



African American Achievement Plan Evidence of Progress Monitoring

School District of Indian River County
#SDIRCStrongerTogether

Date: 11/18/2020

School/Department: Citrus Elementary

Action Step (number and description): 4.31 Support Staff Transition in to Teaching
Collaborate with Indian River State College to connect African American students with scholarships tied to careers in education.

Evidence of Progress Monitoring (Please include narrative/description of the action taken. Where applicable, please include all measurable data.) Number of teachers identified and the number and percent of identified teachers becoming certified Implementation Steps:
During our ongoing meetings with support staff where roles, responsibilities, and goals are discussed, administration will identify faculty members to transition to teaching. At this time, support and assistance will be offered to help them become certified instructional staff.

Results of Action Taken: At this time, CES has one support staff member that will be graduating with a degree in elementary education this school year to become certified.

Reflection: Several support staff members are content with their current position and do not desire to pursue a degree other than what they already hold. School leadership has moved to add an additional layer to this goal by focusing on placing AA and Hispanic teachers and staff in positions of leadership. Currently, In our current leadership roles, 100% are white.