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

Quarter of the School Year: 3

School: IR PREP

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 30, 2023: _____DB_____ (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?)

In our 3rd quarter reporting, the African-American Achievement plan has been highly successful in our attempt to create a school environment that produce students who are ready to return to their home schools. Our African-American students are being equipped with the social and academic skill set to improve their overall standing at IR Prep. Our school staff is specialized in the area of differentiation of instruction and monitoring student progress, which has enhanced our ability to reach all students to reach their academic and behavioral goals. Although, our African-American students have some deficits in reading and math over 50% of them excelling in the classroom with grades of a C or better. Our attendance data indicates that 43% of our African-American students are at or above 80% in their average daily attendance. We will continue to form our action plan for improvement to increase student achievement on the FAST state exam, attendance rate, and decrease the out of school suspension rate for African-American students through our PBIS program, African American Student Council and our Winner's walk Tall mentorship programs.

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

STRONGER SDIRC TOGETHER

Quarter of the School Year: 3

Date of Summary: March 14, 2023

School: IR PREP

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	5
Date(s) of Support Provided to School Leadership Teams (i.e., August 1, 2022)	February 24, 2023 with Dana Rogers
Summary of Observation(s):	The ELA, History, Science, Critical Thinking Course and EBD Classroom for grades 6-12 all made a respectable attempt to format their lesson around African American History month. The lessons ranged from topics on Civil Rights Activist, Famous poets/authors, actors, politicians, and sports legends. Teachers led these specific lessons with high yield engagement strategies for all students.

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.

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)	February 1, 2023, February 8, 2023, February 15, 2023, March 1, 2023, March 8, 2023, March 15, 2023, March 29, 2023
Summary of Action Steps / Plan Based Upon Reviews of Early Warning Indicators for African American Students:	The action steps devised by the IR Prep administration team are congruent to meet the needs of our African American student's academic and behavioral needs.

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	A. All teachers are required to make contact with students or parents if a student is absent more than 3 absences. B. The IR Prep administration has consistently brought forth relevant data to the MTSS team to determine the academic needs of our African-American students. C. The MTSS team has effectively used problem-solving techniques to provide the necessary academic interventions to meet the needs of our African-American students. D. African-American parents are acutely aware of their child's academic status via mail and have been invited to attend parent-teacher conferences in February.

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 (%)
92%	95%

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>:	February 1, 2023, February 8, 2023, February 15, 2023, March 1, 2023, March 8, 2023, March 15, 2023, March 29, 2023
Summary of Action Steps / Plan Based Upon Problem Solving Session(s) for <u>Discipline</u>:	In the 3rd quarter, AA students received 76 office disciplinary referrals, which was 73% percent of the student population. We have effectively strategized a plan of action through our Positive Behavior Intervention Systems (PBIS) to address the behavioral needs of our African-American student population. A. Acts of kindness are rewarded through our electronic token economy called Eagle bucks.

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	B. IR PREP has an established rewards system that benefit students who demonstrate good behavior. C. In this past month since receiving a generous donation of $1,000 from the Orchid Island Vero Beach Rotary Club for our PBIS incentive program our ODR rate has taken a slight decline. D. IR Prep will continue to monitor through our school climate survey.

Achievement	
Date(s) of Problem-Solving Session(s) for <u>Achievement</u>:	February 1, 2023, February 8, 2023, February 15, 2023, March 1, 2023, March 8, 2023, March 15, 2023, March 29, 2023
Summary of Action Steps / Plan Based Upon Problem Solving Session(s) for <u>Achievement</u>:	The 3rd quarter grades 13% of our students are making adequate progress to return to their home school at the end of the semester. A. Teachers have been addressing academic deficits with IR PREP administration during weekly collaborative planning meetings and data chats. B. During our monthly faculty and staff meetings, IR Prep administration presents attendance, academic, discipline and behavioral data. C. The IR Prep administration provides opportunities for all staff members to dialogue about problem solving issues or concerns. D. Letters of Academic Concern will be sent out at the end of the 3rd quarter.

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 (%)
N/A	N/A

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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)*	January 8, 2023	
Does the School Improvement Plan Continue to Address the Achievement Gap for African American Students?	☐Yes ☐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):	1. Identify all African American students who were deficient in key areas of achievement. 2. Create and adjust class schedules that address the academic and behavioral needs of all African American students. 3. Check with fidelity to ensure that all African American students are receiving small group instruction and remediation. 4. Offer course recovery to all African American students to meet high school graduation requirements.	

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 Student Participation Data within Focus Student Information System:	February 14, 2023, February 28, 2023 & March 14, 2023	
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 (%)
0%	46	0%
Summary of Action Steps/Plan to Increase Communication Regarding the Availability of Extracurricular Activities:	IR Prep is a specialized school which does not have any extracurricular activities at this time.	

(SECONDARY ONLY) Number of Students Participating in the African American Student Council (All Grade Levels)	Grade level	Student #'s
	6th	1
	7th	1

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8th	8
9th	6
10th	10
11th	9
12th	1

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:	5
Percentage of Interviewers on Interview Committee by Race	
Black/African American (%)	White, Non-Hispanic (%)
99%	1%
(OPTIONAL) Additional information:	

Strategy 1.1

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Strategy 2.1

Strategy 3.1

African American Student Council Meeting Agenda

February 14th, 2023

- **Introductions**

- **Purpose of meeting**

- **Guest Speaker:**
    - **Up Center – Jane Sneed**

- **Decisions we make and how they affect us**

Mr. Eberhardt

- **Dealing with adversity**
- **How important perception is**

African American Student Council Meeting Agenda

February 28th, 2023

- **Introductions**

- **Purpose of meeting**

Mr. Eberhardt

- **Dealing with Conflict**
- **Importance of healthy relationships**

Quarter 1: 08.10.2022 – 10.10.2022
Quarter 2: 10.11.2022 – 12.21.2022
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Quarter 4: 03.27.2023 – 05.31.2023

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African American Student Council Meeting Agenda

March 14th, 2023

- **Introductions**

- **Purpose of meeting**

- **Guest Speaker:**
  - **Winner walks Tall – Ed Johnson**

- **Decisions we make and how they affect us**

Mr. Eberhardt

- **What is a vision**
- **How to create a vision plan**

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