



School District of Indian River County
African American Achievement Plan 2021 -2022
Assurances of Implementation of Strategies/Action Steps



Quarter of the School Year: 2

District Office: Human Capital & Operations

In August 2021, the School District of Indian River County initiated the implementation of the 2021-2022 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.

The attached documentation provides school level evidence of progress towards accomplishing action steps incorporated into the 2021-2022 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 principal of each school:

- Action steps included within the 2021-2022 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: 1/5/2022 *SB* (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?)

SDIRC Recruitment Team is committed to grow its relationships with HBCUs in and out of the state of Florida. So far this school year we have participated in seven HBCU Career Fairs and have registered for three additional fairs. With a few fairs being in person this year, we are able to have one-on-one conversations with possible candidates and have created a TALENT BENCH to remain in contact with them until graduation and beyond. All administrators continue to use Culturally Responsive questions during the interviewing process and have a diverse interviewing committee. The committee roster is reviewing by the Director of HR for each hire.

The SDIRC Workforce Housing Committee presented to the School Board in December and is currently researching possible sites and community partners for a development.

Our School Choice Transportation participated in the School Choice Fair and answered questions from families. The transportation department continues to promote the program and make itself available to the community. Transportation will be provided for families and community members at the next School Choice Fair.



School District of Indian River County
African American Achievement Plan 2021 – 2022
Quarterly Summary of Implementation of Strategies/Action Steps



Quarter of the School Year: 2

Date of Summary: 1/5/2022

District Office: Human Capital & Operations

Strategies: 4.2, 4.3, 4.4, 5.1, 5.3

Strategy AAAP 4.2: Expand and enhance established relationships with career placement offices and officials at Historically Black Colleges and Universities (HBCUs) while also utilizing a broad arrange of platforms for publicizing instructional staff job vacancies.

Dates of Contact with Career Placement Offices and HBCUs	Type of Contact
See attached Career Fair Log	

*Attach examples of contacts with career placement offices or HBCUs

Strategy AAAP 4.3: Maintain diverse interviewing committees, while using universal application and interview protocols for the selection of instructional vacancy candidates.

Dates of Monitoring for Diverse Interviewing Committees Districtwide	Interview committees are screened for each job vacancy by the Director of Human Resources.
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Strategy AAAP 4.4: Facilitate a Workforce Housing Committee to identify affordable housing options for new educators in the local community.

Dates of Workforce Housing Committee Meetings	1/19/21, 4/21/21, 7/21/21, and 10/20/21
Summary of Planned Action Steps from Meeting	The committee is currently researching possible community partners for a future workforce housing development, researching funding opportunities, possible sites, and surveying staff for housing needs.

*Attach agendas of Workforce Housing Committee Meetings

Strategy AAAP 5.1: Enhance school choice and magnet school offerings, including transportation to access school choice, districtwide to maximize opportunities for African American students to enroll in schools that best align with their needs and interests.

Strategy AAAP 5.3: Implement a school transportation plan that includes the use of school transportation depot stops to ensure equitable access to school transportation.

Dates of Communication/Publicity Regarding School Transportation Depot Stops	Type of Communication/Publicity
October 9, 2021	Participated in the SDIRC School Choice Fair; SDIRC Transportation Dept routing staff was on site and available to answer questions and provide depot stop information to parents and students considering and/or selecting choice schools.
October 9, 2021	Provided school bus transportation to/from SDIRC School Choice Fair located @the Intergenerational Center (IG) at no cost to families to assist parents with obtaining information regarding school choice and be provided depot stop locations in support of their choice.

Ongoing throughout the school year	Provide parents depot stop locations when schools of choice are selected for enrollment
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*Attach examples of communication/publicity



SDIRC CAREER FAIRS RECRUITING SCHEDULE 2021-2022



CAREER FAIR	DATE	TIME
PACE UNIVERSITY-Job Fair for Recent Graduates	6/15/21	11-2pm
Georgia State University Virtual Alumni Career Fair (PBI)	7/9/21	11-2pm
Cornell University Career Fair Days 2021	9/2/21	11-2pm
Wake Forest University Career Fair	9/15/21	12-4pm
NC A&T State University Fall Career Awareness Fair (HBCU)	9/15/21	12-4pm
FAU Diversity Recruiting Showcase (VIRTUAL)	9/21/21	4pm
Howard University Fall 2021 Virtual All Majors Job and Internship Fair	9/28/21	5:00pm
FAMU Fall 2021 All Majors Career & Internship Expo	9/29/21	4:00PM
Delaware State University Fall 2021 Career Fair	10/25/21	4:00pm
Bethune-Cookman University's Fall 2021 Virtual Graduate School and Career Fair	10/27/21	7:00pm
UCF Fall 2021 Virtual Career Expo	11/19	1-3pm
Alabama State University College of Education Virtual Career Fair	11/4	11-1pm
UCF Resume Building with an Employer (virtual)	1/14	1-3pm
Diversity in Education Career Fair (virtual)	12/8	12-4pm
West Chester University of Pennsylvania Virtual Town Hall	12/8	10-11:30am
Virtual Career and Internship Connection 2022	1/12	2-5pm
Recruit at UofSC: A Roadmap to Recruiting at the University of South Carolina (webinar)	1/25	12noon



SDIRC CAREER FAIRS RECRUITING SCHEDULE 2021-2022



FAMU Spring 2022 All Majors Career & Internship Expo (in person)	1/26	10-4pm
Georgia State University College of Education and Human Development Virtual Career Fair	1/28	10-1pm
UCF Spring 2022 In-person Career Expo	2/1	1-4pm
Michigan State University Diversity Career Fair 2022 (virtual)	2/2	3-6pm
USF Virtual Career Fair	2/4	12-4pm
Florida Polytechnical University Spring 2022 Career Fair (in person)	2/8	10-4pm
UNC Asheville Career Fair	2/8	12-2pm
FIU Spring 2022 On-Campus Career Fair (All Majors)	2/9	11-3pm
University of Miami Job & Internship Expo Spring 2022	2/23	1-5pm
UNF Virtual Education Career Fair	2/23	5-6:30pm
School District of Indian River County Virtual Career Fair	3/16	12-6pm
FAU Virtual Career Expo Spring 2022	3/31	11-3pm
UDC (University of District of Columbia) Jobs and Internships Virtual Fair Spring 2022	4/12	1-6pm

The purpose of the Workforce Housing Committee is to address the issue of affordable housing opportunities for SDIRC employees and create incentive strategy recommendations.



Application and Approval Process

Members were approved by the Board at the November 17, 2020 board meeting.

- Focus Area 2: Equity, Culture & Climate
- Focus Area 3: Communication & Engagement
- Focus Area 4: Talent Development & Support
- Focus Area 5: Organizational & Fiscal Responsibility

WORKFORCE HOUSING COMMITTEE VOLUNTEER APPLICATION

The School District of Indian River County is seeking members for the Workforce Housing Committee (WHC), which is an advisory committee of the School District of Indian River County. This is a two-year commitment to attend quarterly meetings which will be held the 4th week of January, March, June, and August 2022.

- NAME: _____
- ADDRESS: _____
- PREFERRED CONTACT INFORMATION:
HOME: () _____ OFFICE: () _____
CELL: () _____ EMAIL: _____
- WHY DO YOU WANT TO JOIN THE WORKFORCE HOUSING COMMITTEE?

- AREAS OF EXPERIENCE: _____
- AREAS OF INTEREST: _____
- INDIAN RIVER COUNTY RESIDENCE SINCE: _____
- BIOGRAPHY: Please attach a biography of yourself, your accomplishments, and any additional information you feel relevant for consideration. (no more than 250 words)

OATH: "I affirm that I am a resident of Indian River County and that I am not employed by the School District of Indian River County and have no personal gain regarding the volunteer position for which I am applying. I understand that I will represent the welfare of the students of the Indian River County School District."

Signature: _____ Date: _____

Note: Please submit your application to:
Nancy Esplen, Executive Assistant to the School Board
School Board of Indian River County
6900 5th Street, Vero Beach, Florida 32967
Phone: 772-564-3200
E-mail: Nancy.Esplen@indianriverschools.org

SDIRC MISSION: Transforming education to inspire & empower ALL students to maximize their full potential.

Goals:

Create incentive strategy recommendations.

Define a full course of action to create affordable housing for educators.

Establish relationships with those that can assist in helping facilitate, fund, etc. our goals.



SCHOOL DISTRICT OF INDIAN RIVER COUNTY

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

SCHOOL DISTRICT OF INDIAN RIVER COUNTY

WORKFORCE HOUSING COMMITTEE

AGENDA

April 21, 2021
5:30pm
District Office-TEC

- Call to Order
- Welcome
- Review of group norms
- Approval of January minutes
- Assignment of roles for meeting
 - Facilitator, timekeeper, note-taker
- Discussion about research
- Action steps for next meeting
- Calendar (set date for next meeting)
- Other discussion
- Adjournment

SCHOOL DISTRICT OF INDIAN RIVER COUNTY

WORKFORCE HOUSING COMMITTEE

AGENDA

July 21, 2021
5:30pm-7:00pm
District Office-TEC

- Call to Order
- Welcome- Intro of Guest Richard Biolsky
- Approval of April Minutes
- Update on # of new Hires & Immediate Housing Needs
- Update on Housing Outreach Efforts
- Building for the Future - Long Range Planning
- Action steps for next meeting
- Calendar (set date for next meeting)
- Other discussion
- Adjournment

SCHOOL DISTRICT OF INDIAN RIVER COUNTY

WORKFORCE HOUSING COMMITTEE

AGENDA

October 20, 2021
5:30pm-7:00pm
Virtual

- Call to Order
- Approval of July Minutes
- Interested Agencies
- Next Steps
 - Market Survey
 - Cost & Payment
- Land Discussion
- Commitments
- Funding
- Action steps for next meeting
- Calendar (set date for next meeting)
- Other Discussion
- Adjournment

Agendas

January, April, July, October

- Group Norms
- Roles- facilitator, timekeeper, note-taker
- Research
- Action Steps
- Discussion

Researching possible community partners for a future housing development.

Researching funding opportunities.

Researching possible sites.

Surveying staff for housing needs.

Current Action Items

SCHOOL DISTRICT OF INDIAN RIVER COUNTY



WORKFORCE HOUSING COMMITTEE

We invite you to partner with SDIRC's LIVE INDIAN RIVER COUNTY Program. When all students thrive and are supported, our community thrives and prospers. Rent to our dynamic workforce and be the change for our students!

LIVE INDIAN RIVER COUNTY

PARTNER WITH SDIRC!
RENT TO OUR DYNAMIC WORKFORCE AND
BE THE CHANGE FOR OUR STUDENTS!

GET IN TOUCH @RECRUITSDIRC

Beth Crisafulli
Director of Recruitment
772-564-3148
beth.crisafulli@indianriverschools.org

SCHOOL DISTRICT OF INDIAN RIVER COUNTY



WORKFORCE HOUSING COMMITTEE

AGENDA

October 20, 2021

5:30pm-7:00pm

Virtual

- Call to Order
- Approval of July Minutes
- Interested Agencies
- Next Steps
 - Market Survey
 - Cost & Payment
 - Land Discussion
 - Commitments
 - Funding
- Action steps for next meeting
- Calendar (set date for next meeting)
- Other Discussion
- Adjournment



Strategy AAAP 5.1 and Strategy AAAP 5.3: Examples of communications/publications for school choice and magnet school offerings



