



## African American Achievement Plan Evidence of Progress Monitoring

School District of Indian River County  
#SDIRCStrongerTogether

**Date:** 9/21/2020

**School/Department:** Curriculum & Instruction

**Action Step  
(number and  
description):** Action Step 1.1 - Culturally Responsive Instructional Strategies & Practices Provide professional development to administrators, instructional staff, and teachers related to culturally responsive instructional practices and strategies for working with African American male and female students.

**Evidence of Progress  
Monitoring  
(Please include  
narrative/description  
of the action taken.  
Where applicable,  
please include all  
measurable data.)** A committee comprised of Dr. Deborah Long, Specialists Fran McDonough, Anitra Cummings, Terri Beckham, Leslie Connelly and Dr. Colleen Lord met August 25, 2020, to build a framework for the Unity in Equity micro-credentialling. The Culturally Responsive Teaching is part of the Unity in Equity framework. This will be shared with principals, teachers and staff members in November 2020. The attached framework is the start of the work for the modules.

**Results of Action  
Taken:** The framework for Equity in Action is being built to deliver the professional development.

**Reflection:** This work will impact all students, and will be delivered with fidelity.

## Meeting Minutes for Unity Modules

August 25, 2020

### **Framework for Five Areas**

#### **United through Equity**

##### **Courageous Conversations (12 Hours of Training)**

*Framing Question: How do you create safe environments for open and honest dialogue? QTIP*

- Race, Ethnicity, and Culture what's the difference
- Uncomfortable Conversations with a Black Man (What's on Your Left?)
- Canvas Module Picture Activity

##### **Cultural Relevant Teaching (12 Hours of Training)**

*Framing Question: How do I ensure students feel valued, respected, and represented?*

- Social Emotional Learning (Look at TLA Micro-Credentials)
- Culturally Responsive Teaching and the Brain (Establishing Alliance in The Learning Partnership Ch. 6)

##### **Implicit Bias (12 Hours of Training)**

*Framing Question: How can understanding attitudes and stereotypes shape our actions and decisions?*

- Microaggression-2 hours
- Poverty
- The Danger of One Single Story (Ted Talk)

##### **Mindset (12 Hours of Training)**

*Framing Question: How does your mindset influence cultural responsive teaching?*

- Culturally Responsive Teaching and the Brain (Mindset Section)
- Dr. Carol Dweck

##### **Cultural Competence (12 Hours of Training)**

*Framing Question: How do we, as stakeholders, build achievement and connectedness for all students?*

- Understanding Culture (Culturally Responsive Teaching and the Brain-Pg. 22)
- Equity of Effort

### **Three Badges Earned:**

Reach out to Lori Webb to create badges

- 24
- 48
- 60

**Participants will need to produce an artifact and demonstration of learning.**