



**School District of Indian River County**  
**African American Achievement Plan 2021 -2022**  
**Assurances of Implementation of Strategies/Action Steps**



**Quarter of the School Year: 1**

**District Office: Student Affairs, Advocacy, & Access**

In August 2021, the School District of Indian River County initiated the implementation of the 2021-2022 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 2021-2022 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 of each school:

- Action steps included within the 2021-2022 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: 10/13/2021 \_\_\_\_\_ (initials)

**Quarterly Reflection**

The variety of equity focused and parent and family programming that relate to the Strategic Plan goals is progress and will continue. Survey data analysis will ensure relevant programming continues to engage and meet the found need of our families and is equitable and accessible to all. We will continue to work on communication and marketing of our parent and family programming and equity efforts to remove any barriers to attending and engaging and to make the opportunities known to our SDIRC community. Updated, developed, or revised Equity and Parent and Family policy will serve as a set process and guide in our programming and efforts towards unity, equity, and access, as well as engagement. Parent programming will benefit from recruiting more parents and families to events and the newly established Parent Engagement Advisory Council to partner in their child's education through knowledge and use of voice, involvement, and presence.



**School District of Indian River County**  
**African American Achievement Plan 2021 – 2022**  
**Quarterly Summary of Implementation of Strategies/Action Steps**



**Quarter of the School Year: 1**

**Date of Summary: 10/8/2021**

**District Office: Student Affairs, Advocacy, & Access**

**Strategies: 3.2, 3.3, 5.5**

**Strategy AAAP 3.2: Facilitate a taskforce that includes community members in which perspectives, feedback, and support will be gathered to ensure equitable access to educational experiences for students districtwide.**

Dates of Taskforce Meeting(s)	08.19.2021
Summary of Planned Action Steps	<ul style="list-style-type: none"> <li>• In August 2021, identified community leaders to serve on a task force entitled C.L.I.M.A.T.E. – Convening Leaders in Maximizing Access to Education.</li> <li>• Hosted an introductory meeting at United Against Poverty on September 19, 2021, for invited task force members to learn about the purpose and vision for the C.L.I.M.A.T.E. Task Force.</li> <li>• Upon conclusion of the introductory meeting, emailed an interest survey to C.L.I.M.A.T.E. Task Force Meeting attendees to solicit meeting feedback as well as gauge interest in establishing Chair and Vice Chair leadership roles.</li> <li>• Hosted an introductory meeting between the C.L.I.M.A.T.E. Task Force Chair and Vice Chair on September 29, 2021.</li> <li>• On October 4, 2021, emailed a Save-the-Date Outlook calendar invitation for the second C.L.I.M.A.T.E. Task Force scheduled on November 3, 2021, at Gifford Community Center.</li> </ul>

\*Attach meeting agendas

**Strategy AAAP 3.3: Expand outreach and publicity to parents of African American students to increase participation in parent workshops.**

Date of Parent Workshop	Title of Parent Workshop	Date of Publicity
09.29.2021	Academics and the COVID-19 Impact on Families	SDIRC Facebook Page: 09.23; 09.24; 09.27; and 09.29.2021 Focus Parent Portal and All School Portals from 09.23 – 09.29.2021
09.30.2021	Parent Engagement Advisory Council	SDIRC Facebook Page: 09.29.2021 Focus Parent Portal and All School Portals from 09.23 – 09.29.2021
10.09.2021	SDIRC Engage Facebook Page- Designed and implemented new Facebook page for accessibility of parent engagement programming- SDIRC Engage	October 2021 Launch
10.09.2021	Career and Technical Education- Where Theory Meets Practice	09.27.2021; 09.28.2021; 10.09.2021; 10.08.2021; 10.06.2021; 10.05.2021; 10.04.2021
10.09.2021	“Did You Know?” Parent Resource Session	09.27.2021; 09.28.2021; 10.09.2021; 10.08.2021; 10.06.2021; 10.05.2021; 10.04.2021
10.09.2021	¿Tu Sabias? Sesión de recursos para padres (Espanol)	09.27.2021; 09.28.2021; 10.09.2021; 10.08.2021; 10.06.2021; 10.05.2021; 10.04.2021
10.09.2021	“You’ve Got a Friend in Me” Sign Language Performance Tutorial	09.27.2021; 09.28.2021; 10.09.2021; 10.08.2021; 10.06.2021; 10.05.2021; 10.04.2021

10.09.2021	Sphero Robot Hands-On Enrichment Activity with SDIRC Teachers of the Gifted	09.27.2021; 09.28.2021; 10.09.2021; 10.08.2021; 10.06.2021; 10.05.2021; 10.04.2021
10.09.2021	Expert Roundtable Answering Frequently Asked Questions Related to ESE	09.27.2021; 09.28.2021; 10.09.2021; 10.08.2021; 10.06.2021; 10.05.2021; 10.04.2021
10.09.2021	FAU Card (Center for Autism and Related Disabilities)	09.27.2021; 09.28.2021; 10.09.2021; 10.08.2021; 10.06.2021; 10.05.2021; 10.04.2021
10.09.2021	Positive Behavior Support	09.27.2021; 09.28.2021; 10.09.2021; 10.08.2021; 10.06.2021; 10.05.2021; 10.04.2021
10.09.2021	Coastal Behavior Analysis	09.27.2021; 09.28.2021; 10.09.2021; 10.08.2021; 10.06.2021; 10.05.2021; 10.04.2021
10.09.2021	FOCUS Parent Portal Supports	09.27.2021; 09.28.2021; 10.09.2021; 10.08.2021; 10.06.2021; 10.05.2021; 10.04.2021

\*Attach examples of publicity for parent workshops

**Strategy AAAP 5.5: Establish and obtain approval for a Unitary Status Sustainability Policy to ensure that progress related to the 1967 Desegregation Order is maintained.**

Dates of Work Sessions/Revisions of Policy	<ul style="list-style-type: none"> <li>• 07.19.21 – Zoom videoconference with NAACP Education Chair with the SDIRC Coordinator of Equity scribing suggested revisions using track changes in Microsoft Word</li> <li>• 07.20.21 – First version of the policy email to the NAACP Education Chair for review and feedback.</li> <li>• 07.22.21 – Feedback received via email from the NAACP Education Chair</li> <li>• 07.30.21 – Written response provide via track changes and emailed to the NAACP Education Chair for review.</li> <li>• 08.03.21 - Feedback received from the NAACP Education Chair.</li> <li>• 08.19.21 – Policy shared with members of the C.L.I.M.A.T.E. Task Force and feedback solicited.</li> <li>• 09.28.21 – Public Hearing: Unitary Status Sustainability Policy</li> <li>• 09.26.21 – Equity Committee Chairperson shared individual policy feedback with members of the Equity Committee.</li> </ul>
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\*Attach most recent revision of the policy





Location: United Against Poverty  
Date: Thursday, August 19, 2021  
Time: 6:00 P.M. – 7:00 P.M.

## Task Force Agenda

**5:30 P.M. – 6:00 P.M. (OPTIONAL) Informal Meet and Greet**

I.	Welcome and Introductions	Dr. Kyra Schafte <i>Coordinator of Equity</i>
II.	Opening Remarks	Dr. David K. Moore <i>Superintendent</i>
III.	Charge to the Task Force	Mr. Eric Seymour <i>Assistant Superintendent of Student Affairs, Advocacy, and Access</i>
IV.	Attaining and Sustaining Unitary Status	Dr. Kyra Schafte <i>Coordinator of Equity</i>
V.	Operating Logistics	Mr. Eric Seymour <i>Assistant Superintendent of Student Affairs, Advocacy, and Access</i>
VI.	Next Steps	Dr. Kyra Schafte <i>Coordinator of Equity</i>

## Artifacts for Strategy AAAP 3.3 – TCCH Parent Workshop Announcement Details and PEAC Meeting Announcement



The School District of Indian River County (SDIRC) and Treasure Coast Community Health (TCCH) are excited to present workshops for families. With SDIRC's focus on transforming education to inspire & empower ALL students to maximize their full potential and TCCH's efforts to provide comprehensive high quality primary health care, this series will bring topics and resources that will benefit your whole family! Please join us for our first session

**TOPIC:** Academics and the Covid 19 Impact on Families

**DATE:** Wednesday, September 29<sup>th</sup>

**TIME:** 6pm- 7pm

**LOCATION:** United Against Poverty: 1400 27<sup>th</sup> Street, Vero Beach, FL 32960 and on Facebook Live

We have plenty of space to spread out and social distance while connecting on a topic that will bring health and wellness into focus. If you can't join us in-person, make sure to view on Facebook live.

Please submit questions for the workshop using the QR Code:



### PARENT ENGAGEMENT ADVISORY COUNCIL (PEAC) 2021-2022

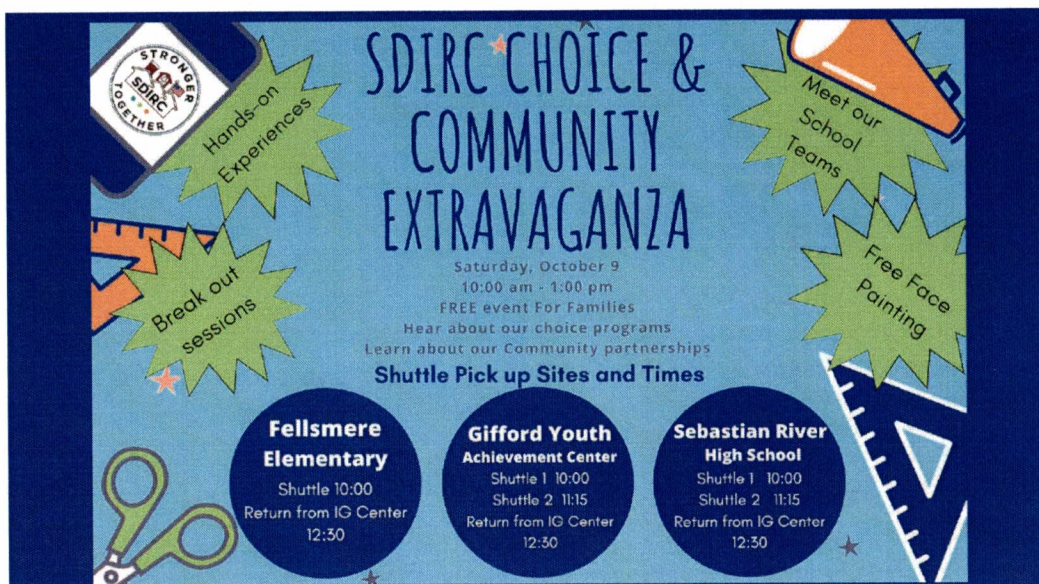
All parents and community members are invited to participate in the Parent Engagement Advisory Council (PEAC).

Meetings will take place from 6:00-7:30pm virtually on Microsoft Teams.

Click the date below join the meeting at the scheduled time:

- [September 30 PEAC](#)
- [October 27 PEAC\\*](#)
- [November 18 PEAC](#)
- [January 20 PEAC\\*](#)
- [February 24 PEAC](#)
- [April 28 PEAC\\*](#)
- [May 19 PEAC](#)

\* Denotes Superintendent PEAC Advisory Council sessions



## BREAK-OUT SESSIONS



### SESSION DRIVEN PARENT ENGAGEMENT PLANNED

#### Room 112 A

**10:00- 10:15 Dr. Moore Achieve 2025**  
 10:15- 10:45 Career and Technical Education  
 Where Theory Meets Practice  
**11:00-11:15 Dr. Moore Achieve 2025**  
 11:15- 11:45 "Did you know?"  
 Parent Resource Session  
**12:00 -12:15 Dr. Moore Achieve 2025**  
 12:15-12:45 ¿Tu Sabías?  
 Sesión de recursos para padres (Español)

#### Room 131 A Elevate ESE

**10:00**  
 "You've Got a Friend In Me" Sign Language  
 Performance and Tutorial  
**11:00**  
 Sphero Robot Hands-On Enrichment Activity  
 with SDIRC Teachers of the Gifted  
**12:00**  
 Expert Roundtable Answering Frequently  
 Asked Questions Related to ESE

#### Room 131 C Community Groups and Resources

**10:00**  
 FAU CARD (Center for Autism and Related  
 Disabilities) - Luann Bertaux  
**11:00**  
 Positive Behavior Support - Kelly Walker  
**12:00**  
 Coastal Behavior Analysis - Randy Arms

#### Room 131 B Health Screenings

Focus Parent Portal Supports  
 Family and Community Engagement Team  
 Conference Hallways



# OUTDOOR SET UP- COMMUNITY PARTNERSHIPS AND EXTENDED LEARNING OPPORTUNITIES

ORGANIZED BY DR. PATRICIA KAWI- COORDINATOR OF PARENT AND COMMUNITY ENGAGEMENT

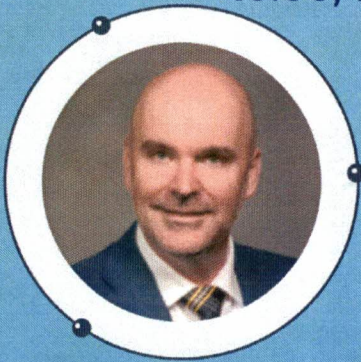
IRC Sheriff Explorer Post 556  
The Learning Alliance  
Kona Ice  
Literacy Services of Indian River County  
DASIE Hope Center  
QuitDoc Foundation  
Treasure Coast Girls Coalition  
Vero Beach Rowing  
The Young Journalist  
Gifford Youth Orchestra  
IRC Parks and Recreation  
Youth Guidance Mentoring Academy  
Big Brothers Big Sisters  
Ballet Vero Beach

Sunrise Rotary - Vero Beach Literacy, Community, Youth Services  
The Education Foundation of Indian River County  
Crossover Mission  
SAFIR Coalition  
Mental Health Association in Indian River County  
United Way of Indian River County  
Environmental Learning Center  
Special Equestrians of the Treasure Coast, Inc.  
Treasure Coast Community Health  
Hart and Soul Foundation  
United Against Poverty- Vero  
RISE Center IRC  
Girl Scouts of Southeast Florida

## Meet the Superintendent .

Hourly Mini-Sessions

10:00, 11:00, 12:00 Room 112A



DR. DAVID K. MOORE ED.D

*ACHIEVE 2025*

Hear about the strategic plan

*NEW INITIATIVES*

Hear about the guiding principles of the work of SDIRC

FREE FACE PAINTING

COURTESY OF OUR ESE DEPARTMENT



COOKIES AND JUICE PROVIDED BY OUR FOOD SERVICE DEPARTMENT

FREE SNACKS COURTESY OF OUR SDIRC FOOD SERVICES TEAM



## RELEASE ONLINE CHOICE BOOKLET

NOVEMBER 2021-  
INCLUDE COMMUNITY ORGANIZATIONS

## PICK-UP SITES FOR IG CENTER

Shuttle 1  
10:00  
Shuttle 2  
11:15  
Return from  
IG Center  
12:30

**Gifford Youth  
Achievement  
Center**

Shuttle 1  
10:00  
Shuttle 2  
11:15  
Return from  
IG Center  
12:30

**Sebastian  
River High  
School**



Shuttle 1  
10:00  
  
Return from IG  
Center  
12:30


**Fellsmere  
Elementary  
School**



Calling all SDIRC Families!  
 JOIN US at the FREE  
**Choice & Community Extravaganza**  
 October 9th 10:00-1:00  
 IG Center  
 1590 9th Street SW Vero Beach, FL 32962

Want to learn more about the School Choice Options in Indian River County?  
 Join us!!!  
 Each Public School will share their unique offerings and School Choice Focus area.  
 Choose the school that is best for YOU and your family!  
 2022-2023 Open Enrollment Begins in November!

 School Choice Videos

**Community Shuttle Pick-Up Sites**

<b>Fellsmere Elementary</b> Shuttle 10:00 Return from IG Center 12:30	<b>Gifford Youth Achievement Center</b> Shuttle 1 10:00 Shuttle 2 11:15 Return from IG Center 12:30	<b>Sebastian River High School</b> Shuttle 1 10:00 Shuttle 2 11:15 Return from IG Center 12:30
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Don't forget to check out our Community Partnership Area.  
 Learn all about extended opportunities for learning!

**SDIRC: Choice & Community Extravaganza Break-out Sessions**

**Breakout Room Sessions**

	10:00-10:45	11:00-11:45	12:00-12:45
<b>Room 112 A</b> Dr. Moore Achieve 2025	Treasure Coast Technical College and Career and Tech Info Session	"¿Tu Sabías?" Sesión de recursos para padres (Español)	"Did you know?" Parent Resource Session
<b>Room 131 A</b> Elevate ESE	"You've Got a Friend in Me" Sign Language Performance and Tutorial	Sphero Robot Hands-On Enrichment Activity with SDIRC Teachers of the Gifted	Expert Roundtable Answering Frequently Asked Questions Related to ESE
<b>Room 131 C</b> Community Group	FAU CARD I Center for Autism and Related Disabilities - Luann Bertaux	Positive Behavior Support - Kelly Walker	Coastal Behavior Analysis - Randy Arms
<b>Room 131 B</b>	++++++Health Screenings++++++		

Join us in the School Choice area for Free Face Painting & Cookies

**Artifact for Strategy AAAP 5.5: Most recent version of the Unitary Status Sustainability Policy**

Book	Policy Manual
Section	2000 Program
Title	UNITARY STATUS SUSTAINABILITY
Code	po????
Adopted	May 25, 2021

**Policy # - UNITARY STATUS SUSTAINABILITY**

Purpose

The School Board of Indian River County is committed to compliance with the 1967 Desegregation Order and accomplishment of the goals outlined in the associated 2018 Joint Plan for the Achievement of Unitary Status in the Matter Styled *Sharpton, et al. v. School Board of Indian River County, FL*, No. 1:64-cv-00721 (S.D. Fla.). Beyond this, once unitary status is achieved in relation to the Desegregation Order, the District shall maintain a unitary school system that will provide equal opportunity and access to education and employment to all individuals regardless of personal characteristics such as race, ethnicity, national origin, religion, disability, sex, sexual orientation, gender identity, age, or socioeconomic status. The School Board believes that the timely provision of resources, supports, instruction, and interventions based upon a student's individual needs, as well as the establishment of a diverse workforce representative of all students, is critical to the achievement of successful educational outcomes for all students.

Board Commitment

The School Board, and all schools in our system, shall take active measures to maintain a unitary school system. Active measures shall be defined as those which promote equitable, inclusive, and supportive educational environments that are free from discrimination.

- A. Mentoring of New African American Instructional Staff – All newly hired African American instructional staff shall be offered professional learning opportunities to support the knowledge acquisition of designing learning environments to address the educational needs of diverse student populations.
- B. Recruitment of African American Instructional Staff – The Board will hold the Superintendent accountable for assuring that the District recruitment team and school-based interview teams for instructional staff shall be diverse in composition and active efforts shall be made to recruit a diverse workforce representative of the District's student population. See also Policy 3120.01.
- C. Representation of African American Instructional Staff – All instructional staff of the District shall be employed and assigned to work locations in a non-discriminatory manner.
- D. African American Student Academic Achievement / Resource Allocation – Evidence-based strategies and interventions shall be implemented to eliminate identified barriers to racial disparities in academic achievement, discipline, and eligibility for special programs. Viable avenues to pursue upgrades to human capital and resource allocation shall be addressed in the District's Staff Allocation Model (SAM).



- E. Student Assignments – The practice of curricular and programmatic choice in student assignment, on a space available basis, shall be implemented to increase the alignment between the racial representation in student enrollment at individual schools and the District’s overall racial representation in student enrollment.
- F. Transportation – The school transportation system shall be reviewed regularly and needed action be taken to ensure that transportation is not a barrier to access to the full range of curricular and programmatic choice.
- G. Extracurricular Activities – Given the importance of extracurricular activities as a valuable expenditure of school resources, participation shall be regularly reviewed and needed action taken to ensure that African American students are able to access and participate in extracurricular activities in a non-discriminatory manner.

#### Superintendent Commitment

The Superintendent shall consistently monitor educational outcomes for African American students and staff, to maintain a unitary school system that is free from discrimination, while maximizing the potential of all students. To support unitary status sustainability, the Superintendent shall engage in actions which include, but are not limited to, the following:

- A. Ensure the needed district infrastructure to accurately monitor educational outcomes for African American students and staff is maintained or improved.
- B. Make evidence-based recommendations for the development and implementation of corrective actions in areas in which educational disparities or discriminatory practices are identified.
- C. Ensure that there is a clearly defined channel for individuals to submit concerns related to educational disparities or discriminatory practices.
- D. Monitor data to make recommendations to the School Board regarding any identified needs for additional resources or human capital to enhance the outcomes and initiatives within the Joint Plan for the Achievement of Unitary Status in the Matter Styled *Sharpton, et al. v. School Board of Indian River County, FL*, No. 1:64-cv-00721 (S.D. Fla.)

#### Superintendent’s Unitary Status Sustainability Workgroup

Once unitary status has been achieved in all sections of the Joint Plan for the Achievement of Unitary Status in the Matter Styled *Sharpton, et al. v. School Board of Indian River County, FL*, No. 1:64-cv-00721 (S.D. Fla.), and all requirements associated with the Joint Plan have been fulfilled, a “Superintendent’s Unitary Status Sustainability Workgroup” shall be established. The Superintendent will create a Unitary Status Sustainability Workgroup comprised of five members, who will be selected by the School Board at the Annual Organizational Meeting. The Workgroup will make recommendations on how to best support African American students and historically underserved communities in the District. Workgroup representatives will be appointed for a one-year term. The Workgroup will meet quarterly, with the Superintendent providing updates to the School Board on a biannual basis. If a representative is absent from two consecutive Work Group meetings, the School Board shall select a replacement representative within 30 days.

The representatives of the Superintendent’s Unitary Status Workgroup will:

- A. Utilize a data-driven approach to review and problem solve district outcomes for African American students and staff as related to the School Board and Superintendent commitments outlined above.

- B. Provide timely feedback and evidence-based recommendations for improvement related to district outcomes reviewed with the School Board in a public meeting held on an annual basis.
- C. Provide timely feedback and evidence-based recommendations for consideration to guide District Strategic Plan revisions.

#### Policy Duration and Revisions

The School Board understands the importance of the commitments outlined in this policy to students, parents, employees, and community members. This policy shall remain in effect for five years with the initial year identified as the year in which unitary status has been achieved by the District in all sections of the Joint Plan for the Achievement of Unitary Status in the Matter Styled *Sharpton, et al. v. School Board of Indian River County, FL*, No. 1:64-cv-00721 (S.D. Fla.), and all requirements of the Joint Plan have been fulfilled. The School Board shall evaluate this policy at the close of the five-year validity period to determine the terms of the renewal cycle for this policy. Any proposed revisions to this Unitary Status Sustainability policy must be adopted in accordance with the Administrative Procedures Act and requires a super-majority vote by the School Board.

Legal F.S. 1000.05  
F.S. 1001.41  
F.S. 1001.49