



# African American Achievement Plan 2022-2023

## Assurances of Implementation of Strategies/Action Steps

**Quarter of the School Year: 2**

**School: Oslo Middle 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 6, 2023: \_\_\_\_\_CK\_\_\_\_\_ (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?)

During the 2nd quarter we continued to make necessary changes to our systems that we spent time during 1<sup>st</sup> quarter creating. A change that we are still working on implementing is to make changes to our MTSS meeting and have specific times to discuss academic and behavior students to help problem solve instead of one meeting where all students are discussed with the appropriate staff. In addition, we have implemented our grade level meetings and teacher teams are looking at the data to track and monitor student academic and behavior progress. During the third quarter we will be having individual data chats and during collaborative planning teachers will be looking at the data to identify the achievement disparities and create an action plan.



## African American Achievement Plan 2022-2023 Assurances of Implementation of Strategies/Action Steps

Quarter of the School Year: 2

Date of Summary: January 6, 2023

School: Oslo Middle School

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

<b>Strategy AAAP 1.1 (ALL SCHOOLS): Ensure that African American History teachings are implemented in alignment with established curriculum maps for grades K-12.</b>	
Number of Walk-throughs to Observe Implementation of African American History Teachings	4
Date(s) of Support Provided to School Leadership Teams (i.e., August 1, 2022)	November 28- December 12th
Summary of Observation(s):	Civics and American History- The New Nation

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

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

<b>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.</b>	
Date(s) of School Level Review(s) of Early Warning Indicators for African American Students: (i.e., August 1, 2022)	10/10, 10/17,10/24,11/7,11/14,11/28,12/5,12/12
Summary of Action Steps / Plan Based Upon Reviews of Early Warning Indicators for African American Students:	Students are referred by grade level teams and then discussed during MTSS team meetings. In addition, the MTSS closely monitor students who have already been identified with EWS. After problem solving occurs, the team determines the appropriate Tier 2 &3 intervention. Detailed data-tracking and close communication with parents/guardians and on campus staff to support the students.



## African American Achievement Plan 2022-2023

### Assurances of Implementation of Strategies/Action Steps

**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 (%)
19%	48%

**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> :	Weekly PBIS meetings & every Monday MTSS meetings
Summary of Action Steps / Plan Based Upon Problem Solving Session(s) for <u>Discipline</u> :	Teachers provide Tier 1 and 2 support in classroom, Tier 2 and 3 support by success coach, multicultural coordinator, ASPIRE teacher, guidance counselor, and administration. This includes Check-in/Check-out respite pass usage; class management support is provided. Restorative justice practices, goal setting with students counseling, parent consultations and collaboration with peer counseling. social skills, mental health referrals and more as student needs.

**Achievement**

Date(s) of Problem-Solving Session(s) for <u>Achievement</u> :	Every Wednesday morning admin/coaches meeting & every Monday MTSS meetings
Summary of Action Steps / Plan Based Upon Problem Solving Session(s) for <u>Achievement</u> :	Instructional Coach and Success Coach provide administration with updates on current coaching cycles and teacher support. During this time we look at the achievement disparities by teacher utilizing the most recent data set (PM1-PM2, Standards Mastery, Formative Assessment data). Title 1 Interventionist Specialist conducting pull out and push in support of needy students (data-based), after school and during school (mornings, lunch) tutoring

**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)**



## African American Achievement Plan 2022-2023 Assurances of Implementation of Strategies/Action Steps

Black/African American (%)	White, Non-Hispanic (%)
29%	33%

<b>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.</b>		
Date of Quarterly Review of School Improvement Plan: <i>(i.e., August 1, 2022)</i>	December 7 <sup>th</sup> 2022	
Does the School Improvement Plan Continue to Address the Achievement Gap for African American Students?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No*	* If no, what modifications will be made to address the achievement gap?
Summary of Action Steps / Plan based upon District Impact Review (based upon District & School Level Reviews):	In conjunction with Strategy AAAP 2.1 action steps, we continue to have after school Clubs and Enrichment Programs which include: Book Club, National Junior Honor Society, Student Council , African American Student Council, Yearbook Club, Gardening Club, Drama Club, Debate Club, Girls with Pearls, Transportation is available for those who participate in afterschool programs and tutoring Tues, Wed, and Thurs. each week, so that students can receive the support needed to be academically successful.	

<b>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.</b>		
Date of Quarterly Review of Extracurricular Activity Student Participation Data within Focus Student Information System:	November 16 <sup>th</sup> , 2022	
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 (%)
59	207	49
Summary of Action Steps/Plan to Increase Communication Regarding the Availability of Extracurricular Activities:	Advertising of extracurricular activities such as Tutoring, Garden Club, African American Student Council, Yearbook, and Sports on morning announcements, social media, teachers' recommendations. Targeted Certain students for the African American Student Council	
<b>(SECONDARY ONLY)</b> Number of Students Participating in the African American Student Council (All Grade Levels)	20	



# African American Achievement Plan 2022-2023

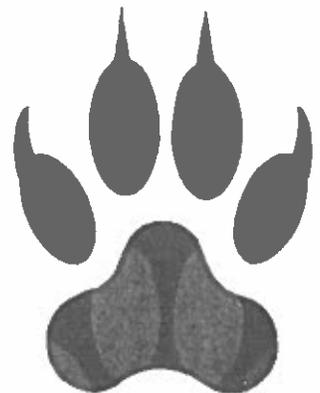
## Assurances of Implementation of Strategies/Action Steps

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

<b>Strategy AAAP 4.3 (ALL SCHOOLS): Maintain diverse interviewing committees, while using universal application and interview protocols for the selection of instructional vacancy candidates.</b>	
Number of Interviews Conducted by the Interview Committee:	0
Percentage of Interviewers on Interview Committee by Race	
Black/African American (%)	White, Non-Hispanic (%)
N/A	N/A
(OPTIONAL) Additional information:	N/A

# Faculty Meeting Agenda

- Welcome
- FAST Testing
- Grades
- Dress Code
- Attendance
- Principal Message
- Questions / Concerns





# OMS

Oslo Middle School

Faculty Meeting  
12/7/22

	Employee Name	Employee ID
1.	Keren DiSisto	[REDACTED]
2.	Jacqueline Fuller Rhaheed	
3.	Chelsea Boudreaux	
4.	Tim Faillg	
5.	Timothy Williams	
6.	Cole Gail	
7.	Lyn Smith	
8.	Haven Stone	
9.	Johnny Barrett	
10.	Cassandra Adkins	
11.	Miniam Juaree	
12.	Shacka Lane	
13.	Germane Johnson	
14.	Bennett Smith	
15.	Patricia Vincen	
16.	JOHN F TORRENT	
17.	Craig Kinsley	
18.		
19.		
20.		

Mr. Kinsley  
Principal

Mr. Szpaichler  
Assistant Principal

Mr. Brown  
Assistant Principal

Mrs. Cummings  
Assistant Principal

*Home of the Wildcats.*

*Be The Blue!*



# OMS

Oslo Middle School

Faculty Meeting  
12/7/22

	Employee Name	Employee ID
1.	Holden	
2.	Pamela Watkins	
3.	Donald Federaro	
4.	Ernie	
5.	Sue Kehoe	
6.		
7.		
8.		
9.		
10.		
11.		
12.		
13.		
14.		
15.		
16.		
17.		
18.		
19.		
20.		

Mr. Kinsley  
Principal

Mr. Szpaichler  
Assistant Principal

Mr. Brown  
Assistant Principal

Mrs. Cummings  
Assistant Principal

*Home of the Wildcats. Be The Blue!*



# OMS

Oslo Middle School

Faculty Meeting  
12/7/22

	Employee Name	Employee ID
1.	Richard Ballinger	[REDACTED]
2.	Jordan Hyde Turner	[REDACTED]
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		
11.		
12.		
13.		
14.		
15.		
16.		
17.		
18.		
19.		
20.		

Mr. Kinsley  
Principal

Mr. Szaichler  
Assistant Principal

Mr. Brown  
Assistant Principal

Mrs. Cummings  
Assistant Principal

*Home of the Wildcats. Be The Blue!*



# OMS

Oslo Middle School

Faculty Meeting  
12/7/22

	Employee Name	Employee ID
1.	Carlene Hoube	[REDACTED]
2.	Cheryl Campbell	
3.	Joanna Roux	
4.		
5.		
6.		
7.		
8.		
9.		
10.		
11.		
12.		
13.		
14.		
15.		
16.		
17.		
18.		
19.		
20.		

Mr. Kinsley  
Principal

Mr. Szaichler  
Assistant Principal

Mr. Brown  
Assistant Principal

Mrs. Cummings  
Assistant Principal

*Home of the Wildcats. Be The Blue!*



# OMS

Oslo Middle School

Faculty Meeting  
12/7/22

	Employee Name	Employee ID
1.	Shawna N Pennell	
2.	Donna Whyllly Gregory	
3.	Terrey Jkm	
4.	Kendall Russell	
5.	Mr. Brownstein	
6.	Mitzi Plunkett	
7.	Shelley White	
8.	Dawn Whiting	
9.		
10.		
11.		
12.		
13.		
14.		
15.		
16.		
17.		
18.		
19.		
20.		

Mr. Kinsley  
Principal

Mr. Szaichler  
Assistant Principal

Mr. Brown  
Assistant Principal

Mrs. Cummings  
Assistant Principal

*Home of the Wildcats. Be The Blue!*



# OMS

Oslo Middle School

Faculty Meeting  
12/7/22

	Employee Name	Employee ID
1.	Heide Schwager	[REDACTED]
2.	Anne Crowley	
3.	MARK J. HANLON	
4.	Marsha Reese	
5.	Monica Godwin	
6.	Ariana Carter	
7.	Hart, Ethel	
8.		
9.		
10.		
11.		
12.		
13.		
14.		
15.		
16.		
17.		
18.		
19.		
20.		

Mr. Kinsley  
Principal

Mr. Szpaichler  
Assistant Principal

Mr. Brown  
Assistant Principal

Mrs. Cummings  
Assistant Principal

*Home of the Wildcats. Be The Blue!*

## Grade Level Meeting Agenda

11/30/22

- Welcome
- Target our 2.5 students
- Attendance – 2<sup>nd</sup> period teachers please call and document ((5 or more unexcused)
- Tardy policy
- 2 or more F's
- Climate & Culture

### **The purpose of this committee is:**

To develop activities to promote a positive school culture and climate including brainstorming and researching protentional activities, planning and organizing agreed upon activities. Please see Ms. Di-Sisto regarding your contribution. \$25 contribution.

- PTSA – please join and support for a contribution of \$5
- ESE / 504 student  
Rhaheed and Whyllly-Gregory (Resources)  
Teacher Input forms  
Review IEP/ BIP's / Ms. Spivey as a resource (document)
- Faculty Council – there were concerns brought up about one way in the pods – what do you prefer?

# 7th Grade Level meeting 11/30/22

0. John & Torrey 
1. Jacqueline Fuller-Rhahed 
2. Chelsea Boudreaux
3. Joanna Raux 
4. Holden 
5. Carlene How 
6. Patricia Vincent 
7. Shaura Fenell 
8. Cassandra Adkins - 
9. Donna Whyly Gregory 
10. Miriam Suarez 
11. Nichole Ballan 
12. Diche Ballin 

## 7th Grade level follow up meeting 11/30/22

Fuller-Rhaheed, Jacqueline <Jacqueline.Fuller-Rhaheed@indianriverschools.org>

Thu 12/1/2022 7:54 AM

To: Adkins, Cassandra <Cassandra.Adkins@indianriverschools.org>; Ballinger, Richard <Richard.Ballinger@indianriverschools.org>; Boudreaux, Chelsea <Chelsea.Boudreaux@indianriverschools.org>; Fuller-Rhaheed, Jacqueline <Jacqueline.Fuller-Rhaheed@indianriverschools.org>; Greenidge, Sharette <Sharette.Greenidge@indianriverschools.org>; Hart, Eathel <Eathel.Hart@indianriverschools.org>; Holden, Todd <Todd.Holden@indianriverschools.org>; Howle, Carlene <Carlene.Howle@indianriverschools.org>; Juarez, Miriam <Miriam.Juarez2@indianriverschools.org>; Kramm, Kelly <Kelly.Kramm@indianriverschools.org>; Lalanne, Lionel <Lionel.Lalanne@indianriverschools.org>; McMullen, Melanie <Melanie.McMullen@indianriverschools.org>; Nelson-Soderman, Angelique <Angelique.Nelson-Soderman@indianriverschools.org>; Pallan, Nichole <Nichole.Pallan@indianriverschools.org>; Pennell, Shawna <Shawna.Pennell@indianriverschools.org>; Torrent, John <John.Torrent@indianriverschools.org>; Vincente, Patricia <Patricia.Vincente@indianriverschools.org>; Whylly Gregory, Donna <Donna.WhyllyGregory@indianriverschools.org>

Cc: Brown, Kenneth <Kenneth.Brown@indianriverschools.org>; Kinsley, Craig <Craig.Kinsley@indianriverschools.org>

Hello wonderful 7<sup>th</sup> grade team 😊. Here is a recap of our meeting yesterday.

1. Remember to target our 2.5 students. The list was put in your mailbox. See Mr. Szpaichler if you need it again.
2. Remember to call parents and document attendance for 5 or more unexcused absences. Per Mr. Brown, we need to call every 5<sup>th</sup> absence.
3. Asa reminder please follow the tardy policy. We have noticed less students in the hallway after the bell.
4. Review the semester grading policy with the students.
5. Please support the Climate and Culture committee. Please see Ms. Disisto for more information.
6. Please also join the PTSA. Please see me and I can get contact information for you.
7. The School Advisory committee wanted to know if the 7<sup>th</sup> grade pod interested in going back to the one-way traffic. It's a "hard" no. Rationale: we are having difficulty enforcing school rules so this is not a fight that we would like to take, and it is going well in the pod.
8. There was a concern about the habitual dress code violators, Mr. Brown stated that the students should be written up each time and it will be handled by discipline.
9. Ms. Adkins stated that she would share the Drug counselors' number with everyone.
10. I will be reaching out to the MTSS team so that the information will be filtered to the teachers about the students who are referred and what the teachers responsibility is.

Here is my shameless plug again:

Please fill out the teacher input form for the ESE students. Their information is very vital to completing their IEP. Forms will be emailed and if you would like hard copies, please let us know. Please reach out to me or Mrs. Whylly-Gregory as resources. Also, Ms. Spivey is a good resource to contact as well.

Thanks for your participation.

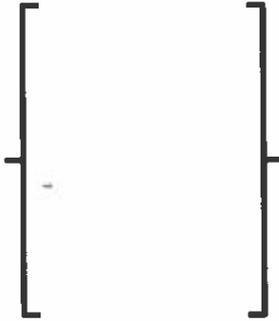


# Natural Born

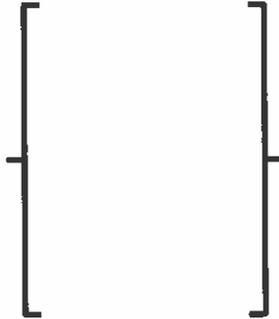
## Citizens

Define and draw a picture in the bracket

1. Law of Blood-



2. Law of Soil-



# Naturalization

Define Naturalization:

What are 5 requirements to become naturalized?

1.

2.

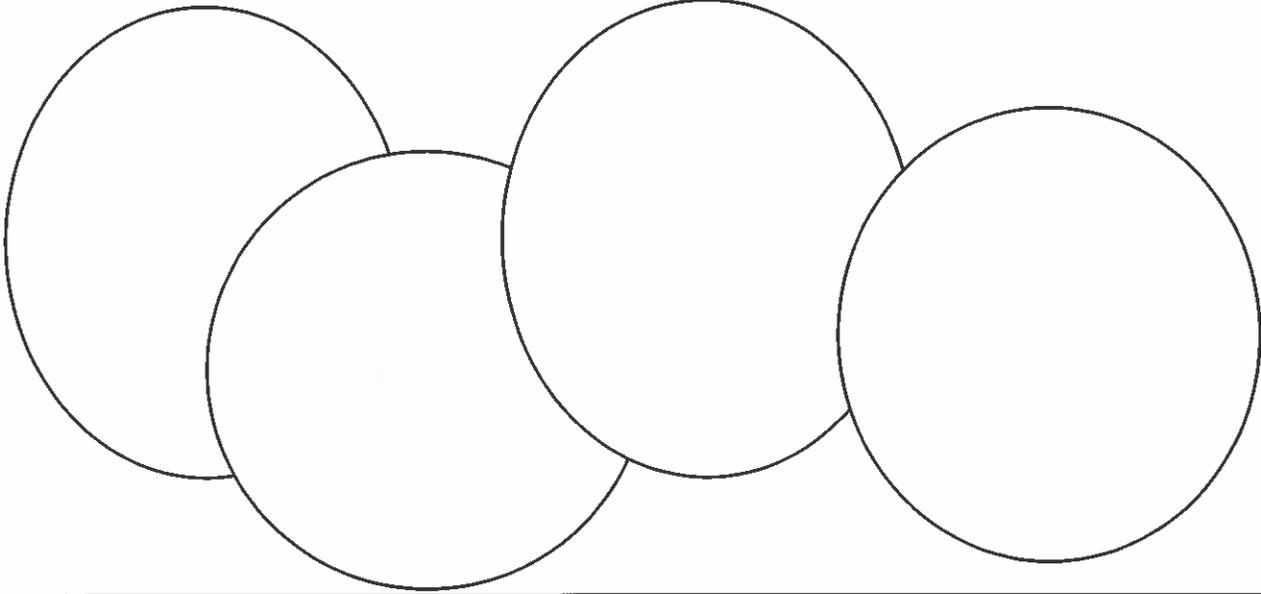
3.

4.

5.

# Steps

What are the steps of naturalization?



# Losing

## Citizenship

What are some ways that you can lose your citizenship?

1. expatriation- giving your allegiance to a foreign country
2. Denaturalization- naturalized citizens who lied on citizenship application
3. Convicted of certain crimes- treason, rebellion, overthrow gov.

# 14<sup>th</sup>

## Amendment

What is the significance of the 14<sup>th</sup> Amendment?

Granted citizenship to anyone born or naturalized in the US- granted citizenship to slaves

# Citizenship



Essential Question: What is a citizen?

Draw what you think are characteristics of an American citizen



Out of all of the requirements to become a citizen, which one do you think is the most important and why?

**opinion**

# Natural Born

## Citizens

Define and draw a picture in the bracket

### 1. Law of Blood-

You are a citizen if your parents are citizens



### 2. Law of Soil-

You are a citizen if you were born in America



# Naturalization

Define Naturalization:

The process to become a citizen

What are 5 requirements to become naturalized?

1. 18 years or older

2. Know U.S. Civics

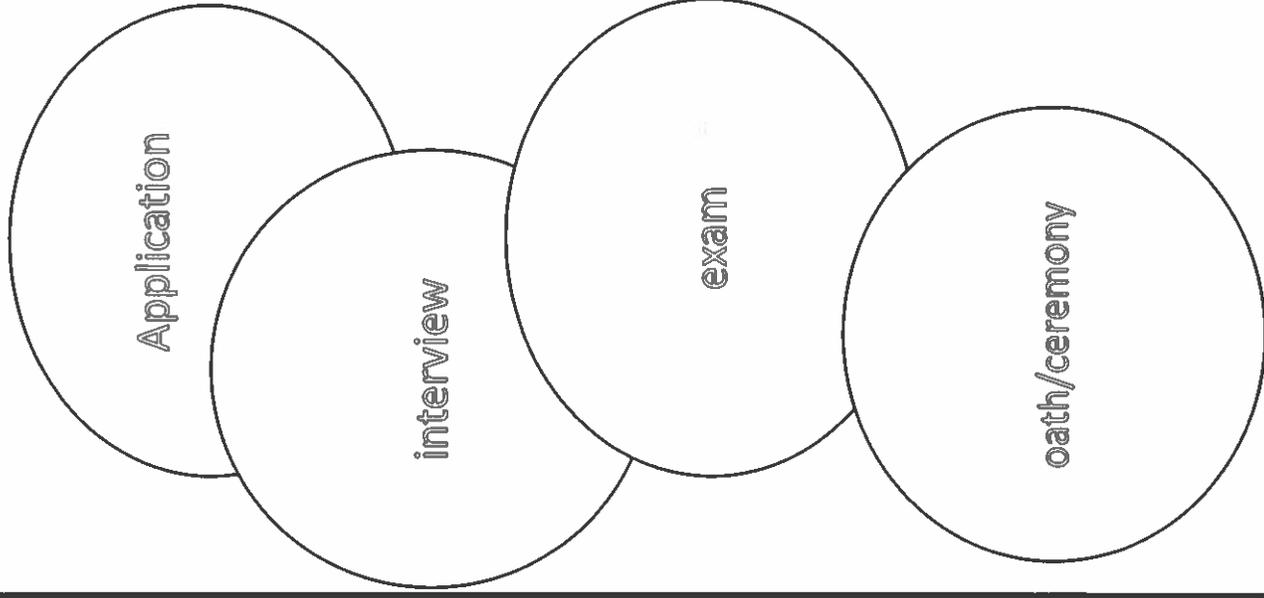
3. Permanent Resident for at least 5 years

4. Read, Speak, Write English

5. Good moral character

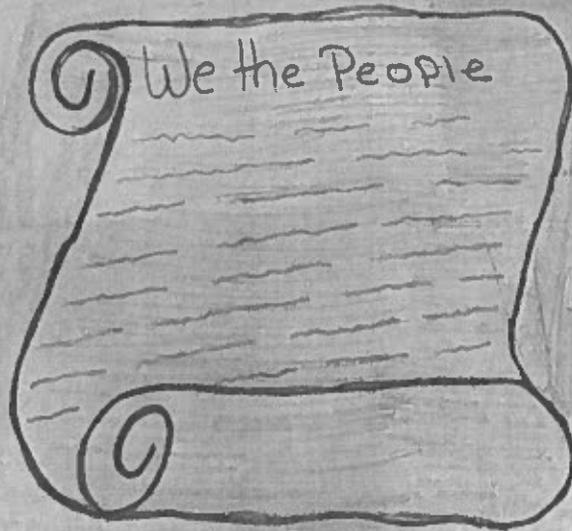
# Steps

What are the steps of naturalization?



We the People

Articles of Confederation  
November 15, 1777



A+

### My Event: Articles of Confederation

The Perpetual Union and Articles of Confederation was an agreement with the 13 colonies of the U.S.A. It served as its first frame of government.

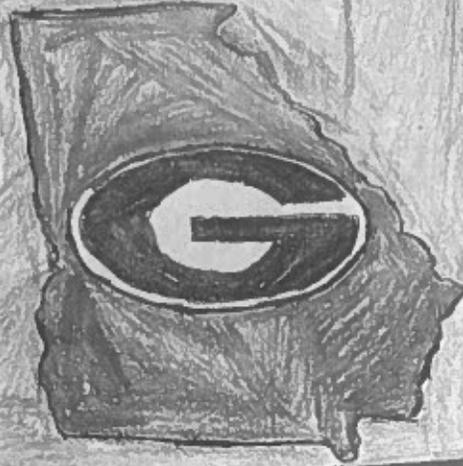
### People Connected to Event

John Dickinson, Benjamin Franklin, and Thomas Jefferson was one of the big talking heads in the room when the Continental Congress created the Articles of Confederation.

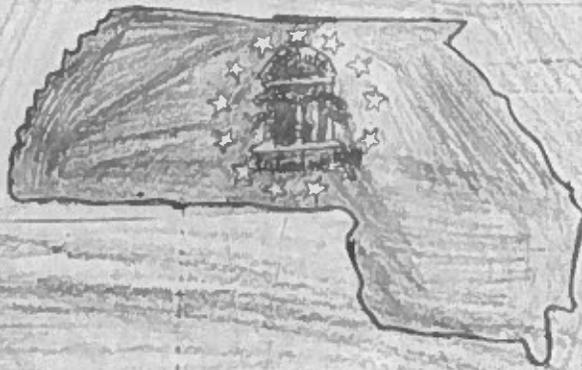
### Importance to the U.S. History

It was important to the U.S. History because it was the first governing terms agreeing with the 13 new states. It gave more power to the states and established a weak government.

The Georgia Colonies, Founded on  
February 12,  
1733



The Georgia Colony (1732)



### My event

The Georgia Colony was created because the English and Spanish people wanted to invade South Carolina so ~~the~~ ~~idea~~ John Oglethorpe founded Georgia to protect South Carolina. Georgia was also created as a safe haven with a nice place to grow crops and other political, economic, and some religious reasons.

### The People

James Oglethorpe was a British soldier, member of Parliament and the founder of the colony of Georgia.

Robert Castell was an architect and a writer who was put in jail because of his debt since his friend was James Oglethorpe, James got him and other prisoners out of jail.

### Important information

Georgia was created to protect South Carolina and other Southern colonies from Spanish invasion through Florida.

Georgia was the only North American colony in which slavery was banned.

It was named after British King