



African American Achievement Plan Evidence of Progress Monitoring

School District of Indian River County
#SDIRCStrongerTogether

Date: 10/21/2020

School/Department: Human Capital & Operations

**Action Step
(number and
description):**

4.13 Monitor the retention of a reasonable representation of African American teachers and instructional staff at each school compared to the percentage of African American teachers and instructional staff at the schools' corresponding level (elementary, middle, high school or alternative).

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

Evidence provided shows the race and ethnicity of teachers at each school site for school year 2019-2020 and then 2020-2021 retention rates per school with racial/ethnic breakdown by school. Retention rate for African American instructional staff

**Results of Action
Taken:**

SDIRC has increased its percentage of African American instructional staff from 9%- 11.4% and will continue to monitor the retention. The Department of Recruitment also created the WEpromise Program which strives to provide a higher level of customer service to new hires.

Reflection:

As we move into the school year and gain more feedback from focus groups, we will continue to monitor our recruiting and retention efforts. The WEpromise Program will be surveying new hires to consistently improve practices.

RETENTION RATES INFORMATION BY SCHOOL OCT 2020

School/Site 2019-2020	HISPANIC	WHITE	ASIAN	AFRICAN AMERICAN	HAWAIIAN	NATIVE
ALTERNATIVE CENTER FOR EDUCATI		6		6	1	
BEACHLAND ELEMENTARY		38		1		
CITRUS ELEMENTARY	2	57		5		
CURRICULUM & INSTRUCTIONAL		8		3		
DODGERTOWN ELEMENTARY	1	33		4		
ESE SCHOOL WIDE	1	27		3		
FELLSMERE ELEMENTARY	8	45	1	1		1
GIFFORD MIDDLE SCHOOL	1	37		13		1
GLENDALE ELEMENTARY	3	45		2		
INDIAN RIVER ACADEMY	3	35		3		
LIBERTY ELEMENTARY	5	37		3		2
OSCEOLA ELEMENTARY		36		2		1
OSLO MIDDLE SCHOOL	2	56		11		1
PELICAN ISLAND ELEMENTARY	2	34		2		1
PRE-KINDERGARTEN PROGRAM		6				
ROSEWOOD ELEMENTARY	3	41		1		
SEBASTIAN ELEMENTARY		30		7		
SEBASTIAN RIVER HIGH SCHOOL	9	103		9		
SEBASTIAN RIVER MIDDLE SCHL	7	56	2	11		
STORM GROVE MIDDLE SCHOOL	2	65		6		
TEACHER CERT/STAFF DEVELOPMENT		5		1		
TREASURE COAST ELEMENTARY	1	46	1	1	1	
Treasure Coast Technical College		6		1		
VERO BEACH ELEMENTARY	2	44	1	7		
VERO BEACH HIGH - FLC	4	35	1	8		
VERO BEACH HIGH SCHOOL	7	105		7		1
WABASSO SCHOOL FOR EXCEPTIONAL	1	13				
Grand Total	64	1049	6	118	2	8

SCHOOL	HISPANIC	WHITE	ASIAN	AFRICAN AMERICAN	HAWAIIAN	NATIVE	HISPANIC	WHITE	ASIAN	AFRICAN AMERICAN	HAWAIIAN	NATIVE
ACE		11		13	2			83.3		116.7	100.0	
BES		75		1				97.4		0.0		
CES	4	113		10			100.0	98.2		100.0		
C&I		15		5				87.5		66.7		
DTE	2	65		9			100.0	97.0		125.0		
ESE	1	33		3			0	22.2		0.0		
FES	15	84	2	2		2	87.5	86.7	100.0	100.0		100.0
GMS	2	72		23		1	100.0	94.6		76.9		0.0
GES	6	87		4			100.0	93.3		100.0		
IRA	6	64		6			100.0	82.9		100.0		
LMS	8	71		6		5	60.0	91.9		100.0		150.0
OMES		75		5		3		108.3		150.0		200.0
OMS	3	99		27		1	50.0	76.8		145.5		0.0
PIE	4	64		3		1	100.0	88.2		50.0		0.0
PREK		13						116.7				
RMS	5	82		2			66.7	100.0		100.0		
SES		54		14				80.0		100.0		
SRHS	16	199		17			77.8	93.2		88.9		
SRMS	14	100	4	22			100.0	78.6	100.0	100.0		
SGMS	4	124		11			100.0	90.8		83.3		
SPSS		1										
STAFF DEV		8		3				60.0		200.0		
TCE	2	91	2	2	2		100.0	97.8	100.0	100.0	100.0	
TCTC		12		2				100.0		100.0		
VBE	3	76	2	13			50.0	72.7	100.0	85.7		
VBHS FLC	14	206		15		2	75.0	88.6	100.0	87.5		
VBHS	7	66	2	15		1	100.0	96.2		114.3		100.0
WABASSO	2	23		1			100.0	76.9				
Grand Total	118	1983	12	234	4	16						
Retention Rates	84.38%	89.04%	100%	98.31%	100%	100%						