

School Re-envisioning 2025 &

Equity

in the SDIRC



Stepping Forward in Belief

Bright Spots

- One school with grade “A” for 5 consecutive years; Four schools grade “A” for 2018-2019.
- TCTC “97% first time pass rates” on the LPN NCLEX-PN licensure exams since 2010; recognized in the “Top 60 Nursing Schools in Florida.”
- Graduation rates for Black students improved from 65% in 14-15 to 81% in 18-19.
- Graduation rates for students with disabilities improved from 58% in 14-15 to 78% in 18-19.



Bright Spots

- FL-PBIS Model School Gold Status (3 schools) & Silver Status (8 schools) for 2018-2019.
- SDIRC 2019 Principal, Teacher, & School-Related Employee of the Year named as State Finalists.
- VBHS Fighting Indians – State Record for Most Consecutive Regular Season Wins!!! 2019



Equity Work in the SDIRC: An Urgent Priority

- The Achievement Gap
- Disparities in Discipline and Exceptional Student Education Identification
- Recruitment & Retention



In education, there is a golden triangle of **quantity**, **quality**, and **equity**. You just can't ignore one, while strengthening others. - Sitaram Yechury

Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

Equity



Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

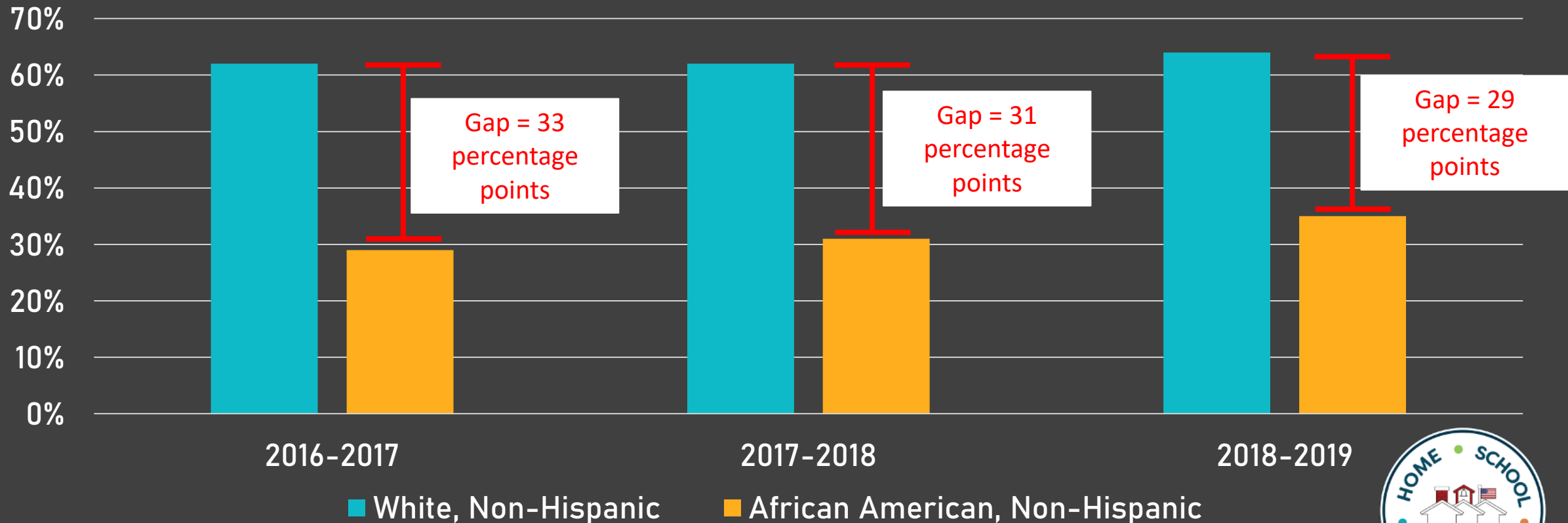
Justice



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

The “Case” for School Re-Envisioning: Equity Matters

Florida Standards Assessments – ELA Grades 3-10
Percentage of Students – Level 3 and Above

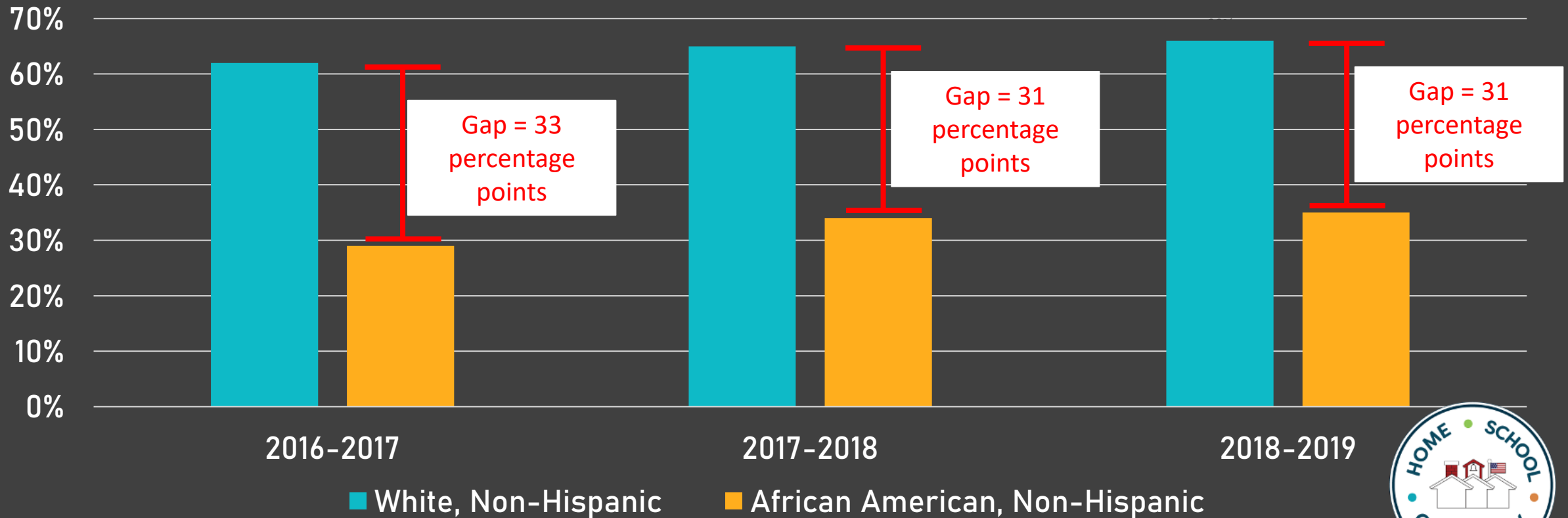


Source: FLDOE Education Information Portal, 2020



The “Case” for School Re-Envisioning: Equity Matters

Florida Standards Assessments – Combined Mathematics
Percentage of Students – Level 3 and Above

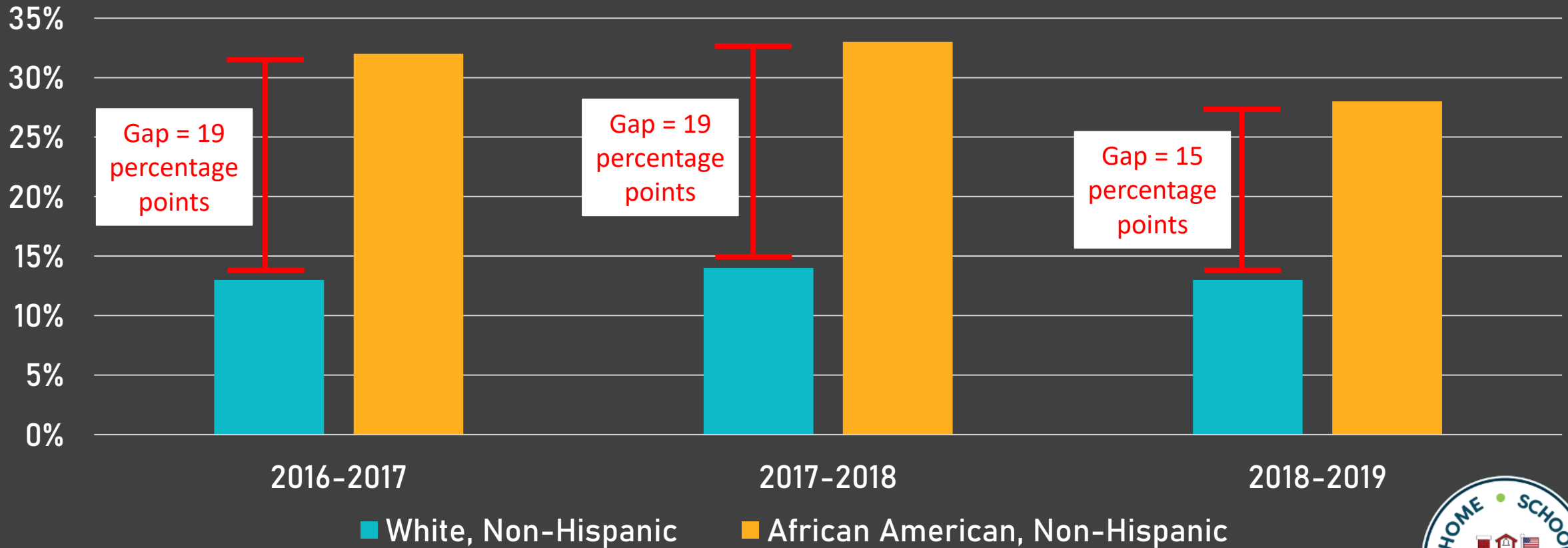


Source: FLDOE Education Information Portal, 2020



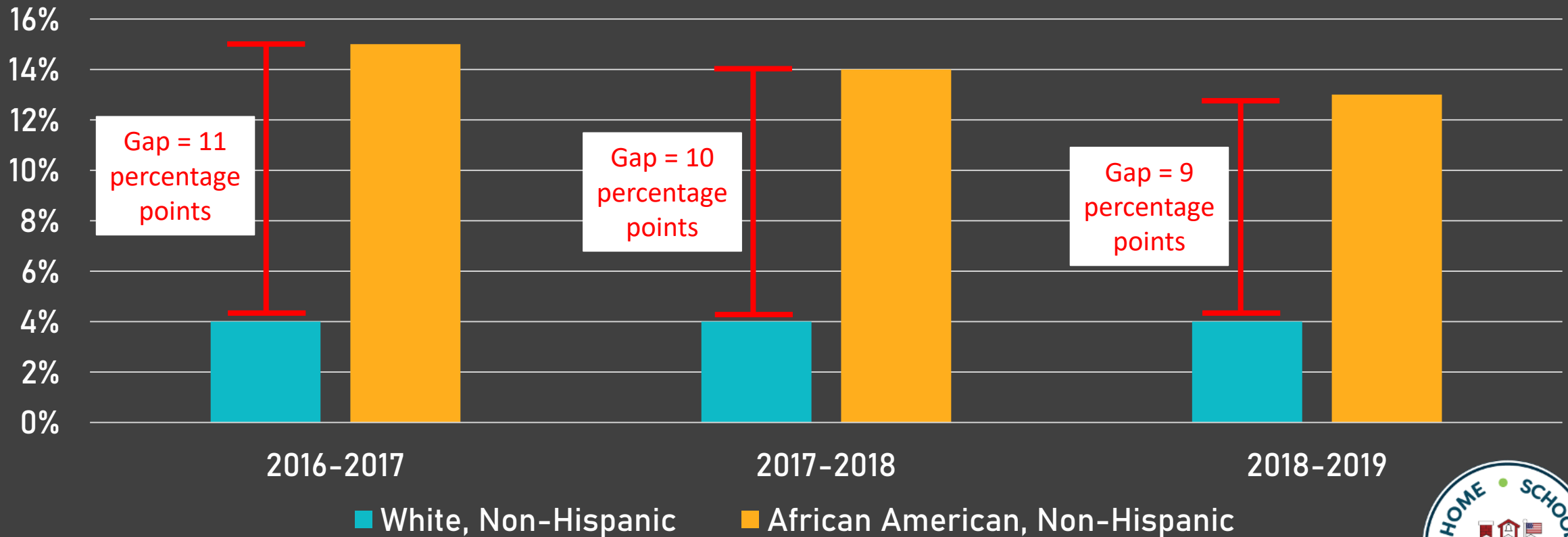
The “Case” for School Re-Envisioning: Equity Matters

Office Discipline Referrals
Percentage of Students Receiving One or More Office Discipline Referrals



The “Case” for School Re-Envisioning: Equity Matters

Discipline
Percentage of Students Receiving One or More Out-of-School Suspensions



Finding Our Why...

We believe that collaboration expands and accelerates opportunities for student growth and is foundational to equitable student achievement.



COLLABORATION

We believe that high expectations for achievement should be clearly communicated and maintained for all students.



HIGH EXPECTATIONS

We believe in ongoing accountability for the implementation of equitable, inclusive, and evidence-based practices for all students.



ACCOUNTABILITY

We believe that the instruction and supports provided to all students should be delivered in equitable and inclusive ways.



EQUITY

TRANSPARENCY



We believe that problem solving and communicating about barriers to learning for all students should be conducted in a transparent and timely manner.

ALL
Students



The African American Student Academic Achievement Plan: Where Have We Been?



November
2019

African American Achievement Plan Drafted & Reviewed

African American Achievement Plan drafted and reviewed at Superintendent's Workshops. School Board returned for revisions.

December
2019

Joint Annual Report Submitted

Provision of a Joint Annual Report to the court related to monitoring and documentation of compliance with the Joint Plan. *An Interim Joint Status Report is due March 2020.*

January
2020

District Response to Joint Annual Report Complaints

Provision of a district response to the court, including information regarding a plan of action for implementation of the Equity Plan, as a result of complaints made regarding the 2019 Annual report.

January &
February
2020

Revision & Review of African American Achievement Plan

Revisions to the African American Achievement Plan completed by district staff members. Review of & feedback from members of the Equity Committee & IR NAACP President.

February
2020

Presentation of Plan at Superintendent's Workshop & Board Business Meeting

Presentation of revisions to the African American Achievement Plan at the scheduled Superintendent's Workshop & Board Business meeting.

Why Is Now Different?

The District Impact

- Equity work has been clearly established as a districtwide **priority by the superintendent**.
- **Accountability for action steps** related to equity are now incorporated into district and school administrators' performance evaluations.
- **Increased transparency** related to the progress of equity in the district by means of an "Equity Webpage" on our district's website.
- **Monthly updates** provided on equity work implemented and progress of the African American Achievement Plan by the superintendent to both the Equity Committee and School Board.



Why Is Now Different? The School Impact



- All schools will specifically identify goals, strategies, and actions steps to improve educational outcomes for African American students.
- The implementation of data sessions which involve discussion related to the progress of African American students.
- Direct observation of culturally responsive instructional practices through Impact Reviews at all schools.
- Each secondary principal will create an African American Student Council to gather feedback on the impact of support.
- Development of a plan to eliminate out-of-school suspension.
- The implementation of a plan requiring all school counselors to meet quarterly with African American students to discuss graduation needs. The principal will meet with students to determine impact of graduation support.
- The review of tiered interventions for fidelity of implementation prior to consideration of a student for evaluation for a disability.

Next Steps



Equity

Webpage



The screenshot shows the website for the School District of Indian River County. At the top, there is a navigation bar with links for 'CLASS LINK', 'FOCUS', and 'STAFF PORTAL'. The main header includes the district logo, the name 'School District of Indian River County', and the tagline 'Serving ALL Students With Excellence'. A search bar is located on the right. Below the header is a green navigation menu with categories: 'STUDENTS & FAMILIES', 'OUR SCHOOLS', 'EVENTS', 'SCHOOL BOARD', 'DISTRICT', and 'DEPARTMENTS'. The current page is titled 'Office of Equity & Instructional Support' and features a sidebar with 'Superintendent' and 'Equity & Instructional Support Office' links. The main content area includes a grid of four images showing diverse students and staff. Below the images, there is a section for 'Equity Committee Meeting Information' with a list of meeting schedules for 2020 and 2019. To the right, an 'Upcoming Events' section displays a calendar entry for 'Equity Committee Meeting' on March 5th from 5:30 PM to 7:30 PM. The page also identifies the 'Coordinator of Equity & Instructional Support'.



GIFFORD YOUTH ACHIEVEMENT CENTER

FOCUS GROUP

Date: Monday, February 24th, 2020

Time: 5:30pm – 7:00pm

Location: Gifford Youth Achievement Center

Who: All Community Members Are Invited to Participate

SDIRC STRATEGIC PLAN

Children are the Priority.
Change is the Reality.
Collaboration is the Strategy.

-Judith Billings, Washington State Superintendent-

Equity Matters

