

## ARKANSAS DIVISION OF ELEMENTARY AND SECONDARY EDUCATION TEACHER AND ADMINISTRATOR RECRUITMENT AND RETENTION PLAN

Pursuant to Ark. Code Ann. § 6-17-1901, *et seq.*, all school districts and open enrollment charter schools must prepare and post to their website by August 1st of each year a three (3) year Teacher and Administrator Recruitment and Retention Plan. An employee must be designated to coordinate the implementation of the plan. Plans must be reviewed and updated annually and must include, but are not limited to, the following:

- Annual goals for
  - Recruiting and Retaining* teachers/administrators of minority races/ethnicities who increase diversity among staff and, at a minimum, reflect the racial/ethnic diversity of the district's students;
  - Increasing the number of students* who pursue careers in education with an emphasis on students of minority races/ethnicities;
- The actions and steps taken/will take to meet its each of the goals;
- The progress in meeting each of the goals;
- The evaluative methods it will use to measure progress towards meeting the goals;
- If applicable, the reasons for not meeting previous goals and the steps it will take to overcome those reasons;
- Local data related to educator recruitment and retention

The plan **must include** the following local data:

### Racial/ethnic composition of the

- Student body of the district or charter school (21-22 school year) - [LEA Insights > Enrollment](#)
- Teachers employed (previous 3 school years) - [LEA Insights > Human Capital > Overview > Certified Teaching Staff](#)
- Administrators employed (previous 3 school years) - [eFinance > Personnel > Job Assignment > Administrator Counts](#) or [LEA Insights > Human Capital > Overview > Staff Details > Search by Job Code](#)
- Residents of the district or charter school (most current data) - [State Census Data](#)

**Note:** Fillable data tables are provided in Appendix A. Districts can also download data from the locations provided above to meet the data requirements of the plan.

Districts are **encouraged** to review the additional data points below in order to justify goals or evaluate effectiveness of actions.

### Racial/ethnic composition of the:

- Teacher and administrator applicant pool
- Teachers and administrators hired
- Teachers leaving the district (attrition)

### Racial/ethnic composition of the:

- % of student population enrolled in DCTE Pre-Educator program-[CTE Coordinator](#)
- % of student population participating as active members of Educators Rising-[CTE Coordinator](#)
- % of student population who receive the Certified Teaching Assistant (CTA) credential-[CTE Coordinator](#)
- % of student population indicating education as a career choice in [Student Success Plans](#)

### Data Related to Teacher Quality

- Years of experience
  - % of novice teachers-[LEA Insights > Human Capital > Overview](#)
  - Average years of experience- [LEA Insights > Human Capital > Overview](#)
- Teacher Attainment

- Teachers with master's degrees or higher- [LEA Insights>Human Capital>Public Educators](#)
- National Board Certified Teachers- [LEA Insights>Human Capital>National Board Certified Teachers](#)
- Teachers with Lead/Master designations- [LEA Insights>Human Capital>Public Educators](#)
- Licensure exception data- [LEA Insights>Human Capital>License Types and Exceptions](#)
- Overall attrition-[LEA Insights>Human Capital>Attrition](#)

**Student Growth and Achievement Data**

- Student assessment data-[myschoolinfo.arkansas.gov](#)>select district>custom report>student assessment

**All plans must reflect data analysis.**

## Three Year Action Plan

*After analyzing all relevant data, the district will use the spaces below to develop a three year action plan to address identified needs . Refer to Appendix B for resources to support plan development.*

### Focus Area: Recruiting a diverse, representative educator workforce that meets the needs of all students

If multiple goals are created, copy and paste the template for each goal.

<b>Recruitment Goal</b>	Since Hispanics make up our largest minority student population, the Mountain View School District wants to employ at least the same percentage of Hispanic staff as we have students. At the end of the 2021-22 school year, our Hispanic student population was at 2.36%. The MVSD currently employs only one Hispanic staff member out of 192 faculty members. Over the next three years, the MVSD hopes to hire at least 5 additional Hispanic teachers.
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Which of the following best describes the recruitment goal?	
<input checked="" type="checkbox"/>	New Goal
<input type="checkbox"/>	Extension of a goal from previous year

#### Action Plan

Describe the steps your district will take over the next three years to meet the recruitment goal. (Lines can be added for additional Action Steps)

Action Step	Description	Person(s) Responsible	Target Date
Action Step	Create a line of communication with Arkansas colleges and universities to advertise job openings to teacher candidates with an emphasis on hiring minorities.	Mark Rush-Assistant Superintendent with help from building principals.	May, 2023
Action Step	The MVSD will create an Educators Rising student organization to create a home-grown interest in the field of education. Recruiting minority students will be emphasized.	High School and Middle School Principals.	May, 2023
Action Step			

**What evidence will be used to determine if the recruitment goal is met? (Include baseline data and expected outcome)**

Our data states that we have one of 192 teachers that are of Hispanic descent (0.005%). In order to match our student body total of 2.63%, the MVSD will need to hire at least five additional faculty members of Hispanic descent.

**Review Progress (After Baseline Year)**

**Describe progress made toward the recruitment goal and any improvements or adjustments that were made to the action plan to overcome barriers to plan success.**

**Focus Area: Retaining a diverse, representative educator workforce that meets the needs of all students**

If multiple goals are created, copy, and paste the template for each goal.

<b>Retention Goal</b>	Our number one goal is to retain ALL of our teachers. However, in this instance we will pay particular attention to retaining all minority teachers. The MVSD intends to accomplish this by providing additional training for teachers that have minimal pedagogical training, providing a veteran teacher(s) to serve as a mentor, and provide any additional PD needed
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<b>Which of the following best describes the retention goal?</b>	
<input checked="" type="checkbox"/>	New Goal
<input type="checkbox"/>	Extension of a Goal from previous year

**Action Plan**

Describe the steps your district will take over the next three years to meet the retention goal. (Lines can be added for

additional Action Steps)

Action Step	Description	Person(s) Responsible	Target Date
Action Step	<ul style="list-style-type: none"> <li>Provide extra support and coaching to teachers who have minimal pedagogical training.</li> </ul>	Building Principals	Fall, 2022
Action Step	<ul style="list-style-type: none"> <li>Actively engage veteran effective teachers in mentoring and decision-making.</li> </ul>	Building Principals	Fall 2022
Action Step	<ul style="list-style-type: none"> <li>Provide a high-quality new teacher experience, extending it into the 2nd and 3rd years as needed. (Mentors, extra PD etc...)</li> </ul>	Building Principals	Fall 2023

**What evidence will be used to determine if the retention goal is met? (Include baseline data and expected outcome)**

At present, The Mountain View School District has one faculty member of Hispanic descent. We would view any additional Hispanic/minority hires as progress toward our goal.

**Review Progress (After Baseline Year)**

**Describe progress made toward retention goal achievement and any improvements or adjustments that were made to the action plan to overcome barriers to plan success.**

**Focus Area: Increasing the number of students who pursue careers in education with an emphasis on students of minority races and ethnicities**

If multiple goals are created, copy and paste the template for each goal.

<b>Student Goal</b>	<ul style="list-style-type: none"> <li>The MVSD will create an Educators Rising student organization to create a home-grown interest in the field of education. Recruiting minority students will be emphasized.</li> <li>Develop a concurrent curriculum with local institutions of higher learning.</li> </ul>
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<b>Which of the following best describes the student goal?</b>	
<input checked="" type="checkbox"/>	New Goal
<input type="checkbox"/>	Extension of a Goal from previous year

**Action Plan**

Describe the steps your district will take over the next three years to meet the student goal. (Lines can be added for additional Action Steps)

Description	Person(s) Responsible	Target Date
<b>Action Step</b> <ul style="list-style-type: none"> <li>Have building principals in the district recruit and send to Educators Rising trainings, highly qualified staff members to begin the implementation process.</li> </ul>	<ul style="list-style-type: none"> <li>Building Principals</li> </ul>	12/15/22
<b>Action Step</b> <ul style="list-style-type: none"> <li>Develop MOU(s) with institutions of higher education to provide students the opportunity to earn the Certified Teaching Assistant (CTA) credential and implement the Arkansas Teacher Residency Model</li> </ul>	<ul style="list-style-type: none"> <li>Assistant Superintendent</li> <li>Curriculum Director</li> <li>Building Principals</li> </ul>	May, 2023
<b>Action Step</b> <ul style="list-style-type: none"> <li>Fully implement the Educators Rising Program into the MVSD.</li> </ul>	<ul style="list-style-type: none"> <li>Assistant Superintendent</li> <li>Curriculum Director</li> <li>Building Principals</li> </ul>	Fall, 2023

**What evidence will be used to determine if the student goal is met? (Include baseline data and expected outcome)**

This program will be a startup program in the Fall of 2023. Membership

**Review Progress (After Baseline Year)**

**Describe progress made toward student goal achievement and any improvements or adjustments that were made to the action plan to overcome barriers to plan success.**

# Plan Submission

**INSTRUCTIONS:** Complete this page and post on your website along with the finalized Teacher and Administrator Recruitment and Retention plan before August 1.

SCHOOL DISTRICT/CHARTER SCHOOL:	LEA NUMBER:	COUNTY:
<i>Mountain View School Dist.</i>	<i>6901</i>	<i>STONE</i>

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

COORDINATOR NAME/TITLE:	COORDINATOR TELEPHONE NUMBER/EMAIL:
<i>Mark Bush</i>	<i>820-269-3443</i> <i>mbush@mvschools.net</i>

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:	<i>Brent Howard</i>
	(Please Print)
Signatures	
<i>[Signature]</i>	<i>7-12-22</i>
Superintendent/Chief Academic Officer	Date
<i>[Signature]</i>	<i>7-12-22</i>
Board President	Date
<i>[Signature]</i>	<i>7-12-22</i>
Board Secretary	Date



