



African American Achievement Plan 2022-2023

Assurances of Implementation of Strategies/Action Steps

Quarter of the School Year: 3

District Office/Department: Strategic Planning and Support Services

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 March 27, 2023: __BM____PL____ (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?)

From the Accountability & Research perspective, the department continues to pursue greater focus on data-based problem-solving. Throughout the problem solving sessions held, existing dashboards are refined to enhance ease of use, efficiency in data monitoring, and accessibility. Continued efforts at providing additional data dashboards as well as training in their use is planned for quarter 4 as well as the new school year.

In terms of progress, our elementary school counselors are now proficient with utilizing the PowerBi application for informing Impact reviews in the review of attendance and discipline data. This information reported on the School Action Steps (SAS) has identified next steps for schools to carry out. Throughout our secondary schools, school counseling teams met with Student Services to review attendance and discipline data as well. The school counselors evaluated the data found and identified areas of improvement on their campus. At the secondary level, meeting as a school team has proved



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more beneficial. There is an opportunity for growth among the secondary school counselors navigating PowerBi and the school counselors utilizing the data more frequently on their own.

PBIS Transportation Pilot Program initial implementation steps at DTE resulted in a 90% decrease in ODRs written during the second quarter. An administrative decision was made to discontinue the program prior to the start of the third quarter due to other on-campus needs. Program implementation at SES resulted in a 94% decrease in ODRs during the second quarter. ODRs tied to Transportation Referrals have risen during the third quarter at SES, which is representative of less focus on fidelity to compliance components. Student Services will follow-up with administration and the PBIS Coach to reflect, problem-solve, and identify areas that need revision to better address students' current needs.

Students with Alternative Intervention Measures (AIM) summary plans have been followed up on for the third quarter. School Counselors were debriefed on each student and current needs. Opportunity for growth would be for school teams to be more proactive in supports for the students; however, students from each school campus that were identified have supports in place.

The Alternative 2 Out-of-School Suspension (A2OSS) team continues to closely look at the rate of students attending the program and not attending the program when this intervention is assigned by secondary schools. We had 7,884 students that made up the secondary population. Two-hundred and seventy-five (275) students attended A2OSS, which represents a 3.85% return rate to A2OSS (as of 2/1/23). Meaning only 9 students were reassigned to A2OSS. This supports the idea that this intervention is working. However, A2OSS is underutilized by our secondary schools. VBHS has the highest OSS assignments versus A2OSS assignments. A2OSS and ASPIRE (Alternative to In-School Suspension) programs were compared to further identify the utilization of alternative programming in SDIRC schools. One-thousand eight-hundred and thirty-three (1833) students were assigned to ASPIRE and 96 returned (8.92%) to ASPIRE. A total of two-thousand one-hundred and eight (2,108) students were assigned to A2OSS and ASPIRE. One-hundred and five (105) (4.98%) students were reassigned to an Alternative Program (as of 2/1/23). Therefore, 67% received Alternative Programming vs. 33% assigned to OSS. We are on track currently. Overall, Alternative Programming is being utilized more than OSS. However, the underutilization of A2OSS by our secondary schools will need to be addressed.



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Date of Summary: March 31, 2023

District Office: Strategic Planning and Support Services

Strategies: 1.3, 2.1, 2.2, 2.3, 3.3, and 5.4

Strategy AAAP 1.3: 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.

<p>Date(s) of Support Provided to School Leadership Teams/Updates to the Early Warning System Dashboard (<i>i.e., August 1, 2022</i>)</p>	<p>AIM Intervention/School Team Meetings occurred on each secondary campus. Identified students from EWS dashboard were given plans and followed up with on the following dates: Storm Grove Middle School, 1.19.23 Vero Beach High School, 2.23.23 Oslo Middle School, 3.3.23 Gifford Middle, 3.10.23 Sebastian River High School, 3.15.23 Sebastian River Middle School, 3.15.23</p> <p>EWS problem solving meetings during Q3 were cancelled. The Current EWS dashboard is being re-vamped to better assist problem solving and will be implemented during Q4 testing.</p>
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*Attach examples of the Early Warning System Dashboard

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

<p>Date(s) of Support Provided for Problem Solving for Discipline and/or Achievement Disparities (<i>i.e., August 1, 2022</i>)</p>	<p>Impact Review Data Dive with School Counselor Occurred electronically for all elementary schools that have a full-time SC in role. (No SC at LMS and OMES and BES have guest educators) Completed on 3.13.23 Secondary - Impact Review Data was collected with School Counselors from 3.6.23 – 3.14.23</p>
	<p>PBIS Transportation Pilot Program at SES and DTE Dates: Planning/Follow-up Meetings with School Teams 10.26.22, 11.7.22, 12.16.22 Training for Staff, Students, and Transportation Professionals 11.1.22, 11.4.22, 11.29.22, 12.1.22 Coaching/Modeling Support 11.16.22 – 11.18.22, 11.28 – 12.8.22</p>



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	<p>District Level Discipline Problem Solving Meetings: 2/9/23 2/23/23 3/30/23</p> <p>District Level ESE Discipline Problem Solving Meetings: 1/9/23 2/13/23 3/13/23</p>
Summary of Planned Action Steps	<p>Secondary – School Counseling teams analyzed the data and will support the students identified. (i.e., small group, check in/check out)</p> <p>Problem Solving meetings resulted in several minor changes and additions to discipline Power BI dashboards.</p>

Strategy AAAP 2.2: Implement alternative discipline interventions and supports for African American students identified as off-track according to disciplinary Early Warning Indicators.

Date(s) of Professional Development Provided for Alternative Discipline Interventions & Supports <i>(i.e., August 1, 2022)</i>	<p>Date of Elementary PD (Professional Development) (SS): 1.24.23 2.21.23</p> <p>Date of Secondary PD (Professional Development) (SS): 1.25.23</p>
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*Attach examples of professional development materials

Strategy AAAP 2.3: Monitor trends in the use of classroom removals for discipline and alternatives to out-of-school suspension to provide needed supports for school-level problem-solving related to behavior and discipline.

Date(s) and Locations(s) of Supports for School-level Problem-solving <i>(i.e., August 1, 2022)</i>	<p><u>A2OSS Meetings</u></p> <p>1.24.23 2.27.23</p>	<p><u>School Visits</u></p> <p>VBHS-FLC- 1.13.23 SRHS - 2.27.23</p>
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Strategy AAAP 3.3: Maintain public-facing dynamic, data dashboards that provide easily accessible educational outcome data that is disaggregated by race/ethnicity.

Link: [Access Data](#)

Date(s) of Maintenance <i>(i.e., August 1, 2022)</i>	<p>1.9.23 1.26.23 3.1.23</p>
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Strategy AAAP 5.4: Continue to provide evidence of implementation of the AAAP and progress monitoring, including a 5-year progress monitoring framework, on the District's public-facing website.

*Attach example of evidence of the updated progress monitoring framework for the quarter



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Artifacts AAAP 1.3:

The screenshot displays a Power BI dashboard for the Early Warning System. It includes a navigation pane on the left with options like 'EWS Dashboard Information pa...', 'EWS 22-23', 'Overall', 'Quiet Disengagement', 'School Disengagement', 'Low-Achiever', and 'Maladjusted'. The main content area is divided into three sections:

- Early Warning System:** A table with demographic filters (School, School Type, Cohort Year, Grade, Race/Eth, ESE, ED, ELL, Homeless) and indicators (YTD Absenteeism, Classroom Removal, OSS, L25 Math or ELA, Ct Retained, Retained This Year, Ct Enrollments, New Enroll This Year, Failed Course, Count ODR, Baker Act, Suicide Assessment, BIP, Mental Health Refer..., Handle w Care, Safety Plan).
- Student Schedule:** A table listing course titles, teachers, and periods.
- Student List:** A detailed table of student records with columns for Name, ID, School, GD, Race/Eth, ED, ELL, Primary Exceptionality, Gender, Count ODR, Baker Act, Behavior Interv Plan, Mental Health Ref, and Safety Plan.

On the right side, there are two charts: a pie chart showing 'YTD Absent' (240, 40.8%) categorized into Chronic (189, 32.2%), Severe, and Adequate; and a bar chart showing 'Count of Students' vs 'Count of School Enrollments'. A large blue box displays '587 Student Count'.

Artifacts AAAP 2.1:

The screenshot shows a 'Climate & Culture Impact Review Tool' form. It includes a header with a lightbulb icon and the title. Below the header, there are fields for 'Date', 'School', and 'Division #'. The form is divided into several sections:

- Lead to action questions:** Three numbered questions about objectives, progress, and communication.
- Attendance:** A table with columns for 'Absent (20-50%)' and 'Chronic (50%)', with rows for various categories like 'Ethnic Group in Highest & A Levels', '# of 50% in category', etc.
- Lead to action questions:** Two more numbered questions.
- Summary of next steps to support IP goals:** A section for providing next steps.



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ESE Discipline Problem Solving Meeting Agenda:

Department of Accountability and Research
Meeting Agenda



Month 22-23	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May
Date	29	12	10	14	12	9	13	13		
McMahon, Brian	X	✓	✓	✓	✓	✓	✓	✓		
Houston, Jody	✓	✓	X	✓	✓	✓	✓	✓		
Mathews, Daphne	✓	X	✓	✓	✓	X	✓	✓		
McGill, Laura	✓	✓	✓	✓	X	✓	✓	X		
McGough, Traci	✓	X	X	✓	✓	X	✓	X		
Robb, Jill	✓	✓	X	✓	✓	✓	✓	X		
Rojas, Jessica	✓	✓	✓	✓	X	X	✓	✓		
Seeley, Ainsley	✓	✓	✓	✓	✓	✓	✓	✓		
Wolf, Kat	✓	✓	✓	✓	✓	X	X	✓		
Moore, Rachel	✓	X	✓							

Department of Accountability and Research
Meeting Agenda



Title:

Location:

Date	Action Items	Power BI App if Applicable	Person Responsible	Notes	Status
1/9/2023	Classroom Removals Risk Ratio - ESE	Discipline	OSS: 4.29; ALTOSS, OSS, and ASPIRE: 2.20 (Black to White)	Continue to monitor - LEA profile Risk Ratio will be developed	Done
1/9/2023	Capturing Attendance and Referral	Discipline Attendance Audit	Reviewed the beginning of a dashboard that is Discipline and Attendance Audit	Dr. McMahon reviewed with Extended Cabinet - recommended launching in Feb due to the large number of Ct. Days to Review Reviewed with ESE Team	Done
2/13/2023	Capturing accurate Attendance and Discipline Referrals	Discipline - Discipline Attendance Audit	Concern about accuracy of discipline data for ESE Students. Short term solution suggestion was to set up a system to ensure data integrity	The report created in FOCUS is not being utilized.	Done
2/13/2023	How to track students assigned 45 Days to IR Prep via an IEP versus students scheduled there for the year?		Dr. McMahon will speak with Ms. Dampier and Julie to establish a system.		Done
3/13/2023	Summer Work: --Inappropriate Behavior: being review on Code of Conduct - will be ready next year (Task from 11/14) --Risk Ratio will be revisited to reflect the way the state is now assessing --Capturing Attendance and Referral - training and review in Fall --How to track students assigned 45 Days to IR Prep via an IEP versus students scheduled there for the year? (Dr. McMahon to follow up and CC Team)	Discipline	Dr. McMahon	Will be part of the Summer Updates	In Progress
3/13/2023	To be able to see BIP in Power BI on Student List	Discipline	Dr. McMahon		Done
3/13/2023	Review Data	Discipline	Referral Risk Ratio: 2.0 (ALL) 1.6 (ESE) Classroom Removal Risk Ratio: OSS 3.18 (ALL) and 3.04 (ESE)		Done
3/13/2023	ESE 10 Day Suspension	Discipline	ESE Staff following and addressing at the school levels		N/A



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Discipline Problem Solving Meetings Agenda:

Department of Accountability and Research

Meeting Agenda



Month 22-23	Oct	Nov	Dec	Jan	Feb	Feb	March	April	May
Date	27	Fall on Holidays			9	23	30		
McMahon, Brian	✓			Cancelled - Dr. McMahon out sick	✓	✓	✓		
Houston, Jody	✓				✓	✓	✓		
Lewis, Paula	✓				X	✓	✓		
Navarro, Claudia	X				X	✓	X		
Bernal, Ginger	✓				✓	✓	✓		
Ange, Sara	✓				✓	✓	✓		
Dowdell, Ashley	✓				X	✓	✓		
McGough, Traci	✓				✓	✓	✓		
Walker, Lavonne					✓	✓	✓		

Department of Accountability and Research

Meeting Agenda

Title:

Location:



Date	Action Items	Power BI App if Applicable	Person Responsible	Status
2/9/2023	Team Met for 1 hour and 45 minutes to review needs - a detailed list of tweaks needed to dashboards was provided	Power BI Requests 2-9-2023.docx	Dr. McMahon to make those tweaks	In Progress
2/9/2023	Next Meeting in two weeks the team continue will discuss of how to put a system in place at the district level to improve accountability of discipline data at the school level	N/A	Dr. McMahon will meet with Dr. Lewis to get input for this collaboration	Done
2/23/2023	Continued discussion of how to put a system in place at the district level to improve accountability of discipline data at the school level What do we need to monitor?	Discipline App	SS Department	Not Started
2/23/2023	PD ideas 23-24 School Year: --Verbal De-escalation --Referrals for ASPIRE/ALTOSS (Ex: Flowchart) --Carnegie Models		SS Department	In Progress
2/23/2023	Do to Review: RR ODR: 1.99 Black versus White and RR for OSS : 3.17; 3.49 (ESE)	After X tardies, the system automatically generates an ODR, but it is doing it on each one after the 4-5th - it is just adding up Ex: SRHS)	Dr. McMahon will followup on Email and include SS Department Dr. Lewis has reached out to Mr. Cummings to see if they want to continue their current practice (might be more of a summer discussion)	In Progress
3/13/2023	Discipline App: BIP Status has been added to Student Lists	Discipline App	Dr. McMahon	Done
3/30/2023	Discipline App: Add School Type to Drilldown; Add Homeless to filters	Discipline App	Dr. McMahon	Not Started
3/30/2023	Reviewed Discipline/Attendance Audit dashboard page in Discipline App - will be introduced in the Fall	Discipline App	Dr. McMahon and SS Dept	In Progress



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Artifacts AAAP 2.2:



Location: D.O. Multipurpose Room
Date: 1/24/23
Time: 8:00 a.m.

Meeting Agenda

- I. 8:00 – 8:40 A.M. – PBIS with Claudia Navaro
- II. 8:40 – 8:45 A.M. – BREAK
- III. 8:45 – 9:15 A.M. – Ripple Effects Account Set Up with Tony Adkins
- IV. 9:15 – 10:00 A.M. – Power Almost Hour with Ginger Bernal
 - a) SDIRC Updates & Reminders:
 - i) National School Counseling Week (Feb 6th -11th)
2023 Theme- "School Counselors Help Students Dream Big"
 - ii) February SC PD is 2/21/23 Starting at 8:00 a.m.
- V. Impact Review Debrief
- VI. NSCW Activity
- VII. Questions/Feedback
- VIII. Adjournment



Location: D.O. Multipurpose Room
Date: 2/21/23
Time: 8:00 a.m.

Meeting Agenda

- I. 8:00 – 8:45 A.M. – PBIS with Claudia Navaro
- II. 8:45 – 8:50 A.M. – BREAK
- III. 8:50 – 10:00 A.M. – Power Hour with Ginger Bernal

SDIRC Updates & Reminders:

 - i) End of Quarter 3 3/17/2023
 - ii) Next PD for Elem. School Counselors: 3/28/2023 at 8:00 a.m.
 - iii) Spring Break Begins: No School - 3/20/2022 - 3/24/2023
 - iv) Say Something Week- Secondary Schools- 3/13/2023 - 3/17/2023
 - v) School Social Work Week- 3/5 - 3/11
 - vi) Gifted updates (see handout)
 - vii) Bullying processing updates (see handout)
- IV. Small Group / Individual School Counseling Resources
- V. Career Exploration – Meet Xello!
- VI. Questions/Feedback
- VII. Adjournment



Secondary School Counselor Agenda

- Impact Review Debrief
- Mental Wellness Data
- Scheduling 2023-2024
- National School Counselor Week – February 6-10

1.25.23



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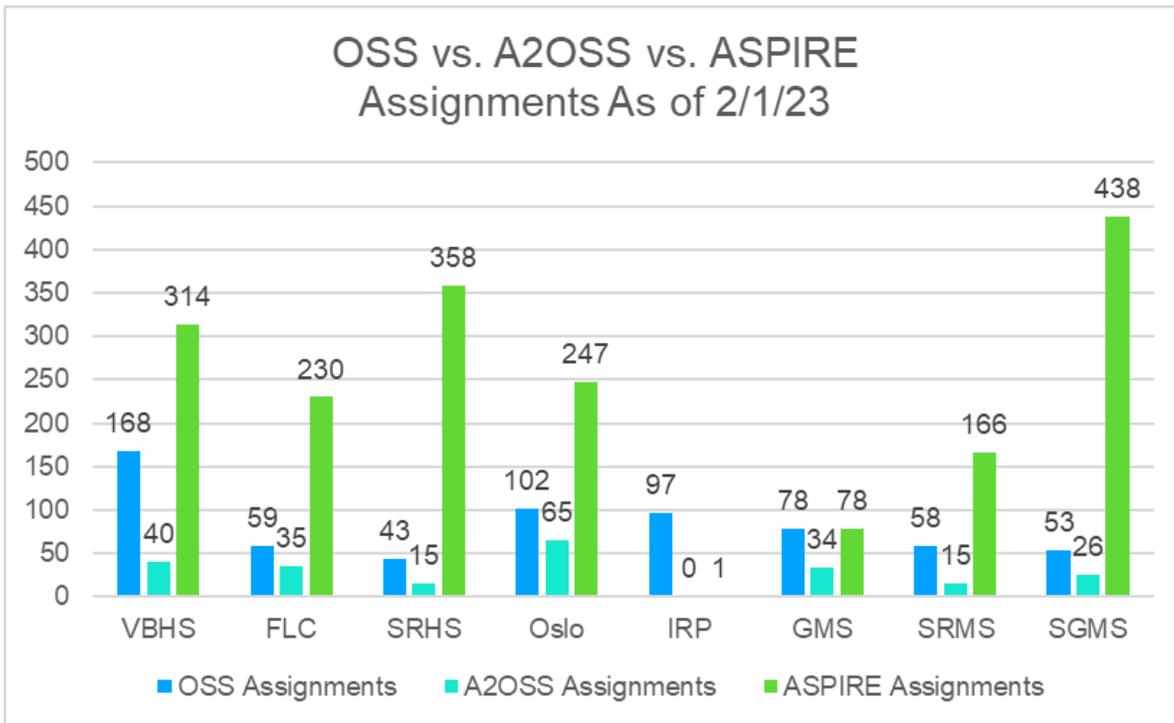
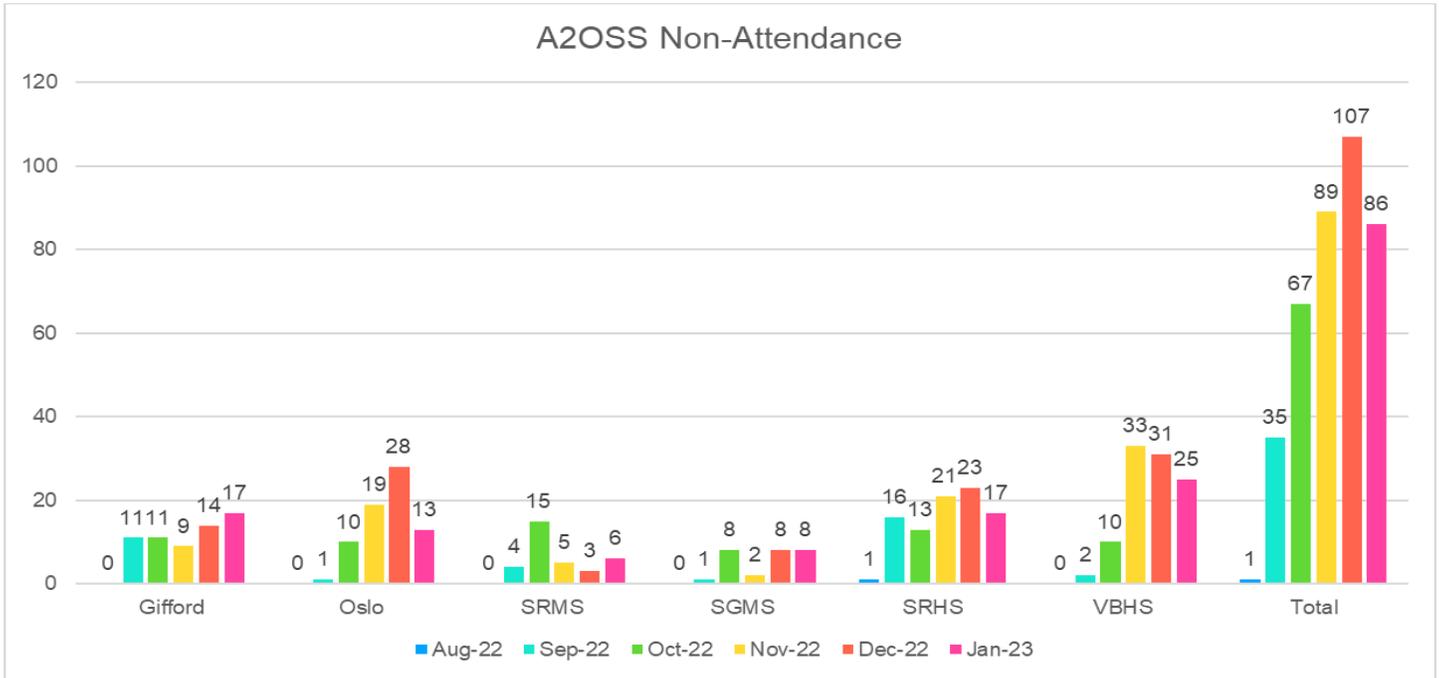
Artifacts AAAP 2.3:

- Quarter 1: 08.10.2022 – 10.10.2022
- Quarter 2: 10.11.2022 – 12.21.2022
- Quarter 3: 01.09.2023 – 03.17.2023
- Quarter 4: 03.27.2023 – 05.31.2023



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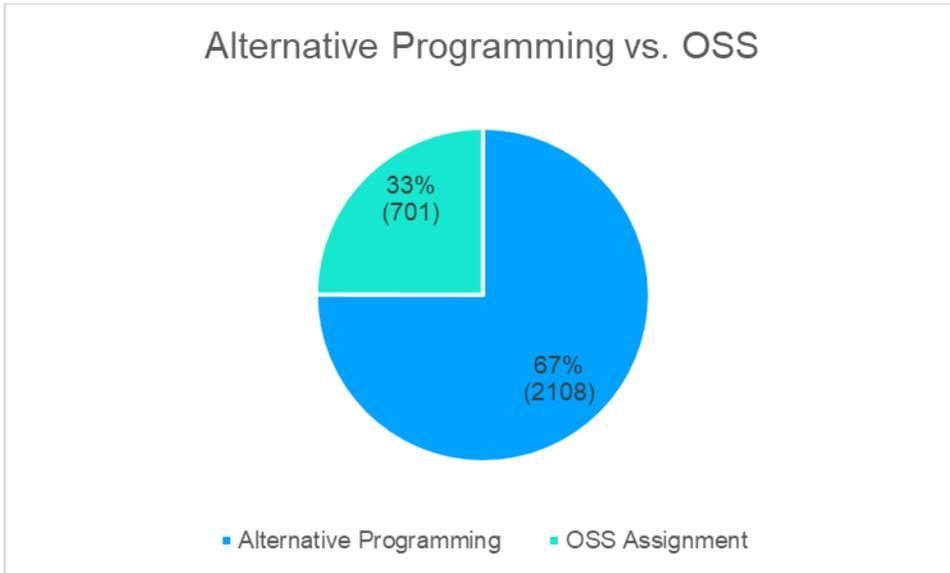
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Artifacts AAAP 3.3:

Student Enrollment by Month Snapshot
Last Updated: 3/1/23

All District, PK-12 Students

Percent of Students by Race/Ethnicity

Race/Eth	Percentage
W	51.4%
B	17.8%
H	24.4%
O	4.9%
A	1.2%
I	0.1%
PI	0.1%
NR	0.0%

Count of Students by Race/Ethnicity

Race/Eth	Student
W	8783
B	3039
H	4172
O	833
A	213
I	12
PI	20
NR	**
Total	17073

** Cells with less than 10 students will appear above with "**" and to the left as 0%.

Source: FOCUS Student Information System



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Artifacts AAAP 5.4:

The screenshot shows the website for the School District of Indian River County. The header includes the district logo, name, and tagline: "Transforming education to inspire & empower ALL students to maximize their full potential." Navigation links include STUDENTS & FAMILIES, OUR SCHOOLS, CALENDARS, SUPERINTENDENT, SCHOOL BOARD, DISTRICT, and DIRECTORY. The main content area is titled "Accountability & Research" and contains a sidebar with "Reporting" and "Research Request". The main content features three dashboard tiles: "FLDOE EduData School and District Grades", "FLDOE Interactive Reporting", and "School Profiles". Below these is a section for "Power BI Dashboards" with a link to an FAQ and a note that questions should be emailed to DataDashboards@indianriverschools.org. The Power BI section includes six dashboard tiles: "District Grade and FSA Rankings", "Early Warning System", "Extracurricular Activities", "Graduation", "Least Restrictive", and "Student Attendance".