

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.

Recruitment Goal	Our goal is to ensure MSD is recruiting and hiring the best candidate with a diverse background for our students and co-workers.
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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)

	Description	Person(s) Responsible	Target Date
Action Step	Enhanced and proactive outreach to applicants by posting job openings on state and local job boards for a wide range of viewers as well as the district website and social media.	Danny Brackett	Immediately and Ongoing
Action Step	Attendance at specialized hiring fairs	Danny Brackett	Spring 2023
Action Step	MSD will reach out to universities about potential graduates meeting the needs of the district	Danny Brackett, Janet Yancey, Cindy Poole	2022-2023 and ongoing

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

Analysis of the applications received and where the applicants heard about the job openings. We expect that MSD will have more diverse and highly qualified applicants to fill openings.

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.

Retention Goal

To support, train, and retain a diverse educator workforce that supports a nurturing, rewarding, and challenging learning environment.

Which of the following best describes the retention goal?



New Goal



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
Action Step	New teacher in-service provided by the district the week before school begins.	Heather Lloyd, Tim Massey, Danny Brackett, Chrystal Conrad, Leeanna Hoskinds	Immediately and Ongoing
Action Step	Develop a team for orientation and onboarding activities to engage new hires with the community.	Danny Brackett, Heather Lloyd, Tim Massey	Spring 2023

Action Step	Assign mentor in their respective school to each new employee.	Heather Lloyd, Tim Massey	Immediately and ongoing
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What evidence will be used to determine if the retention goal is met? (Include baseline data and expected outcome)

Melbourne School District's teachers average 7.31 years of teaching experience. The expected outcome is for this average number to increase. In 2021, 55.65% of the teachers in the district were considered novice teachers. As the district retains employees the percentage of novice teachers employed in the district should fall. Additional evidence would include the employee turnover rate per school and district wide.

MES teacher turnover rate was 19.44% for the 2021/2022 school year.

MHS teacher turnover rate was 12.12% for the 2021/2022 school year.

The administrator turnover rate for the district was 50% for the 2021/2022 school year.

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.

Student Goal	Encourage students to pursue careers in the field of education, with an emphasis on students of minority races and ethnicities.
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Which of the following best describes the student goal?	
<input checked="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
Action Step	Teacher Cadet Program	Janet Yancey, Taryn Hames, Danny Brackett	Immediately and ongoing
Action Step	Professional Development/Training on how to build healthy relationships with students.	Danny Brackett, Lori Loggains	Immediately, Ongoing, Summer 2023
Action Step			

What evidence will be used to determine if the student goal is met? (Include baseline data and expected outcome)
Supporting teaching as a profession and exposing the benefits to young adults or high school students should promote a higher number of students entering the education field.

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

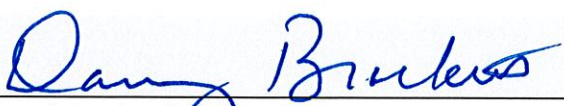
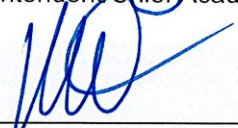
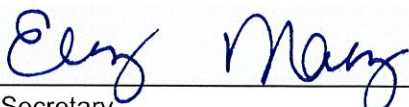
INSTRUCTIONS: Complete this page and post on your website along with the finalized Teacher and Administrator Recruitment and Retention plan before August 1.

SCHOOL DISTRICT/CHARTER SCHOOL:	LEA NUMBER:	COUNTY:
Melbourne School District	3302	Izard

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:
Lori Loggains	lori.loggains@melbourneschools.org 870-368-7070

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: Danny Brackett	
(Please Print)	
Signatures	
	7/27/22
Superintendent/Chief Academic Officer	Date
	7/27/22
Board President	Date
	7/27/22
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.

SY 21-22 Data	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
Student Body	1.125%	.375%	.75%	.125%	3%		94.625%
Teachers							100%
Administrators							100%
Residents							

Previous Yrs Data	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
20-21							
-Teachers							100%
-Admin							100%
19-20							
-Teachers							100%
-Admin							100%