



African American Achievement Plan Evidence of Progress Monitoring

School District of Indian River County
#SDIRCStrongerTogether

Date: 9/21/2020

School/Department: Human Capital & Operations

Action Step (number and description): 4.9 Monitor strategy to employ 17% districtwide, of African American teachers at each elementary, middle, high and alternative school. Prior to hiring provide proof of all efforts to hire and/or encourage transfer to that school.

Evidence of Progress Monitoring (Please include narrative/description of the action taken. Where applicable, please include all measurable data.) Current Indian River County hiring practices require that a diverse pool of applicants be interviewed whenever possible. The evidence provided is a breakdown of all instructional staff by race and ethnicity at each level- elementary, middle, high, etc.

Results of Action Taken: SDIRC continues to fine-tune recruiting strategies for the 2020-2021 school year. Relationships to HBCUs and the creation of the Tour of Schools will bring more eligible candidates to Indian River County.

Reflection: The Department of HR will continue to monitor the pool of applicants, invitations to interview, and offers for employment. The Department of Recruitment and Retention is building relationships and monitoring feedback from focus groups to tailor recruiting strategies to African American candidates.

STAFF BY ALL DISTRICT DEPTS													
Row Labels	Hispanic	White	Asian	African	Hawaiian	Native A	Total	% Hispani	% White	% Asian	% African	% Hawaiiar	% Native
ALTERNATIVE CENTER		4		8			12	0.0%	33.3%	0.0%	66.7%	0.0%	0.0%
BEACHLAND ELEMENTARY		28		1			29	0.0%	96.6%	0.0%	3.4%	0.0%	0.0%
CITRUS ELEMENTARY	1	47		3			51	2.0%	92.2%	0.0%	5.9%	0.0%	0.0%
CURRICULUM & INSTRUCTIONAL		5		2			7	0.0%	71.4%	0.0%	28.6%	0.0%	0.0%
DODGERTOWN ELEMENTARY	1	25		5			32	3.1%	78.1%	0.0%	15.6%	0.0%	0.0%
ESE DISTRICT WIDE		1					1	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
ESE SCHOOL WIDE		21		2			23	0.0%	91.3%	0.0%	8.7%	0.0%	0.0%
FELLSMERE ELEMENTARY	8	30	1	1			41	19.5%	73.2%	2.4%	2.4%	0.0%	0.0%
GIFFORD MIDDLE SCHOOL	1	29		7			38	2.6%	76.3%	0.0%	18.4%	0.0%	0.0%
GLENDALE ELEMENTARY	3	30		1			34	8.8%	88.2%	0.0%	2.9%	0.0%	0.0%
INDIAN RIVER ACADEMY	4	27		2			34	11.8%	79.4%	0.0%	5.9%	0.0%	0.0%
LIBERTY ELEMENTARY	2	26		3		3	34	5.9%	76.5%	0.0%	8.8%	0.0%	8.8%
OSCEOLA ELEMENTARY		28		2		1	31	0.0%	90.3%	0.0%	6.5%	0.0%	3.2%
OSLO MIDDLE SCHOOL	1	35		15		1	52	1.9%	67.3%	0.0%	28.8%	0.0%	1.9%
PELICAN ISLAND ELEMENTARY	1	28		2			32	3.1%	87.5%	0.0%	6.3%	0.0%	0.0%
PRE-KINDERGARTEN PROGRAM		7		1			8	0.0%	87.5%	0.0%	12.5%	0.0%	0.0%
ROSEWOOD ELEMENTARY	1	28		1			31	3.2%	90.3%	0.0%	3.2%	0.0%	0.0%
SEBASTIAN ELEMENTARY	2	22		9			33	6.1%	66.7%	0.0%	27.3%	0.0%	0.0%
SEBASTIAN RIVER HIGH SCHOOL	7	73		8			88	8.0%	83.0%	0.0%	9.1%	0.0%	0.0%
SEBASTIAN RIVER MIDDLE SCHL	6	32	2	7			47	12.8%	68.1%	4.3%	14.9%	0.0%	0.0%
STORM GROVE MIDDLE SCHOOL	2	51		4			58	3.4%	87.9%	0.0%	6.9%	0.0%	0.0%
Strategic Planning and Support Services		1					1	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
TEACHER CERT/STAFF DEVELOPMENT		2		2			4	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%
TREASURE COAST ELEMENTARY	1	40	1	1	1		44	2.3%	90.9%	2.3%	2.3%	2.3%	0.0%
Treasure Coast Technical Coll.		6					6	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
VERO BEACH ELEMENTARY	1	24		7			35	2.9%	68.6%	0.0%	20.0%	0.0%	0.0%
VERO BEACH HIGH SCHOOL	9	105	1	14			130	6.9%	80.8%	0.8%	10.8%	0.0%	0.0%
WABASSO SCHOOL	1	10		1			12	8.3%	83.3%	0.0%	8.3%	0.0%	0.0%
Grand Total	52	765	5	108	1	5	948	5.5%	80.7%	0.5%	11.4%	0.1%	0.5%

STAFF BY ELEMENTARY SCHOOL													
Row Labels	Hispanic	White	Asian	African	Hawaiian	Native A	Total	% Hispanic	% White	% Asian	% African	% Hawaiian	% Native
BEACHLAND ELEMENTARY		28		1			29	0.0%	96.6%	0.0%	3.4%	0.0%	0.0%
CITRUS ELEMENTARY	1	47		3			51	2.0%	92.2%	0.0%	5.9%	0.0%	0.0%
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PRE-KINDERGARTEN PROGRAM		7		1			8	0.0%	87.5%	0.0%	12.5%	0.0%	0.0%
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TREASURE COAST ELEMENTARY	1	40	1	1	1		44	2.3%	90.9%	2.3%	2.3%	2.3%	0.0%
VERO BEACH ELEMENTARY	1	24		7			35	2.9%	68.6%	0.0%	20.0%	0.0%	0.0%

STAFF BY HIGH SCHOOL													
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Treasure Coast Technical Coll.		6					6	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
VERO BEACH HIGH SCHOOL	9	105	1	14			130	6.9%	80.8%	0.8%	10.8%	0.0%	0.0%
WABASSO SCHOOL	1	10		1			12	8.3%	83.3%	0.0%	8.3%	0.0%	0.0%

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