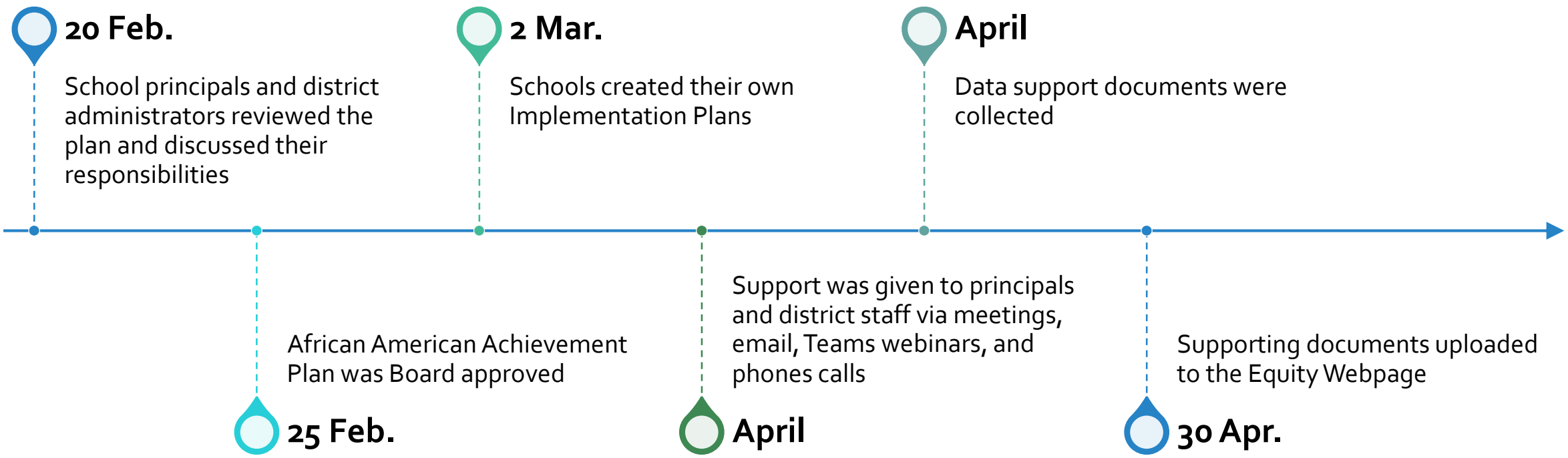
# AFRICAN AMERICAN ACHIEVEMENT PLAN

Monthly Update

May 12, 2020

# TIMELINE


20 Feb.
School principals and district administrators reviewed the plan and discussed their responsibilities
25 Feb.
African American Achievement Plan was Board approved
2 Mar.
Schools created their own Implementation Plans
April
Support was given to principals and district staff via meetings, email, Teams webinars, and phones calls
April
Data support documents were collected
30 Apr.
Supporting documents uploaded to the Equity Webpage

# Progress Report Card

## Data that we continue to track:

- Credit Recovery
- Student Recognition
- Recruitment Fairs
- School Enrollment
- Screening for Gifted Education, including Plan B
- Eligibility for ESE Services
- Racial/Ethnic Breakdown of New Hires
- Attrition Rates

## Areas that showed progress:

- More students enrolled in credit recovery
- Increased number of student recognition for all students
- Increased participation in (virtual) job fairs to recruit African American teachers
  - University of Florida
  - Florida State University

# Implementation of Progress at Our Schools:

- Virtual data chats with teachers
- Monitored course failures
- Monitored students not on track to graduate

# Looking Forward

## Opportunity for Improvement

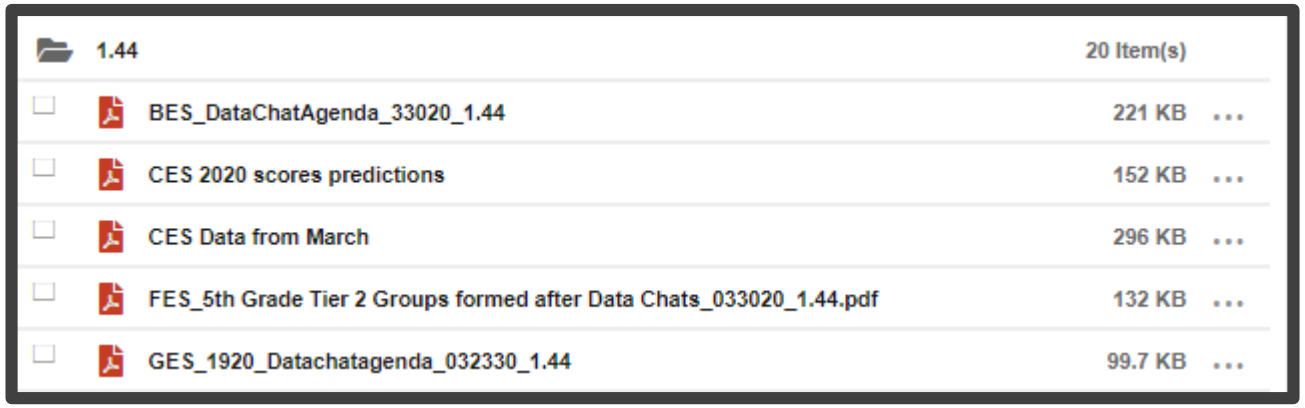
- No additional African American teachers were hired
- No letters of intention given at recruitment fairs
- Improvement of data inclusion on documents submitted as artifacts

## Action Taken

- HR is conducting staffing exercises with schools and are identifying opportunities to employ African American instructional staff.
- Once positions are finalized, HR will reach out to those candidates that showed interest with letters of intent.
- Staff will develop a guideline for document submission.

# Equity Webpage Updates

Evidence of completion is available on the district's webpage for completed action steps.



# The following areas were updated for May:

| May Update Data | Goal Area | Action Step | Data updated through: |
|---|---|---|---|
| Student Enrollment | 1 | 1.7 | 4.27.20 |
| Credit Recovery | 1 | 1.19 | 4.27.20 |
| Gifted Screening | 1 | 1.30 | 4.27.20 |
| Plan B Eligibility | 1 | 1.32 | 4.27.20 |
| School Recognition | 1 | 1.36 | 4.27.20 |
| Exceptional Student Education | 3 | 3.1-3.6 | 4.27.20 |
| Specific Learning Disability | 3 | 3.2 | 4.27.20 |
| Intellectual Disability | 3 | 3.2 | 4.27.20 |
| Emotional and Behavioral Disorder | 3 | 3.2 | 4.27.20 |
| Least Restrictive Environment | 3 | 3.1-3.2 | 4.27.20 |
| Job & Recruitment Fairs | 4 | 4.1 | 4.23.20 |
| New Hires | 4 | 4.8, 4.20, 4.21, 4.26 | 4.23.20 |
| Teachers | 4 | 4.9, 4.20, 4.25 | 4.23.20 |
| Attrition Rates | 4 | 4.13 | 4.23.20 |