



**ARKANSAS DIVISION OF ELEMENTARY AND SECONDARY EDUCATION  
MINORITY TEACHER AND ADMINISTRATOR RECRUITMENT**

**Pursuant to Ark. Code Ann. § 6-17-1901, et seq., school districts and charter schools with more than five percent (5%) African-American or other minority students must prepare and submit annually a Minority Teacher and Administrator Recruitment Plan to the Equity Assistance Center. Plans must include, but not limited to the following:**

- Place emphasis on recruitment of African-Americans and other members of minorities for teacher and administrator positions and emphasis on encouraging minority students to pursue a career in education
- Set forth a goal of developing equity in employee composition that reflects racial and ethnic diversity and is at least equal to the percentage of minorities of the district or charter school
- Describe recruitment goals of minority teachers and administrators for the next school year and for the next ten (10) school years
- List steps taken and measures that will be used to meet recruitment goals including how minority students are encouraged to pursue a career in education
- List progress made in recruiting minority teachers and administrators
- Describe reasons for not meeting established recruitment goals, if needed
- List the number and percentage of members of racial minorities who were employed as teachers or administrators in each of the last five (5) years
- List the racial composition of the student body and residents of the district or charter

**INSTRUCTIONS:** Complete this signature page, attach it to the recruitment plan, and send electronically in portable document format (PDF) to [ADE.equityassistance@arkansas.gov](mailto:ADE.equityassistance@arkansas.gov) on or before October 15.

<b>SCHOOL DISTRICT/CHARTER SCHOOL:</b> Benton School District	<b>ADDRESS:</b> 207 W. Conway Benton, AR 72015	<b>COUNTY:</b> Saline
<b>TELEPHONE NUMBER: 501-778-4861</b>		

Pursuant to A.C.A. § 6-17-1902, an employee must be designated to coordinate recruitment plan implementation.

<b>COORDINATOR NAME/TITLE:</b> Dr. Larry E. Smith/ Assistant Superintendent	<b>COORDINATOR TELEPHONE NUMBER/EMAIL:</b> 501-778-4861/lsmith@bentonschools.org
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**The signatures below certify that the district is in compliance with Ark. Code Ann. § 6-17-1901, et seq. and Standard 2-A for Accreditation of Arkansas Public Schools:**

**Name of Superintendent or Chief Academic Officer:** Dr. Mike Skelton  
(Please Print)

**Signatures:** \_\_\_\_\_  
Superintendent Date

Select this box if District/Charter minority student composition is 5% or less & do not proceed further.

\_\_\_\_\_  
Board President Date

\_\_\_\_\_  
Board Secretary Date

The recruitment plan should include, but is not limited to, the following:

**1. Data**

- **Racial composition of teachers and administrators**

Race	Number	Percentage
African-American	8	2.1%
Asian, Native Am, HI/PI	4	1.0%
Caucasian	369	96.1%
Hispanic	3	0.8%

- **Racial composition of teachers and administrators hired in the past five (5) years**

Year	# African-American Staff Hired	% African American Staff Hired	# Caucasian Staff Hired	%Caucasian Staff Hired	# Asian, Hispanic , Native Am, HI/PI Staff Hired	% Asian, Hispanic , Native Am, HI/PI Staff Hired
2016-17	0	0%	27	96%	1	4%
2017-18	0	0%	29	100%	0	0%
2018-19	2	6%	32	94%	0	0%
2019-20	5	10%	39	83%	3	7%
2020-21	1	3%	30	97%	0	0%

- **Racial composition of the current student body: “As of 09/02/2020”**

Race	Number of Students	Percentage of Students
African-American	500	9.18%
Asian	51	0.94%
Hawaii/Pacific Islander	6	0.11%
Hispanic/Latino	515	9.45%
Native American/Alaskan Native	14	0.26%
Two or More Races	222	4.07%
White	4140	75.99%

**2. Analysis and summary of data collected**

An analysis of the data shows that the number of minority teachers and administrators being hired in the Benton School District decreased during the 2020-2021 school year. The district has increased the number of minority hires over the past three years and will

continue its efforts to increase the number of minority staff members so that the staff is more reflective of the student body. We attribute some of the difficulty in hiring additional minority candidates was due in part to a smaller number of applicants per open position due in part to the effects of the Covid-19 pandemic. The pandemic also limited significantly the ability of district personnel to attend traditional recruitment fairs on college campuses during the spring of the year. It is our hope that we will be able to return to more traditional recruitment opportunities this school year. We also had to change the way in which we conducted interviews. During the past few years, we were able to implement round robin interviews with a much larger number of applicants going through the interview process. Again due to Covid-19, we had to switch to a Zoom interview format, which greatly decreased our ability to conduct large scale interviews. We must continue to be diligent and creative in our efforts.

### **3. Short-term goal(s) and progress in goal attainment**

The Benton School District recognizes that the number of minority teachers and administrators employed by our school district will need to continue to increase so that we can offer more diverse educational opportunity for our students. As our minority population increases, it is equally important that we offer a diverse experience of leadership and role models for our students to assist them in their development. If possible we hope to return:

1. To working with a Minority Recruitment and Retention Team that will:
  - a. Aid in the recruitment of minority teachers and administrators
  - b. Aid in determining where the candidates whom we are seeking might be found
  - c. Cultivate relationships
  - d. Encourage minority candidates to apply
2. To continue to increase the percentage of minority teachers, administrators, and classify personnel employed by the Benton School District.
3. To continue to develop relationships with college and university Directors of Education in an effort to help in the recruitment of minority education graduates.
4. To develop relationships with minority superintendents in other Arkansas school districts that will help refer minority teachers and administrators for employment with the Benton School District.
5. To target the recruitment of minority personnel who meet the district and state standards of qualification and certification.
6. To develop and distribute a flyer that will help highlight our community's quality of life for potential minority candidates.
7. To continue the Orientation to Teaching classes offered at Benton High School to encourage high school students to enter the education profession.
8. To create awareness among our own teachers and administrators concerning the Benton School District's need for minority teachers and administrators.

### **4. Long-term goal(s) for the next ten (10) school years and progress in goal attainment**

The Benton School District has a long-term goal to increase the district’s percentage of minority teachers and administrators in order to achieve a ratio of professional staff equal to the minority ratio reflected in the student population of the district.

**5. Improvements needed to increase recruitment**

The Benton School District has identified five areas that need improvement in order to increase minority recruitment and retention efforts. Those areas are:

1. The overall Recruitment Process
2. The overall Retention Process
3. The overall efforts to attract, hire and retain minority candidates
4. Engagement in continuous communication between the district and minority employees
5. Communication between the Benton School District and Minority Recruitment/Retention Team.

**6. Objectives, strategies, and activities used in recruitment and for encouraging students to pursue a career in education**

**1. Objective: Develop relationships with college and university Directors of Education and actively recruit minority students.**

Strategies and Activities	Person Responsible	Timeline
Generate list of target colleges and universities	Assistant Superintendent and Minority Recruitment & Retention Team	Annually (as possible due to Covid-19)
Recruiting Trips to selected colleges and universities with interested minority educational candidates for teachers and administrators	Assistant Superintendent and Minority Recruitment & Retention Team	Annually (as possible due to Covid-19)
Request minority student teachers to help increase the likelihood that we can retain those student teachers permanently.	Assistant Superintendent	Annually (as possible due to Covid-19)

**2. Objective: Develop recruiting contacts with minority administrators in other Arkansas School Districts.**

Strategies and Activities	Person Responsible	Timeline
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Communicate with minority administrators in Arkansas Districts	Superintendent and Assistant Superintendent	On-Going
Active recruiting of minority Arkansas administrators at professional meetings and conferences	Superintendent, Assistant Superintendent, and Minority Recruitment & Retention Team	On-Going (as possible due to Covid-19)
Continue active participation in the Arkansas Association of School Personnel Administrators (ArkASPA)	Assistant Superintendent	On-Going

**3. Objective: Develop a recruiting brochure that will highlight our school and the quality of life offered in our community.**

<b>Strategies and Activities</b>	<b>Person Responsible</b>	<b>Timeline</b>
Communicate highlights of our school district	Assistant Superintendent and Technology Instructor	On-Going
Communicate quality of life offered in our community	Assistant Superintendent and Technology Director	On-Going

**4. Objective: Encourage students to pursue a career in education.**

<b>Strategies and Activities</b>	<b>Person Responsible</b>	<b>Timeline</b>
Actively recruit minority students and encourage them to participate in our Orientation to Teaching Classes	BHS Counselors, Advisors and Staff	Annually
Actively recruit minority students and encourage them to seek a career in the education field	BHS Counselors	Annually
Identify sources of funding to assist minority students in attending college to prepare for a career in education	BHS Counselors	Annually

**7. Action plan, including procedures for implementing, monitoring progress, and evaluating**

The Benton School District will implement, and evaluate this plan as written. The implementation process will include meeting the goals and objectives for the year as stated in the plan. Monitoring will include periodically checking throughout the year to make sure the goals and objectives are being implemented, and the evaluation will include assessing at the end of school the number of minority teachers/administrators we are able to hire. This will help us judge the overall success of the plan.