



African American Achievement Plan 2022 -2023

Assurances of Implementation of Strategies/Action Steps

Quarter of the School Year: 2

School: Sebastian River High School

In September 2022, the School District of Indian River County initiated the implementation of the 2022-2023 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 2022-2023 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/supervisor of each school/location:

- Action steps included within the 2022-2023 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 January 5, 2023: _____ **CAC** _____ (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?)

SRHS Administrators, Instructional coach, and instructional leaders (Department Chairs) will continue to monitor the effectiveness of classroom instruction and supplemental supports given to all students inside the classroom, as well as with extended learning opportunities beyond the normal school day. Based on our School Improvement plan and information gathered during our Impact Review walks with district support staff, we will continue to provide support with formative assessments to better inform daily classroom instruction. Using daily administrative walkthrough data, we will continue to analyze data trends inside the classroom and provide our teachers the needed feedback to improve instruction overall and student achievement. Also, we will place an additional focus on provided more intensive support during after-school hours to support students with SAT and ACT testing preparation.



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Date of Summary: January 5, 2023

School: Sebastian River High School

Strategies: 1.1, 1.2, 1.3, 1.4, 2.1, 2.2, 2.4

Strategy AAAP 1.1 (ALL SCHOOLS): Ensure that African American History teachings are implemented in alignment with established curriculum maps for grades K-12.

Number of Walk-throughs to Observe Implementation of African American History Teachings	3
Date(s) of Support Provided to School Leadership Teams (i.e., August 1, 2022)	October 18,2022: November 15,2022: December 2,2022
Summary of Observation(s):	Admin walked through U.S. History classes to ensure that African American teachings were taught with fidelity and properly aligned with course standards. Standards taught but not limited to included SS 912 A 5.10: Analyze support of resistance to civil rights for women, African Americans and Native Americans. SS 912 A.5.8 Compare the views of Booker T Washington relating to African American views.

Strategy AAAP 1.2 (ELEMENTARY ONLY): Ensure that African American students who show a substantial deficiency in reading in grades K-3 per i-Ready, receive targeted reading intervention as defined by the District's Reading Plan.

Date of Quarterly School-Based Data Reviews of Students Performing in the Lowest Quartile in Grades K-3 (i.e., August 1, 2022)											
African American Students Receiving Interventions for Substantial Reading Deficiencies											
Kindergarten			First			Second			Third		
Ct Need Fun Read & Scheduled	Ct Need Fun Read	Percent (%)	Ct Need Fun Read & Scheduled	Ct Need Fun Read	Percent (%)	Ct Need Fun Read & Scheduled	Ct Need Fun Read	Percent (%)	Ct Need Fun Read & Scheduled	Ct Need Fun Read	Percent (%)

***Data should be retrieved from the Power BI 2022 – 2023 Scheduling App – ScheduleAudit.**



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Strategy AAAP 1.3 (SECONDARY ONLY): Use Florida Early Warning Indicators to support secondary School Leadership Teams in developing and implementing interventions for African American students who are not on-track to graduate.

Date(s) of School Level Review(s) of Early Warning Indicators for African American Students: (i.e., August 1, 2022)	October 21, November 10th, December 2nd
Summary of Action Steps / Plan Based Upon Reviews of Early Warning Indicators for African American Students:	<p>Reviewed data using the EWI of our African American students with Admin team, School counselors, MTSS, and leadership team. Summary of action steps include:</p> <ol style="list-style-type: none"> 1. We will continue to encourage African American students to seek additional supports including After school tutoring, SAT/ACT test prep. 2. Have school counselors regularly check in with students who earned a D/F first qtr and provided a plan to ensure they find success for the semester.

Strategy AAAP 1.4 (SECONDARY ONLY): Implement processes to ensure that African American students have equitable access to advanced and accelerated courses in middle school and high school.

**Percentage of Racial Subgroup Enrolled in Advanced/Accelerated Courses During the Quarter
All Grade Levels Served by the School (Combined)**

Black/African American (%)	White, Non-Hispanic (%)
40 students=9%	278 students=60%

Strategy AAAP 2.1 (ALL SCHOOLS): Implement data-driven problem solving and provide needs-based supports to schools to specifically address identified discipline and achievement disparities.

Discipline	
Date(s) of Problem-Solving Session(s) for <u>Discipline</u> :	October 20 th , November 3 rd , December 1st
Summary of Action Steps / Plan Based Upon Problem Solving Session(s) for <u>Discipline</u> :	<p>MTSS team members analyzed discipline data from power BI specifically as it relates to African American students. Summary of Action Plan:</p> <ol style="list-style-type: none"> 1. Looked for teachers who may have disproportionate referrals among subgroups. 2. Counselors/Success coach routinely check in with African American students who have received multiple disciplinary referrals.
Achievement	
Date(s) of Problem-Solving Session(s) for <u>Achievement</u> :	October 20 th , November 3 rd , December 1st



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Summary of Action Steps / Plan Based Upon Problem Solving Session(s) for <u>Achievement</u> :	<p>MTSS team members analyzed academic data from Power BI specifically as it relates to African American students. Summary of Action Plan:</p> <ol style="list-style-type: none"> 1. Encourage struggling students to attend After School tutoring and Prep sessions. 2. Have school counselors/success coach/graduation coach check in with struggling students. 3. Continue having instructional coach/Admin meet with teachers to provide interventions and other systems of support inside the classroom.
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Strategy AAAP 2.2 (SECONDARY ONLY): Implement alternative discipline interventions and supports for African American students identified as off-track according to disciplinary Early Warning Indicators.

Number of Students in Racial Subgroup Supported by an Alternative Intervention Measures (A.I.M.) Advocate or Alternative School-based Program to Inspire Renewed Excellence (A.S.P.I.R.E.) Teacher During the Quarter
All Grade Levels Served by the School (Combined)

Black/African American (%)	White, Non-Hispanic (%)
16 Total students	54 Total student

Strategy AAAP 2.4 (ALL SCHOOLS): Ensure that School Improvement Plans for all schools specifically address how schools are providing interventions related to achievement gaps for African American students.

Date of Quarterly Review of School Improvement Plan: (i.e., August 1, 2022)	November 29th	
Does the School Improvement Plan Continue to Address the Achievement Gap for African American Students?	<input checked="" type="checkbox"/> Yes	* If no, what modifications will be made to address the achievement gap?
	<input type="checkbox"/> No*	
Summary of Action Steps / Plan based upon District Impact Review (based upon District & School Level Reviews):	Summary of Action Steps 1. Monitor the use of the newly updated collaborative planning tool. 2. During pre-conference meetings with teachers, Admin will facilitate conversations addressing the use of formative assessments.	



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	<ol style="list-style-type: none"> During regular meetings with teachers Admin will present effective structures to increase student engagement. Admin will be present in collaborative planning meetings to ensure teachers are planning for higher order questioning in lessons. Admin will continue to provide meaningful and timely feedback after walkthroughs, impact reviews, and evaluations.
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Strategy AAAP 3.1 (ALL SCHOOLS QUARTERS 2-4 ONLY): Engage in ongoing communication regarding the availability of extracurricular activities through the provision of a resource that provides information for individual schools.

Date of Quarterly Review of Extracurricular Activity		November 18th	
Student Participation Data within Focus Student Information System:			
Total Count of African American Students Participating in One or More Extracurricular Activities (#)	Total Count of African American Students Enrolled (#)	Total Percent of African American Students Participating in One or more Extracurricular Activities (%)	
74	216	34%	
Summary of Action Steps/Plan to Increase Communication Regarding the Availability of Extracurricular Activities:		To increase communication using weekly school messengers, daily morning and afternoon announcements, as well as event fliers posted throughout school.	
(SECONDARY ONLY) Number of Students Participating in the African American Student Council (All Grade Levels)		12	

*Data should be retrieved from the Power Bi [Extracurricular Activities](#) public-facing dashboard.

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

Number of Interviews Conducted by the Interview Committee:	6
Percentage of Interviewers on Interview Committee by Race	
Black/African American (%)	White, Non-Hispanic (%)
20%	60%
(OPTIONAL) Additional information:	

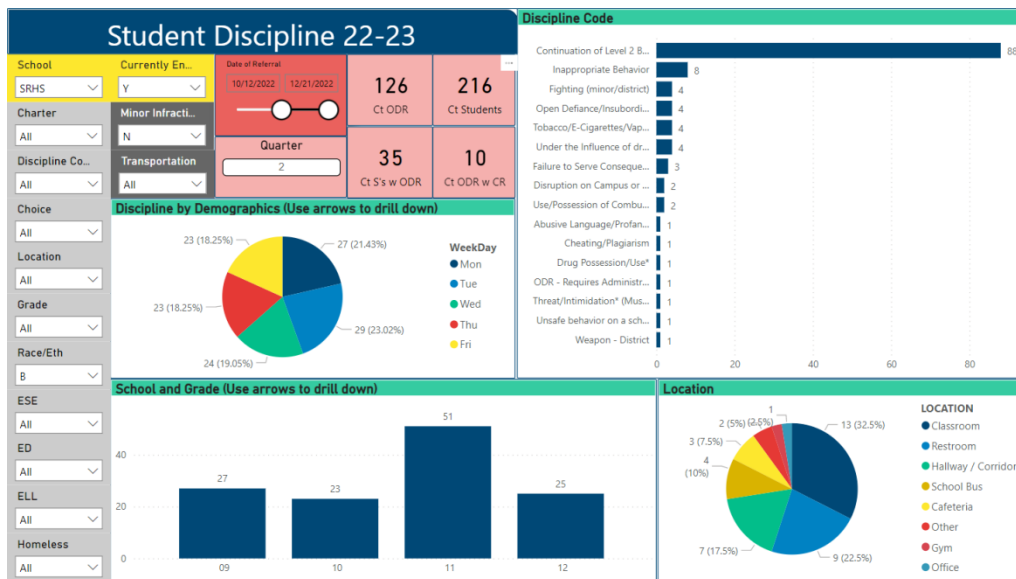


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Evidence AAAP 2.1

AA Student Discipline between October 12 and December 21.

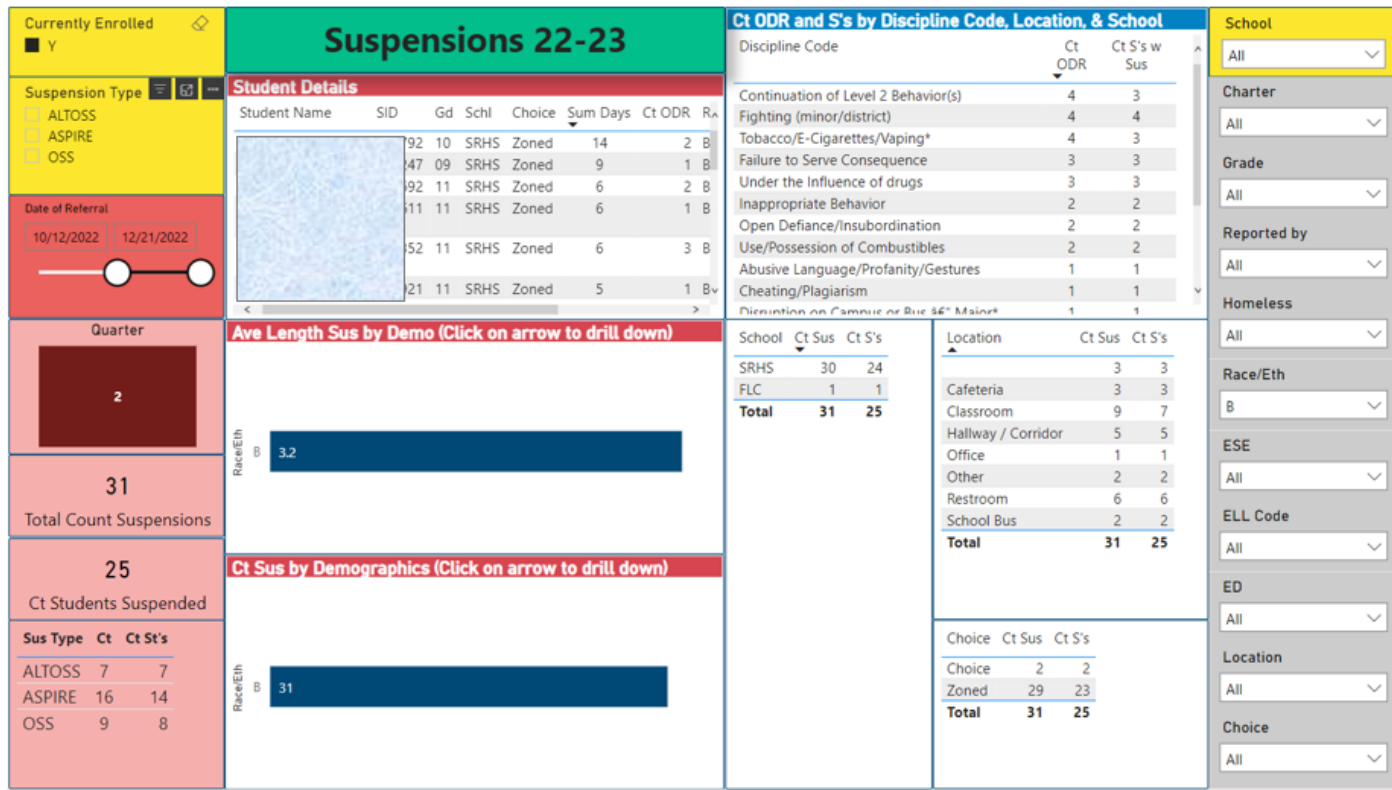


AA Student Classroom removals (ALTOSS, ASPIRE, or OSS) between October 12 and December 21.



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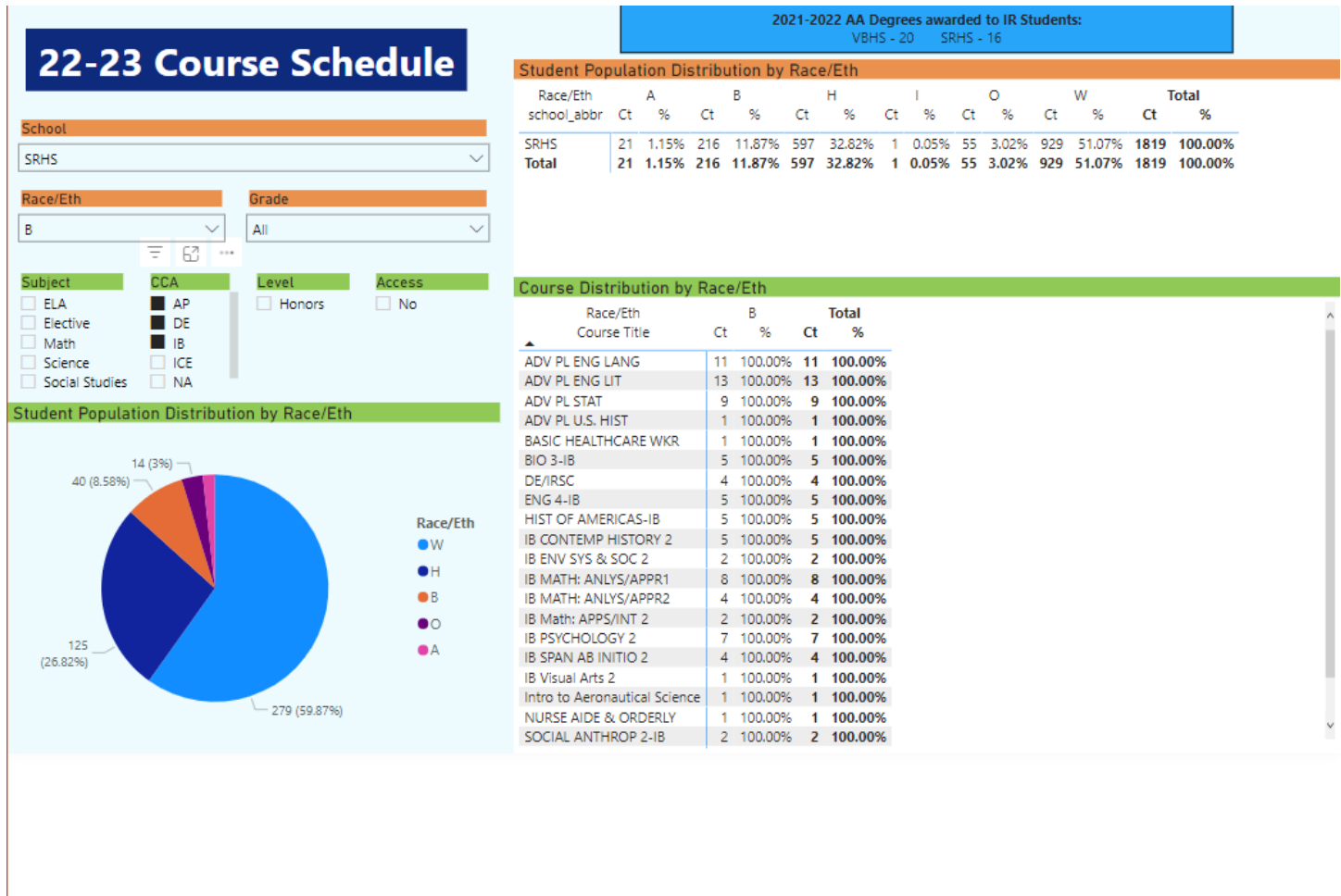


SRHS Advanced and Accelerated Course Distribution for AA Students



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Early Warning spread sheet by Subgroup

AA EWS 2nd qtr - Read-Only																			
Search (Alt+Q)																			
Cummings, Christopher																			
File Home Insert Draw Page Layout Formulas Data Review View Help																			
Clipboard Font Alignment Number Styles Cells Editing Analysis																			
B2 214574																			
1	Name	ID	GD	Race/Eth	ED	ELL	Primary E	Gender	Count	ODR	Course Failures	ADA							
2	Abraham, Akeem	20200	09	B	Y	ZZ		M	0	N		95%							
3	Adams, Sarah	20200	10	B	N	ZZ		F	0	N		87%							
4	Adams, Laylan	20200	09	B	Y	ZZ		F	1	Y		79%							
5	Adams, Saleemah	20200	12	B	Y	ZZ	K	F	0	Y		50%							
6	Adams, Glenys	20200	11	B	Y	LZ	K	F	0	N		97%							
7	Adams, Rashelle	20200	10	B	Y	ZZ		F	0	N		95%							
8	Allen, Asaya	20200	10	B	Y	ZZ		F	0	N		94%							
9	Allen, Emmanuel	20200	12	B	Y	ZZ		M	0	N		90%							
10	Arnold, Sarah	20200	11	B	N	ZZ	G	F	0	N		100%							
11	Augusta, Roldano	20200	10	B	Y	LZ		M	0	N		96%							
12	Bailey, Ashley	20200	11	B	N	ZZ		F	0	N		96%							
13	Baker, Ta Tyana	20200	09	B	Y	ZZ		F	0	N		91%							
14	Baker, Tiki	20200	09	B	Y	ZZ		M	0	N		96%							
15	Barnett, Israel	20200	09	B	N	ZZ		M	0	N		89%							
16	Bathie, Ky Asia	20200	12	B	Y	ZZ		F	0	N		94%							
17	Beaujeu, Emile	20200	12	B	Y	ZZ		F	0	N		50%							
18	Beaujeu, Mike	20200	09	B	Y	ZZ		M	0	N		94%							
19	Beaujeu, Karl	20200	11	B	Y	LY		M	4	N		95%							
20	Bell, Zym	20200	11	B	N	ZZ		F	2	N		87%							
21	Bishop, Caterina	20200	12	B	Y	ZZ		F	0	N		78%							
22	Bishop, Caterina	20200	11	B	Y	ZZ		F	0	Y		78%							
23	Blackwell, Riley	20200	09	B	N	ZZ		F	0	N		99%							
24	Blackwell, Shantana	20200	11	B	Y	ZZ		F	0	N		75%							



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Admin Meeting Agenda



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Sebastian River High School



Administration Meeting Agenda: October 14, 2022

- **Dr. Moore Monthly Thought**
 - Great Leaders Keep Pushing to Make Their Jobs Difficult –
 - We must be okay with being Uncomfortable!
- **New Procedures and Items to Review: What Adjustments need to be made...?**
 - All Fighting = Off Campus Consequences OSS
 - Unless instant mediation is possible "RJ"
 - Secretaries Duties (*Balancing Responsibilities*)
 - Student Participation: Krista = Athletics & Mindy = Clubs
- **Master Schedule Review & New Hires: Support, Support, Support**
 - Security – 2 OPEN (*Taylor resignation...*)
- **Collaborative Plannings**
 - How are we progress monitoring students' performance – SIP Goal
 - ELA, Algebra & Geometry, US. History, Biology... **Must be attended & We must know what they are doing from week to week... Will be asked by District staff/team members unannounced!**
 - **Power BI Training is part of Collaborative Planning NOT a monthly meeting!**
- **Observations – Walkthroughs**
 - All Category 1 teachers must have 1 informal by end of 1st quarter...
 - Upload Forms into FOCUS from "Formative Conference"
 - What Positives or Highlights
 - Take some pictures and write up a blurb to share...
- **A2 Plan....**
 - Plan review and revision needed
- **School Improvement Plan**
 - Phase 2 due next week...
 - Impact Review Walk "Action Steps" added to SIP
 - School Grade App (Power BI – Brian McMahon) Worksheet... **Really Good Tool!**
- **School Wide Discipline:**
 - Power BI Discipline Review
 - SERT – What students are on our list for possible interventions or change of placement?
- **Parent Conference (October 25th 2:30-8:00)**
 - What's for Dinner and Who is providing?
- **School Audit Update**
 - 7 Findings from State Auditor General
- **Athletics Updates (Coach Amy)**
- **Security & Safety Concerns...?**
 - New 360 Cameras will be purchased (possible two)
 - Volunteer Procedures: 100% w/staff only Raptor – 99% w/staff Fingerprint
 - DAARP Training (New Employees & Absent Employees)

#SRHSFAMILY



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SIP Action Plan

Excel SAS - SRHS_22_23					
File Home Insert Draw Page Layout Formulas Data Review View Automate Help Editing					
Roboto 11 B I A Merge General					
H7 X ✓ fx					
A B C D E F					
1	School Action Steps (SAS)				
2	School Name:	Sebastian River High			
3	Type of Review	Action Item	Administrator Responsible	Due Date	Status
4	Impact Review	Revise and update collaborative planning tool and share with departments at Friday admin meeting.	Evaluating Administrator	10/7/2022	In Progress
5	Impact Review	During collaborative planning, administration will clarify the difference between formative assessment and monitoring.	Evaluating Administrator	10/12/2022	In Progress
6	Impact Review	During collaborative planning, administration will have teachers evaluate the percent of student vs teacher talk and help teachers incorporate structures to increase student engagement.	Evaluating Administrator	10/12/2022	In Progress
7	Impact Review	Administration will discuss the difference between compliance and engagement?	Evaluating Administrator	10/12/2022	In Progress
8	Impact Review	During collaborative planning, administration will have teachers plan for the task/questions to be used in lessons.	Evaluating Administrator	10/12/2022	In Progress
9	Impact Review	Devise plan of support for senior graduation requirements for reading. Math has plan and needs implementation.	Evaluating Administrator	11/1/2022	In Progress
10	Impact Review	Provide individual feedback to teachers visited during Impact Reviews.	Evaluating Administrator	11/7/2022	In Progress
11					
12					



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