

I. Establishment

With the approval of the Court, The Indian River County Branch of the National Association for the Advancement of Colored People (“IRC-NAACP”) and the School District of Indian River County (“School District”) shall establish a Workgroup that will replace the former Equity Committee.

II. Purpose

The purpose of the Workgroup is to utilize a data-driven approach to monitor and assess the School District’s progress and compliance with the 2018 Joint Plan.

As such, the Workgroup will collectively define and assess the School District’s compliance with the following sections of the Joint Plan:

- Section II: Mentoring of New Teachers and Instructional Staff
- Section III: Strategies for Recruitment of African American Teachers
- Section IV: Representation of African American Teachers and Instructional Staff
- Section VI: African American Student Achievement/Resource Allocation
- Section VII: Student Assignments
- Section VIII: Transportation
- Section IX: Extracurricular

To that end, the Workgroup will:

- Identify barriers to achievement for each section of the Joint Plan
- Define and assess performance indicators and expected outcomes for each section of the 2018 Joint Plan.
- Agree on the data elements and format required to monitor progress and compliance.
- Report status on a biannual basis

III. Work Group Composition

A. Membership

- (1) Four (4) members appointed by the IRC-NAACP
- (2) Three (3) members appointed by the Superintendent
- (3) One (1) School Board representative

B. Frequency of Meetings

The Workgroup will convene once a month upon agreement by the parties to the litigation to shift the responsibility to monitor compliance with the Joint Plan from the previously-established Equity Committee to the IRC-NAACP. Within 30 days of a written, joint agreement, the parties will convene and establish a monthly meeting schedule to include, at a minimum, two additional Joint Meetings of the IRC-NAACP Executive Committee and the School Board.

IV. Responsibilities

A. Access to Data and Documents

The School District shall provide the Workgroup timely access to the agreed-upon information and data sets in native format, including, where requested, the inputs and methodology underlying the data, to support the function of monitoring, documenting, and evaluating the School District's compliance and progress towards attaining the required goals of the 2018 Joint Plan.

Once the Workgroup convenes and establishes the annual monthly schedule its immediate order of business will be to draft data protocols.

The District is required to comply with The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99), and applicable Florida law (including section 1002.22, Florida Statutes)). Small data sets will be provided in a manner not prohibited by law.

B. Reporting Obligations

The Workgroup, as a representative of the parties to the litigation, will prepare and submit to the Court (through counsel) by July 31 of each year a joint status report summarizing the activities and progress of the Workgroup. The Workgroup, as a representative of the parties to the litigation, will also prepare and submit to the Court (through counsel) by January 15 of each year an annual report detailing the SDIRC's progress in achieving full unitary status based on the agreed upon performance indicators and expected outcomes.

V. Dispute Resolution

Mediation shall be employed when a dispute is not resolved after two consecutive monthly meetings, unless both parties agree that mediation would not be productive, in which case the parties will notify the mediator, whereupon the mediator will inform the Court.

VI. Effective Date

The provisions of this Joint Plan Workgroup will become effective upon the Court's approval of a related amendment to the 2018 Joint Plan.