



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@ade.arkansas.gov on or before October 15.

SCHOOL DISTRICT/CHARTER SCHOOL: Gosnell School District	ADDRESS: 600 HWY 181 Gosnell, AR 72315	COUNTY: Mississippi
TELEPHONE NUMBER: 870-532-4000		
Pursuant to A.C.A. § 6-17-1902, an employee must be designated to coordinate recruitment plan implementation.		
COORDINATOR NAME/TITLE: Elizabeth Bryce / Director of Special Services	COORDINATOR TELEPHONE NUMBER/EMAIL: 870-532-4023 / ebryce@gosnellschool.net	
The signatures below certify that the district is in compliance with Ark. Code Ann. § 6-17-1901, <i>et seq.</i> and Standard 2-A for Accreditation of Arkansas Public Schools:		
Name of Superintendent or Chief Academic Officer: <u>Bonard Mace</u> (Please Print)		
Signatures: <u>Bonard Mace</u>	<u>9-27-21</u>	Date
Superintendent		
<input type="checkbox"/> Select this box if District/Charter minority student composition is 5% or less & do not proceed further.		
<u>Donni King</u>	<u>9-27-21</u>	Date
Board President		
<u>John H.</u>	<u>9-27-21</u>	Date
Board Secretary		

Gosnell School District
2021 – 2022 Minority Teacher and Administrator Recruitment Plan

The Gosnell School District has initiated a policy for compliance with Ark. Code Ann. 6-17-1901-03 (ACT 1164, Repl. 1993). The school district will attempt to recruit minority teachers and administrators to ensure that students will have contact with a multicultural certified staff.

- **The racial composition of teachers:** 5% minority
- **The racial composition of administrators:** 0% minority
- **The racial composition of teachers hired in the past (5) years:**
 - 5% are minorities for the 2021-2022 school year
 - 4% were minorities for the 2020-2021 school year
 - 4% were minorities for the 2019-2020 school year
 - 4% were minorities for the 2018-2019 school year
 - 6% were minorities for the 2017-2018 school year
 - 4% is the minority 5 year average
- **The racial composition of administrators hired the past (5) years:**
 - 0% are minorities for the 2021-2022 school year
 - 0% were minorities for the 2020-2021 school year
 - 0% were minorities for the 2019-2020 school year
 - 0% were minorities for the 2018-2019 school year
 - 0% were minorities for the 2017-2018 school year
 - 0% is the minority 5 year average
- During the 2021-2022 school year there are 5 minority teachers and 0 minority administrators.
- **The racial composition of the present student body:**
 - 0.68% Asian
 - 21.43% African American
 - 0.17% Hawaii/Pacific Islander
 - 7.43% Hispanic or Latino
 - 0% Native American
 - 5.29% Two or More Races
 - 64.99% White
- This school year the district is slightly higher in the Asian, African American, Two or More Races, and Hawaii/Pacific Islander racial compositions. The White and Hispanic racial compositions are slightly lower. The Native American racial compositions stayed the same.

Census Data from 2020:

- **Racial composition of residents in Mississippi County:**
 - 0.5% American Indian
 - 0.5% Asian alone
 - 35.6% Black
 - 4.4% Hispanic
 - 58.1% White
 - 1.6% 2 or more Races
- **Education Data from the census:**
 - High school graduation or higher 81.1%
 - BS or higher Age 25 or above 13.8%
- **Persons in poverty 23%**
- **Median household income \$39,962**

School Choice:

Gosnell School District participates in School Choice. The District accepted 35 School Choice Students for the 2021-2022 school year.

Short-Term Goals:

1. Advertise positions with non-discrimination statement when placed in newspapers
2. Contact career/placement offices at colleges/universities or www.teacherteacher.com when it is necessary
3. Advertise on the District's website, www.gosnellschool.net
4. Advertise with Arkansas Association of Educational Administrator's (AAEA) website, <http://www.theaaca.org/>
5. Consider qualified minority applicants for employment

Long-Term Goals:

1. Utilize minority student teachers from colleges/universities
2. Encourage minority students to pursue a career in education
3. Employ qualified minority certified applicants
4. Discuss careers with secondary students

In the Gosnell School District's endeavor to attract qualified minority applicants for certified positions, the District must continue to advertise positions, accept minority student teachers, contact colleges' career/placement offices, and participate in career/employment career fairs.

Improvements needed to increase recruitment:

1. Safer living environment
2. Higher salaries

Gosnell School District may advertise administrator's position with the Arkansas Association of Educational Administrators (AAEA) <http://www.theaaca.org/>, newspapers, and career placement offices of colleges/universities. Also, www.teacherteacher.com and the school website, www.gosnellschool.net will be used for advertising.

The school will encourage minority students to pursue a career in education by:

1. Providing discussion on careers with all 10th grade students and other students during CAPS
2. Providing scholarship information to students
3. Providing grant information to students
4. Providing career fair opportunities for students
5. Utilizing minority student teachers when available

The progress of Gosnell School District's recruitment plan will be reviewed annually. The advertisements, contacts with the colleges/universities, and interviews with minority applicants will be given consideration. The school district will attempt to employ qualified minority certified applicants.