



School District of Indian River County
African American Achievement Plan 2020 -2021
Assurances of Implementation of Action Steps



In August 2020, the School District of Indian River County initiated the implementation of the 2020-2021 African American Achievement Plan. To review and ensure compliance with progress of action steps associated with the African American Achievement Plan, the District provides quarterly updates related to action steps accomplished and quarterly outcomes. Following the first quarter of implementation of the African American Achievement Plan, it became clear that increased time and effort should be invested in action step implementation in comparison with compliance activities. As such, the system associated with submitting evidence of the implementation of action steps was analyzed and revised to maximize the allocation of human capital and resources towards supporting students and staff in eliminating the achievement gap.

The attached documentation provides district level evidence of progress towards accomplishing action steps incorporated into the African American Achievement Plan. Documentation requirements have been designed to honor the full intent of the developed African American Achievement Plan while optimizing the efficiency and effectiveness of outlined actionable steps.

To support ongoing accountability of action step implementation, documentation, and progress the following assurances have been verified by the Senior Leadership in each respective District Office:

- Action steps included within the 2020-2021 African American Achievement Plan have been implemented with consistency and purpose to eliminate the achievement gap.
- Progress related to action steps has been monitored at designated intervals (e.g., monthly, quarterly) outlined in the African American Achievement Plan.
- Data reviews have been conducted to identify areas of strength and concern and disaggregated data will be provided upon request.
- Progress related to the elimination of the achievement gap has been monitored in an ongoing way and needed modifications have been made as identified.

These assurances have been reviewed and verified on: 1/29/2021 DB (initials)

Quarterly Reflection

(Please summarize any reflections based upon action step implementation for the quarter. What are areas of progress or opportunities for growth? What are next steps based upon work accomplished?)

The implementation of recruiting strategies covers many areas to ensure that SDIRC is addressing all groups of potential new instructors. The WEpromise Program has been advertised on social media, new teacher orientations, principal meetings, as well as focus groups.

The SDIRC Recruiting Team is actively participating in Career Fairs with HBCUs from Florida and out-of-state as well as other universities. Conditional offers of employment are in the process. The Workforce Housing Committee will be researching and investigating possible housing opportunities within the county to make SDIRC an affordable place to live for new teachers. Progress with the upcoming instructional calendar and starting salary for new teacher will make SDIRC stand out on the Treasure Coast and surrounding districts.

All school administrators and hiring Directors will complete the Culturally Responsive Interviewing Strategies course by the end of February in preparation for the spring hiring season. District interview questions will be used by all.

Our middle schools and high schools are forming FFEA chapters to recruit students who are interested in a career in teaching. These clubs will work together with IRSC to provide students with the latest information in a teaching career.

SDIRC is also working collaboratively with IRSC to roll out our TEACHER ACADEMY for school year 2021-2022. This will give high school students a pathway to take DUAL ENROLLMENT courses (which will include teacher prep course) and graduate with an AA degree. All students that complete requirements for this TEACHER ACADEMY will be given a CONDITIONAL LETTER OF EMPLOYMENT upon graduating from high school.

Next steps are to continue to build new systems and programs as outlined so that SDIRC is able to offer the support and best possible recruiting package to all of its new instructional employees. Whether it be coaching, mentoring, athletics, extra-curricular activities, transportation, food and nutrition, safety, or building maintenance, the HCO department is working diligently to provide the best possible customer service and working experience possible to all stakeholders.

Each and every SDIRC student deserves a champion!



SDIRC Quarterly Action Step Update – Human Capital & Operations

Component: African American Achievement Plan 2020 – 2021




Last Date of Review: 1/15/2021

Action Steps: 1.10, 4.1, 4.2, 4.3, 4.4, 4.6, 4.7, 4.8, 4.9, 4.10, 4.11, 4.12, 4.13, 4.14, 4.15, 4.16, 4.17, 4.18, 4.19, 4.20, 4.21, 4.22, 4.23, 4.24, 4.25, 4.26, 4.27, 4.28, 4.29 & 4.32

Action Step 1.10

Summary of depot stops, survey feedback on depot stops, and communication to parents/community on transportation provided for school choice	All bus stops for SDIRC are depot stops. Any student wishing to enroll in a Choice School that is not his/her home school may use any established bus stop. See https://www.indianriverschools.org/departments/transportation for all bus stops in Indian River County.
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Action Step 4.1


Narrative of recruiting efforts	<p>1. The Department of Recruitment and Retention has established a SDIRC Recruiting Team made up of a diverse group of instructional and administrative staff.</p> <p>Our SDIRC Recruitment Team</p> <p>The recruitment team will consist of individuals with different perspectives and expertise who have demonstrated a commitment to diversity. The participants should be familiar with the District’s staffing needs, the qualifications needed and the selection of the ideal candidate. Principals can recommend staff members they would like to be part of the recruitment team. Proposed team members are below. Professional Development sessions will be conducted for all members on recruiting, interviewing, diversity, and professional practices.</p> <table border="1"> <tr> <td>Anitra Cummings</td> <td>Letitia Whitfield-Hart</td> <td>Cynthia Emerson</td> </tr> <tr> <td>Chadwick Bacon</td> <td>Stephen Adams</td> <td>Takeisha Harris</td> </tr> <tr> <td>Germaine Johnson</td> <td>Jayde Norwood</td> <td>Ataaba Patterson</td> </tr> <tr> <td>Julie Kastensmidt</td> <td>Marsha Roberts</td> <td>Eddie Robinson</td> </tr> <tr> <td>Ramon Echeverria</td> <td>Terri Beckham</td> <td>Christopher Cummings</td> </tr> </table> <p>2. Wepromise Program has been established and shared to all administrative teams, recruiting team, NEW TEACHER ORIENTATION, and on social media.</p> <div style="text-align: center;">  </div> <p>WEpromise to listen</p> <ol style="list-style-type: none"> 1. Monthly visits with NEW instructional staff 2. Feedback from surveys to drive recruitment and retention strategies 3. Feedback from community FOCUS group <p>WEpromise to support</p> <ol style="list-style-type: none"> 1. NEW TEACHER support from STARR program and ACP Program Coordinator 2. Quality Professional Development catered to individual needs and district and school initiatives 3. Mentoring Program and School-based tiered support from coaches and instructional leadership <p>WEpromise to make inclusion and equity a priority</p> <ol style="list-style-type: none"> 1. Cultural Competence and Trauma-Informed Care training 2. Hiring of African American and Hispanic instructional staff to match student population at each school (aspirational goal) 3. Multicultural Club and Activities <p>WEpromise to build future school leaders</p> <ol style="list-style-type: none"> 1. School-based instructional leadership professional development 2. Leadership Program for aspiring administrators <p>WEpromise to work STRONGER TOGETHER</p> <ol style="list-style-type: none"> 1. Collaboration amongst staff at each site 2. Collaboration between schools and district staff 3. Collaboration between district and community 	Anitra Cummings	Letitia Whitfield-Hart	Cynthia Emerson	Chadwick Bacon	Stephen Adams	Takeisha Harris	Germaine Johnson	Jayde Norwood	Ataaba Patterson	Julie Kastensmidt	Marsha Roberts	Eddie Robinson	Ramon Echeverria	Terri Beckham	Christopher Cummings
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	<ol style="list-style-type: none"> 3. TEACHER ACADEMY- Department of Recruitment and Educator Quality in cooperation with Indian River State College, VBHS, and SRHS are implementing a TEACHER ACADEMY for 2021-2022. Students interested in becoming a teacher would join the FFEA chapter at the high school and begin a course of dual enrollment courses designed to culminate in an AA degree and Conditional Contract for Employment with SDIRC upon completion of Bachelor's Degree and necessary requirements. 4. FFEA CHAPTERS- by end of 2020-2021 school year, all middle schools and both high schools will have an official chapter of FFEA. These FFEA clubs will promote diversity and focus on a career in teaching. 5. The Department of Recruitment through HANDSHAKE, Twitter, and email has established relationships with HBCUs. (Please see attached documentation) 6. NEW EMPLOYEE and NEW TEACHER ORIENTATION- Orientations for both employee groups were held in July/August of 2020. Midyear orientations are scheduled for January 26th and 27th of 2021. This is a joint effort with the Curriculum and Instruction and Instructional Technology departments. (see flyers attached)
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*Attach email correspondence showing connections and dates made

Action Steps 4.2, 4.10, 4.11, 4.18, 4.21, 4.27 & 4.32

Dates of travel to HBCUs & budget (Quarter 3 & 4 Only)	<p>Due to COVID- travel is restricted and HBCUs and other universities are having VIRTUAL ONLY Career Fairs. Below is the current list of registered events.</p> <table><tr><th>STATE</th><th>CITY</th><th>RECRUITMENT EVENT</th><th>EVENT DATE</th><th>Attended</th></tr><tr><td>Florida</td><td>VIRTUAL</td><td>FIU Employer Virtual Open House</td><td>September 9, 2020</td><td>✓</td></tr><tr><td>Florida</td><td>Vero Beach</td><td>SDIRC Career Fair</td><td>TBD (March 2021)</td><td></td></tr><tr><td>Florida</td><td>Orlando</td><td>Great Florida Teach In</td><td>TBD (APRIL 2021)</td><td></td></tr><tr><td>Virtual Career Fair</td><td>VIRTUAL</td><td>DIVERSITY in Ed Career Fair</td><td>October 2020</td><td>✓</td></tr><tr><td>Florida</td><td>Orlando</td><td>Florida Fund for Minority Teachers</td><td>TBD</td><td></td></tr><tr><td>Florida</td><td>VIRTUAL</td><td>University of Miami- HireACane Academy: Building a Culture of Inclusion</td><td>December 9, 2020</td><td>✓</td></tr><tr><td>Florida</td><td>VIRTUAL</td><td>FAMU</td><td>January 27, 2021</td><td></td></tr><tr><td>Georgia</td><td>VIRTUAL</td><td>UGA Virtual Spring Career and Internship Fair 2021</td><td>February 3, 2021</td><td></td></tr><tr><td>North Carolina</td><td>VIRTUAL</td><td>NC A&T Education Career Fair</td><td>March 9, 2021</td><td></td></tr></table>	STATE	CITY	RECRUITMENT EVENT	EVENT DATE	Attended	Florida	VIRTUAL	FIU Employer Virtual Open House	September 9, 2020	✓	Florida	Vero Beach	SDIRC Career Fair	TBD (March 2021)		Florida	Orlando	Great Florida Teach In	TBD (APRIL 2021)		Virtual Career Fair	VIRTUAL	DIVERSITY in Ed Career Fair	October 2020	✓	Florida	Orlando	Florida Fund for Minority Teachers	TBD		Florida	VIRTUAL	University of Miami- HireACane Academy: Building a Culture of Inclusion	December 9, 2020	✓	Florida	VIRTUAL	FAMU	January 27, 2021		Georgia	VIRTUAL	UGA Virtual Spring Career and Internship Fair 2021	February 3, 2021		North Carolina	VIRTUAL	NC A&T Education Career Fair	March 9, 2021	
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Documentation of publicity materials, community partnerships, list of candidates, recruitment videos, etc., & Tour of Schools	<p>The Department of Recruitment and Retention uses Twitter to post community partners as well as highlights of events and future events. The Twitter @recruitSDIRC feed is posted on https://www.indianriverschools.org/cms/One.aspx?portalId=1549525&pageId=2354672.</p> <p>The TOUR of SCHOOLS is currently postponed due to COVID.</p>																																																		

	
Dates of Workforce Housing Committee meetings	The Workforce Housing Committee first meeting is scheduled for 1/19/21.
List of recruitment videos & dates shared through social/electronic media formats	The SDIRC Recruitment Video is in final stages of editing and will be shared through social/electronic media formats upon completion. The video showcases the WEpromise Program and highlights of SDIRC.


*Attach travel logs, career fair events, minority recruitment information (including dates)

Action Step 4.3

Dates of Collaboration with the Teachers' Union (Quarter 4 Only)	NA
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*Attach meeting minutes along with topics discussed

Action Steps 4.4, 4.14, 4.15, 4.16, 4.25 & 4.29

Report of materials being handed out during recruiting events (Quarter 4 Only)	NA
Documentation of Invitation to the New Teacher Orientation (Quarter 1 Only)	
List of Mentor-Mentee assignments and summary of feedback on current work/school conditions for success	Please see attached list for Action Step 4.15.
Documentation of retired African American teachers and administrators serving as informal mentors	Not yet initiated

Summary of feedback on the WEPromise Program

Good morning!

Thank you for all of your hard work so far this year. As a new SDIRC employee, you have already shown to be AMAZING!

As part of the **WEPromise Program**, which is the new recruitment and retention program, we would like your feedback on how we are doing to create an inclusive and equitable working environment.

This is an anonymous survey unless you choose to enter your information. We are looking for ways to improve every day- so please be honest!

Click on link below.

<https://forms.office.com/Pages/ResponsePage.aspx?id=ax2isW7tbUiLCDMODbOOaK5HwnplcNFIgN8qFCUVXBpURTgQVTdETTVUT1NINIFXRIdFQTBBSFUyNy4u>

Please see results of survey.

EQUITABLE CULTURE CHECK!

Hello everyone! As part of the WEPromise Program (new recruitment and retention program), we are asking for your feedback as it pertains to equitable practices in the workplace. You may choose to be anonymous or you may provide your contact information so that we can discuss or provide feedback. If you have any questions or would like to chat, please feel free to contact me at Beth.Hofer@indianriverschools.org or 772-564-3148.

1. Does your workplace have a diverse leadership team?

[More Details](#)

[Insights](#)

YES	18
NO	7
Other	0



2. Have you had the opportunity to complete a cultural competence training this year?

[More Details](#)

YES	11
NO	13
Other	1



3. Does your workplace make everyone (staff) feel included?

[More Details](#)

[Insights](#)

YES	21
NO	1
Other	3



4. Do you feel that the staff represents the diversity of your school's student population?

[More Details](#)

[Insights](#)

YES	17
NO	5
Other	3



	<p>5. Do you feel that every staff member has an equal opportunity to be recognized?</p> <p>More Details Insights</p> <p> ● YES 22 ● NO 2 ● Other 1 </p>  <p>6. Has information about leadership training opportunities been shared by school leadership or district leadership with you?</p> <p>More Details Insights</p> <p> ● YES 16 ● NO 7 ● Other 2 </p>  <p>7. On a scale of 1-5, with 5 being the highest, does your workplace showcase/celebrate the diversity of ideas and people?</p> <p>More Details Insights</p> <p> 25 Responses 4.28 Average Rating </p>  <p>8. In what area(s) do you think the district needs to improve the most to have an inclusive and equitable organization?</p> <p>More Details</p> <p> 15 Responses Latest Responses <i>"Maybe a Bible Club, or something similar."</i> <i>"Give more positive feedback instead of just constructive criticism"</i> <i>"The members of the Board need to be more diverse and represent..."</i> </p>
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*Attach flyers, publicity materials, social media postings, rosters

Action Step 4.6

Dates of meetings between SDIRC & IRSC for Teacher Academy Program (Quarter 4 only)	NA
IRSC/SDIRC student survey results of potential future educators (Quarter 4 only)	NA

Action Steps 4.9, 4.13, 4.19, 4.20, 4.26 & 4.28

Summary on the use of Performance and Improvement Plans and corrective actions taken prior to termination Quarter 4 Only)	NA
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Action Step 4.17

List of African American Educators who are a part of our leadership development program (Quarter 4 Only)	NA
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Action Step 4.22

Dates of Equity Committee Meetings	Equity Committee Meetings were canceled for Quarter 2.
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*Attach documentation of staff who attended meetings with topics pertaining to their department are discussed

Action Step 4.23

Reading Certifications																																																																																									
Documentation of teachers, including their certifications, assigned to Intensive Reading classes	<table border="1"> <thead> <tr> <th>School</th><th>Certification (Elementary Education includes READING K-6)</th></tr> </thead> <tbody> <tr> <td colspan="2">Oslo Middle School Teachers</td></tr> <tr> <td>Campbell, Cheryl</td><td>Reading, General Science, Elementary Education, ESOL</td></tr> <tr> <td>Howle, Carlene</td><td>Elementary Education, ESOL, Music</td></tr> <tr> <td>Kehoe, Susan</td><td>English, ESOL</td></tr> <tr> <td>McMullen, Melanie</td><td>English, ESOL, Psychology, Reading</td></tr> <tr> <td>Schwager, Heide</td><td>Elementary Education, English, ESOL, Primary Education, Reading</td></tr> <tr> <td>Smith, Lyn K.</td><td>Early Childhood Education, Elementary Education, ESOL, Reading</td></tr> <tr> <td>Whyllly Gregory, Donna</td><td>Elementary Education, ESOL, Exceptional Student Education, Reading</td></tr> <tr> <td colspan="2">Sebastian River High School Teachers</td></tr> <tr> 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Reading</td></tr> <tr> <td>Harp, Cory</td><td>Substitute Teacher</td></tr> </tbody> </table> <p>Updates to September report above:</p> <p>Oslo Middle School: NO CHANGES</p> <p>Sebastian River High School: NO CHANGES</p> <p>Gifford Middle School: Kimberia Colley- resigned New Reading teacher: Wendy Surovy, certification: Elementary Education</p> <p>Storm Grove Middle School: NO CHANGES</p> <p>Sebastian River Middle School: Beller no longer teaching Intensive Reading Pagan has earning Reading Endorsement</p> <p>Vero Beach High School: Wynn working virtually Ulanda Frazier, certification: Reading Endorsement Jackie Zullo, certification: Reading Endorsement</p>	School	Certification (Elementary Education includes READING K-6)	Oslo Middle School Teachers		Campbell, Cheryl	Reading, General Science, Elementary Education, ESOL	Howle, Carlene	Elementary Education, ESOL, Music	Kehoe, Susan	English, ESOL	McMullen, Melanie	English, ESOL, Psychology, Reading	Schwager, Heide	Elementary Education, 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Wynn, Beth	Elementary Education, ESOL, Prekindergarten/Primary Education, Reading																																																																																								
Harp, Cory	Substitute Teacher																																																																																								

African American Teacher Mentee-Mentor Pairings 2020-2021

4.15

<u>Teacher's Name</u>	<u>Mentor's Name</u>
Katia Joseph	Robert McIntosh
Alwyn Gaines	AnnMarie White
Sharette Greenidge	Kathleen Wilson
Mikayla Slaughter	Diana O'Connor/Tirhon Parks
Darius Vickers	Ashley Bangert
Rebekah Simmons-Scott	Kristy Scofield
Ashely Hodges	Sherilynn Hand
Felecia Brown	Bob Cuddeback
Aurelia Moore	Joanna Roux
Nigel Schroeter	Marsha Reese
Monica Sherill-Long	Cheryl Hoyt
BreAsia James	Sharon Klein
Kyra Isler	Sharon Klein
Candace Fitzgordon	Sandy Celesti
Harvey Lee	Michele Holmes
Chandra Williams	Ainsley Seeley
Courtney Stephens	Caitlin Harris
Kayla Woulard	Debbie Coyle
Takesha Brown	Latonya Ross
Becky Reed	Ataaba Patterson
Kiandre'a (KP) Pound	Betty Barth
Cindy Sims	Sharon Keeley
Marsha Roberts	Sharon Keeley/Robyn Henson
Terry Malcolm-Darrisaw	John Martin
Kathy Anthony	Ralph Vaughn
Aquaria Baines	John Martin
Tara Powell	Dawn Bennett- Campbell

SDIRC Workforce Housing Committee 2020-2021
List of Committee Members

4.27



T. Hessberger

J. Francisco

E. Seymour

M. Raasveldt

N. Bruckner

A. Hodges

B. Hofer

S. Klim



WORKFORCE HOUSING COMMITTEE

AGENDA

January 19, 2021

5:30pm

District Office-TEC

- Call to Order
- Welcome and Introductions
- Establish group norms
- Assignment of roles for meetings
 - Facilitator, timekeeper, note-taker
- Mission of Committee and desired outcomes
- Current & Desired State of Housing
- Action steps for next meeting
- Calendar (set dates for future meetings)
- Other discussion
- Adjournment



Hofer, Beth

From: Hofer, Beth
Sent: Monday, October 12, 2020 4:08 PM
To: 'Trina Edwards'
Subject: RE: DIVERSITY in Ed Virtual Recruitment Fair Update

Thanks Trina! I am new to Handshake. So, I am trying to navigate that!



BETH HOFER

Director of Recruitment, Retention and Professional Practices
School District of Indian River County
Beth.Hofer@indianriverschools.org

Follow @recruitSDIRC on TWITTER
772-564-3148

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From: Trina Edwards <trina@diversityined.com>
Sent: Saturday, October 10, 2020 2:08 PM
To: Editor@DiversityinEd <editor@diversityined.com>
Cc: Trina Edwards <trina@diversityined.com>
Subject: DIVERSITY in Ed Virtual Recruitment Fair Update

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Diversity Recruitment Partner,

The upcoming Virtual Teacher Recruitment Fair is on October 28, so it's time to make sure everyone is prepared. [Please save the date: October 21, 2020 at 12pm, CST for a 30 minute virtual fair information session.](#)

Also, remember to invite candidates through Handshake. We're available should you have questions or require assistance.

Kind regards,
Trina



Trina Edwards

Publisher

DIVERSITY in Ed Magazine & Online Service

825 Town & Country Lane, Suite 1200 Houston, TX 77024

Ph. (281) 265-2473

www.DiversityinEd.com

We know diversity!



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Hofer, Beth

From: Hofer, Beth
Sent: Monday, October 19, 2020 4:51 PM
To: careerdevelopmentcenter@tnstate.edu
Subject: Indian River County, Florida
Attachments: WHY SDIRC flyer.pdf; WEpromiselogo.PNG

Good afternoon,

I am the new Director of Recruitment and Retention for the School District of Indian River County, Florida.

In my new role, I am excited to share some information about our school district and our WEpromise program!

I look forward to inviting graduating education majors to see WHY SDIRC!

If you have any questions, please do not hesitate to call or email. Please follow me on Twitter @recruitSDIRC!



BETH HOFER

Director of Recruitment, Retention and Professional Practices
School District of Indian River County
Beth.Hofer@indianriverschools.org

Follow @recruitSDIRC on TWITTER
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Hofer, Beth

From: Hofer, Beth
Sent: Monday, October 19, 2020 4:53 PM
To: careercenter@scsu.edu
Subject: Why SDIRC?
Attachments: WEpromiselogo.PNG; WHY SDIRC flyer.pdf

Good afternoon,

I am the new Director of Recruitment and Retention for the School District of Indian River County, Florida.

In my new role, I am excited to share some information about our school district and our WEpromise program!

I look forward to inviting graduating education majors to see WHY SDIRC!

If you have any questions, please do not hesitate to call or email. Please follow me on Twitter @recruitSDIRC!



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Hofer, Beth

From: Hofer, Beth
Sent: Monday, October 19, 2020 4:55 PM
To: careers@morgan.edu
Subject: Why Indian River County Schools?
Attachments: WHY SDIRC flyer.pdf; WEpromiselogo.PNG

Good afternoon!

I am the new Director of Recruitment and Retention for the School District of Indian River County, Florida.

In my new role, I am excited to share some information about our school district and our WEpromise program!

I look forward to inviting graduating education majors to see WHY SDIRC!

If you have any questions, please do not hesitate to call or email. Please follow me on Twitter @recruitSDIRC!



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Beth.Hofer@indianriverschools.org

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Hofer, Beth

From: Hofer, Beth
Sent: Monday, October 19, 2020 4:58 PM
To: 'careerservices@vsu.edu'
Subject: Why SDIRC?
Attachments: WEpromiselogo.PNG; WHY SDIRC flyer.pdf

Good afternoon!

I am the new Director of Recruitment and Retention for the School District of Indian River County, Florida.

In my new role, I am excited to share some information about our school district and our WEpromise program!

I look forward to inviting graduating education majors to see WHY SDIRC!

If you have any questions, please do not hesitate to call or email. Please follow me on Twitter @recruitSDIRC!



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School District of Indian River County
Beth.Hofer@indianriverschools.org

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Hofer, Beth

From: Hofer, Beth
Sent: Wednesday, October 28, 2020 9:24 AM
To: Echeverria, Ramon; Harris, Takeisha; Cummings, Christopher
Subject: FW: DIVERSITY in Ed — PLEASE READ ENTIRE MESSAGE

Importance: High

Good morning,

Hopefully you received a similar email yesterday for the Diversity in Education Virtual Fair today.

Please let me know if you are able to join me anytime between 11-2pm.



BETH HOFER

Director of Recruitment, Retention and Professional Practices
School District of Indian River County
Beth.Hofer@indianriverschools.org

Follow @recruitSDIRC on TWITTER
772-564-3148

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From: Trina Edwards <trina@diversityined.com>
Sent: Tuesday, October 27, 2020 11:38 AM
To: Editor@DiversityinEd <editor@diversityined.com>
Subject: DIVERSITY in Ed — PLEASE READ ENTIRE MESSAGE
Importance: High

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello!

The October 28, 2020 (11am-4pm, CST) Virtual "Meet & Greet" Teacher Recruitment Event is tomorrow. **PLEASE NOTE that booths are set-up by states or regions to ensure candidates visit all schools, districts and grad schools in a timely manner.**

- **Here's the link to a brief virtual platform information session video**
<https://player.vimeo.com/video/471379285>
- **Login URL is <https://diversityined.vfairs.com> (DO NOT register, just login)**
- Username is **your email address**
- Password is **Diversity1020**

We are still updating the booths with information, and appreciate you patience. If you are not able to log on, please email me.

Trina



Trina Edwards

Publisher

DIVERSITY in Ed Magazine & Online Service

825 Town & Country Lane, Suite 1200 Houston, TX 77024

Ph. (281) 265-2473

www.DiversityinEd.com

We know diversity!



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Hofer, Beth

From: Hofer, Beth
Sent: Monday, November 2, 2020 10:08 AM
To: cocodelbueno@gmail.com
Subject: Indian River County Florida
Attachments: WHY SDIRC flyer.pdf

Good morning Mr. Veve!

I found your resume through Diversity in ED virtual fair.

We have a unique Dual Language Program Elementary School, Fellsmere Elementary, that I thought you might want to look into.

<https://fes.indianriverschools.org/>

We are always looking for creative, innovative, student-centered teachers.

Please let me know if you have any questions!



BETH HOFER

Director of Recruitment, Retention and Professional Practices
School District of Indian River County
Beth.Hofer@indianriverschools.org

Follow @recruitSDIRC on TWITTER
772-564-3148

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Hofer, Beth

From: Hofer, Beth
Sent: Monday, November 2, 2020 10:14 AM
To: jamesghana2011@yahoo.com
Subject: Indian River County Schools
Attachments: WHY SDIRC flyer.pdf

Good morning Mr. Klutsey,

I am the new Director of Recruitment for the School District of Indian River County Schools.

I found your resume through the Diversity in Education Virtual Fair. Are you currently looking for a teacher position?

Let me know if you have any questions. I have attached a flyer with some highlights of our district.



BETH HOFER

Director of Recruitment, Retention and Professional Practices
School District of Indian River County
Beth.Hofer@indianriverschools.org

Follow @recruitSDIRC on TWITTER
772-564-3148

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Hofer, Beth

From: Hofer, Beth
Sent: Monday, November 2, 2020 10:18 AM
To: jhakemian@gmail.com
Subject: Indian River County Schools
Attachments: WHY SDIRC flyer.pdf

Good morning!

I found your resume through the Diversity in Education Virtual Fair.

Are you currently looking for a position? Our county has a growing leadership academy and a small-town family feel.

Please see flyer attached for highlights.

I would be happy to discuss your career goals and what Indian River County has to offer.



BETH HOFER

Director of Recruitment, Retention and Professional Practices
School District of Indian River County
Beth.Hofer@indianriverschools.org

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Hofer, Beth

From: Hofer, Beth
Sent: Monday, November 2, 2020 10:24 AM
To: 'kitta841@gmail.com'
Subject: Indian River County Schools
Attachments: WHY SDIRC flyer.pdf

Good morning Ms. Henry!

Are you looking to challenge yourself professionally and make a difference in the lives of children?

We are looking for innovative, student-centered educators who are looking to be leaders!

Please see attached flyer with highlights of our school district.

As the new Director of Recruitment for the School District of Indian River County Schools in beautiful Vero Beach, Florida, I am looking to bring in the best of the best!

Let me know if you have questions or a good time to speak with you!



BETH HOFER

Director of Recruitment, Retention and Professional Practices
School District of Indian River County
Beth.Hofer@indianriverschools.org

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Develop a process to identify the current needs and supports for equitable participation in extracurricular activities (e.g., cheerleading, lacrosse, soccer and orchestra).

Evidence of Progress Monitoring:

- Results of student committee meetings to share opportunities to diversify extracurricular activities (schools)

SRHS AASC MEETING SCHEDULE

Oct 8, 2020	11:20-11:50am	RM W-106	COMPLETE
Nov 5, 2020	11:20-11:50am	RM W-106	COMPLETE
Dec 3, 2020	11:20-11:50am	RM W-106	COMPLETE
Jan 14, 2021	11:20-11:50am	RM W-106	COMPLETE
Feb 4, 2021	11:20-11:50am	RM W-106	
Mar 4, 2021	11:20-11:50am	RM W-106	
April 1, 2021	11:20-11:50am	RM W-106	
May 6, 2021	11:20-11:50am	RM W-106	

VBHS AASC MEETING SCHEDULE

Oct 20, 2020	2:15-3:15pm	Conference Rm	COMPLETE
Nov 3, 2020	2:15-3:15pm	Conference Rm	COMPLETE
Nov 17, 2020	2:15-3:15pm	Conference Rm	COMPLETE
Dec 1, 2020	2:15-3:15pm	Conference Rm	COMPLETE
Dec 15, 2020	TBD	TBD	COMPLETE
Jan 5, 2021	2:15-3:15pm	Conference Rm	COMPLETE
Jan 19, 2021	2:15-3:15pm	Conference Rm	

Feb 2, 2021	2:15-3:15pm	Conference Rm	
Feb 16, 2021	2:15-3:15pm	Conference Rm	
Mar 2, 2021	2:15-3:15pm	Conference Rm	

Key Topics:

Fundraising – To provide support to athletes that struggle financially.

December 17, 2021

- Initiated the first conversations with parents of the African American Student Council students so that parents may reflect on concerns regarding participation in extracurricular activities. Meetings will be ongoing.
 - The conversations with parents have presented an interest in the development of an African American Parent support group in the community.
 - Three Zoom meetings have been held (December 17th, December 31st, January 14th).

January 14, 2021

- The SDIRC Athletic Handbook has been finalized and will be distributed to all Athletic Directors defining overall expectations of coaches including mandatory professional development which will incorporate Diversity training. The manual will now be available on the District Manuals site.
 - Three zoom meetings have been held (December 17th, December 31st, January 14th).