



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: 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: 6/1/2022 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?)

The Workforce Housing Committee has worked to create a Relocation Assistance Program for new teachers for the 22-23 school year called **Keeping the Promise**. We are proud to collaborate with the Education Foundation of IRC. This adds to our Certification Reimbursement Program and our Recruitment Program- **WE PROMISE!** These programs have been advertised and shared with stakeholders. With the appointment of the Director of Recruitment, Beth Crisafulli, to the Diversity in Education's Advisory Board, our district has been able to market our programs on a national level. The interactions with HBCUs and other universities has allowed the team to attend approximately 40% more as career fairs this school year. The Department of Transportation is dedicated to providing the highest customer service to parents and other stakeholders such that families can make the best decisions and have choice of schools.



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: 6/1/2022

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.

During the course of the school year, there are many contacts with HBCUs on Handshake and through email. Please see attached updated log of career fairs attended for the 21-22 school year.

*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	Each job posting is monitoring by HR staff. The Director of HR reviews each interview committee for each posting throughout the year.
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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	February 16, 2022, April 7, 2022 (zoom all to discuss program)
Summary of Planned Action Steps from Meeting	The Workforce Housing Committee continues researching possible community partners for a future workforce housing development, researching funding opportunities, and possible sites. The Committee has created an extension program of the WE PROMISE program called KEEPING THE PROMISE. This program is a Relocation Assistance Program for new teachers in cooperation with the Education Foundation of IRC and has already received an initial donation of \$25,000. (Please see attachment).

*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
	The Department of Transportation continues to provide parents depot stop locations when schools of choice are selected for enrollment.

*Attach examples of communication/publicity



KEEPING
the
promise



WEprmise



APRIL RECRUITMENT UPDATE



Diversity in Ed assembles Advisory Board

The Advisory Board was selected through a national process of nominations, which resulted in a powerful group of influential, experienced industry leaders.

Beth Crisafulli-new Advisory Board member

<https://www.diversityined.com/blog/2022/01/the-diversity-recruitment-partners-advisory-board/>



SDIRC VIRTUAL CAREER FAIR

BE THE CHANGE IN SDIRC

WEpromise



School District of Indian River County

March 16, 2022

12pm – 6pm, EST

FAIR STATS

349 registered participants

Help desk- HR staff

25 booths- including Early Learning Programs, ESE, and TCTC

Welcome video from Dr. Moore

Recruiting video

Mentor program brochure, We Promise Letter, and individual school resources

Two ZOOM sessions for Q&A 12noon and 4pm

The Workforce Housing Committee is proud to present **Keeping the Promise**- a SDIRC Relocation Assistance Program in collaboration with the Education Foundation of IRC.

This program is to benefit NEW employees moving to the area and will either reimburse or sponsor some or all of a NEW employee's moving costs, security deposit, or other costs associated with relocation. Eligibility requirements apply.



PLEDGE FORM and APPLICATION

KEEPING the promise



-a SDIRC Relocation Assistance Program for NEW employees in cooperation with the Education Foundation of IRC.

Platinum Sponsorship Level

- \$10,000
- Listed as SDIRC Recruitment Program Partner in the SDIRC Recruitment Plan
- Listed on Social Media & New Employee Orientation Flyer as Platinum Sponsor
- Named SDIRC Community Partner

Gold Sponsorship Level

- \$5,000
- Listed as SDIRC Recruitment Program Partner in the SDIRC Recruitment Plan
- Listed on Social Media as Gold Sponsor
- SDIRC Community Partner

Silver Sponsorship Level

- \$2,500
- Listed as SDIRC Recruitment Program Partner in the SDIRC Recruitment Plan and on district website
- Listed on Social Media as Silver Sponsor
- SDIRC Community Partner

Thank you for choosing to participate in the **SDIRC KEEPING THE PROMISE PROGRAM**. You can choose to be one of the major level sponsors above, or you can choose an alternate donation amount.

We are KEEPING the **WEpromise** Program by listening, supporting, being inclusive and equitable, building instructional leaders and working **STRONGER TOGETHER**.

Please complete the pledge form on next page.

Housing Costs-
Security Deposit,
First, Last, etc.

Moving Costs

Storage Cost

Utilities Deposits

Eligibility
Requirements-
Income-based



SCHOOL DISTRICT OF
INDIAN RIVER COUNTY
DEPARTMENT OF
RECRUITMENT

6500 57th Street
Vero Beach, Florida 329
772-564-3148

www.indianriverschools.org

SDIRC Keeping the Promise Relocation Assistance Program Application

The program is available to NEW Instructional Staff members for the 2022-2023 school year. Funds are distributed based on eligibility and availability. Please complete all required fields below. Applications will be reviewed by the SDIRC Recruitment Committee and all applicants will receive notification of approval within 14 days of applying and awards will be distributed within 30 days of approval. Each staff member must complete separate application.

Applicant Information

First Name: _____ Last Name: _____ Employee #: _____

Address: _____ City, State, Zip: _____

Telephone () _____ Home Email: _____

School or Facility: _____ Job Title: _____

☐ Check here if spouse/another member of household is applying.

Name of household applicant: _____ ☐ Spouse ☐ Other

Please answer questions below about your household

Number of adults in household: _____ Number of children under 18 in household: _____

Total gross household income: (please check one below)

☐ \$48,000-\$75,000 ☐ \$75,001-\$100,000 ☐ \$100,000-\$150,000 ☐ \$150,001 and above

Needs Assessment (please check top three greatest needs)

☐ Security Deposit ☐ Storage Costs ☐ Utilities deposit(s)

☐ First or Last Month Rent ☐ Moving Costs (pack and ship)

Please provide a copy of the lease, utilities bill with deposit amount, storage and or moving contract if applicable.

If awarded assistance, we would like to share the news (no specifics of funds awarded) on social media and our district website.

☐ I agree to SDIRC sharing my story on social media. ☐ I agree to the use of my photo.

Applicant Signature: _____ Date: _____





SDIRC CAREER FAIRS RECRUITING SCHEDULE 2021-2022



ATTENDED

UPCOMING FAIR

CAREER FAIR	DATE	TIME
1) PACE UNIVERSITY-Job Fair for Recent Graduates		11-2pm
2) Georgia State University Virtual Alumni Career Fair (PBI)	7/9/21	11-2pm
3) Cornell University Career Fair Days 2021	9/2/21	11-2pm
4) Wake Forest University Career Fair	9/15/21	12-4pm
5) NC A&T State University Fall Career Awareness Fair (HBCU)	9/15/21	12-4pm
6) FAU Diversity Recruiting Showcase (VIRTUAL)	9/21/21	4pm
7) Howard University Fall 2021 Virtual All Majors Job & Internship Fair	9/28/21	5:00pm
8) FAMU Fall 2021 All Majors Career & Internship Expo	9/29/21	4:00PM
9) Delaware State University Fall 2021 Career Fair	10/25/21	4:00pm
10) Bethune-Cookman University's Fall Virtual Graduate School & Career Fair	10/27/21	7:00pm
11) UCF Fall 2021 Virtual Career Expo	11/19	1-3pm
12) UNF Diversity, Equity, and Inclusion Career Summit	11/3	10-2pm
13) Alabama State University College of Education Virtual Career Fair	11/4	11-1pm
14) UCF Resume Building with an Employer (virtual)	1/14	1-3pm
15) Diversity in Education Career Fair (virtual)	12/8	12-4pm
16) West Chester University of Pennsylvania Virtual Town Hall	12/8	10-11:30am
17) Virtual Career and Internship Connection 2022	1/12	2-5pm
18) Recruit at U of SC: A Roadmap to Recruiting at the U of SC (webinar)	1/25	12noon
19) FAMU Spring 2022 All Majors Career & Internship Expo (in person)	1/26	10-4pm

FAIR SCHEDULE 2021-2022

38 FAIRs through April
(23 fairs in 20-21)

10 in person
FAMU (fall and spring), UNF,
UCF, Florida Polytechnical,
FIU, UM, U of SC, NSU,
Jackson State Univ

TALENT BENCH- over 100
names
of potential candidates

POSTINGS- all will be updated
on district website by May 2nd

SDIRC CAREER FAIRS RECRUITING SCHEDULE 2021-2022

20) Georgia State University College of Education Virtual Career Fair	1/28	10-1pm
21) UCF Spring 2022 In-person Career Expo	2/1	1-4pm
22) Michigan State University Diversity Career Fair 2022 (virtual)	2/2	3-6pm
23) USF Virtual Career Fair	2/4	12-4pm
24) Florida Polytechnical University Spring 2022 Career Fair (in person)	2/8	10-4pm
UNC Asheville Career Fair CANCELED	2/8	12-2pm
25) FIU Spring 2022 On-Campus Career Fair (All Majors)	2/9	11-3pm
26) University of Miami Job & Internship Expo Spring 2022	2/23	1-5pm
27) UNF Virtual Education Career Fair	2/23	5-6:30pm
28) U of SC Education Recruitment Day: Spring 2022 Virtual Career Fair	2/23	2-7pm
29) U of SC Education Recruitment Day: In-person Career Fair Spring 2022	2/24	2-7pm
30) Stanford Careers in Education Virtual Fair	2/24	5:30-7:30pm
31) FAMU Spring 2022 Virtual Education and Social Sciences, Arts & Humanities Career Fair	3/9	10-2pm
32) School District of Indian River County Virtual Career Fair	3/16	12-6pm
33) NSU Spring 2022 Recruit a Shark Career Expo: Education Fair	3/30	2:30-6pm
34) FAU Virtual Career Expo Spring 2022	3/31	11-3pm
35) Jackson State University Spring 2022 Teacher Recruitment Day	3/31	9-12:30pm
36) UCF Spring 2022 Virtual Education Career Fair	4/8	10-1pm
37) University of District of Columbia Jobs and Internships Virtual Fair	4/12	1-6pm
38) Great Florida Teach-In	6/4	9:30-2pm

ATTENDED

UPCOMING FAIR



CERTIFICATION REIMBURSEMENT PROGRAM

SDIRC Certification Reimbursement Program

2021-2022 SCHOOL YEAR



**The SDIRC Certification Reimbursement Program is OPEN to:
NEW Instructional Staff for the 2021-2022 school year with a cap
of \$250.00 for each instructional staff member.**

***Documentation of certification test results(passing score only) for ANY subject
area test and/or the FLDOE \$75 fee to add to certificate must be uploaded.**

ALSO ELIGIBLE:

**ANY SDIRC TEACHER ADDING ESOL, ESE, READING, or FELE to
their certificate. \$250 cap applies.**

***Documentation of ESE, ESOL, or FELE test results(passing score only)
and/or the FLDOE \$75 fee to add to certificate must be uploaded.**

WHO IS ELIGIBLE?

The program will reimburse up to \$100 for costs of study materials or study programs as well. Simply upload your receipt along with test score.

* *You must pass the test in order to be eligible for reimbursement.*

NEW ADDITION

SCHOOL DISTRICT OF INDIAN RIVER COUNTY



WORKFORCE HOUSING COMMITTEE

A G E N D A

February 16, 2022

5:30pm-7:00pm

Virtual

- Call to Order
- Approval of October Minutes
- Adopt a Teacher Program
- Research Data
- Ownership Structure
- Meeting with Superintendent & School Board
- Action steps for next meeting
- Calendar (set date for next meeting)
- Other Discussion
- Adjournment

