

# Greenland School District

## 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>	<ul style="list-style-type: none"> <li>• Design and implement requirements and protocols for campus recruitment, interviewing, and hiring practices that engage diverse campus committees and rely on research-based practices</li> </ul>
-------------------------	---

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
<b>Action Step</b>	<ul style="list-style-type: none"> <li>○ Set clear teacher talent goals for hiring a diverse workforce</li> </ul>	District Administration	Fall 2022
<b>Action Step</b>	<ul style="list-style-type: none"> <li>○ Include specific practices in the hiring process to eliminate selection bias</li> </ul>	District Administration	Spring 2023
<b>Action Step</b>	<ul style="list-style-type: none"> <li>○ Train recruiters, hiring managers, and principals on interviewing and selection best practices for DEI</li> </ul>	District Administration	Spring 2023

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

Our baseline data is at 33% have been trained and we expect to have 100% participation in above action steps to meet this goal.

**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.**

N/A

**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**

- **Goal:** Value educators by creating schools where leaders listen, empower, and invest in teachers of color by providing informal and formal opportunities for mentorship, leadership, and feedback.

**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)

Action Step	Description	Person(s) Responsible	Target Date
Action Step	<ul style="list-style-type: none"> <li>○ <b>Praxis and Foundations of Reading support</b> provided to teachers needing support to pass licensure tests to add additional licensure areas</li> </ul>	NWAESC	Spring 2023 Spring 2024 Spring 2025
Action Step	<ul style="list-style-type: none"> <li>○ <b>Novice Teacher PD</b> - retention efforts and support for educator wellness and is expanding to increase district capacity for this work by collaborating with instructional coaches and mentors.</li> </ul>	NWAESC	Fall 2022
Action Step	<ul style="list-style-type: none"> <li>○ Work with the NWAESC Novice Teacher mentoring team to select "buddy teachers" for novices and develop local actions to retain novice teachers such as monthly novice teacher meetings in the district using local mentors and/or administrators.</li> </ul>	NWAESC	Fall 2022

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

Our baseline data includes 72% of our novice teachers have had informal and formal mentorship and feedback. We expect 100% of all 22-23 new educators to have the same opportunities.



### Review Progress (After Baseline Year)

<p align="center"><b>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.</b></p>
<p>N/A</p>

### 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>Implement student opportunities, exposures and experiences that encourage students to pursue a career in education.</li> </ul>
---------------------	---

Which of the following best describes the student 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 student goal. (Lines can be added for additional Action Steps)

	Description	Person(s) Responsible	Target Date
<b>Action Step</b>	Implement an Educator's Rising Program	Paula Bonner	Fall 2022
<b>Action Step</b>	Partner with Higher Institutions for students to earn Certified Teaching Assistant Certificate while completing Orientation to Teaching courses.	Joey Sorters/Mary Larkan	Fall 2022

<b>Action Step</b>	Encourage and schedule students to work in the District's after care program and receive compensation, that would be a segway into the Teacher Residency Model.	Paula Bonner/Jake Hardin	Fall 2022
--------------------	---	--------------------------	-----------

<b>What evidence will be used to determine if the student goal is met? (Include baseline data and expected outcome)</b>
We had 1 student participate in the After Care Program and will increase by 25% and we had 0% in the other two actions and will increase by 25%

**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>
N/A

# Appendix A

## 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 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	.56	.28	1.69	.14	7.87	5.76	83.71
Teachers	.03	0	.03	0	.01	.01	92
Administrators	0	0	0	0	0	0	100
Residents	1.80	.77	1.09	0	0	5.97	90.37

<b>Previous Yrs 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>
<b>20-21</b>							
-Teachers	.01	0	.01	0	.01	.01	.96
-Admin	0	0	0	0	0	0	100
<b>19-20</b>							
-Teachers	.01	0	0	0	.01	.01	.97
-Admin	0	0	0	0	0	0	100

# Plan Submission

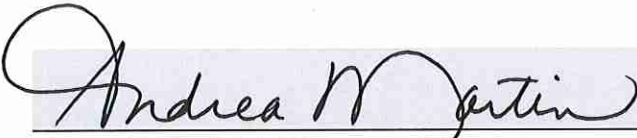

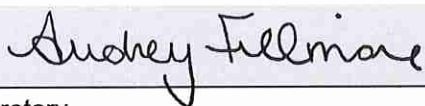
**INSTRUCTIONS:** Complete this page and post on your website along with the finalized Teacher and Administrator Recruitment and Retention plan before August 1.

SCHOOL DISTRICT/CHARTER SCHOOL:	LEA NUMBER:	COUNTY:
Greenland School District	7204000	Washington

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:
Hope Dorman, Assistant to Superintendent	479.521.2366 hdorman@greenlandisd.com

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. Andrea Martin	
	(Please Print)	
Signatures		6/27/22
	Superintendent/Chief Academic Officer	Date
		6/27/22
Board President	Date	
	6/27/22	
Board Secretary	Date	