



African American Achievement Plan Evidence of Progress Monitoring

School District of Indian River County
#SDIRCStrongerTogether

Date: 8/7/2020

School/Department: Sebastian River High

**Action Step
(number and
description):** 1.11- Extra Curricular PD

**Evidence of Progress
Monitoring
(Please include
narrative/description
of the action taken.
Where applicable,
please include all
measurable data.)**

The documentation attached is the roster from Sebastian River High School August 7th Faculty meeting held in our Performance Arts Center and via TEAMS meeting (those who joined virtually). It also contains the Power Point Presentation utilized during that meeting and screen shots from our weekly School Messengers that are sent home weekly. The faculty meeting included discussion about our school data from the 2018-2019 school year that focused on sub-groups, which included African American students. During the discussion we covered the need to ensure that all classrooms engaged students in culturally responsive instruction and equitable classroom practices. This presentation also included an opportunity for faculty and staff to discuss ways we would improve equity for ALL students to have access to success in ALL areas, to include sports, clubs, classrooms instruction, visuals within the classroom, discipline etc. At this time, not all athletic coaches were hired however upon employment, our Athletic Director and Administration team members will be providing this training to them as well. Also, our Weekly school messenger calls to our families ensure that all students and their families have the latest information necessary to be successful in all areas.

**Results of Action
Taken:**

Staff members were able to discuss past trends in all areas to improve equity through the school. Teachers reviewed their classrooms practices that centered around our diverse population here at SRHS. Also, discussions brought to light the need for increased communication via school messenger, school website, and social media to advertise more expectations, announcements, and positive items for SRHS.

Reflection:

Based on the feedback during this discussion, SRHS will increase weekly school messages from administration to ensure ALL our families are aware of upcoming events. We will push out more information via social media as an additional opportunity to communicate with our families as well as consistently update our school website to provide our families and community with the latest information to ensure ALL students have access to success.

School Messenger – Weekly Calls to Parents to inform of upcoming events, opportunities, and information.

Dashboard
Broadcasts
Reports
System

Activity Summary

7 Days
Month
Year

Broadcasts
1
1 Languages
1 Senders

Content Mix

100%
0%
0%

Top Types
1 General

Top Senders
1 Christopher Cummings

New Broadcast

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Broadcasts

Completed (Already Sent)

Sent On	Author	Subject	Rcpts	Content
Sun 9/13/20	Christopher Cummings	Weekly Student Update 9-13-20	2112	
Sun 9/6/20	Christopher Cummings	Weekly Student Updates 9-6-20	2113	
Thu 9/3/20	Christopher Cummings	Laptop Return	2115	
Sun 8/30/20	Christopher Cummings	Weekly Student Update 8-30-20	2122	
Wed 8/26/20	Christopher Cummings	Code of Student Conduct (Copy)	1	
Tue 8/25/20	Christopher Cummings	Code of Student Conduct	2124	
Sun 8/23/20	Christopher Cummings	First Day of School Message	2124	
Fri 8/21/20	Christopher Cummings	Laptop Distribution 8/21/20	1959	
Tue 8/18/20	Christopher Cummings	Transitional Orientation Information & General	1944	
Sun 8/16/20	Christopher Cummings	SRHS Updates 8-17-20	1940	
Thu 8/13/20	Christopher Cummings	Orientation Morning Aug 13	1939	
Sun 8/9/20	Christopher Cummings	Orientation Update	1944	
Sun 8/2/20	Christopher Cummings	Teachers Return to work Aug 3	160	
Tue 7/28/20	Christopher Cummings	Teacher Options 2 or 3	160	

Faculty Professional Development Roster

Date: 8/7/2020

Acosta, Heather	✓
Amy, Terri	✓
Anderson, George	✓
Arce, Josh	✓
Avila, Marilyn	Work / Home
Baker, Sandy	✓
Boscovich, Eric	✓
Bottorff, Bryan	✓
Braaksma, Beth	EMIA
Bradshaw, Cathy	✓
Bridge, Lisa	Work / Home
Brown, Jody	✓
Bruce, Gayle	Work / Home
Buchweitz, Brenda	✓
Cama, Madison	✓
Camba, Alison	✓
Celesti, Sandra	✓
Champion, Paul	✓
Colon, Denise	✓
Conrti, Jacqueline	✓
Cornacchione, Ann Marie	✓
Daniel, Karyn	✓
Davis, Michael	✓
Deamara, James	✓
Deblasio, Denise	✓
all Cummings, Chris	✓

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Sebastian River High School

8/7/2020

Dillon, Alisha	<u>work - Home</u>
Divers, Crystal	✓
Fitzgordon, Candace	✓
Flemming, Tony	✓
Flores, Eddy	✓
Frierson, David	✓
Funnell, Michelle	✓
Geer, Travis	✓
Gehrke, Ron	✓
Gehrke, Zach	✓
Golliher, Jerry	✓
Greene, Natasha	✓
Green, Wylie	✓
Hall, Michael	✓
Hallett, Kally	✓
Hanna, William	✓
Hofer, Michael	✓
Howder, Celeste	✓
Howe, James	✓
Hulse, Katie	✓
Hussey, Mike	✓
Infanzon, Jatiel	✓
Infanzon, Lori	✓
Ioffredo, Daniel	✓
Jursik, Melissa	✓
Jones, Chase	✓
Kahn, Janice	✓
Kaser, Diane	✓
Keese, Sandra	✓

Sebastian River High School

8/7/2020

Kolb, Amy	✓	
Kramer, Lois	✓	
Kulp, Kevin	✓	
Landis, James	✓	
La Branche, Mireya	✓	
La Dow, Sheila	✓	
Lange, Hilary	✓	remore
Lewis, Maura	✓	
Lunny, Chelsea	✓	
Maloney, Heidi	✓	
Matthews, Cormack	✓	
Matthews, Keith	✓	
Maul, Maria	✓	
Maul, Tom	✓	
Morris, Kevin	✓	
Moser, Doug	✓	
Nathaniel, Joe	✓	
Norman, Danna	✓	
O'Keefe, Kim	✓	
Omans, Jane	✓	
Payne, Nina	✓	
Palmer, Wendy	✓	
Parkinson, Rose	✓	
Patsche, Jackie	✓	
Perry, Tyrone	✓	remore
Phillips, Lynn	✓	
Pinkney, Elizabeth	✓	
Pirone, John	✓	
Plate, Jeff	✓	
Platt, Jeanne	✓	
Reactor, Clint	✓	

Sebastian River High School



8/7/2020

Proctor, Clint	<u>Work / Home</u>	
Rallo, Matt	<u>Work / Home</u>	
Redish, Kerilyn	<u>✓</u>	remove
Richards, Regina	<u>Could be a home</u>	
Rickert, Robin	<u>✓</u>	
Riskin, Robert	<u>✓</u>	
Rogers, Terrie	<u>✓</u>	
Rosenthal, Susan	<u>✓</u>	remove
Rouleau, Sue	<u>✓</u>	
Rubio, Martha	<u>✓</u>	
Roux, Garrett	<u>✓</u>	
Sameska, Pam	<u>✓</u>	remove
Secoy, Emily	<u>✓</u>	
Seixas, Stella	<u>✓</u>	
Smalley, Dana	<u>✓</u>	remove
Stanley, Larry	<u>✓</u>	
Stapleton, Patricia	<u>✓</u>	
Sturgeon, Jaime	<u>✓</u>	
Taylor, Chris	<u>✓</u>	
Taylor, Melissa	<u>✓</u>	
Thimmer, James	<u>✓</u>	
Topliffe, Courtney	<u>✓</u>	remove
Torres, Hector	<u>✓</u>	remove
Truesdale, Brenda	<u>✓</u>	
Upchurch, Jessica	<u>vacation</u>	
Valencia, Enrique	<u>✓</u>	
Van Brimmer, Kevin	<u>✓</u>	
Walker, Fran	<u>✓</u>	
Wallace, William	<u>work - home</u>	
Walsh, Maria	<u>✓</u>	remove
Wolff, Mary	<u>✓</u>	
Wright, Alissa	<u>✓</u>	
Young, George	<u>out - needs home form</u>	



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Shark Mindset for Success

Category	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030
Student Achievement	85	88	90	92	94	96	98	100	100	100	100
Teacher Satisfaction	80	82	84	86	88	90	92	94	96	98	100
Parent Satisfaction	75	78	80	82	84	86	88	90	92	94	96
Community Satisfaction	70	72	74	76	78	80	82	84	86	88	90
Student Engagement	80	82	84	86	88	90	92	94	96	98	100
Teacher Engagement	75	78	80	82	84	86	88	90	92	94	96
Parent Engagement	70	72	74	76	78	80	82	84	86	88	90
Community Engagement	65	68	70	72	74	76	78	80	82	84	86
Overall Score	75	78	80	82	84	86	88	90	92	94	96

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School Grade Comparison

Grade	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
9th Grade	60%	65%	70%	75%	80%	85%	90%	95%	100%	100%	100%	100%
10th Grade	55%	60%	65%	70%	75%	80%	85%	90%	95%	100%	100%	100%
11th Grade	50%	55%	60%	65%	70%	75%	80%	85%	90%	95%	100%	100%
12th Grade	45%	50%	55%	60%	65%	70%	75%	80%	85%	90%	95%	100%
Overall Average	52%	57%	62%	67%	72%	77%	82%	87%	92%	97%	100%	100%

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ELA

Grade	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
9th Grade	60%	65%	70%	75%	80%	85%	90%	95%	100%	100%	100%	100%
10th Grade	55%	60%	65%	70%	75%	80%	85%	90%	95%	100%	100%	100%
11th Grade	50%	55%	60%	65%	70%	75%	80%	85%	90%	95%	100%	100%
12th Grade	45%	50%	55%	60%	65%	70%	75%	80%	85%	90%	95%	100%
Overall Average	52%	57%	62%	67%	72%	77%	82%	87%	92%	97%	100%	100%

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BIOLOGY EOC					
Year	School	District	School Minus District	State	School Minus State
2019	58%	64%	-6%	67%	-9%
2018	58%	61%	-3%	65%	-7%
Complete	0%				

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ALGEBRA EOC					
Year	School	District	School Minus District	State	School Minus State
2019	29%	58%	-29%	61%	-32%
2018	40%	61%	-21%	62%	-22%
Complete	13%				

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GEOMETRY EOC					
Year	School	District	School Minus District	State	School Minus State
2019	41%	53%	-12%	57%	-16%
2018	55%	50%	5%	56%	-1%
Complete	13%				

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2019 SCHOOL GRADE COMPONENTS BY SUBGROUPS												
Subgroups	RA	RA	RA/US	RA/US	RA/US	RA/US	RA/US	RA/US	RA/US	RA/US	RA/US	RA/US
SWD	34	34	27	31	31	30	30	38	38	38	38	38
ELL	23	23	23	23	23	23	23	23	23	23	23	23
ASN	69	69	69	69	69	69	69	69	69	69	69	69
BLK	43	46	26	26	39	46	53	33	33	33	33	33
HSP	38	44	27	30	39	24	55	42	42	42	42	42
MUL	36	52	29	38	38	40	40	40	40	40	40	40
WHT	52	53	46	43	41	27	64	54	54	54	54	54
FRL	36	42	26	31	38	30	51	45	45	45	45	45

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ESSA Federal Index	
ESSA Category (TMI or CRI)	78%
ESSA Federal Index - All Students	68%
ESSA Federal Index - Below 4% Students	70%
Total Number of Subgroups Meeting the Target	4
Progress of English Language Learners in Achieving English Language Proficiency	4%
Total Points Behind For the Federal Index	11%
Total Components for the Federal Index	11
Score Range	75%

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Students With Disabilities	
Federal Index - Students With Disabilities	13%
Students With Disabilities Subgroup Below 4% in the Current Year?	YES
Number of Consecutive Years Students With Disabilities Subgroup Below 3.2%	0
English Language Learners	
Federal Index - English Language Learners	29%
English Language Learners Subgroup Below 4% in the Current Year?	YES
Number of Consecutive Years English Language Learners Subgroup Below 3.2%	2
Multinational Students	
Federal Index - Multinational Students	39%
Multinational Students Subgroup Below 4% in the Current Year?	YES
Number of Consecutive Years Multinational Students Subgroup Below 3.2%	0

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School Improvement Plan: FOCUS AREAS

- Standard Based Instruction
- Data Monitoring
- Culturally Responsive Instruction

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Standard Based Instruction

DAILY Learning Targets -
"I Can..." statements. These statements will drive your instruction each day, giving you laser focus on outcomes (backwards planning essential). These "I Can" goals largely will come from the 2.0-level of your performance scale for your standard.

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Data Monitoring

DAILY Common Formative Assessments and teacher data analysis.
 These short formative assessments will measure student learning "in the moment" so class wide performance achievement and deficits can be identified immediately and remediated (or enriched) during the next class period. Data analysis will be shared with your administrator as well as your collaborating colleagues.

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Culturally Responsive Instruction

Are we providing ALL students with the support they need for success?

EQUALITY VERSUS EQUITY

In the first image, the tallest person can see easily, the middle person can just see, and the shortest person cannot see at all. In the second image, the tallest person is asked to stand behind the fence, so the middle person can see. In the third image, the tallest person is asked to stand behind the fence, and the middle person is asked to stand behind the fence, so the shortest person can see. The diagram shows that equity is about removing barriers for the most disadvantaged.

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Equity Plan – Goal 1

Increase Stakeholder Communication and Engagement:

Increase opportunities for students, parents and community stakeholders to develop a better understanding of rigorous academic options offered by developing marketing materials, strategies and student/parent/community informational sessions.

Elicit the support of community leaders to help bridge the gap between school and the community.

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Equity Plan – Goal 2

Increase Curriculum Offerings and Academic Support for ALL Underrepresented Sub-groups:

Increase the number of students within all advanced courses to include ACP, and Dual Enrollment programs, as well as Industry Certification.

Explore academic support opportunities that provide test-taking, organizational and academic strategies as a proactive measure to ensure the success for ALL students in advanced courses.

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Equity Plan – Goal 3

Increase culturally responsive support for ALL students & school staff members (teachers, Custodians, Secretaries, Cafeteria staff, etc....)

Increase culturally responsive support for the school environment to broaden all staff members' understanding of rigorous academic options, instructional strategies and the setting of high expectations that specifically target underrepresented students.

Examine individual student, teacher, and department data and develop specific school-based strategies to address the individual needs of these unique areas.

Increase subgroup employment to represent a like percentage of students' demographics.

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Equity Should Happen All The Time & Everywhere!

Group Discussion:

In what ways can we improve with equity for ALL students to have access to success in ALL areas?

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Expectations/Non-negotiables

- Solution based mind set
- Positive, equitable, student centered approach
- Standard based, rigorous and engaging instruction
- Maximizing instructional time.

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Weekly / Monthly Meetings

- Leadership Meeting, First Tuesday of every month
- Faculty Meeting (see schedule in teacher handbook)
- Department Meetings & Collaborative Planning
 - Alternating weeks (see schedule in Teacher handbook)
- MTSS, Tuesdays 8:00 – 11:00
- Administrative Meeting, Friday 8:00 – 10:00
After school meetings are held from 2:15pm – 3:00pm

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Student Orientation

Thursday, August 18	Friday, August 19, 2022
8:00-9:00 AM	8:00-9:00 AM
10:00-11:00 AM	10:00-11:00 AM
1:00-2:00 PM	1:00-2:00 PM
4:30-5:30 PM	
6:00-7:00 PM	

- Students/Families will have the opportunity to tour our campus during one-hour blocks.
- Sign-ups will be done electronically through our school website.
- Teachers are not required to be available in classrooms, however, would be a great time to build initial relationships.
- Everyone on campus must wear a facecovering.

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Procedures:

- Work hours-7:00 AM- 3 PM
- Daily Sign-in- located in mailroom (meeting room adjacent to main office)
- Campus sign-out- must inform evaluating administrator and sign-out with Mrs. Wargo (Pfund)
- Hall passes

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Procedures (cont'd):

- Beth Wargo – Administrative Assistant
- Leslie Fuller – Bookkeeper
- Krista Betz – AP/Athletic Secretary
- Ebony Williams – W-Wing Secretary
- Enrique Valencia – Guidance
- Amanda Acker – Health Assistant
- Barry Deem – Plant Operator
- Jeff Seese – Facilities
- RT Williams, Anthony Muraca – SRO
- Jackie Patsche – Student Success Coach
- Darcel Jackman – IT Support

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What's to come...

Review of Professional Development for the upcoming weeks

Week of August 30-31

- Mental Health Awareness training
- MSU Training
- Orientation
- Safe Schools Trainings

Week of August 27-28

- Collaboration with Grade/subject counterparts- Formative Assessments, Learning Targets
- District-wide PD on Frontline/Canvas
- OPI- Training (optional)
- DARP
- Canvas course

* Early release- School-based PD 8/28

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Revised School Reopening...

Updates

- First two weeks full days except for Wednesday, August 26th (first weekly release)
- District will no longer require Temperature Checks for students or Visitors on campus. (All school activities may continue as previously planned until further notice)

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Time Capsule Opening Celebration

Committee Members NEEDED!!!

Please see Beth Wargo to sign-up!



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Questions... Concerns... Thoughts... Ideas...

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Faculty Council IRCEA

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