

Pinellas County Schools/Black Male Students Achievement Plan/ Action Steps by Goal Area

The Pinellas County Schools established a plan to eliminate or greatly narrow the Achievement/Opportunity gap between Black males and non-Black learners through individualized systems. These systems provide an aggressive approach based on accountability, key strategies and systems thinking. This plan will be initiated based upon the needs of each student and will be reviewed annually and updated accordingly.

Goal 1: Graduation rate

Eliminate the gap between the graduation rate for black males and non-black students.

Action Steps:

- Provide targeted professional development and additional coaching to teachers and leaders on culturally responsive strategies to increase engagement and improve pass rates and grade point averages (GPAs) for black learners.
- Develop a learner profile and personalized learning plan for all black male students who are at risk or not on track to graduate.
- Provide side-by-side coaching as needed to high school leadership teams on using their school Graduation Status Reports to focus support for black students and review personalized plans for students who are not on track to graduate
- Ensure black students who are not on track to graduate participate in "in-school" classes to recover failed core courses and raise grade point averages to meet graduation requirements.
- Empower families by hosting a graduation awareness event for incoming 9th grade families to discuss graduation requirements and credits and provide tools to support their children.

Goal 2: Student Achievement

Eliminate the achievement gap between the proficiency rates in reading and math on state and national assessments for Black males and non-Black students.

- Provide and instructional model that ensures rigorous, culturally relevant instruction for all students using assignments aligned to challenging state standards, engagement strategies and student-centered practices.

- Establish an online, Open Access Extended Learning Program to support Black male students who need to re-learn key skills and standards (a Restorative Academic Practices Program).
- Ensure that black male students are participating in extended learning opportunities before and after school and in the extended school year program (Summer Bridge) through recruitment and targeted resources.
- Identify and provide additional culturally relevant books, resources and technology to supplement core instruction representing diverse perspectives as a way to increase student engagement.
- Provide parent workshops in schools that are "linked to student learning. Empower families by providing a deeper understanding of student data, resources available and personalized learning plans.
- Ensure teachers have access to real-time data specific to black male students with personalized plans in order to have effective data chats.

Goal 3: Advanced Coursework

Eliminate the gap in advanced and accelerated participation and performance rates for Black males and non-Black students.

- Ensure that all Black male students who show potential to succeed in an AP or dual enrollment course are scheduled into an appropriate course and that appropriate supports are provided.
- Provide training to all school counselor teams in the use of data from the SAT Suite of Assessments to support students in selecting the appropriate accelerated course option that matches their strengths.

Goal 4: Student Disciplines

- Reduce the number of disciplinary infractions (referrals) and suspensions for Black male students and decrease the disparity in referrals.
- Monitor school discipline data to eliminate out-of-school suspensions for non-violent infractions, such as skipping class/school, missed detentions, excessive tardies, electronic devices and defiance.
- Train all School-Based Resource Officers to ensure full implementation of the Collaborative Interagency Agreement regarding student misconduct, student interviews and student arrests that is designed to decrease arrest and handled by school administration.

- Implement a Restorative Whole-School Implementation Guide for all schools based on best practices for handling Black male students.

Goal 5: Special Education Identification

- Reduce the disparity of Black male students being found eligible for Exceptional Student Education (ESE).
- Initiate a record review of all Black male students who arrive as new students to Pinellas County Schools with an Emotional Behavior Disorder (EBD) eligibility.
- Provide intensive intervention support from school/district personnel for Black male students prior to being classified as EBD.
- Disaggregate data for the past three years to identify patterns and trends that have led to the disparity of Black males being labeled EBD.

Goal 6: Minority Hiring

- Increase the number of Black teachers and administrators.
- Participate in job fairs throughout the country for Black teachers, especially males.
- Hire a minority recruitment specialist to focus on recruiting a highly qualified, diverse workforce.
- Identify future educators among current black, PCS high school students as part of a Grow Your Own program and connect them with teaching academies in the schools, with Take Stock in Children scholarships and with the promise of future job placement in the district (ex. Teachers of Tomorrow
- Establish a summer, cultural awareness training program for teachers who are hired into high minority schools, with a robust onboarding program for teachers working in the district's Transformation Zone schools.

Contact: Brinson Lewis - BRINSONLE@pcsb.org