



## 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 4.14 - New Hire Orientation Invite all new hire teachers to the new teacher orientation.

**Evidence of Progress Monitoring (Please include narrative/description of the action taken. Where applicable, please include all measurable data.)** New teachers were invited to attend the New Teacher Orientation on July 29, 30 & 31, 2020. The sign in sheet is attached with names removed. Fifty teachers were in attendance. Also included in this document is the invitations sent to all teachers for the New Teacher Orientation.

**Results of Action Taken:** African American teachers attended the New Teacher Orientation. They gained information on programs and technology used by the classroom teacher.

**Reflection:** Additional orientations for new teachers are needed as part of the in-take process. As a District, it is important to reach out to teachers as they begin the school year or join the district. In particular, African American teachers should be provided the support as part of the District goal to have a diverse staff at every school.

A	B	C	D	E	F	G
Vero Beach High			Y			
			N			
			Y			
			N			
			Y			
	x		Y			
	x		Y			
		x				
			Y			
			Y			
			N			
			N			
			Y			
			N			
	x	x	Y			
			Y			
			Y			
Wabasso	x					
Charters in ACP						
Key						
first year teaching						

A	B	C	D	E	F	G
	X		N			
Pelican Island			Y			
		X				
Rosewood Magnet						
			Y			
			Y			
			Y			
Sebastian Elem.						
			N			
	X		N			
			Y			
			Y			
	X		N			
			Y			
	X		N			
Sebastian River High			N			
			Y			
			Y			
			Y			
			N			

A	B	C	D	E	F	G
Sebastian River Middle						
			Y			
			N			
		x	N			
	x		N			
			Y			
Storm Grove Middle						
		x	N			
			Y			
	x		Y			
			Y			
			N			
	x		N			
			N			
			N			
			Y			
Treasure Coast			N			
	x		N			
			N			
			Y			

# New Teacher Orientation



**WED. 7/29 3-5 PM @ DISTRICT OFFICE**

CLAIM YOUR IT ACCOUNT, NAME BADGE, SPEAK WITH HR, BENEFITS, AND PAYROLL, & VIEW VENDORS

**THURS. 7/30 8 AM - 4:00 PM @ VERO BEACH ELEM**  
**DISTRICT WELCOME, SOCIAL MEDIA, TECHNOLOGY**  
**TRAINING, & CULTURALLY RESPONSIVE TEACHING**

**FRI. 7/31 8:30 AM - 4:00 PM @ VERO BEACH ELEM**  
BUILDING RELATIONSHIPS. GROWTH MINDSET, DISTRICT/SCHOOL  
SUPPORT, NEW TEACHER PANEL, ROUTINES AND PROCEDURES, BRAIN  
RESEARCH/INSTRUCTIONAL ROUTINES, & IREADY TRAINING

**TERRI BECKHAM - TERRI.BECKHAM@INDIANRIVERSCHOOLS.ORG**  
564-3025

**ANITRA CUMMINGS - ANITRA.CUMMINGS@INDIANRIVERSCHOOLS.ORG**  
564-3131

**JULIE KASTENSMIDT - JULIE.KASTENSMIDT@INDIANRIVERSCHOOLS.ORG**  
564-3121

**MICHELLE OLK - MICHELLE.OLK@INDIANRIVERSCHOOLS.ORG**  
564-3041

WE WILL BE FOLLOWING SOCIAL DISTANCING  
GUIDELINES ALL THREE DAYS OF NTO. WE  
ENCOURAGE YOU TO WEAR A MASK. MASKS  
WILL BE AVAILABLE AT THE EVENT.



Light breakfast and lunch will be provided on Thursday and Friday  
Scan the QR code to reserve your spots today!