



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

Quarter of the School Year: 4

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 June 5, 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?)

The elementary school counselors are now proficient in utilizing the Power BI 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.

The ODRs resulting in assignment to Alternative 2 Out-of-School Suspension (A2OSS) were reviewed for the 22-23 school year. To address errors in data input, each secondary school received communication for required updates that are site-specific and administrator-specific. Schools are tasked with making these necessary updates by June 2nd. A plan is being developed to increase accuracy of data input during the 23-24 school year.



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Date of Summary: June 5, 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.

Date(s) of Support Provided to School Leadership Teams/Updates to the Early Warning System Dashboard (i.e., August 1, 2022)	5/23/23
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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.

Date(s) of Support Provided for Problem Solving for Discipline and/or Achievement Disparities (i.e., August 1, 2022)	<p>Elementary - Date of School Visit:</p> <p>BES: 3/28/23 3/29/23 4/5/23 4/12/23 4/19/23 4/25/23</p> <p>CES: 3/27/23 3/28/23 4/5/23 4/19/23 4/20/23 4/25/23</p> <p>DTE: 3/28/23 4/19/23 4/25/23 5/1/23 5/11/23</p> <p>FES: 3/28/23 4/25/23</p> <p>GES: 3/28/23 3/30/23 4/14/23 4/20/23 4/24/23 4/25/23</p> <p>IRA: 3/28/23 4/4/23 4/6/23 4/20/23 4/25/23</p> <p>OMES: 3/17/23 3/28/23 4/5/23 4/12/23 4/12/23 4/13/23</p> <p>4/14/23 4/19/23 4/24/23 4/25/23 4/26/23 5/3/23 5/8/23</p> <p>5/10/23 5/11/23 5/15/23</p> <p>PIE: 3/28/23 4/12/23 4/20/23 4/25/23 5/1/23 5/9/23</p> <p>RMES: 3/28/23 4/12/23 4/19/23 4/25/23 4/26/23</p> <p>SES: 3/28/23 4/21/23 4/25/23 5/10/23</p> <p>TCE: 3/28/23 4/25/23</p> <p>VBE: 3/28/23 4/25/23</p> <p>District Level Discipline Problem Solving:</p> <p>Student Services</p> <p>3/30/23</p> <p>4/27/23</p> <p>5/25/23</p> <p>ESE Discipline Problem Solving:</p> <p>3/13/23</p> <p>4/10/23</p>
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Summary of Planned Action Steps	Problem Solving meetings resulted in several minor changes and additions to discipline and attendance Power BI dashboards
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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.e., August 1, 2022)	Date of Elementary PDs: 3.28.23 4.25.23 5.16.23
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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.e., August 1, 2022)	A2OSS: 3.31.23, 4.24.23 5.10.23 – 5.16.23: Correspondence RE: assignments to A2OSS ODR Updates (OMS, VBHS) VBHS: 5.22.23 (data sent via email on 5.25.23) SRHS: 5.22.23 (data sent via email on 5.25.23)
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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.e., August 1, 2022)	3/31/23 4/28/23 5/30/23
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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



African American Achievement Plan 2022-2023

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Artifacts AAAP 1.3:

Department of Accountability and Research
 Meeting Agenda

Title: EWS
 Location: TEAMS

Date	Action Items	Person Responsible	Status
9/27/2022	Reviewed EWS dashboard	Dr. McMahon	Done
10/25/2022	Reschedule Meeting for 11/15	Jody Houston	Done
11/15/2022	Follow up Quiet Typology and possibly others due to L25 - only pulling 9th and 10th Graders	Dr. McMahon	In Progress
11/15/2022	Re-look at Criteria for typologies in order to capture the correct students	Dr. McMahon to schedule meeting the week of the 12th to meet in person to review possible changes in criteria	In Progress
5/23/2023	Will update SIP and EWS this summer	Dr. McMahon	In Progress



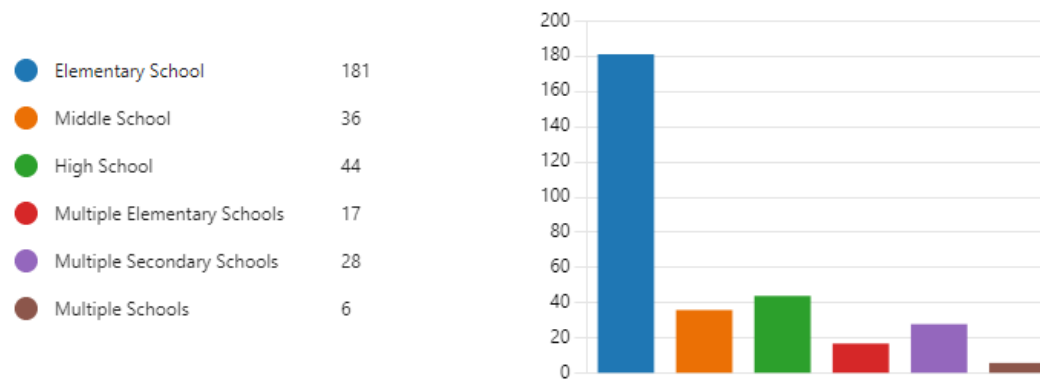


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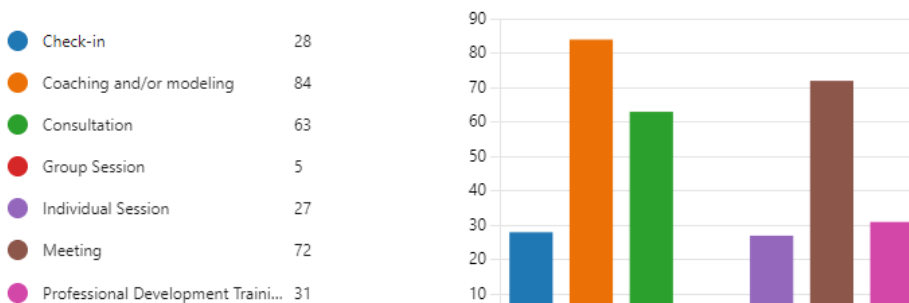
Artifacts AAAP 2.1:

SCHOOL COUNSELOR SUPPORT LOG																							
BES	DATE	CS	DATE	SITE	DATE	FES	DATE	GES	DATE	IRA	DATE	OMES	DATE	PIE	DATE	RMS	DATE	SES	DATE	TCE	DATE	VBE	DATE
PD	8/4/22	PD	8/4/22	PD	8/4/22	PD	8/4/22	PD	8/4/22	PD	8/4/22	PD	8/4/22	PD	8/4/22	PD	8/4/22	PD	8/4/22	PD	8/4/22	PD	8/4/22
CONSULT	8/15/22	CONSULT	8/16/22	CHECK IN	8/18/22	CHECK IN	8/18/22	CONSULT	8/18/22	CHECK IN	8/18/22	SITE VISIT	8/18/22	CHECK IN	8/18/22	CHECK IN	8/18/22	CONSULT	8/18/22	CHECK IN	8/18/22	CHECK IN	8/18/22
CONSULT	8/16/22	CHECK IN	8/18/22	PD	9/27/22	SITE VISIT	9/21/22	CHECK IN	8/18/22	SITE VISIT	8/18/22	SITE VISIT	8/18/22	SITE VISIT	8/18/22	SITE VISIT	8/18/22	CHECK IN	8/18/22	SITE VISIT	8/23/22	SITE VISIT	9/19/22
CHECK IN	8/18/22	CRISIS	8/19/22	IMPACT RVW	10/13/22	PD	9/27/22	CONSULT	8/18/22	PD	9/27/22	SITE VISIT	8/22/22	SITE VISIT	9/8/22	PD	9/27/22	SITE VISIT	8/23/22	CONSULT	9/12/22	PD	9/27/22
CONSULT	8/23/22	CONSULT	8/25/22	SITE VISIT	11/8/22	PD	9/27/22	CONSULT	8/24/22	PD	9/27/22	CHECK IN	8/26/22	PD	9/27/22	IMPACT RVW	10/4/22	SITE VISIT	9/8/22	SITE VISIT	9/20/22	IMPACT RVW	10/13/22
CONSULT	8/23/22	SITE VISIT	9/14/22	PD	11/29/22	IMPACT RVW	10/7/22	SITE VISIT	9/8/22	IMPACT RVW	10/12/22	CHECK IN	9/2/22	PD	9/27/22	PD	9/27/22	PD	9/27/22	PD	9/27/22	SITE VISIT	11/7/22
CONSULT	8/24/22	PD	9/27/22	SITE VISIT	12/13/22	CONSULT	10/24/22	SITE VISIT	9/12/22	SITE VISIT	11/7/22	CHECK IN	9/9/22	SITE VISIT	11/7/22	PD	11/29/22	IMPACT RVW	10/11/22	IMPACT RVW	10/11/22	PD	11/29/22
CONSULT	8/25/22	PD	9/27/22	CONSULT	12/14/22	PD	9/27/22	PD	9/27/22	PD	9/27/22	SITE VISIT	9/13/22	PD	11/29/22	SITE VISIT	12/5/22	SITE VISIT	11/17/22	SITE VISIT	11/8/22	CONSULT	12/14/22
CHECK IN	9/1/22	IMPACT RVW	10/4/22	CONSULT	1/9/23	SITE VISIT	12/12/22	IMPACT RVW	10/6/22	CONSULT	12/12/22	CHECK IN	9/13/22	PD	1/24/23	CHECK IN	1/9/23	PD	11/29/22	PD	11/29/22	SITE VISIT	12/15/22
CONSULT	9/1/22	PD	11/29/22	IMPACT RVW	1/11/23	IMPACT RVW	1/13/23	SITE VISIT	11/7/22	ELSCY SB	12/12/22	PD	9/27/22	CHECK IN	1/24/23	IMPACT RVW	1/12/23	CONSULT	12/11/22	IMPACT RVW	1/17/23	IMPACT RVW	1/12/23
PD	9/27/22	SITE VISIT	12/6/22	PD	1/24/23	CONSULT	1/19/23	PD	11/29/22	IMPACT RVW	11/12/22	IMPACT RVW	10/12/22	CONSULT	1/26/23	PD	1/24/23	CONSULT	12/8/22	PD	1/24/23	PD	1/24/23
IMPACT RVW	10/6/22	IMPACT RVW	1/10/23	PD	2/21/23	PD	1/24/23	CONSULT	12/1/22	PD	1/24/23	SITE VISIT	11/8/22	CONSULT	2/7/23	CHECK IN	1/26/23	IMPACT RVW	1/17/23	CONSULT	3/14/23	PD	2/21/23
CONSULT	10/7/22	PD	1/24/23	CONSULT	3/6/23	PD	2/21/23	CHECK IN	1/9/23	PD	2/21/23	PD	11/29/22	CONSULT	2/8/23	PD	2/21/23	PD	1/24/23	PD	3/28/23	CHECK IN	3/8/23
CHECK IN	10/20/22	CONSULT	3/27/23	CONSULT	3/8/23	CONSULT	3/8/23	PD	1/11/23	PD	3/9/23	IMPACT RVW	1/18/23	PD	2/21/23	PD	3/28/23	PD	3/21/23	PD	4/25/23	PD	3/28/23
CHECK IN	11/4/22	PD	3/28/23	CONSULT	3/8/23	PD	3/28/23	CONSULT	3/7/23	CONSULT	3/28/23	SITE VISIT	3/8/23	CONSULT	3/8/23	CONSULT	4/12/23	CONSULT	3/14/23				
SITE VISIT	11/17/22	CONSULT	4/5/23	PD	3/28/23	PD	4/25/23	GRIEF SUPPORT	2/16/23	CONSULT	4/4/23	CONSULT	3/6/23	PD	3/28/23	SITE VISIT	4/19/23	PD	3/28/23				
SITE VISIT	12/1/22	CONSULT	4/19/23	SITE VISIT	4/19/23			PD	2/21/23	GRIEF SUPPORT	4/6/23	SITE VISIT	3/9/23	CONSULT	4/12/23	PD	4/25/23	SITE VISIT	4/21/23				
CONSULT	12/9/22	SITE VISIT	4/20/23	PD	4/25/23			CONSULT	2/22/23	SITE VISIT	4/20/23	CHECK IN	3/25/23	SITE VISIT	4/20/23	CONSULT	4/26/23	PD	4/25/23				
SITE VISIT	12/9/22	PD	4/25/23	CHECK IN	5/1/23			CONSULT	2/28/23	PD	4/25/23	CONSULT	3/17/23	PD	4/25/23	CONSULT	5/18/23	CONSULT	5/10/23				
SITE VISIT	12/15/22			CONSULT	5/11/23			CONSULT	3/1/23			PD	3/28/23	CONSULT	5/1/23								
SITE VISIT	12/21/22							CONSULT	3/7/23			SITE VISIT	4/5/23	CONSULT	5/9/23								
CONSULT	1/6/23							CONSULT	3/7/23			CONSULT	4/12/23	CONSULT	5/9/23								
CHECK IN	1/9/23							CHECK IN	3/8/23			SITE VISIT	4/12/23	CONSULT	5/17/23								
SITE VISIT	1/10/23							PD	3/28/23			CONSULT	4/14/23										
CHECK IN	1/19/23							CHECK IN	3/30/23			CONSULT	4/14/23										
PD	1/24/23							PD	4/14/23			SITE VISIT	4/19/23										
SITE VISIT	1/25/23							CONSULT	4/20/23			CONSULT	4/24/23										
CONSULT	1/26/23							CONSULT	4/20/23			PD	4/25/23										
SITE VISIT	2/8/23							PD	4/25/23			SITE VISIT	4/26/23										
SITE VISIT	2/15/23							CONSULT	5/18/23			SITE VISIT	5/3/23										
PD	2/21/23											CONSULT	5/8/23										
SITE VISIT	2/22/23											SITE VISIT	5/10/23										
CONSULT	3/8/23											CONSULT	5/11/23										
SITE VISIT	3/8/23											CONSULT	5/19/23										



9. What was the purpose of your visit?

[More Details](#)





African American Achievement Plan 2022-2023

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Department of Accountability and Research Meeting Agenda



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

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African American Achievement Plan 2022-2023

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Department of Accountability and Research

Meeting Agenda



Title:	ESE Discipline 10+ Days
Location:	Teams Meeting

Date	Action Items	Power BI App if Applicable	Person Responsible	Notes	Status
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 3.06 (ESE)		Done
3/13/2023	ESE 10 Day Suspension	Discipline	ESE Staff following and addressing at the school levels		N/A
4/10/2023	Review Data	Discipline	Referral Risk Ratio: 1.95 (ALL) 1.48 (ESE) Classroom Removal Risk Ratio: OSS 3.05 (ALL) and 2.87 (ESE)		Done
4/10/2023	Discussion	Discipline	Discussed the roll out in the Fall of Event ID # with Distinct Student Count		N/A



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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	10	
McMahon, Brian	X	✓	✓	✓	✓	✓	✓	✓	X	
Houston, Jody	✓	✓	X	✓	✓	✓	✓	✓	✓	
Mathews, Daphne	✓	X	✓	✓	✓	X	✓	✓	✓	
McGill, Laura	✓	✓	✓	✓	X	✓	✓	X	X	
McGough, Traci	✓	X	X	✓	✓	X	✓	X	X	
Robb, Jill	✓	✓	X	✓	✓	✓	✓	X	✓	
Rojas, Jessica	✓	✓	✓	✓	X	X	✓	✓	X	
Seeley, Ainsley	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Wolf, Kat	✓	✓	✓	✓	✓	X	X	✓	X	
Moore, Rachel	✓	X	✓							

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Shift + P	✓	Present
Shift + O	X	Absent

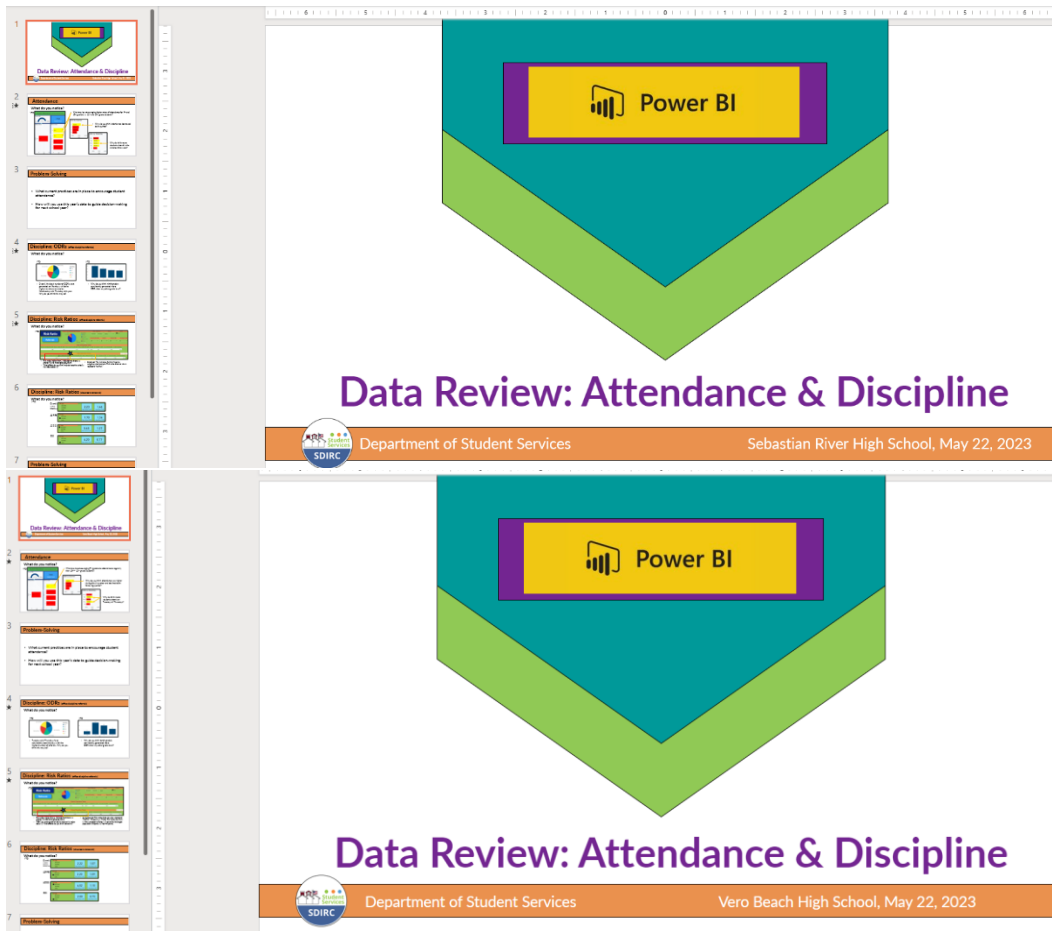
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Artifacts AAP 2.2:


[illegible]

Artifacts AAP 2.3:

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Artifacts AAAP 5.4:



District Grade & FSA Rankings

Last Updated: 11/1/22



Dashboard Background

In January of 2020, the School District of Indian River County (SDIRC) embarked on a mission to re-envision school excellence in ways that cultivate optimal learning conditions and school environments for students and staff to maximize educational outcomes for each and every student served by our district. To these ends, the ACHIEVE 2025 District Strategic Plan was developed to guide our district through needed transformations to realize unprecedented levels of student achievement. Through this plan, the district has clearly established and outlined (among other areas) Focus Areas for Academic Success and Equity, Culture, & Climate. These Focus Areas detail several Annual Targets for which this dashboard is designed to help monitor. Targets 1.2 and 1.3 seek to increase the District's state ranking for ELA and

Race/Ethnicity Key

Race/Ethn.	Race Ethnicity
I	American Indian or Alaskan Native
A	Asian
B	Black or African American
H	Hispanic
PI	Native Hawaiian or Other Pacific Islander
NR	Not Reported
O	Other
W	White

School Type Crosswalk

School Name	School Type
IRCS	HS
IRP	OR
ISASV	CO
LMS	EA
NCCS	EA
OMS	EA
OLAMS	M
PES	EA
RMS	EA
SCM	M
SES	EA
SGMS	M
SPMS	M

Dashboard Information

The following pages on this dashboard provide a historical view of the student performance on the FSA Assessments as measured by the Florida Department of Education's Annual District Grades. Each year, the Florida Department of Education assigns a letter grade to each school district based on the full-year enrolled student performance on 11 components, 8 of which specifically measure performance on state assessments. The 8 components detailed in this dashboard measure the achievement (level 3 or higher out of 5 levels) across four content areas (ELA, Math, Science, and Social Studies); learning gains in two content areas (ELA and Math); and learning gains of the Bottom Quartile of students in two content areas (ELA and Math). Data on the other three components can be found on their respective dashboards: Graduation and Acceleration (High School College and Career Acceleration and Middle School Acceleration). For more information on the methodology for School and District grades, please refer to the FDOE website here: <https://www.flode.org/accountability/accountability/>.

Header Definitions

ELA: English Language Arts. These assessments are administered in grades 3-10.

Math: Combined mathematics. This includes the FSA Math assessment administered in grades 3-8, the Algebra End-of-Course (EOC) assessment, and the Geometry EOC assessment.

Science: These assessments are administered in grade 5 & 8 and the Biology EOC assessment.

Social Studies: This includes the Civics EOC typically administered in grade 7 and the US History EOC typically administered in high school.

CT NUM: The count of Students who were successful in that category.

CT DEN: The count of Students who are included in that category.

Quarter 1: 08.10.2022 – 10.10.2022

Quarter 2: 10.11.2022 – 12.21.2022

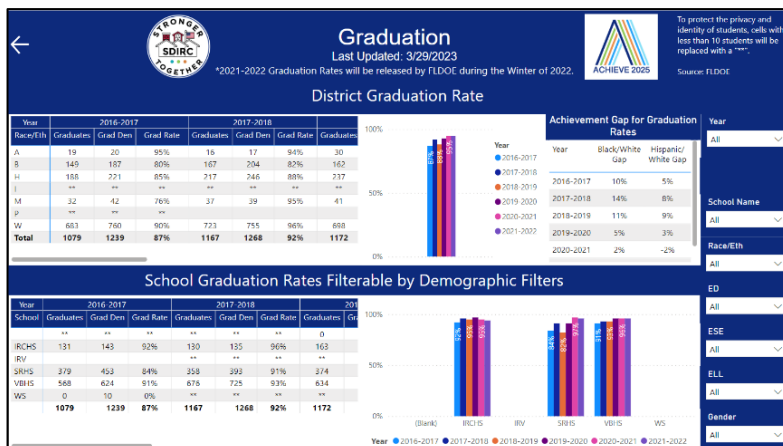
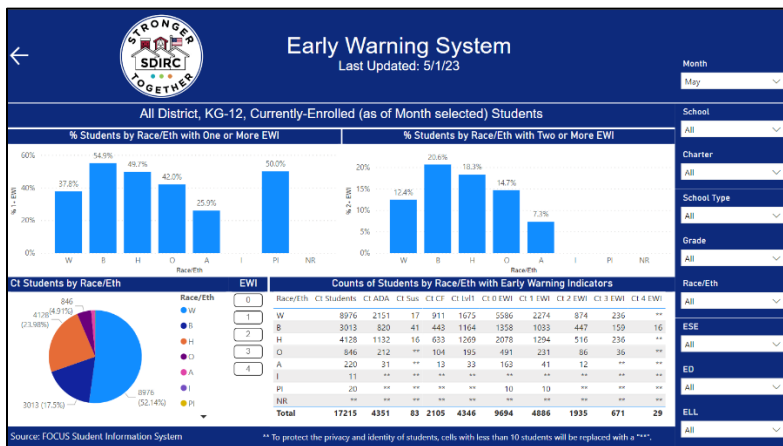
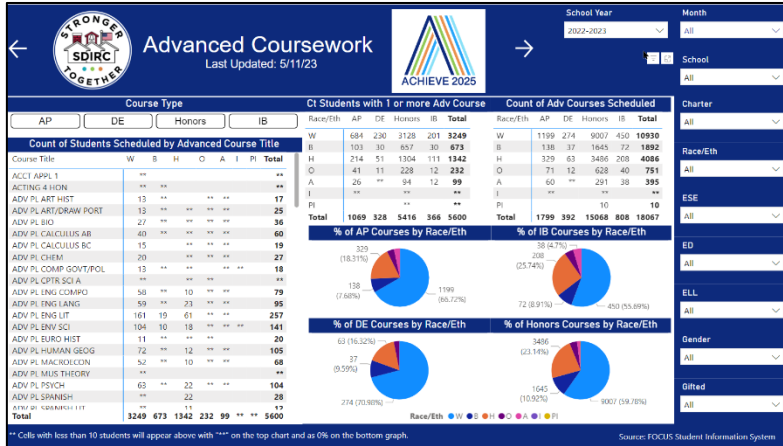
Quarter 3: 01.09.2023 – 03.17.2023

Quarter 4: 03.27.2023 – 05.31.2023



African American Achievement Plan 2022-2023

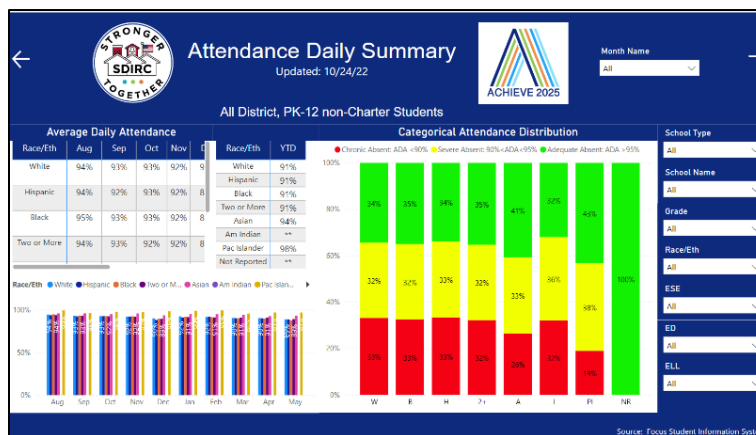
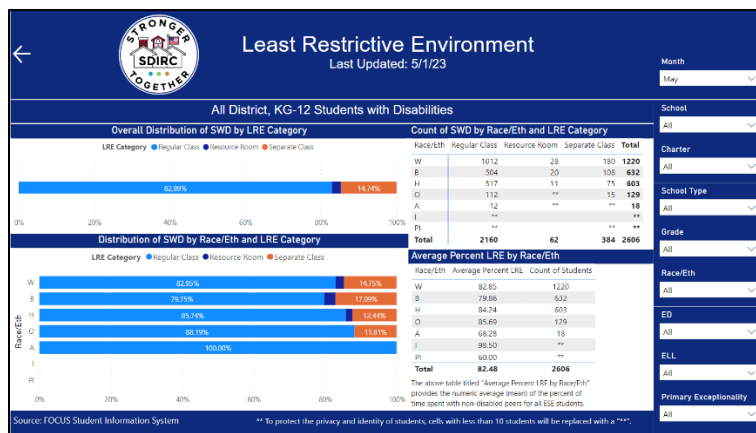
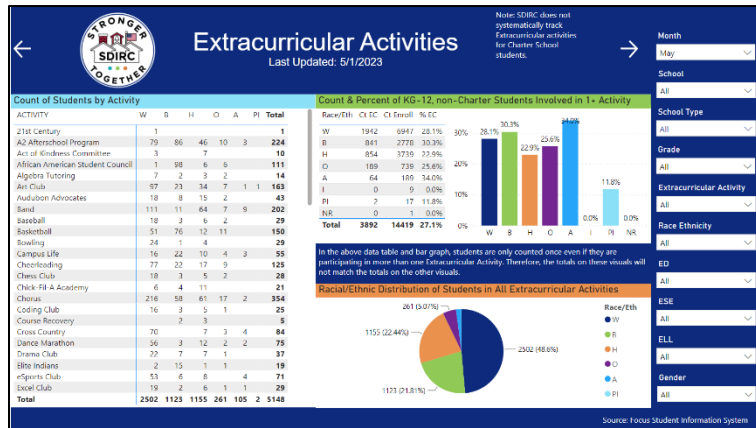
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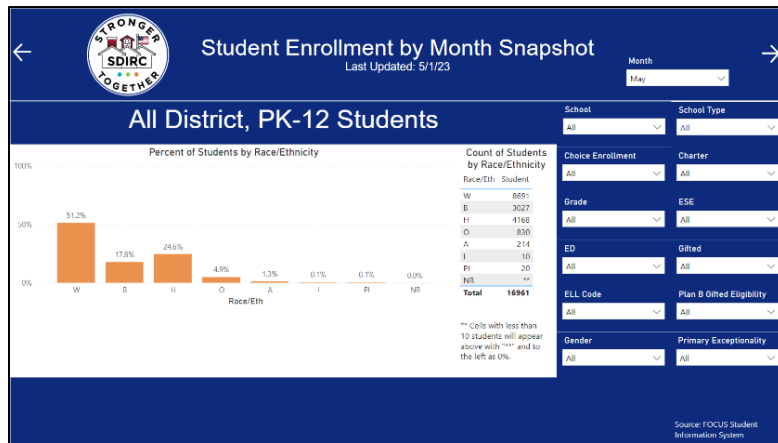
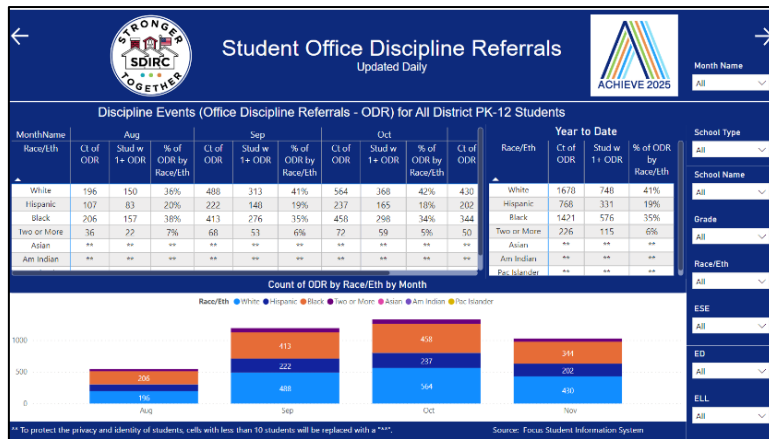
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iReady Performance Summary
Last Updated: 10/24/2022

All District, Non-Charter, PK-12 Students

Note: SDIRC does not track Ready data for Charter Schools.

Year	Subject	Window	Ct Students Test	Ct On Grade Lvl	% On Grade Lvl	Year	Subject	Window	Ct Students Test	Ct On Grade Lvl	% On Grade Lvl
2018-2019	Math	Fall	3691	1559	42%	2019-2020	Math	Fall	3713	2227	60%
		Winter	3691	1559	42%			Winter	3713	2227	60%
		Spring	3691	1559	42%			Spring	3713	2227	60%
		Summer	3691	1559	42%			Summer	3713	2227	60%
2019-2020	Math	Fall	3691	1559	42%	2020-2021	Math	Fall	3691	1559	42%
		Winter	3691	1559	42%			Winter	3691	1559	42%
		Spring	3691	1559	42%			Spring	3691	1559	42%
		Summer	3691	1559	42%			Summer	3691	1559	42%
2020-2021	Math	Fall	3691	1559	42%	2021	Math	Fall	3691	1559	42%
		Winter	3691	1559	42%			Winter	3691	1559	42%
		Spring	3691	1559	42%			Spring	3691	1559	42%
		Summer	3691	1559	42%			Summer	3691	1559	42%

Achievement Gaps

Year	Subject	Window	Ct Students Test	Ct On Grade Lvl	% On Grade Lvl
2018-2019	Math	Fall	3691	1559	42%
		Winter	3691	1559	42%
		Spring	3691	1559	42%
		Summer	3691	1559	42%
2019-2020	Math	Fall	3691	1559	42%
		Winter	3691	1559	42%
		Spring	3691	1559	42%
		Summer	3691	1559	42%
2020-2021	Math	Fall	3691	1559	42%
		Winter	3691	1559	42%
		Spring	3691	1559	42%
		Summer	3691	1559	42%
2021	Math	Fall	3691	1559	42%
		Winter	3691	1559	42%
		Spring	3691	1559	42%
		Summer	3691	1559	42%

** 2019-2020: Due to the school closures as a result of COVID 19, the spring iReady diagnostic results are not reported here.
** 2022-2023: Due to changes in state assessments, SDIRC delayed the administration of the fall diagnostics until October.

Source: iReady and FOCUS Student Information System.



African American Achievement Plan 2022-2023

Assurances of Implementation of Strategies/Action Steps

