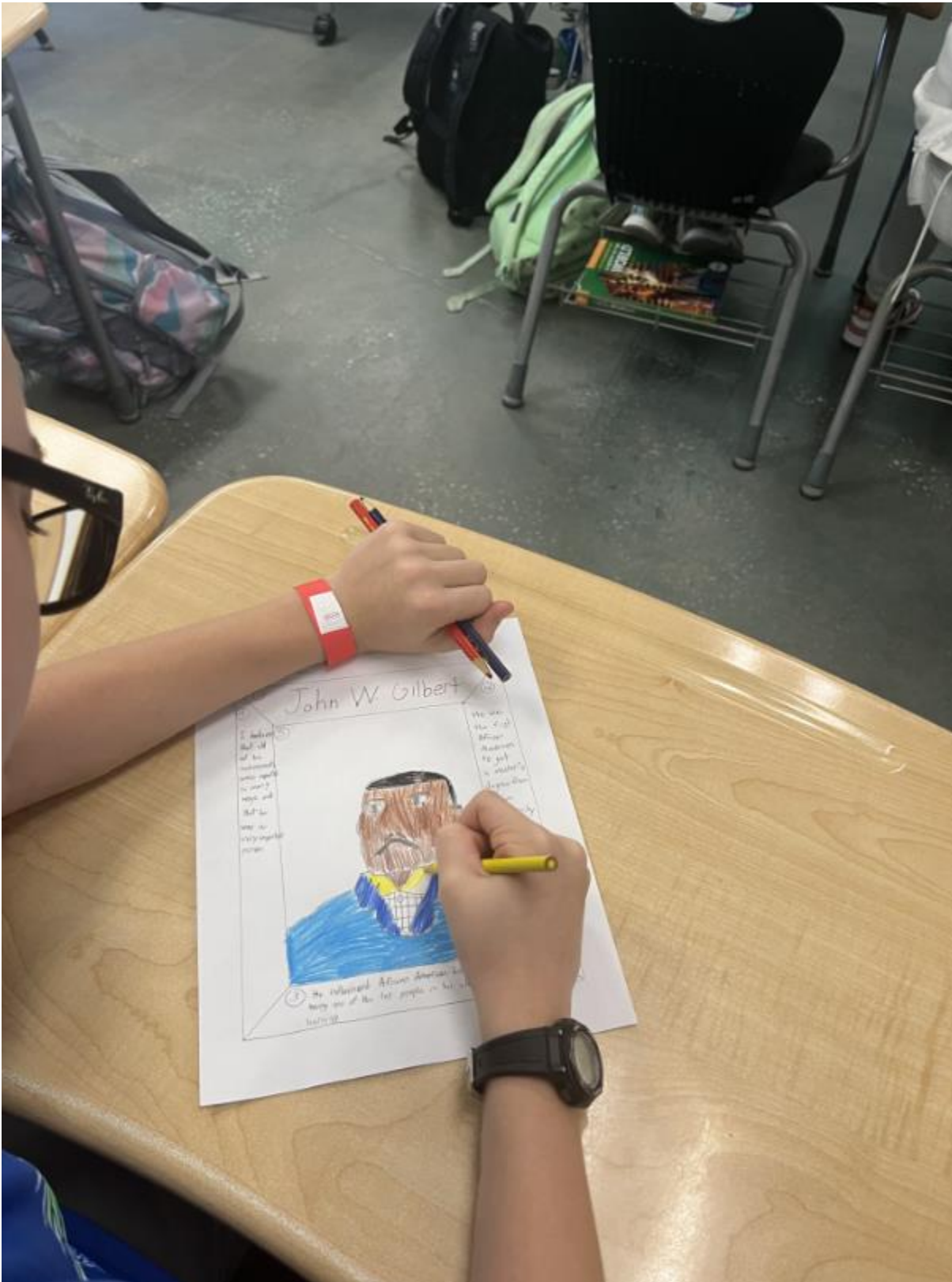
# African American Achievement Plan 2023-2024

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# African American Achievement Plan 2023-2024

## Assurances of Implementation of Strategies/Action Steps





# African American Achievement Plan 2023-2024

## Assurances of Implementation of Strategies/Action Steps

### 1.3 Sample MTSS Agenda

#### MTSS/IPST

Date: 12/6/2023

##### MTSS/IPST Team Members

- Bethany Blume (School Counselor)
- Jessica Cathcart (School Counselor)
- Tabettha Esposito (Assistant Principal)
- Rebecca Fletcher (School Counselor)
- Taylor Lane (Dean)
- Elaine McGinty (School Psychologist)
- Tom Stull (Behavior Analyst)
- Other \_\_\_\_\_

Tier 1: Attendance (Power BI: MS Leadership Compliance) Any students with 10 unexcused get an Attendance Contract. (Verify their letter logging is in place)

##### SGMS 23-24 BIP Spreadsheet

Student \*\*\* \*\*\*\*\* Parent Meeting at 8:30am

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Student \*\*\* \*\*\*\*\* Parent Meeting at 9:00am

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Student \*\*\* \*\*\*\*\* Parent Meeting at 9:30am

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Student	ID	Grd	Race	Exc.	Notes
Student *** *****	111111	7	B	n/a	
Student *** *****	111111	8	W	ESE	- Review data
Student *** *****	111111	7	B	504	- Review now that math class has changed

# African American Achievement Plan 2023-2024

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### 1.4

Row Labels	Count of single_ethnicity	
Asian	13	2%
Black or African American	59	11%
Hispanic	96	18%
Native Hawaiian or Other Pacific Islander	1	0%
Other	23	4%
White	350	65%
(blank)		
<b>Grand Total</b>	<b>542</b>	<b>542</b>




# African American Achievement Plan 2023-2024

## Assurances of Implementation of Strategies/Action Steps

### 2.1

### Sample Weekly School Administration Agenda



SLT Meeting  
Every Thursday

Date: 2/22/24

Attendance		
<input type="checkbox"/> Chris Taylor, Principal	<input type="checkbox"/> Mrs. Blume, Counselor	<input type="checkbox"/>
<input type="checkbox"/> Mrs. Duchemin, Assistant Principal	<input type="checkbox"/> Mrs. Cathcart, Counselor	<input type="checkbox"/>
<input type="checkbox"/> Ms. Esposito, Assistant Principal	<input type="checkbox"/> Ms. Lane, Dean	<input type="checkbox"/>
<input type="checkbox"/> Mr. Harris, Assistant Principal	<input type="checkbox"/> Mrs. Fletcher, Counselor	<input type="checkbox"/>
<input type="checkbox"/> Mr. Negherbon, Dean	<input type="checkbox"/>	<input type="checkbox"/>

- ☐ Discipline and Attendance data
- ☐ SERT Update
  - ☐ JD
    - ☐ Threat Assessment
    - ☐ Mental Wellness Referral
    - ☐ DATA Referral
- ☐ Guidance Counselor Update
  - ☐ Earn your wings!
    - ☐ NJHS Kids
- ☐ Dean Update
- ☐ ASPIRE Program
- ☐ School Tours
- ☐ MTSS Update





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### Sample Meeting Agenda for Department Chairs and Grade Level Leaders

#### Department Meeting 2/21

- Introduction: Ashley Wolack (7<sup>th</sup> grade)
- Share out:
  - o What are you teaching this week?
  - o What methods of monitoring, engagement or differentiation are you planning to use?
  - o Collaborative planning feedback from Vero Beach HS
- IReady: 30 minutes and 1 lesson passed every week
- IReady Testing: March 5 (ELA) March 6 (math)
- Impact Review March 13<sup>th</sup>
  - o Please don't plan to be testing or quizzing this day!
- Using every minute of instructional time
  - o 51 days left!
  - o Bell work Ideas?
  - o How are we spiraling back to old material?
- Weekly walkthrough data by admin: keep up the engagement, monitoring and differentiation

# African American Achievement Plan 2023-2024

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### 3.1

#### Count of Students by Activity

ACTIVITY	W	B	H	O	A	Total
Basketball	8	15	1	4	1	29
Cheerleading	11	4	2	2		19
Cross Country	27	5		1	1	34
Soccer (Co-Ed)	8	1	10			19
Volleyball	21	1	1	1		24
<b>Total</b>	<b>75</b>	<b>26</b>	<b>14</b>	<b>8</b>	<b>2</b>	<b>125</b>

#### BASKETBALL

**Boys Basketball Open Gym  
every Monday and  
Wednesday  
(3:00pm-4:30pm)  
\*need your own  
transportation**

