

EDUCATION THAT WORKS



'17



SCHOOL DISTRICT OF IRC ANNUAL REPORT
EXECUTIVE SUMMARY

'18



OUR SCHOOLS

Elementary

Beachland Elementary
 Citrus Elementary
 Dodgertown Elementary
 Fellsmere Elementary
 Glendale Elementary
 Imagine School K-8
 Indian River Academy
 Liberty Magnet
 North County Charter
 Osceola Magnet
 Pelican Island Elementary
 Rosewood Magnet
 Sebastian Elementary
 St. Peter's Academy K-6
 Treasure Coast Elementary
 Vero Beach Elementary

Middle Schools

Gifford Middle
 Oslo Middle
 Sebastian Charter Junior High
 Sebastian River Middle
 Storm Grove Middle

High Schools

Indian River Charter High
 Sebastian River High
 Vero Beach High

Other Schools

Alternative Center
 Treasure Coast Technical College
 Wabasso School

SCHOOL DISTRICT OF INDIAN RIVER COUNTY ANNUAL REPORT

2017 - 2018 EXECUTIVE SUMMARY

OUR BOARD

District 1

Shawn Frost, Chairman
 772-564-3013

District 2

Dale Simchick
 772-564-3043

District 3

Laura Zorc
 772-564-3039

District 4

Charles G. Searcy, Vice Chairman
 772-564-3083

District 5

Tiffany M. Justice
 772-564-3008



EDUCATION THAT WORKS



ENVISIONING A BETTER TOMORROW

THE SCHOOL DISTRICT OF INDIAN RIVER COUNTY ENSURES THE SUCCESS OF EACH STUDENT

by implementing a district-wide five-year strategic plan that creates vital connections between every employee, parent, student, and the community. Navigating a child's education is more than earning top test scores.



A successful education means defining "success" for each student and then placing this student in an educational environment that is vibrant and supportive. A successful child requires quality teachers, involved parents, appropriate emotional support and community engagement.

Providing the best education for a child requires the robust and attentive participation of the entire educational community. A child, who is eager for a challenge, can envision a future, and take action to get there, requires a foundation of collaborative support and we are already seeing the incredible results of our five-year plan. SDIRC IS ALL IN, FOR EVERYONE. ●

At SDIRC, we have identified five categories that are vital for a thriving school system:

Student Success, Culture & Climate, High Quality Workforce, Communication & Engagement and Strategic Partnerships.



SOME STATS ABOUT US

SERVING OVER
17K
STUDENTS

27
SCHOOLS
BETWEEN TRADITIONAL
AND CHARTER SCHOOLS

LARGEST EMPLOYER IN THE COUNTY
WITH OVER **2000**
EMPLOYEES

INVESTING IN EACH STUDENTS' FUTURE

OUR COMMUNITY ONLY SUCCEEDS WHEN OUR CHILDREN SUCCEED.

We view success as a student envisioning their own unique future and using the available resources to make that vision a reality. This means there is no one single path that works for each student. SDIRC works to ensure that we offer our students the courses and programs they need to achieve their individual goals.

These efforts have improved the **overall graduation rate in the district from 81.2% in 2015 to 87.1% in 2017**, which is the highest it has ever been.

SDIRC invests in our students not only by offering a breadth of coursework, but also by instilling confidence. Participation in Advanced Placement courses and International Baccalaureate programs increased from 1,158 students in the 2016-2017 academic year to 1,682 in the following year. That is a 45% participation increase. Enrolling in these courses means that our students are engaging with their own goals and futures by applying appropriate rigor to their academics.



87.1%
GRADUATION
RATE IN 2017

Concurrently, our Dual Enrollment program welcomed a 19% increase in participation. The initial year of our five-year plan has already shown vast academic improvements in our students. We love the numbers. More than that, we love that our initiatives are encouraging more students than ever to envision themselves as confident young people capable of shaping their own futures.

Our graduation and coursework successes, however, are also bolstered by SDIRC's commitment to understanding the needs of every individual student. Our Career Pathways program provides opportunities for students who feel that a traditional four-year college route is not their best future. College is not for everyone, and it is essential that we recognize this.

Four hundred ninety-nine more students enrolled in Career Pathways in our 2018 academic year than in the previous year, totaling nearly 3,000 enrolled students. **That is a 20% increase in total enrollment over the course of one year.** The completion of industry certifications rose 73%, from 317 completed certifications in 2017 to 549 completed certifications in 2018.

STUDENT SUCCESS



INVESTING IN EACH STUDENTS' FUTURE

.....
*THESE IMPRESSIVE GROWTH
NUMBERS MEAN THAT WE ARE
CONNECTING WITH STUDENTS IN A
MEANINGFUL AND TANGIBLE WAY.*
.....

Career Pathways is true preparation for students who opt to enter the workforce after graduation. These students will start their lives after high school with vocational training, professional certification, and an investment in their future. ●

OUR SCHOOL DISTRICT HAS ACHIEVED

HIGHER ACT
and
SAT
COMPOSITE SCORES

THAN THE STATE AVERAGE
FOR THE PAST FIVE YEARS

THE NUMBERS FROM 2017-2018

45%
INCREASE

IN COMBINED
AP & IB COURSE
PARTICIPATION

19%
INCREASE

IN DUAL
ENROLLMENT
PARTICIPATION

20%
INCREASE

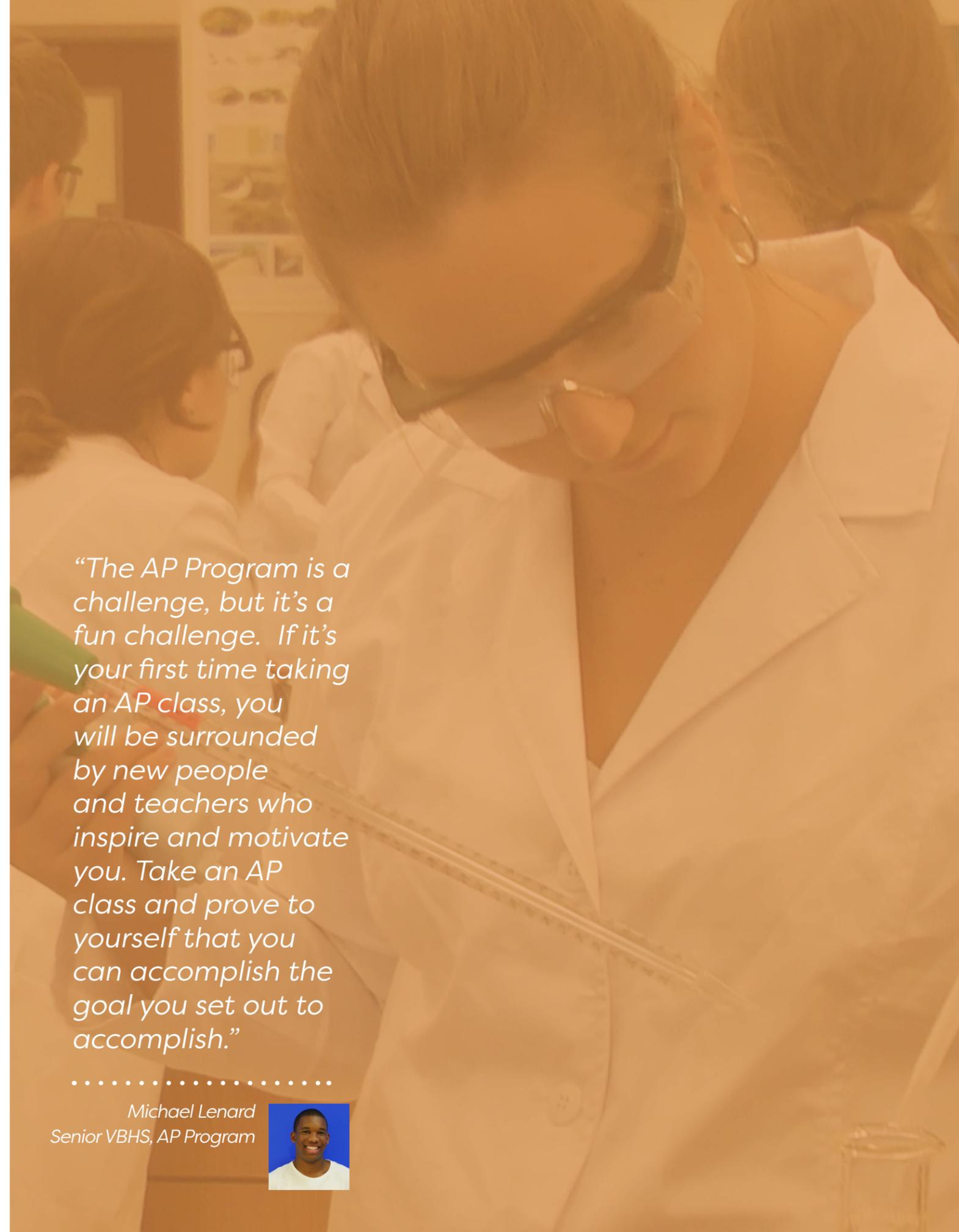
IN TOTAL
ENROLLMENT
IN CAREER
PATHWAYS

73%
INCREASE

IN COMPLETED
INDUSTRY
CERTIFICATIONS

“The AP Program is a challenge, but it’s a fun challenge. If it’s your first time taking an AP class, you will be surrounded by new people and teachers who inspire and motivate you. Take an AP class and prove to yourself that you can accomplish the goal you set out to accomplish.”

.....
Michael Lenard
Senior VBHS, AP Program





CLIMATE & CULTURE



INCREASING EMPOWERMENT AND RECOGNITION

BOTH STAFF & STUDENTS

THRIVE IN A POSITIVE ENVIRONMENT

where they feel safe, supported, and celebrated. Students who are frequently sent from the room for disciplinary action are not participating in a true solution, and they are also missing valuable class time, thus creating a cycle of missed growth opportunity.



Similarly, having achievements go unrecognized can create a sense of disappointment and stifle motivation. Our five-year plan does not let this happen. **Every single school in our district receives Positive Behavior and Intervention Training** and 92% of our staff responses state that the training was “effective or very effective” to the services they provide. This training has led to tangible positive outcomes for our students. Equipping our teachers with the proper tools through this specialized training has effectively changed how often students are sent from the classroom for disciplinary action. In the first year of our strategic plan, students received 2,049 fewer discipline referrals than during the previous year – a 14% decrease.

With this empowering and unique training, both **our students and staff experience a more comfortable and supportive environment, and this means more quality class time for everyone.**



An integral part of our strategy in creating a positive and vibrant culture throughout the SDIRC is to always be aware of recognition opportunities. Celebrating the success of both our students and staff contribute to the unique camaraderie at every school in the district. These recognitions include Student of the Month, Honor Roll, Reading Awards, Teacher Appreciation Week, and many more. The awards and celebrations may vary at each school, but our schools are celebrating their students and staff. These celebrations are as diverse as our staff and students. They foster a culture of encouragement & healthy ambition, and serve as a reminder that we are in this together. ●

14%
DECREASE IN
DISCIPLINE
REFERRALS

.....
“MY HOPES ARE TO SUPPORT TEACHERS BY SUCCESSFULLY IMPLEMENTING EVIDENCE-BASED STRATEGIES AFTER IDENTIFYING AREAS OF NEED THROUGH DATA ANALYSIS, WITH THE OVERARCHING GOAL FOCUSED ON POSITIVE STUDENT OUTCOMES.”
.....

Jody Houston, Teacher





HIGH QUALITY WORKFORCE



ATTRACTING THE BEST EDUCATORS

THE MOST EFFECTIVE WAY TO HELP A CHILD SUCCEED IS BY PROVIDING

the highest quality teachers. SDIRC ensures that we are able to recruit, hire, and retain the best talent available by offering salaries that are consistently above the area average. This means that **our students get the most skilled, motivated, and dedicated teachers in the area.**



Our strategic plan demands that good work be rewarded and these salary performance indicators mean that we are putting more money into the classrooms by hiring the absolute best instructors that every student deserves—and it's paying off. In a survey of first year employees, 78% said they plan to have a career with the district for 5+ years.

employees, including our non-instructional staff. Everyone is offered an opportunity to learn, advance, and grow because an education system is only as successful as its individual parts. Every single employee matters because every single student matters.

.....
91% OF THE ALL EMPLOYEES RESPONDED THAT THEY VALUE THEIR TYPE OF WORK ABOVE ALL ELSE.
.....

Teacher retention has steadily increased, which means more reliability and continuity for our students. In last year's satisfaction survey, 91% of all employees responded that they value their type of work above all else. **Our employees are here because they care about education, and they stay because they know SDIRC cares about them.**

Investing in our teachers means investing in our children. The School District of Indian River County provides continuing education for all of our

VOTED



#1

2017

BEST PLACE TO WORK
IN INDIAN RIVER COUNTY



FOSTERING EFFECTIVE INTERACTION & PARTICIPATION



SDIRC UNDERSTANDS & EMBRACES PURPOSEFUL COMMUNICATION.

At its foundation, a school is a partnership between its classrooms and its community. Purposeful communication and engagement build awareness and trust that lead to strong relationships with our parents, community, and within the school district.

A well-organized district with diverse oversight ensures that **every staff member, teacher, parent, and child benefit from thoughtful, thorough and clear engagement.** We have expanded our communication channels to provide a myriad of ways to connect and engage with our parents.



3,224 "LIKES"
AS OF 10.11.18



183.5K "IMPRESSIONS"
7.13.18 - 10.11.18

While engagement with parents is our top priority, it is also vital to give back to the communities where our students live. Although we participate in many outreach programs, one of our favorite monthly celebrations is Casual for a Cause, when students and employees can dress out-of-uniform with a donation made to that month's chosen charity. Last year, it raised \$32,816, which is \$1,400 more than the previous year, and shows our students how easy, fun, and rewarding giving back can be.

Our selection of parent-engagement events include Back to School Night, Open House and Curriculum Night. Additionally, our social media is a flexible and direct communication tool to connect to our parents and families.

87% OF PARENTS SAY "THE SCHOOL IS HELPFUL IN LETTING ME KNOW ABOUT SCHOOL EVENTS & ACTIVITIES"



COMMUNICATION & ENGAGEMENT



WHERE THE WILD THINGS ARE



STRATEGIC PARTNERSHIPS



CONNECTING THE CLASSROOM AND THE COMMUNITY

SDIRC BELIEVES THAT THE PARTNERSHIP BETWEEN A PARENT & TEACHER IS IMPERATIVE

to the success of not only their own child, but to the entire classroom. Much of this partnership is founded on clear and consistent communication. We use the most appropriate and advanced technology to facilitate this partnership.

VOLUNTEERS DONATED
47,663
HOURS LAST YEAR.

Our tools and technology allow meaningful communication between parents and teachers. The ease of these tools provides the comfort of understanding teacher goals and objectives and transparent access to what a teacher may envision for a student's success.

We are excited to now partner with McKee Botanical Garden to expand our enriched learning opportunities. We continue to partner with other local organizations, such as the Learning Alliance, the Boys and Girls Club, Big Brothers Big Sisters, and Gifford Youth Achievement Center, to name a few.

The next step in connecting with our community is to build strong partnerships with stakeholders, allowing for **diverse and exceptional learning opportunities for our students**. One of our most important partnerships is with the Vero Beach Museum of Art. Last year, the museum hosted the extraordinary exhibition of the work of Maurice Sendak, prominently featuring his greatest work, *Where the Wild Things Are*. The museum provided a once-in-a-lifetime opportunity for our students to immerse themselves in an iconic literary and visual touchstone, while also engaging them in a truly unique cultural experience.

The increase of these partnerships has allowed 387 more students to participate in unique programs. In addition to these valuable partnerships, volunteers with SDIRC clocked 47,663 hours last year.

A child's education does not begin and end within the walls of a classroom. An active and connected community is vital for the success of every single student. ●



"WE CREATE OPPORTUNITIES FOR THE DISTRICT AND THE FOUNDATION TO WORK TOGETHER TO ENHANCE THE EDUCATION OF STUDENTS IN OUR COUNTY. WHAT'S DIFFERENT ABOUT OUR WORK IS THAT WE ASK, 'HOW CAN WE SUPPORT THE GOALS OF THE DISTRICT?' - NOT 'WHAT DO YOU NEED MONEY FOR?'"

Cynthia Falardeau,
Executive Director,
The Education Foundation of IRC



PLANNING FOR OUR FUTURE

WE'RE PLEASED WITH OUR GROWTH, BUT WE KNOW IT DOESN'T END HERE.

Our 2018-2019 focus is to build on the successes of "year one" of the Strategic Plan and accomplish even more of our goals. We have a lot to be proud of, but we have so much more work to do.



Dr. Mark Rendell
Superintendent

Our five-year plan demands that **SDIRC strengthens internally so that our schools can thrive.** We undergo constant evaluation to target what is working well and change what isn't working. These internal reviews include technology tools analysis, African American Student Achievement Plan, Health Insurance Advisory Task Force, Instructional Materials Adoptions, Positive Climate Code of Student Conduct, and many more.

With the help of community partners such as The Learning Alliance we have achieved great gains in early literacy in several of our elementary schools. Now, we must take what has been proven to yield effective results and implement them in all of our elementary schools. We have improved the culture and climate in all of our schools, but we must ensure that the work continues in earnest, to **ensure that each and every student experiences a school climate that meets their needs.** Our schools are growing together with our students to foster a trusting and caring learning community.

Increased access to more challenging coursework to all students means we must provide these students with the support they need to be successful in these advanced courses - instilling the confidence and skills they need for success outside of the classroom walls.

SDIRC is fortunate to have so many community organizations that collaborate with and support our work. We must **strengthen these existing partnerships**

and look for more opportunities to develop new relationships with more members of our community. The more people we have vested in the future of our children, the more opportunities our children will have to succeed.

We are truly in a human business. Our success with our young people is a result of the commitment and expertise of the educators who work with them every day. We must continue to **invest in and value our employees** so that we can provide the best education possible to our students.

The SDIRC Vision Statement is to "educate and inspire every student to be successful" and our Mission Statement is to "Serve All Students with Excellence". Two key words in these statements are **every and all.** We have invested in early learning to ensure that all of our students have the solid foundational literacy skills they need to be successful. We have implemented positive behavior programs at all of our schools so that every student experiences a safe environment, both physically and emotionally. We have also dramatically increased access to advanced coursework for our high school students so that each and every student can realize their full academic potential. We have done all of these things with the support and partnership of our community. ●

**THE FUTURE IS
LOOKING BRIGHT!**





**SCHOOL DISTRICT
OF INDIAN RIVER COUNTY**

indianriverschools.org