



COQEBs RECOMMENDATIONS TO PINELLAS COUNTY SCHOOLS

*Bridging the Gap Plan
& Community Partnership*

SUPERINTENDENT KEVIN HENDRICK

BRIDGING THE GAP HISTORY

- COQEBS (Crowley) State Racial Gap Case: In 2000, William Crowley filed a state lawsuit under the Florida Constitution, arguing that persistent racial achievement gaps denied students access to a high-quality education.
- Part of the resolution, Pinellas County Schools agreed to implement a multi-year plan that included Board adoption.
- The new comprehensive plan was developed with community and stakeholder input within the larger District Strategic Plan.
- The Bridging the Gap Plan was approved by the School Board in May 2017 and is reviewed annually.



BRIDGING THE GAP GOALS

Goal 1: Graduation Rate

Goal 2: Student Achievement

Goal 3: Advanced Coursework

Goal 4: Student Discipline

Goal 5: ESE Identification

Goal 6: Minority Hiring

This plan aims to support our students' success and create a positive environment for everyone.

STRATEGIC PRIORITY 3: EQUITY WITH EXCELLENCE FOR ALL

Objective 7: Eliminate gaps in opportunity, access and achievement for all students

Objective 8: Accelerate progress of the district Bridging the Gap Plan



BACKGROUND

COQEBS Recommendations to PCS

- Dr. Barbarin presented the community his findings on April 30, 2025
- Focus: Removing barriers to Black student achievement



DISCIPLINE DISPARITIES & BLACK MALES

COQEBS Recommendations to PCS

- Extensive training has occurred throughout the eight years of the plan: positive student-teacher relationships, de-escalation techniques, Restorative Practices.
- Discipline concerns increase in middle school.
- Eliminate racial disparities in discipline
 - Hand-schedule students with multiple referrals to support success.
 - Bi-weekly Area Superintendent meetings to monitor referrals.
 - New approach for minor infractions.
 - Explicitly teach desired behaviors.





MIDDLE SCHOOL TRANSITION

COQEBS Recommendations to PCS

- Transition from elementary to middle school is critical.
- Students face academic, social, and emotional hurdles.





MIDDLE SCHOOL EXPERIENCE

COQEBS Recommendations to PCS

- Exploratory electives for 6th grade.
- Targeted learning and enrichment opportunities.
- Increased field trips for 6th grade.
- Expansion of middle school sports.
- Dedicated wing or space for 6th-grade students, with teaming of teachers.



RECRUITMENT OF HIGHLY QUALIFIED TEACHERS

COQEBS Recommendations to PCS

- Recruiting at universities, including Historical Black Colleges and Universities
- Meet the Recruiter events
- Master Clinical Educator model- where experienced teachers lead, new teachers are supported
- Retention incentives for instructional staff at targeted schools
- Recruiter for alternative certification & Transition to Teaching
- Teacher Apprenticeship program
- Pinellas Alliance of Black School Educators



EMPOWERING LEADERS

COQEBS Recommendations to PCS

- School leaders develop School Improvement Plans tailored to student/school community needs.
- Tier Levels of Support:
 - Transformation Zone Schools – Legacy schools receive as much as \$1M in additional Title I funds
 - Schools can allocate funds based on needs (personnel, resources)
 - Select interventions (e.g., Second Step, small group instruction)
 - Tailored Family Engagement Plans for each school





GRADUATE OUTCOMES & READINESS

COQEBS Recommendations to PCS

- PCS exploring partnership with partner to conduct research work
- Goal: Conduct follow-up study on graduate success in post-secondary education



SUBGROUP ACHIEVEMENT

WHAT WOULD THE GRADE BE IF ONLY...

Year	2022	2023*	2024	2025
Black	43	45	49	53
English Learners	49	49	54	57
Students with Disabilities	39	41	44	47
District Overall	59	66	65	67

Source: Know Your Schools Portal, *No learning gains, adjusted points



ELA & MATHEMATICS ACHIEVEMENT

ELA			Mathematics		
YEAR	ACH	N	YEAR	ACH	N
2025	41%	8,480	2025	43%	8,236
2024	35%	8,593	2024	36%	8,129
2023	29%	8,940	2023	31%	8,499



3RD GRADE READING PROFICIENCY

Year	2018	2023	2024	2025	
State	57	50	55	57	0
Pinellas	53	53	63	67	+14
Black Pinellas Students	30	32	42	47	+17

Source: FLDOE website, INDV Files



3RD GRADE ELA PROFICIENCY

Year	#L3+	Total	%L3+
2022	406	1,427	28%
2023	451	1,392	32%
2024	532	1,277	42%
2025	554	1,183	47%

4th Grade	# Level 3+ (Numerator)	530	45.73%	# Level 3+ (Numerator) + # 2.2	530 + 190	62.12%
	# Level All (Denominator)	1159		# Level All (Denominator)	1159	

School Grades_ INDV Data



NEXT STEPS

COQEBS Recommendations to PCS

- Shared Goal: Ensure Black students graduate fully prepared for career and college and life.
 - Continue PCS & COQEBS collaboration
 - Deepen community engagement
 - Monitor & report progress transparently
- Upcoming discussions on extension of the Bridging the Gap Plan



STAY CONNECTED- PCSB.ORG

Bridging the Gap and Strategic Plan Dashboard



pcsb.org/btg



strategicplan.pcsb.org





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