



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



Quarter of the School Year: 4

District Office: Student Affairs, Advocacy, & Access

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: 6/1/2022 EP (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?)

In our team's effort to utilize every communication tool available to us within the school district and local community to make opportunities for parent and family engagement known, we increased use of the Virtual Backpack and Connect Ed calls to parents and families to get the word out to typically hard to reach families. We developed a Parent Engagement Calendar, to streamline, and make parent and family engagement opportunity information more accessible. Our partners at United Way and Dodgertown Elementary collaborated to help us get the word out to our families in and around the Dodgertown Elementary School area, by way of their Wednesday Folder, social media, and Connect Ed Sunday calls to families. The Gifford Youth Achievement Center collaborated with us to help market parent and family engagement activity to the Gifford population. We continued to market parent engagement opportunities on both the SDIRC Engage, SDIRC Facebook pages, as well as the main website and through Connect Ed calls. The combination of marketing, along with personal calls to our parents and families, when possible, led to an increase in inquiries about upcoming parent engagement events. We continue to accept and analyze Parent Engagement Survey input that we use to determine topics of interest, days and times of convenience for our families as we plan future workshops and opportunities.

The Chair and Vice Chair lead the members of the C.L.I.M.A.T.E. Task Force in service of their first year of implementation. On May 9, 2022, the Chair and Vice Chair shared their recommendations with the School Board at the Superintendent's Workshop.



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: 4

Date of Summary: 5/31/2022

District Office: Student Affairs, Advocacy, & Access

Strategies: 1.5, 3.2, 3.3, 5.5

Strategy AAAP 3.2: Facilitate a taskforce that includes community members in which perspectives, feedback, and support will be gathered to ensure equitable access to educational experiences for students districtwide.

Dates of Taskforce Meeting(s)	<ul style="list-style-type: none"> 04.06.2022 05.04.2022
Summary of Planned Action Steps	<ul style="list-style-type: none"> Through the facilitation of a Chair and Vice Chair, the members of the task force identified recommendations to support two areas of priority (1) Mental Wellness Intervention and (2) Academic Success of Minority Student in Advanced Coursework. On May 9, 2022, the Vice Chair presented the formal packaging of recommendations to the School Board during the Superintendent's Workshop.

*Attach meeting agendas

Strategy AAAP 3.3: Expand outreach and publicity to parents of African American students to increase participation in parent workshops.

Date of Parent Workshop	Title of Parent Workshop	Date of Publicity
04.02.2022	Hispanic Resource Fair	05.09.2022 – 05.19.2022; 04.01.2022
04.20.2022	Parent Workshop: Healthy Relationships	04.18.2022; 04.19.2022; 04.20.2022
04.23.2022	Parent Engagement Workshop SDIRC/IRSC: Parent Engagement Defined and TRIO/College Admissions Workshop	Marketed by Indian River State College directly to parents and families registered for the TRIO Series.
04.26.2022	Parent Workshop: Healthy Relationships: Relaciones Saludables	04.18.2022; 04.19.2022; 04.21.2022; 04.25.2022; 04.26.2022; 04.20.2022
04.28.2022	Parent Engagement Advisory Council	04.13.2022; 04.27.2022; 04.28.2022; 04.27.2022
05.19.2022	Parent Engagement Advisory Council	04.29.2022; 05.05.2022; 05.08.2022; 05.09.2022 to 05.19.2022; 05.10.2022; 05.11.2022 (DTE Wednesday Folder)

*Attach examples of publicity for parent workshops

Strategy AAAP 5.5: Establish and obtain approval for a Unitary Status Sustainability Policy to ensure that progress related to the 1967 Desegregation Order is maintained.

Dates of Work Sessions/Revisions of Policy	09.28.2021 – Business Agenda Item 13.1. – School Board members voted to remove the Unitary Status Sustainability Policy from the Public Hearing and Adoption of New and Revised Policies.
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*Attach most recent revision of the policy

Strategy AAAP 3.2 – April 2022 and May 2022 C.L.I.M.A.T.E. Task Force Meeting Agendas

Norms

1. Start and end on time.
2. Respect everyone's opinion.
3. One speaker at a time.
4. Be an active listener.
5. Support team consensus.
6. Be open to feedback.
7. No one person dominates.

Location:

Date:

Time:

Treasure Coast Technical College

Wednesday, April 6, 2022

2:00 P.M. – 4:00 P.M.

Task Force Agenda

The C.L.I.M.A.T.E. Task Force will provide direction and recommendations to the staff of the School District of Indian River County (SDIRC) to ensure equity and excellence in each of our schools.

1:00 – 2:00 P.M.

(Academic Success Group ONLY) Question and Answer Session

I. (2:00 – 2:05)

5 minutes

Welcome/

Debrief Previous Meeting (03.02.2022)

Mr. John Thornton

Chair

II. (2:05 – 3:15)

70 minutes

Group Action Planning

Academic Success

Mr. John Thornton

Chair

Communication and Engagement

Mrs. Stacey Klim

Vice Chair

III. (3:15 – 3:30)

15 minutes

**Action Plan provided*

Transition/Group Sharing

Mr. John Thornton

Chair

Mrs. Stacey Klim

Vice Chair

IV. (3:30 – 3:55)

25 minutes

Vision of the Ideal Moonshot School

Dr. David K. Moore

Superintendent

V. (3:55 – 4:00)

5 minutes

Closure

Mr. John Thornton

Chair

Next Meeting: Wednesday, May 4, 2022

2:00 PM – 4:00 PM

Location: **TBD**

School Board Update: Monday, May 9, 2022

Norms

1. Start and end on time.
2. Respect everyone's opinion.
3. One speaker at a time.
4. Be an active listener.
5. Support team consensus.
6. Be open to feedback.
7. No one person dominates.

Location:

Date:

Time:

United Against Poverty
Wednesday, May 4, 2022
2:00 P.M. – 4:00 P.M.

Task Force Agenda

The C.L.I.M.A.T.E. Task Force will provide direction and recommendations to the staff of the School District of Indian River County (SDIRC) to ensure equity and excellence in each of our schools.

1:45 – 2:00 P.M. (OPTIONAL) Chatting and Networking

I. (2:00 – 2:05) <i>5 minutes</i>	Welcome/ Debrief Previous Meeting (04.06.2022)	Mr. John Thornton <i>Chair</i>
II. (2:05 – 2:35) <i>30 minutes</i>	Follow-Up and Q & A Opportunity IRC Education Foundation Moonshot School Vision <i>*The BIG I.D.E.A.S., Vero Beach Community Complex Plan, and Leading for Literacy Presentation provided</i>	Ms. Cindy Emerson <i>Director of Instructional Innovation</i>
III. (2:35 – 3:35) <i>60 minutes</i>	Group Action Planning Academic Success Communication and Engagement <i>*Draft School Board Presentation provided</i>	Mr. John Thornton <i>Chair</i> Ms. Stacey Klim <i>Vice Chair</i>
IV. (3:35 – 3:55) <i>20 minutes</i>	Transition/Group Sharing	Mr. John Thornton <i>Chair</i> Mrs. Stacey Klim <i>Vice Chair</i>
V. (3:55 – 4:00) <i>5 minutes</i>	Closure	Mr. John Thornton <i>Chair</i>

School Board Update: Monday, May 9, 2022

Next Meeting: Wednesday, June 1, 2022

2:00 PM – 4:00 PM

Location: **TBD**



Parent Workshop: Healthy Relationships

OFFICE OF STUDENT AFFAIRS, ADVOCACY, & ACCESS
IN PARTNERSHIP WITH TREASURE COAST COMMUNITY HEALTH
Presents
SDIRC PARENT WORKSHOP
"Healthy Relationships"
"Relaciones Saludables"

ENGLISH
April 20, 2022
6:00 pm to 7:00 pm
Storm Grove Middle School
6400 57th Street,
Vero Beach

**Workshops are
now offered
in English &
Spanish!**

SPANISH
April 26, 2022
6:00 pm to 7:00 pm
Fellsmere Elementary
50 N. Cypress Street,
Fellsmere

 **TCCH**
Healthcare for All People

Contact: Dr. Kawi
Coordinator Parent and Community Engagement
patriciakawi@indianriverschools.org

 **engage**
SDIRC

"Distribution does not imply recommendation or endorsement by the School District of Indian River County."

Strategy AAAP 3.3 Artifacts

Parent Engagement Workshop SDIRC/IRSC: Parent Engagement Defined and TRIO/College Admissions Workshop



ETS-IRSC & SDIRC Parent Workshop Agenda


"Get to know us"

Date: April 23, 2022 Time: 8:30-9am Location: Mueller B106

- 8:30am Welcome & Ice Breaker.....Sandra & Donnellia
- 8:35am Parent engagement & briefly discuss the 3 elements.....Dr. Kawi
- 8:40am Get to know us
- *Educational Talent Search-Indian River County.....Sandra
- *Educational Opportunity Center.....Donnellia
- *Leadership Empowerment Achievement Persistence.....Jenny
- 8:45am Q&A

Strategy AAAP 3.3 Artifacts

Parent Workshop: Healthy Relationships/Relaciones Saludables

	
Office of	Office of Student Affairs, Advocacy, & ACCESS
In Partnership with	In Partnership with Treasure Coast Community Health
Presents	Presents
SDIRC Parent Workshop	SDIRC Taller Para Padres
Healthy Relationships	"Relaciones Saludables"
Workshops are now offered in English and Spanish!	(Los talleres para padres ahora se ofrecen en inglés y español)
English	<p>Inglés</p> <p>20 de abril del 2022</p> <p>de 6:00 a 7:00pm</p> <p>Storm Grove Middle School</p> <p>6400 57th Street,</p> <p>Vero Beach</p>
Spanish	<p>Español</p> <p>26 de abril del 2022</p> <p>de 6:00 a 7:00pm</p> <p>Fellsmere Elementary</p> <p>50 N. Cypress Street</p> <p>Fellsmere</p>
Contact	<p>Contacto:</p> <p>Dr. Kawi</p> <p>Coordinadora de Padres y Participación de la Comunidad</p> <p>Patricia.Kawi@indianriverschools.org</p>

OFFICE OF STUDENT AFFAIRS, ADVOCACY, & ACCESS

IN PARTNERSHIP WITH TREASURE COAST COMMUNITY HEALTH

Presents

SDIRC PARENT WORKSHOP

"Healthy Relationships"

"Relaciones Saludables"

ENGLISH

April 20, 2022

6:00 pm to 7:00 pm

Storm Grove Middle School

6400 57th Street,

Vero Beach

Workshops are now offered in English & Spanish!

SPANISH

April 26, 2022

6:00 pm to 7:00 pm

Fellsmere Elementary

50 N. Cypress Street,

Fellsmere



Contact: Dr. Kawi
Coordinator Parent and Community Engagement
patricia.kawi@indianriverschools.org



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School District of Indian River County

**Next Meeting
April 28th**

**Voice, Involvement, Presence
Parent Engagement
Advisory Council
(PEAC)**

**Together we make a
difference**

Visit indianriverschools.org
Office of Student Affairs, Advocacy, & Access
or use the QR code to learn more



**engage
SDIRC**

TIME: 6:00 pm to 7:30 pm
LOCATION: 6500 57th St., Vero Beach
J.A. Thompson Administrative Center
or Microsoft Teams
CONTACT: Dr. Kawi
patricia.kawi@indianriverschools.org

School District of Indian River County

**Next Meeting
May 19th**

**Voice, Involvement, Presence
Parent Engagement
Advisory Council
(PEAC)**

**Together we make a
difference**

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Office of Student Affairs, Advocacy, & Access
or use the QR code to learn more



**engage
SDIRC**

TIME: 6:00 pm to 7:30 pm
LOCATION: 6500 57th St., Vero Beach
J.A. Thompson Administrative Center
or Microsoft Teams
CONTACT: Dr. Kawi
patricia.kawi@indianriverschools.org

Strategy AAAP 5.5 – Most Recent Draft of the Unitary Status Sustainability Policy

Book	Policy Manual
Section	2000 Program
Title	UNITARY STATUS SUSTAINABILITY
Code	po????
Adopted	May 25, 2021

Policy # - UNITARY STATUS SUSTAINABILITY

Purpose

The School Board of Indian River County is committed to compliance with the 1967 Desegregation Order and accomplishment of the goals outlined in the associated 2018 Joint Plan for the Achievement of Unitary Status in the Matter Styled *Sharpton, et al. v. School Board of Indian River County, FL*, No. 1:64-cv-00721 (S.D. Fla.). Beyond this, once unitary status is achieved in relation to the Desegregation Order, the District shall maintain a unitary school system that will provide equal opportunity and access to education and employment to all individuals regardless of personal characteristics such as race, ethnicity, national origin, religion, disability, sex, sexual orientation, gender identity, age, or socioeconomic status. The School Board believes that the timely provision of resources, supports, instruction, and interventions based upon a student's individual needs, as well as the establishment of a diverse workforce representative of all students, is critical to the achievement of successful educational outcomes for all students.

Board Commitment

The School Board, and all schools in our system, shall take active measures to maintain a unitary school system. Active measures shall be defined as those which promote equitable, inclusive, and supportive educational environments that are free from discrimination.

- A. Mentoring of New Black/African American Instructional Staff – All newly hired ~~African American~~ instructional staff shall be offered professional learning opportunities to support the knowledge acquisition of designing learning environments to address the educational needs of diverse student populations.
- B. Recruitment of Black/African American Instructional Staff – The Board will hold the Superintendent accountable for assuring that the District recruitment team and school-based interview teams for instructional staff shall be diverse in composition and active efforts shall be made to recruit a diverse workforce representative of the District's student population. See also Policy 3120.01.
- C. Representation of Black/African American Instructional Staff – All instructional staff of the District shall be employed and assigned to work locations in a non-discriminatory manner.
- D. Black/African American Student Academic Achievement / Resource Allocation – Evidence-based strategies and interventions shall be implemented to eliminate identified barriers to racial disparities in academic achievement, discipline, and eligibility for special programs. Viable avenues to pursue upgrades to human capital and resource allocation shall be addressed in the District's Staff Allocation Model (SAM).
- E. Student Assignments – The practice of curricular and programmatic choice in student assignment, on a space available basis, shall be implemented to increase the alignment between the racial representation in student enrollment at individual schools and the District's overall racial representation in student enrollment.

- F. Transportation – The school transportation system shall be reviewed regularly and needed action shall be taken to ensure that transportation is not a barrier to access to the full range of curricular and programmatic choice.
- G. Extracurricular Activities – Given the importance of extracurricular activities as a valuable expenditure of school resources, participation shall be regularly reviewed and needed action taken to ensure that Black/African American students are able to access and participate in extracurricular activities in a non-discriminatory manner.

Superintendent Commitment

The Superintendent shall consistently monitor educational outcomes for Black/African American students and staff, to maintain a unitary school system that is free from discrimination, while maximizing the potential of all students. To support unitary status sustainability, the Superintendent shall engage in actions which include, but are not limited to, the following:

- A. Ensure the needed district infrastructure to accurately monitor educational outcomes for Black/African American students and staff is maintained or improved.
- B. Make evidence-based recommendations for the development and implementation of corrective actions in areas in which educational disparities or discriminatory practices are identified.
- C. Ensure that there is a clearly defined channel for individuals to submit concerns related to educational disparities or discriminatory practices.
- D. Monitor data to make recommendations to the School Board regarding any identified needs for additional resources or human capital to enhance the outcomes and initiatives within the Joint Plan for the Achievement of Unitary Status in the Matter Styled *Sharpton, et al. v. School Board of Indian River County, FL*, No. 1:64-cv-00721 (S.D. Fla.)

Superintendent's Unitary Status Sustainability Workgroup

Once unitary status has been achieved in all sections of the Joint Plan for the Achievement of Unitary Status in the Matter Styled *Sharpton, et al. v. School Board of Indian River County, FL*, No. 1:64-cv-00721 (S.D. Fla.), and all requirements associated with the Joint Plan have been fulfilled, a "Superintendent's Unitary Status Sustainability Workgroup" shall be established. The Superintendent will create a Unitary Status Sustainability Workgroup comprised of five-eight (8) members, – four (4) members appointed by the IRC-NAACP, three (3) members appointed by the Superintendent, and one (1) School Board representative, who will be selected by the School Board at the Annual Organizational Meeting. The Workgroup will make recommendations on how to best support Black/African American students and historically underserved communities in the District. Workgroup representatives will be appointed for a one-year term. The Workgroup will meet quarterly, with the Superintendent providing updates to the School Board on a biannual basis. If a representative is absent from two consecutive Work Group meetings, the School Board appointing entity shall select a replacement representative within 30 days.

The representatives of the Superintendent's Unitary Status Workgroup will:

- A. Utilize a data-driven approach to review and problem solve district outcomes for Black/African American students and staff as related to the School Board and Superintendent commitments outlined above.
- B. Provide timely feedback and evidence-based recommendations for improvement related to district outcomes reviewed with the School Board in a public meeting held on an annual basis.

- C. Provide timely feedback and evidence-based recommendations for consideration to guide District Strategic Plan revisions.

Policy Duration and Revisions

The School Board understands the importance of the commitments outlined in this policy to students, parents, employees, and community members. This policy shall remain in effect for five years with the initial year identified as the year in which ~~the Court unitary status has been achieved by the District in all sections of the Joint Plan for the Achievement of Unitary Status~~ in the Matter Styled *Sharpton, et al. v. School Board of Indian River County, FL*, No. 1:64-cv-00721 (S.D. Fla.), ~~determines that unitary status has been achieved by the District~~ and all requirements of the Joint Plan have been fulfilled. The School Board shall evaluate this policy at the close of the five-year validity period to determine the terms of the renewal cycle for this policy, ~~with short-term, quarterly updates provided to the School Board related to annual strategies and targets for implementation~~. Any proposed revisions to this Unitary Status Sustainability policy must be adopted in accordance with the Administrative Procedures Act and requires a super-majority vote by the School Board.

Legal F.S. 1000.05
F.S. 1001.41
F.S. 1001.49