

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	Increase the number of minority applicants by 2% from the previous year. Currently, we have no minority applicants.
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Which of the following best describes the recruitment goal?	
<input checked="" type="radio"/> X	New Goal
<input type="radio"/>	Extension of a goal from the 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		
Generate a list of universities and rank them based upon minority enrolment.	Principals	October 1
Action Step		
Advertise in university papers	Principals	Fall/Spring
Action Step		
Attend Career Fairs	Principals	Fall/Spring

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

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.

Minority application data will be used to evaluate the goal. At the end of the 2022 school year, the application rate was 0%.

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 Retain 90% of teachers and administrators on staff.

Which of the following best describes the retention goal?

• **X**

New Goal

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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	Intent letters distributed the first week of February with a thirty-day return date.	Administrative Team	February 3 March 1 Annually
Action Step	Evaluate the culture of teachers and administrators with survey.	Superintendent	February 3
Action Step	Create a culture of family with respect and recognition by providing food and social media recognition of a job well done.	Building Principals	Bi-Monthly

Action Step	Recruitment and Retention Pay will be made to all staff who return to the district and are on staff as of Oct. 1, 2022. Certified staff will receive \$2500 and Classified will receive \$1500. Certified Staff who signs a contract and returns it by May 15, 2023 will receives \$1250 for certified staff and \$750 for classified staff. Certified Staff who are on staff September 1, 2023, will receive an additional \$1250 for certified staff and \$750 for classified staff.	Administrative Team	Oct. 1, 2022 May 15, 2023 Sept. 1, 2023 Amended 4/19/2023
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What evidence will be used to determine if the retention goal is met? (Include baseline data and expected outcome)

Teacher retention data will be used to evaluate the goal. At the end of the 2022 school year, the retention rate was 85%.

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	Increase the number of staff members at the Mammoth Spring School District who are graduates of Mammoth Spring School District.
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Which of the following best describes the student goal?

• **X**

New Goal

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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		
During the 2022-2023 school year, find an educator who is highly qualified to teach educator CTE classes.	Superintendent	Spring 2023
Action Step		
Advertise available staff positions to students.	Superintendent	As Positions Become Available
Action Step		
Begin Future Teacher of America Club	CTE Teacher	Fall 2022

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

Mammoth Spring employment data will be used to evaluate the goal. At the beginning of the 2023 school year, the employment of Mammoth Spring Graduates will increase by 2%.

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:
Mammoth Spring School District	2501000	Fulton

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

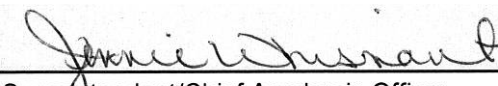
COORDINATOR NAME/TITLE:	COORDINATOR TELEPHONE NUMBER/EMAIL:
Jennie Whisnant	870-625-3612

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:
Jennie Whisnant

{Please Print}

Signatures


Superintendent/Chief Academic Officer

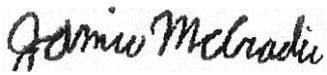
7/31/22

Date


Board President

8/1/22

Date


Board Secretary

8/1/22

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/Latin 0	% Two or More Races	% White
Student Body	.2%	.2%	.6%	0	.4%	.4%	98.2%
Teachers	1.1%	0	0	0	0	0	98.9
Administrators	0	0	0	0	0	0	100
Residents							

Previous Yrs Data	% America n Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic/Latin 0	% Two or More Races	% White
20-21							
-Teachers	1.1%	0	0	0	0	0	98.9
-Admin	0	0	0	0	0	0	100
19-20							
-Teachers	1.1%	0	0	0	0	0	98.9
-Admin	0	0	0	0	0	0	100

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

Retention Goal Retain 80% of classified staff.

Which of the following best describes the retention goal?

• **X**

New Goal

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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	Intent letters distributed the first week of February with a thirty-day return date.	Administrative Team	February 3 March 1 Annually
Action Step	Evaluate the culture of classified staff with survey.	Superintendent	May 3
Action Step	Create a culture of family with respect and recognition by providing food and social media recognition of a job well done.	Building Principals	Bi-Monthly
Action Step	Recruitment and Retention Pay will be made to classified staff who signs a contract and returns it by May 15, 2023 will receives \$1250 for classified staff. Individuals who are on staff September 1, 2023, will receive an additional \$1250.	Administrative Team	Oct. 1, 2022 May 15, 2023 Sept. 1, 2023

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

Classified retention data will be used to evaluate the goal. At the end of the 2022 school year, the retention rate was 75%.

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.