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.

Sources: FLDOE, 2020; FLDOE School Improvement Ratings 2018-2019, 2019; FLDOE Florida School Grades, 2019; 2019 Indian River LEA Profile, 2019; Nursing Schools Almanac, 2019
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

Sources: FLDOE, 2020; FL-PBIS, 2019; @ircschools, 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
The “Case” for School Re-Envisioning: Equity Matters

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

- 2016-2017: Gap = 33 percentage points
- 2017-2018: Gap = 31 percentage points
- 2018-2019: Gap = 29 percentage points

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

- 2016-2017: Gap = 33 percentage points
- 2017-2018: Gap = 31 percentage points
- 2018-2019: Gap = 31 percentage points

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

- **2016-2017**: Gap = 19 percentage points
- **2017-2018**: Gap = 19 percentage points
- **2018-2019**: Gap = 15 percentage points

White, Non-Hispanic
African American, Non-Hispanic
The “Case” for School Re-Envisioning: Equity Matters

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

Gap = 11 percentage points
Gap = 10 percentage points
Gap = 9 percentage points

2016-2017
2017-2018
2018-2019

White, Non-Hispanic
African American, Non-Hispanic
We believe that collaboration expands and accelerates opportunities for student growth and is foundational to equitable student achievement.

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

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

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

We believe that problem solving and communicating about barriers to learning for all students should be conducted in a transparent and timely manner.
The African American Student Academic Achievement Plan: Where Have We Been?

- **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.

- **January & February 2020**: Revisions to the African American Achievement Plan completed by district staff members. Review of & feedback from members of the Equity Committee & IR NAACP President.
  - Revisions to the African American Achievement Plan completed by district staff members. Review of feedback from members of the Equity Committee & IR NAACP President.

- **January 2020**: District Response to African American Achievement Plan
  - 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 2020**: Joint Annual Report
  - Provision of a Joint Annual Report to the court related to monitoring and documentation of compliance with the Joint Plan.

- **December 2019**: African American Achievement Plan Drafted & Reviewed
  - African American Achievement Plan drafted and reviewed at Superintendent’s Workshops. School Board returned for revisions.
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

01 February: African American Achievement Plan submitted to Board for approval

02 March: Joint Status Report Update to the Court

03 July: Joint Committee & District Staff Summer Workshop for Plan Evaluation

04 August: African American Achievement Plan submitted to the Board for approval

05 September: Joint Status Report Update to the Court

06 December: Final Joint Status Report Update to Court
Equity Webpage
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