



Evidence of Progress Monitoring

School District of Indian River County

#SDIRCStrongerTogether

Date: 9/30/2020

School/Department: Indian River Charter High School

Action Step # and Description: Invite all new hire teachers to the new teacher orientation.
(If more than one action step is evidenced here, please include all action step #'s and a brief description of each.)

Explanation of Evidence: All new teachers participated in a new teacher onboarding meeting. During this meeting, administration reviewed policies and procedures for the school. The invitation to the meeting and the PowerPoint reviewed during the meeting have been uploaded (Professional Development Training 20-21, New Teacher Onboarding).

Results of Action Taken: In addition to this onboarding session, the entire faculty received extensive training during the second and third week of August. Professional development sessions covered technology for distance learning, FOCUS training, instructional strategies for a synchronous hybrid model, policies and procedures, proper PPE usage, inventory control systems, curriculum, and more. Details of the schedule can be found in the uploaded document (Professional Development Training 20-21).

Reflection: Providing extensive professional development opportunities at the beginning of the year, including a new teacher onboarding session, equipped the faculty to face the unique challenges this year presents. In addition, the new teacher onboarding program connects each new teacher with a mentor teacher. Familiarizing teachers with the school's vision, philosophy, and programs helps the school retain quality instructors.



INDIAN RIVER
CHARTER HIGH SCHOOL

Welcome to Indian River Charter High School





Table of Contents

[1-History](#)

[2-Charter](#)

[3-Performance](#)

[4-Homebase](#)

[5-Integrated Thematic Curriculum](#)

[6-International Program](#)

[7-Code Of Conduct](#)

[8-New Teacher Meetings](#)



1-History

1-History

- ▶ IRCHS was founded in 1998 by a Board of Directors comprised of members of the community.
- ▶ The school's mission statement is: “to give its students the opportunity to develop a new set of competencies and foundational skills that will help them to enjoy a productive, full, and satisfying life. The school will be a high-performance organization”.
- ▶ The school has evolved over the years and its population has grown exponentially, but we still hold to this mission statement.

1-History

- ▶ The first graduating class from IRCHS had 5 students. Today, there are more than 700 students enrolled.
- ▶ Initially, the only classroom building on campus was a brick building which was formerly a motel and a law enforcement training facility.
- ▶ We still use this building for class today, though it is being phased out after this year.



1-History

- ▶ Initially, students created their own schedules and had teachers verify their hours by getting their schedules stamped.
- ▶ Teachers created their own schedules as well, working forty hours within a five-day work week. This meant that teachers and students might have classes at night.
- ▶ Class could be held at any location of the teacher's choosing, including: the beach, the park, museums, etc.
- ▶ Class in a single discipline might consist of five hours in a week spent learning from five different instructors.

1-History

- ▶ The 7 Point Student Contract, a focus on the arts, independent student projects, and mentorship through Homebase have always been foundational principles of the school.
- ▶ In addition, the school has maintained a close partnership with Indian River State College (formerly Indian River Community College) over the years. This has afforded many students the opportunity to earn dual enrollment credit while they are enrolled with us.






VERO BEACH/COUNTY

Monday, May 6, 2002 The Press Journal

Charter High students graduate from IRCC

The six students actually finished their 2-year college degrees before leaving high school.

By Colleen Wixon
staff writer



Bass

Bicheler

Bolden

Jacobsen

Mulcahy

Sullivan

Vero Beach resident Kira Mulcahy received her associate's degree Saturday from Indian River Community College.

That's a noteworthy accomplishment in itself. But Kira, 18, and five of her fellow graduates are a little different from the others who walked beside them during the IRCC ceremony.

In a few weeks, these six students will be graduating high school.

Kira, Bonnie Bolden, 17; Angelique Bicheler, 20; Keith Jacobsen, 18; Rachel Sullivan, 17; and Kellie Bass, 17, all are students at the Indian River Charter High School. They have spent the last few years taking dual enrollment classes at nearby IRCC while earning credits for their high school diploma.

"It hasn't set in yet," Kira said.

It's kind of difficult to explain to others who don't understand how the students can get their two-year college degree before their high school diploma, students said.

"(They'll say) 'Wait, there's something wrong here,'" Angelique said.

But the students know there's nothing wrong. It's the culmination of a few years of hard work, sometimes taking six college courses a semester in order to get the necessary credits.

"You knew it was possible," said Kira. "You never knew it would mean that you'd be walking at a community college graduation."

Faculty at the charter high school helped the students, they said.

"It wasn't really overwhelming," said Kellie.

Charter school Principal Judy Jones said the school is proud of the six students, the largest number of seniors from the school to earn their associate's degree at the same time.

"This is no small task. It's such a credit to them," she said. "It's been an incredible amount of work."

Students could arrange their schedules so it was manageable, said Bonnie. Although, often they were off campus when the rest of their high-school class was taking high-school classes, she said.

"A lot of us don't know the rest of our graduating class," she said.

Kira plans to attend Florida State University. Keith, Rachel and Kellie are attending the University of Central Florida. Bonnie plans to attend Harding College in Arkansas. Angelique is planning to delay college for a year to work, possibly entering a management program.

Many of the students decided to come to the charter high school with the express purpose of earning their associate's degree.

"To save myself two years (in college)" is the reason Keith decided to attend the charter high school.

"You can work at your own pace," said Bonnie. "It's nice. It works on your strengths."

1-History

- ▶ In 2002, the school added a visual and performing arts (VAPA) program. This program was the brainchild of the school's new director, Ms. Cynthia Aversa, and one member of the Board of Directors, Dr. Ray Adams.
- ▶ Ms. Aversa and Dr. Adams still serve as the school director and assistant/artistic director respectively.
- ▶ The VAPA program was a tremendous catalyst for growth, and the campus had to be expanded to accommodate an influx of students.



1-History

- ▶ When the school began, students did most classwork on their own time and had few scheduled in-person class hours.
- ▶ Students were granted a high degree of freedom, but this freedom was coupled with accountability.
- ▶ Freedom and accountability remain guiding principles for teachers and students at the school. Everyone operates with autonomy; working to meet high expectations.

2-Charter



2-Charter

- ▶ There are many misconceptions in the community and at large regarding what a charter school is.
- ▶ Our charter school does not screen applicants, does not charge tuition, and strives to remove barriers for access.
- ▶ Our sponsor is Indian River County School District, which means they are responsible for ensuring that we implement our charter (contract) with fidelity. We are held strictly accountable.
- ▶ However, there are many State and District statutes, mandates, and requirements we are not beholden to. Freedom with accountability.

2-Charter

- ▶ Charter schools are schools of choice, and families choose to enroll here.
- ▶ Any family interested in enrolling their student must attend an orientation with the student to ensure that the school will be the best choice for them.
- ▶ Families then complete an enrollment packet, which includes a contract that the parent and student sign. The fact that families enter into a contract with the school represents a significant difference between our school and a traditional public school.

2-Charter

Student Contract Form

I understand that my signature below indicates my commitment to preparing myself to live a full, satisfying life and to pursue my dreams by working through the integrated curriculum of studies of Indian River Charter High School and to develop the six pillars of Character Counts (trustworthiness, respect, responsibility, fairness, caring and citizenship) in my own life. The curriculum of IRCHS has been explained to me. I understand that in order to earn a diploma, I will have to complete all work within a mutually agreed upon time frame between the school, my teachers, and myself.

I will agree to the following behavioral norms before enrollment in Indian River Charter High School.

I acknowledge that certain specific conduct will result in a mandatory recommendation of dismissal.

- I will attend all classes on my schedule. I will attend school regularly and on time.
- I will respect all other persons in the school, visitors, and all school and personal property. Examples of disrespectful behavior include: engaging in malicious gossip or threatening others (whether person to person, over the internet or using a cell phone), cyberbullying, sexting, using offensive language, violent or disruptive actions, harassment, illegal use of or tampering with electronic devices, lying, cheating, and theft.
- I will complete all areas of the curriculum to the best of my abilities; I understand that I must redo any work, which is not deemed to be of the highest quality.
- I will preserve a safe and healthy environment, including, but not limited to, honoring a tobacco, alcohol, vaping, drug and weapon free environment. I will abide by the Indian River Charter High School Drug Testing Policy.
- I will complete my volunteer hours, cultural event and government meeting as well as all Homebase assignments and requirements.
- I will dress appropriately at all times and follow the dress code.
- I will always strive to act with integrity and be honest in all my dealings with others.

2-Charter

Student Contract Form

I understand that if I do not live up to these responsibilities, my name will be referred to the Director or Assistant Director who will make a recommendation as to the consequences for my actions, which could include disciplinary probation and/or recommendation for dismissal.

I understand that engaging in the following conduct will result in a recommendation of dismissal from Indian River Charter High School:

- Possession or use of tobacco, nicotine, alcohol or illegal drugs.
- Possession or use of weapons.
- Violent, disruptive, or threatening words or actions (whether in-person or through digital mediums).
- Improper use of or tampering with computers, including improper use of the internet, social media, texting.
- Theft.

I understand that this commitment is binding wherever and whenever I am involved in any curricular or extracurricular activity associated with the Indian River Charter High School.

3-Performance



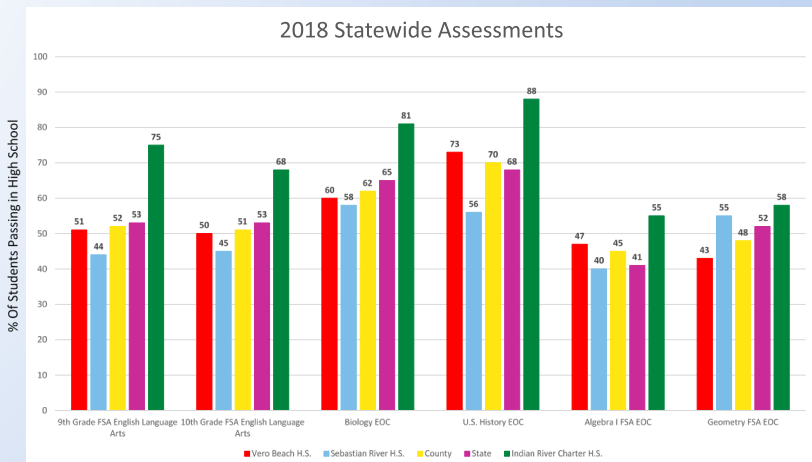
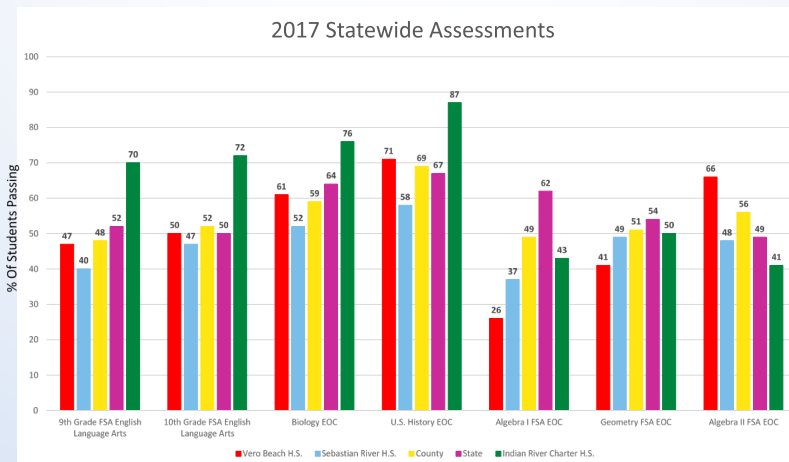
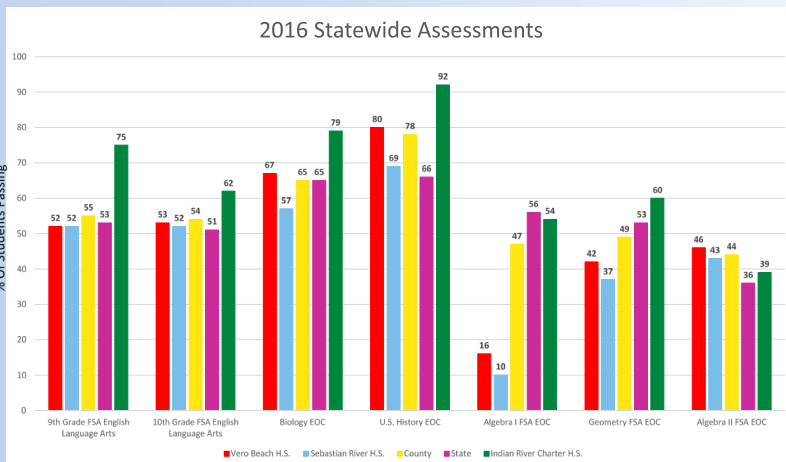
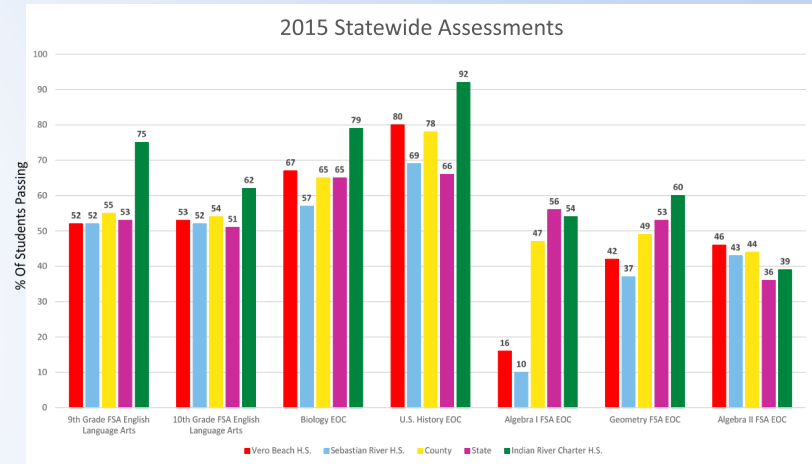
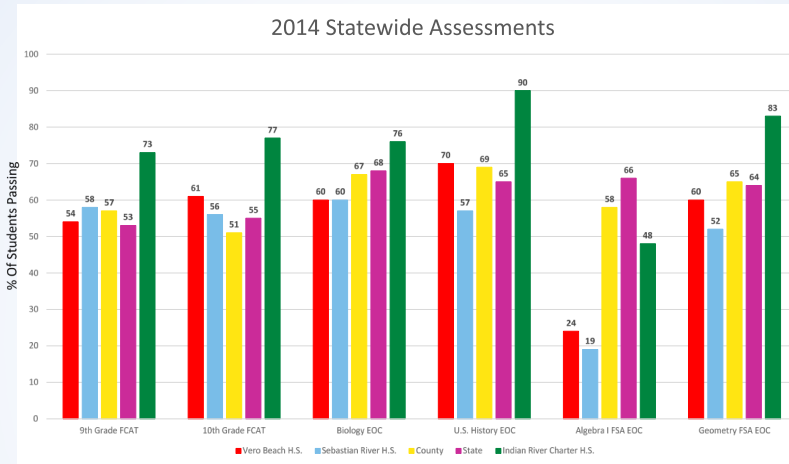
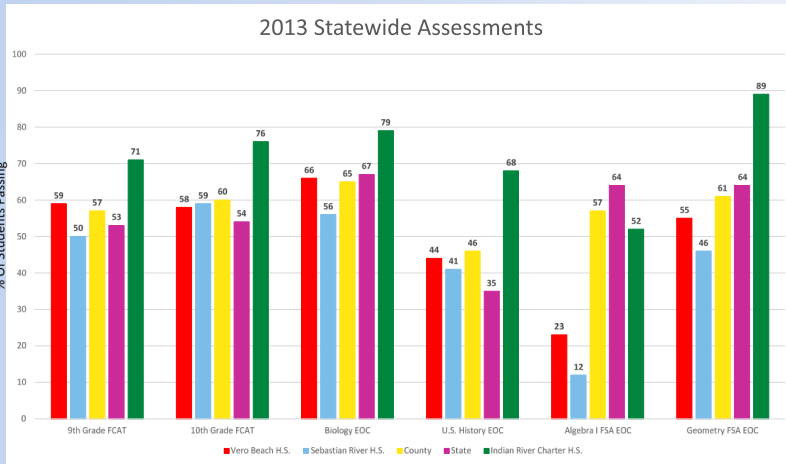
3-Performance

- ▶ IRCHS had a graduation rate of 94.8% in the 2018-2019 school year; outperforming the State average of 90.2%, and the District average of 88.5% ([PK-12 Portal](#)).
- ▶ Florida Statute requires that charter schools compare current performance to past performance. Schools are also required to compare student progress to the progress of “comparable student populations” (§ 1002.33, (7)(a)3 Fla. Stat. 2016).

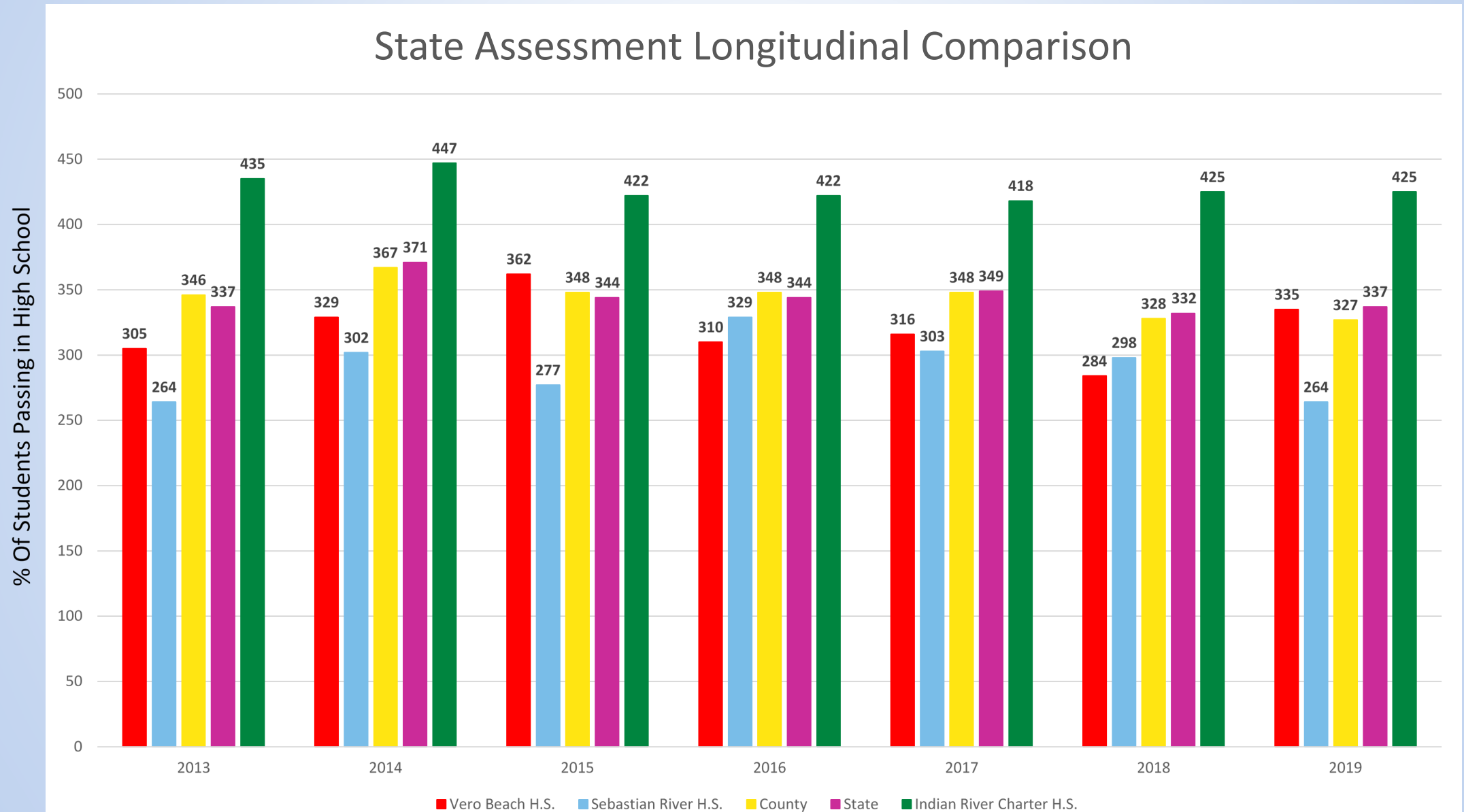


3-Performance

- IRCHS has outperformed the State and District Average on mandated summative assessments for many years.



3-Performance



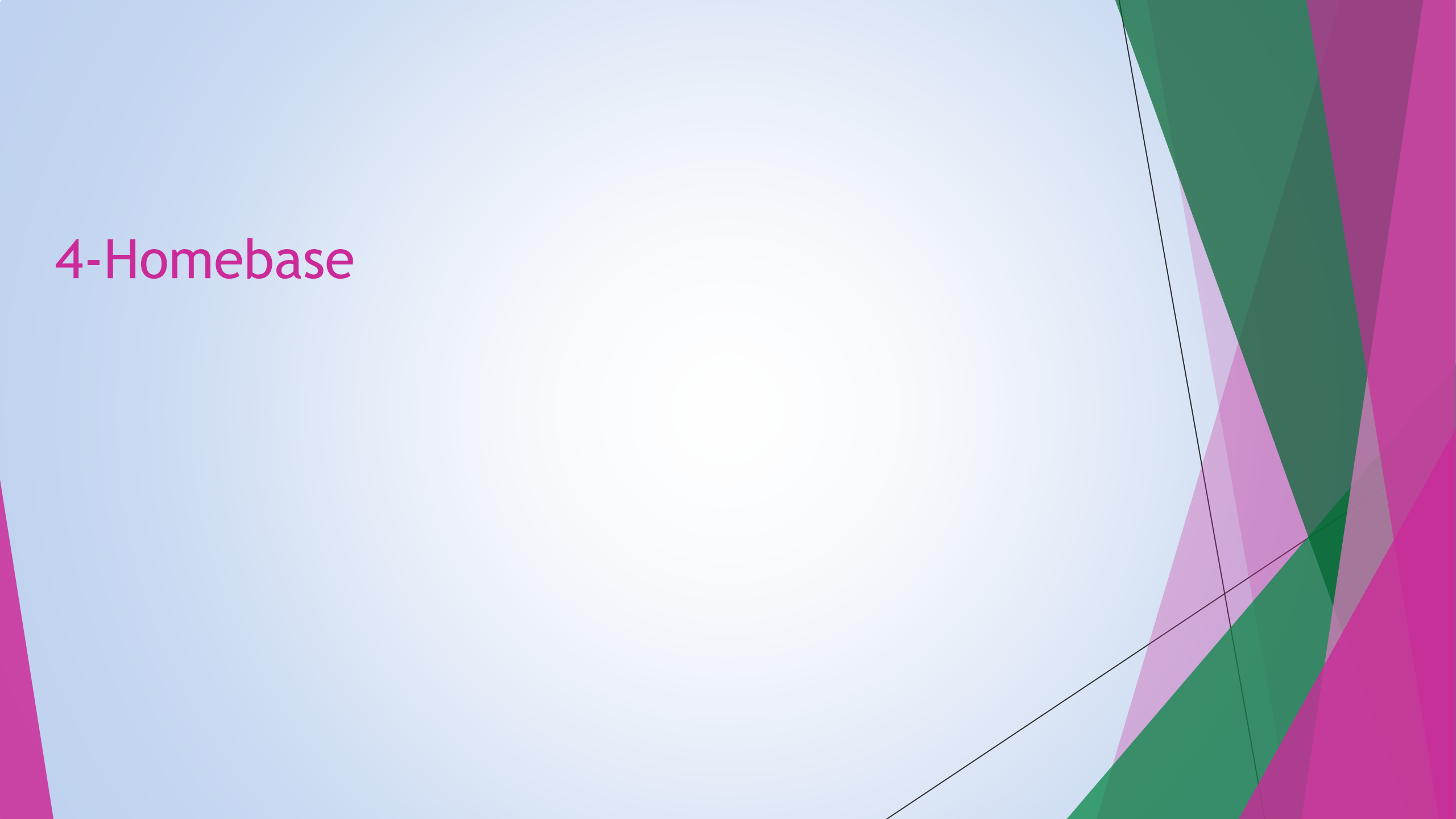
3-Performance

- ▶ Indian River Charter High School has been an ‘A’ school for nine of the past eleven years.
- ▶ The Florida Department of Education has designated IRCHS as a “School of Excellence” for three years in a row.
- ▶ IRCHS is consistently ranked as the #1 high school on the Treasure Coast by the U.S. News and World Report.
- ▶ The number of applicants for enrollment has exceeded the number of openings for more than 10 years in a row.

3-Performance

- ▶ For the better part of the last decade, Indian River Charter High School has been the top performing high school in the county for academics and the arts.
- ▶ In 2020:
- ▶ The orchestra received 'Superiors' at MPAs.
- ▶ The choir was invited to Carnegie hall for the third time.
- ▶ The Theatre Department earned 'Main Stage' (State Championship)
- ▶ Art student students were honored at a congressional competition.
- ▶ The Masterminds Team defeated VBHS and SRHS.
- ▶ The Spanish Competition Team earned four perfect scores at a State competition.

4-Homebase



4-Homebase

- ▶ In addition to following all of the standards and criteria put forth by the State of Florida for each academic course, IRCHS has developed its own unique curriculum in keeping with the vision established in its original charter.
- ▶ Two unique facets of our curriculum are Homebase and the Integrated Thematic Curriculum.



4-Homebase

- ▶ Language from the original charter establishes the Homebase course:

Homebase - “Each student will be assigned to a Homebase team of ten to twenty students which meets at least once each week. The teacher/facilitator/counselor for the Team tracks the student’s movement through the individualized educational program... provides students with opportunities to learn to think critically, understand ideas, work on community projects, and improve communication skills.” (IRCHS Charter Renewal Contract, page 25)

4-Homebase

- ▶ Hombase provides socialization, support, and friendship for students.
- ▶ Each student is assigned to a Homebase teacher as part of a group of twenty-five students in his/her cohort.
- ▶ These students meet twice a week as a group with their Homebase teacher for team-building activities, character lessons, and discussions.



4-Homebase

- ▶ All Homebase teachers adapt a template syllabus with some universal policies: 70% of a student's grade is based on completion of chores, 30% of a student's grade is based on meeting individually with the Homebase teacher.
- ▶ Feel free to add policies and language to the Homebase syllabus and make it your own, but no language or policies can be deleted.
- ▶ Template syllabi for you to adapt can be found [here](#).

4-Homebase

- ▶ What you do in Homebase can run the gamut from a competitive game of Pictionary, to a lesson on Meyers Briggs personality types, to an in-depth discussion of how to navigate high school friendships.
- ▶ More than anything, the students need a Homebase teacher who will listen. Many Homebases have a tradition, such as pass the totem, wherein the single student holding a specified object may speak while everyone else in the Homebase must listen.
- ▶ Your Homebase is just that: yours. The students in it are a reflection of you. For some ideas on lessons and policies to get you started, follow this link:
<https://drive.google.com/drive/folders/0ADyKfNG8RerzUk9PVA>

4-Homebase

- ▶ If a student spends his/her entire high school career at IRCHS, he/she will accumulate at least 80 volunteer hours, 8 cultural events, and 8 government meetings.
- ▶ Students are responsible for submitting evidence of completing these requirements to you by the end of each Semester. They do this by filling out Cultural Event, Government Meeting, and Volunteer Hours forms, which can be found here:

<https://drive.google.com/drive/folders/1CakaRjOCQtIvhQTzzvyjCMmEcpD0zUcl>

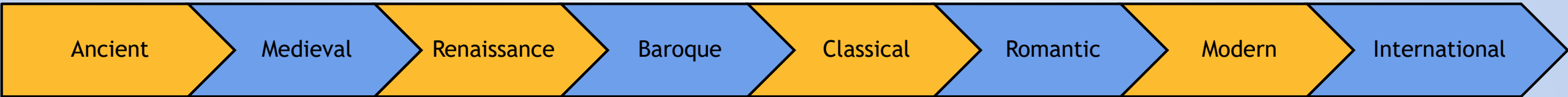
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5-Integrated Thematic Curriculum



5-Integrated Thematic Curriculum

- ▶ Each semester, as part of our Integrated Thematic Curriculum, students focus on a different era from history, which they learn about in all disciplines. These eras are:



- ▶ On Curriculum Day, students stay together as a Homebase and participate in shortened lessons/activities in every discipline focused on the era being studied that semester.
- ▶ These lessons are designed by departments and serve to inspire students to engage with a concept or historical figure from the era.

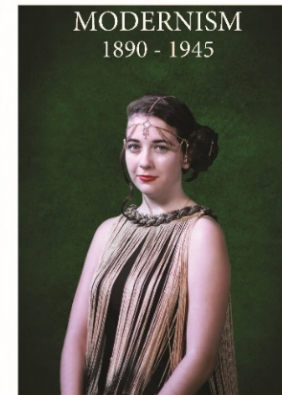
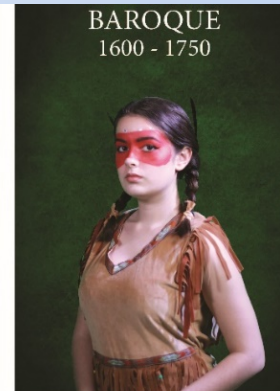


5-Integrated Thematic Curriculum

- ▶ Students work to complete projects inspired by themes, movements, innovations, and people from each era.
- ▶ These projects can be discipline-specific, like a mathematics skit involving a conversation between a guest and Renee Descartes. They can also be interdisciplinary, like a mathematics and music presentation exploring symmetry in Mozart's symphonies.
- ▶ This process culminates in a VAPA show each Semester where guests from the community are invited to explore the era of history being studied at IRCHS through the presentation of student projects and a show which incorporates all of the performing arts disciplines.
- ▶ Every student participates in the VAPA show as a performer, presenter, or host.

5-Integrated Thematic Curriculum

- ▶ VAPA shows begin with guests touring educational displays and presentations inspired by the era. Students present projects for guests, often dressed in character as historical figures from the era. Guests engage in interactive activities. Other students serve as hosts and carry out responsibilities of hosting an event like ushering, security, ticket-taking, etc. Homebase teachers oversee their students to ensure they carry out these responsibilities.



5-Integrated Thematic Curriculum

- Guests are seated for the show by students working as hosts. The show blends all performing arts disciplines: orchestra, jazz, choir, drama, stagecraft, dance, percussion, costume design, make up, and more.



RENAISSANCE

THE PROGRESSION OF ENLIGHTENMENT



Chloe Larabie, IRCHS Freshman

THURSDAY 11/19
@ 5:30 PM
Academic Presentations
(Merchandise for Purchase)

@ 7:00PM
MADRIGAL SHOW
Theatre Seating
\$20
(Refreshments for purchase)

FRIDAY 11/20
@ 5:30 PM
Academic Presentations
(Merchandise for Purchase)

@ 7:00PM
MADRIGAL BANQUET
(Full Dinner Included)
\$45

PURCHASE TICKETS ONLINE @ www.IRCHS.org/EVENTS
FOR QUESTIONS ABOUT TICKETS OR SPONSORSHIP
PLEASE CONTACT 772.567.6600 EXT. 118

- Video of a full VAPA Show can be found here:

https://drive.google.com/drive/folders/0ANFO_nDVpCWgUk9PVA

6-International Program

6-International Program

- ▶ IRCHS offers a five month or a one year cultural exchange program for international students. International students may choose to seek a diploma through the school.
- ▶ The cultural exchange program allows international students to be immersed in American culture, master their English language skills, and participate in creative and artistic curriculum that may not be offered in their home country.



7-Code of Conduct



7-Code of Conduct

- ▶ Students who violate the student contract receive demerits.
- ▶ Demerits are for behavior that violates the student contract, not for attendance or academic performance.
- ▶ Demerits are carbon copied to the student, the Homebase teacher, and the administration.
- ▶ Each demerit is also logged into FOCUS.
- ▶ Students are limited to 20 demerits before dismissal.

7-Code of Conduct

- ▶ Demerits may be issued for a wide range of offenses.
- ▶ The number of demerits issued for a single infraction is at the teacher's discretion (except for cell phones and dress code).
- ▶ Cell phone use in class automatically results in 5 demerits.

Indian River Charter High School
DEMERIT REPORT FORM

Date: 08/03/16

Teacher's Name: Joseph Mezzina

Student's Name: John Smith

Homebase Teacher: Gregory Zajicek

OFFENSE: 3 # of demerits

Disrespect of another's feelings _____

Disrespect of another's body _____

Disrespect of another's property _____

Disrespect of the school's property _____

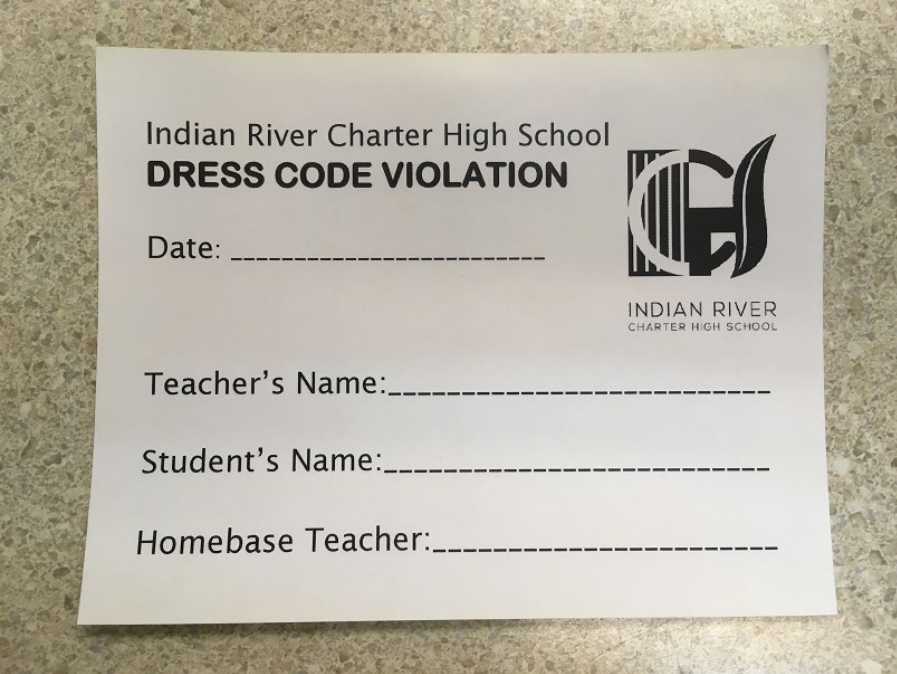
Disrespect of school policy ☒

Comments: John repeatedly disrupted
class after having been asked
not to.

White - Administration • Canary - Student • Pink - Reporting Teacher
10/15

7-Code of Conduct

- ▶ To demerit a student for dress code, issue them a 'Dress Code Violation' ticket.
- ▶ Write the date, your name, their name, and the Homebase teacher's name on the ticket.
- ▶ Give the yellow copy to the student and put the white copy in Mr. Mezzina's mailbox.
- ▶ This will result in the student automatically receiving three demerits.




Indian River Charter High School
DRESS CODE VIOLATION

Date: _____

Teacher's Name: _____

Student's Name: _____

Homebase Teacher: _____


INDIAN RIVER
CHARTER HIGH SCHOOL

8-New Teacher Meetings

8-New Teacher Meetings

- ▶ New teacher meetings will be held every Wednesday during lunch.



Professional Development Training

Location: All Training will be conducted on Google Meet via the IRCHS Teacher Professional Development Classroom unless otherwise dictated on the agenda.

Dates: August 7th - 24th

Attendees: Please be logged in a few minutes prior to meetings

Friday, August 7th

@ 8:00-11:00 am – Full Faculty

(In-Person under the Dome or Google Meet Available)

Opening Meeting (Opening Message, Introductions, Maps, Teacher Gifts, etc.)

Monday, August 10th

Session 1: @ 8:00-10:15 am – New Teachers

1. Getting started with IRCHS hardware
2. Google 101 (G Suite)
3. JIVE Phone system

Session 2: @ 10:30-11:30 am – Returning Teachers

1. Updates on Google, Go Guardian, and Screencasify
2. Updates on Go Guardian and JIVE phone system
3. Updates on Focus (w/ Ms. Leti English)

Session 3 @ 1-4 pm – Help with G-Suite By Appt.

In-Person Additional Help in 1-hour blocks (MAX 5 People)

Tuesday, August 11th

Session 4: @ 9am –12:00 pm - All Teachers

1. New Audio/Visual Equipment
2. Google Meet
3. Instructional Strategies for Synchronous Hybrid

Session 5: @ 1-4 pm – Help with New Equipment By Appt.
In-Person Additional Help in 1-hour blocks (MAX 5 People)

Wednesday, August 12th

Session 6: @ 9am –12:00 pm - New Teachers

1. Focus Training (w/ Leti English)

Session 7: @ 1pm –3:00 pm – Full Faculty

1. Policies and Procedures w/ Jeremy Mezzina

Thursday, August 13th

Session 8: @ 9am –10:30 am – Full Faculty
(In-Person under the Dome or Google Meet available)

1. PPE Training with Margot Kornicks

Session 9: @ 1pm -2:30 pm – New Teachers
(In-Person under the Dome or Google Meet available)

1. New Teacher Orientation w/ Jeremy Mezzina

Session 10: @ 9am –4:00 pm – Help with Technology By Appt.

In-Person Additional Help in 1-hour blocks (MAX 5 People)

Friday, August 14th

Session 11: 9am –10:30 am – New Teachers

1. Go Guardian
2. Screencastify

Session 12: @ 1pm –2:30 pm – Full Faculty

1. Frontline
 2. Inventory System
 3. Temp. Checks for Employees
-

Monday, August 17th

Session 13: 10am –11:00 am – All Teachers

1. IEP, 504, and Gifted Review – ESE Dept
 2. Testing Center and MTSS – ESE Dept
 3. Emily Hatala – ESE Dept
-

Tuesday, August 18th

Session 14: 9am –12:00 pm – Full Faculty

1. Curriculum for 2020-2021 – Dr. Adams and Greg
 2. Curriculum Day - Dr. Adams and Greg
 3. Testing for 2020-2021 – Liz Santiago
-

Wednesday, August 19th and Thursday, August 20th

@ 9am –4:00 pm – Help with Technology By Appt.

In-Person Additional Help in 1-hour blocks (MAX 5 People)

Friday, August 21th – Orientation Day

- @ 8– 9 AM 9th Grade (Last names A-L)
- @ 9:15 AM – 10:15 AM 9th Grade (Last names M-Z)
- @ 10:30 AM – 11:30 AM 10th Grade (Last names A-L)
- @ 11:45 AM – 12:45 PM 10th Grade (Last names M-Z)
- @ 1:30 PM – 2:15 PM 11th Grade (Last names A-L)
- @ 2:15 PM – 3 PM 11th Grade (Last names M-Z)
- @ 3 PM – 3:45 PM 12th Grade (Last names A-L)
- @ 3:45 PM – 4:30 PM 12th Grade (Last names M-Z)