



## African American Achievement Plan Evidence of Progress Monitoring

School District of Indian River County  
#SDIRCStrongerTogether

**Date:** 11/18/2020

**School/Department:** Pelican Island Elementary

**Action Step  
(number and  
description):** 4.31 Support Staff Transition in to Teaching  
Identify support staff to transition to teaching.

**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, PIE does not have any support staff members that have expressed interest in continuing their education and transitioning to teaching. This will continue to be an area of focus during ongoing meetings with support staff.

**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.