

## 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](https://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>	Promote equity through hiring a diverse staff to educate our students.
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<b>Which of the following best describes the recruitment goal?</b>	
<input type="checkbox"/>	New Goal
<input checked="" 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)

	Description	Person(s) Responsible	Target Date
<b>Action Step</b>	Benton Public Schools (BPS) promotes and maintains a competitive compensation package including an aggressive salary schedule and additional payments toward employee insurance premiums.	Kim Anderson, Superintendent Larry Smith, Assistant Superintendent Board of Directors	Ongoing
<b>Action Step</b>	Creation of recruiting materials to represent the diversity already within the district staff and students, and promote Benton Public Schools through mass marketing venues such as social media, school and district websites, and other digital platforms such as Twitter, Instagram, and Facebook.	Jennifer Bradley, Communication Coordinator	Ongoing

<b>Action Step</b>	Return to participation in various job fairs and state colleges, universities in order to recruit candidates who are graduating from college with teaching degrees and those with non-teaching degrees who may have an interest in education as a career. A particular interest will be placed on recruiting traditionally underrepresented populations.	Larry Smith, Assistant Superintendent	Ongoing
<b>Action Step</b>	Communicate with current students and staff to assist them in pursuing teacher certification under DESE's multiple pathways such as the Arkansas Residency model, and the Educators Rising model for high school students	Larry Smith, Assistant Superintendent High School Counselors and Administrators	Ongoing

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

Annual salary schedule/benefits comparison will be completed annually to determine the district's competitiveness with similar size and located districts.

Collect data on how teachers learned about open positions within our school district, including job fairs, social media posts, sponsored social media campaigns or other options.

Collect data on high school students who have graduated and gone on to higher education with intentions to become educators in the Benton School District.

Collect data on any paraprofessional educators who have participated in the Arkansas Teacher Residency model and have been hired by the Benton School District.

#### **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.**

- District raised base salary from \$41,650 to \$50,000 while maintaining yearly step increments and educational increments. We did limit yearly steps for years 1-8 to \$135/year.
- A large portion of our new employees learned by job postings on various websites and many through referrals from friends and family who teach in the district.
- We had two of our paraprofessionals who participated in the Arkansas Teacher Residency model. One was hired by the district and the other was hired by Dawson Coop for our District's ALE program housed at Angie Grant Elementary.

## 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>	Improve staff retention by embedding support systems that promote continuous improvement.
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### Which of the following best describes the retention goal?

<input type="checkbox"/>	New Goal
<input checked="" 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)

Description	Person(s) Responsible	Target Date
<b>Action Step</b>		
Strengthen our Professional Learning Communities (PLC's) for staff to feel connected, supported, and valued	Kim Anderson, Superintendent Larry Smith, Assistant Superintendent Craig Dupuy, Assistant Superintendent Stacy DeFoor, Assistant Superintendent	Ongoing
<b>Action Step</b>		
Build a culture of intentional mentoring and relationship building through our administrative team and CO meetings, and other activities	Kim Anderson, Superintendent Larry Smith, Assistant Superintendent Craig Dupuy, Assistant Superintendent Stacy DeFoor, Assistant Superintendent	Ongoing
<b>Action Step</b>		
Continue to review the district salary schedules to determine if additional funds are available for increases.	Kim Anderson, Superintendent Larry Smith, Assistant Superintendent	Ongoing

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

Survey data will be used to determine the efficacy of the PLC process and mentoring program.

Salary/Benefits comparison will be conducted annually with districts of similar size and location.

**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.**

The District has begun working through the Guiding Coalition work begun by the state at the District level. We will continue that work this year extending the number of administrators that are involved to include all District and Building level team members.

We will continue to monitor both certified and classified salary schedules to ensure that the district remains competitive with surrounding districts and make adjustments as funding permits.

**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>	Utilize staff, especially existing minority staff, to promote and encourage BPS students, especially those in underrepresented populations, to pursue teaching degrees.
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**Which of the following best describes the student goal?**

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New Goal

☒	Extension of a Goal from previous year
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### 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>	Incorporate minority staff as guest speakers within the career development and Educator Rising programs.	Craig Dupuy, Assistant Superintendent Secondary Principals and Assistant Principals Secondary Counselors	Ongoing
<b>Action Step</b>	Increase the number of BHS students in the Orientation to Teaching, especially those under-represented population students.	Craig Dupuy, Assistant Superintendent Secondary Principals and Assistant Principals Secondary Counselors	Ongoing

<b>What evidence will be used to determine if the student goal is met? (Include baseline data and expected outcome)</b>
<p><b>Enrollment in the Orientation to Teaching Classes.</b></p> <p><b>Increase the number of students participating in the Educator Rising program.</b></p> <p><b>Utilized minority staff as guest speakers within the career development and Educator Rising programs.</b></p>

### Review Progress (After Baseline Year)

<b>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.</b>
No real progress noted in this area. We will direct more focus on this goal during the upcoming school year.

# 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:
Benton School District	6302000	Saline

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:
Dr. Larry E. Smith, Assistant Superintendent	501-778- 4861/lsmith@bentonschools.org

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. Kim Anderson, Superintendent of Schools
	(Please Print)
Signatures	
<i>Dr. Kim Anderson</i>	08/01/2023
Superintendent/Chief Academic Officer	Date
<i>Mr. Paul Childress</i>	08/01/2023
Board President	Date
<i>Mr. Jarrod Hambric</i>	08/01/2023
Board Secretary	Date



## Appendix A

## Template for Required Data

Districts must include the data below as part of their Teacher and Administrator Recruitment and Retention Plan. Districts may complete the template below or download data from locations outlined on the title page in order to meet plan requirements.

<b>SY 22-23 Data</b>	<b>% American Indian</b>	<b>% Asian</b>	<b>% Black/African American</b>	<b>% Hawaiian/Pacific Islander</b>	<b>% Hispanic/Latino</b>	<b>% Two or More Races</b>	<b>% White</b>
Student Body	<b>0.21%</b>	<b>0.83%</b>	<b>9.71%</b>	<b>0.70%</b>	<b>10.20%</b>	<b>4.78%</b>	<b>74.20%</b>
Teachers	<b>0.29%</b>	<b>0.00%</b>	<b>2.25%</b>	<b>0.00%</b>	<b>1.13%</b>	<b>0.29%</b>	<b>96.05%</b>
Administrators	<b>0.00%</b>	<b>0.00%</b>	<b>0.20%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.20%</b>	<b>99.60%</b>
Residents	<b>0.00%</b>	<b>1.00%</b>	<b>7.00%</b>	<b>0.00%</b>	<b>5.00%</b>	<b>1.00%</b>	<b>86.00%</b>

<b>SY 21-22 Data</b>	<b>% American Indian</b>	<b>% Asian</b>	<b>% Black/African American</b>	<b>% Hawaiian/Pacific Islander</b>	<b>% Hispanic/Latino</b>	<b>% Two or More Races</b>	<b>% White</b>
Student Body	<b>0.27%</b>	<b>0.98%</b>	<b>9.40%</b>	<b>0.00%</b>	<b>9.86%</b>	<b>4.64%</b>	<b>74.86%</b>
Teachers	<b>0.29%</b>	<b>0.00%</b>	<b>2.30%</b>	<b>0.00%</b>	<b>0.29%</b>	<b>0.57%</b>	<b>96.39</b>
Administrators	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>100.00%</b>
Residents	<b>0.00%</b>	<b>1.00%</b>	<b>7.00%</b>	<b>0.00%</b>	<b>5.00%</b>	<b>1.00%</b>	<b>86.00%</b>

[illegible]

# Appendix B

Below are resources recommended by the Arkansas Division of Elementary and Secondary Education to support the development of a district's Teacher and Administrator Recruitment and Retention Plan.

## **Recruiting a diverse, representative educator workforce that meets the needs of all students**

- [Educator Preparation Provider Quality Report \(EPPQR\)](#)
- Diverse Educator Preparation Program Completers list- Superintendents or other officials designated by the superintendent for the purpose of recruiting faculty and staff may access the list by contacting Michael Rowland, DESE Program Advisor, [michael.rowland@ade.arkansas.gov](mailto:michael.rowland@ade.arkansas.gov)
- [The AR Human Capital Handbook](#) (see pages 17-24, 72, 65-69)
- [AR Residency Model that provides a work-based pathway to licensure](#)
- [Greater than Diamonds: Recommendations on Improving Teacher Diversity in Arkansas](#)

## **Retaining a diverse, representative educator workforce that meets the needs of all students**

- [The AR Human Capital Handbook](#) (see pages 44-49, 79)
- The Leading a High Reliability School (2018) resource to review safe, supportive, and collaborative culture indicators (see page 37-74)
- [Greater than Diamonds: Recommendations on Improving Teacher Diversity in Arkansas](#)

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

- Implement a student organization that encourages students to pursue a career in education, such as [Educators Rising](#)
- 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