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November 28, 2022

VIA ELECTRONIC MAIL

Amanda Gay, Esq.
Assistant General Counsel
325 W. Gaines Street
Tallahassee, FL 32399-0400
Amanda.Gay@fldoe.org

Re: School Board of Indian River County – District Policies

Dear Ms. Gay, Esq.:

I have the pleasure of serving as General Counsel to the School Board of Indian River County, Florida (“Board”). This responds to the correspondence, dated November 18, 2022, to Superintendent, Dr. David Moore, from Senior Chancellor, Jacob Oliva (copy attached for ease of reference). In that letter, Chancellor Oliva informed that Board Policy 2260.02 –Racial Equity Policy had not been updated to comply with recent changes to Florida Law. The letter asked the Board to evaluate its policies and inform the Florida Department of Education (“FDOE”) of the status of the Board’s evaluation by December 9, 2022. Superintendent Moore spoke with Chancellor Oliva who advised that you would be the best contact to work with regarding advising the FDOE of the Board’s review and update to its Policy.

Upon review of Chancellor Oliva’s letter, Board staff have undertaken to review Board policies including Policy 2260.02. Please find attached for your review a redline version of Policy 2260.02 which deletes the language that the FDOE highlighted as being noncompliant with recent changes in Florida Law. We look forward to working with the FDOE with regard to this matter. Please advise if the proposed changes are acceptable. I would be happy to discuss if there are any questions or concerns.

Sincerely,

/s/ Molly Shaddock

Attachments

cc: Dr. David Moore, Superintendent (via electronic mail)



State Board of Education

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November 18, 2022

Dr. David Moore, Superintendent
School District of Indian River County
6500 57th Street
Vero Beach, Florida 32967

Dear Superintendent Moore,

This letter is to follow-up from the presentation to the State Board of Education on October 19, 2022, regarding district policies and procedures for student services sent to the Department. After initial review of the policies and procedures submitted by the School District of Indian River County, it appears that some of these policies or procedures may have not yet been updated to comply with revised Florida law and State Board of Education rule, including section 1000.05, Florida Statutes. This list is not exhaustive, and your district should strive to review all its policies and procedures for other provisions that may not comport with Florida law. Specifically, the “SDIRC Policy Manual – Policy Number po2260.02 – RACIAL EQUITY POLICY,” includes the following:

- “Purpose – The School Board students deserve respectful learning environments in which their racial and ethnic diversity is valued and contributes to successful academic outcomes. This policy confronts the institutional racism that results in predictably lower academic achievement for students of color than for their white peers. Understanding and addressing institutional racism will increase achievement, including on-time graduation, for ALL students, while narrowing the gaps between the highest and lowest-performing students.” (p. 1).

The Department will provide an update on district policies and procedures for student services at the next State Board of Education meeting, which will include a status report of where each district is in the process of reviewing and, if necessary, amending its policies. Therefore, please evaluate your policies and let us know the status of your evaluation by December 9, 2022, so that we can inform the State Board. If you have an updated policy or procedure or clarification on the documents previously submitted, please email to ParentalRights@fldoe.org. Please feel free to contact me directly with questions or requests for assistance.

Sincerely,

Jacob Oliva
Senior Chancellor

JACOB OLIVA
SENIOR CHANCELLOR

www.fldoe.org

Book
Policy Manual

Section
2000 Program

Title
RACIAL EQUITY POLICY

Code
po2260.02

Status
Active

Adopted
February 25, 2020

2260.02 - RACIAL EQUITY POLICY

Purpose

~~The School Board students deserve respectful learning environments in which their racial and ethnic diversity is valued and contributes to successful academic outcomes.~~

-

~~This policy confronts the institutional racism that results in predictably lower academic achievement for students of color than for their white peers. Understanding and addressing institutional racism will increase achievement, including on-time graduation, for ALL students, while narrowing the gaps between the highest and lowest performing students.~~

The School Board believes its students deserve learning environments that contribute to successful academic outcomes for all students. The Board acknowledges that complex societal and historical factors contribute to inequities within school districts. The Board must provide ALL students with the support and opportunity to succeed.

Eliminate Systemic Disparities

To interrupt systems that perpetuate inequities, the Superintendent shall:

- A. invite and include people from all races and ethnicities to examine issues and find adaptive solutions, which address the root causes and systems, rather than technical solutions, which provide one-time situational fixes;
- B. develop the personal, professional, and organizational skills and knowledge of its employees to enable them to address the role and presence of racism; and
- C. eliminate practices that result in lower academic achievement for any student racial group compared to peers.

Ensure Systemic Equity

The Superintendent shall lead from a system-wide racial equity lens that stands on the following areas: family, student and community engagement, leadership and teaching and learning.

Family, Student and Community Engagement

Board employees will develop and implement equitable practices for and with our students, their families and other community members including:

- A. intentionally seeking and including students' multiple racial perspectives in the development and implementation of culturally responsive teaching and learning practices and curriculum;
- B. engaging family and community members with staff and students, district-wide and at school and program sites, in the development and implementation of culturally appropriate and effective partnerships between home and school; and
- C. inviting and including community members to bring multiple cultural perspectives to examining and solving issues that arise.

Leadership

Board leaders will ensure that racial equity guides employees' actions and leads to improved academic results by:

- A. recruiting, employing, supporting, retaining and continuously developing a workforce of racially conscious and culturally competent administrative, instructional and support

personnel;

- B. modeling racial equity in business practices; replacing inequitable operational practices with systems that support implementation of this policy and focusing accountability systems and metrics on racially equitable results.

Teaching and Learning

Board employees will work together to increase their individual and collective capacity to effectively teach a racially and ethnically diverse and changing student population by:

- A. ensuring a positive and academically rigorous school environment that engages ALL students;
- B. collaborating as teachers and administrators to create and implement culturally responsive instructional practices, curriculum, and assessments;
- C. eliminating practices that lead to the over or under representation of any student racial/ethnic group compared to peers.

Implementation and Monitoring

The Board directs the Superintendent to implement and monitor diversity, equity, inclusion and accessibility in all district outcomes. Clear accountability standards will be designed and implemented to result in measurable decreases in district disparity and disproportionality.

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Legal

F.S. 1001.42

