



**ARKANSAS DIVISION OF ELEMENTARY AND SECONDARY EDUCATION
TEACHER AND ADMINISTRATOR RECRUITMENT AND RETENTION**

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. Plans must include, but are not limited to the following:

- Annual goals for
 - The recruitment and retention of 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;
- The steps it will take to encourage students to pursue a career in education;
 - Steps specific to students of minority races/ethnicities;
- Teacher and administrator recruitment and retention data to show the:
 - Racial/ethnic composition of teachers/administrators employed for each of the previous three (3) years;
 - Effectiveness of the plan;
- The racial/ethnic composition of the student body and residents of the district or charter school

INSTRUCTIONS: Complete this signature page, attach it to the recruitment plan, and post it to your website before August 1.

SCHOOL DISTRICT/CHARTER SCHOOL: <p align="center">ROSE BUD SCHOOL DISTRICT</p>	ADDRESS: 121 School Rd Rose Bud, AR 72137	COUNTY: White
TELEPHONE NUMBER:		501-556-5815 x 223
Pursuant to A.C.A. § 6-17-1902, an employee must be designated to coordinate recruitment plan implementation.		
COORDINATOR NAME/TITLE: Allen Blackwell, Superintendent	COORDINATOR TELEPHONE NUMBER/EMAIL: 501-556-5815 ablackwell@rbsd.k12.ar.us	
<u>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:</u>		
Name of Superintendent or Chief Academic Officer:	Allen Blackwell <hr/>	
(Please Print)		

Signatures

July 28, 2022

Superintendent/Chief Academic Officer

Date

Rodney Hipp

July 28, 2022

Board President

Date

Luke Calhoun

July 28, 2022

Board Secretary

Date

Teacher and Administrator Recruitment and Retention Plan

ROSE BUD SCHOOL DISTRICT

Data

Current Demographics

	Students	Certified Staff	Community
Total #	740	126	2,186
White	686 (92.70%)	125 (99.21%)	1,946 (86%)
Black	5 (0.68%)	(0.00%)	0 (0.00%)
Hispanic/Latinx	41 (5.54%)	0 (0.00%)	83 (3.65%)
Asian/Pacific Isl.	1 (0.14%)	(0.00%)	11 (0.00%)
N. Amer./AK N.	5 (0.68%)	(0.00%)	36 (0.01%)
2+	2 (0.27%)	1 (0.79%)	110 (4.84%)

Certified Staff Past Three Years

	2021-2022	2020-2021	2019-2020
Total #	126	82	78
White	125 (99.21%)	80 (97.56%)	76 (97.44%)
Black	(0.00%)	(0.00%)	(0.00%)
Hispanic/Latinx	0 (0.00%)	1 (1.22%)	1 (1.28%)
Asian/Pacific Isl.	(0.00%)	(0.00%)	(0.00%)
N. Amer./AK N.	(0.00%)	(0.00%)	(0.00%)
2+	1 (0.79%)	1 (1.22%)	1 (1.28%)

Certified Staff Hired Past Three Years

	2021-2022	2020-2021	2019-2020
Total #	25	26	24
White	25 (100.00%)	26 (100.00%)	24 (100.00%)
Black	(0.00%)	(0.00%)	(0.00%)
Hispanic/Latinx	(0.00%)	(0.00%)	(0.00%)
Asian/Pacific Isl.	(0.00%)	(0.00%)	(0.00%)
N. Amer./AK N.	(0.00%)	(0.00%)	(0.00%)
2+	(0.00%)	(0.00%)	(0.00%)

Analysis and Summary of Data Collected

Patterns	Rose Bud School District has had zero students interested in the field of education upon graduation. Administration needs to explore with local 2 and 4 year colleges the possibility of offering concurrent enrollment to Introduction to Teacher and Technology in Education courses for students.
Hiring Trending to Parity	No the hiring trend does not match the make-up of the student body or community at large. The greatest reason for this is due to lack of interest in minority applicants.
Additional Data Needed	Data from applicant pool, data from number of applicants that apply based on partnerships with local universities and teacher fair opportunities
Vision of Why	Research has consistently shown that school staff that mirror the demographics of race in a community have a greater impact in their classrooms, schools, and community and that students benefit from having a teacher of color as their educator.
Additional Comments	

Teacher/Administrator Diversity Goal and Progress in Goal Attainment

Teacher/Admin Goal(s)	In order to have a diverse teacher workforce, Rose Bud School District spend a year to increase the number of applicants with ethnicity of hispanic/latino (to 4%) and those with two or more races (to 1%) to match representation of the student body.
Progress Made	Of the intern teachers from Harding University, half were minorities. District Administration attended the local career activity hosted by Wilbur D Mills Educational Cooperative for the purpose of recruiting minority staff. The 2022 Minority Report available from DESE was used to notify minority teachers of open positions at Rose Bud School District.
Improvements Needed	In order to have a diverse teacher workforce, Rose Bud School District needs to increase the number of applicants with ethnicity of hispanic/latino and those with two or more races. During the 21-22 school, the following ethnic percentages were identified by applicants for all job openings: 92% white, 3% No Response, 2% of American Indian, 1% Asian, and 1% Two or More Races.

Additional Comments

Students in Education Career Goal and Progress in Goal Attainment

Educ. Students Goal(s)	Rose Bud School District will increase the number of students interested in the field of education from 10% to 12%, with intentional efforts to identify students that match the ethnicity of the student body.
Progress Made	In order to have a diverse teacher workforce, Rose Bud School District needs to increase the number of applicants with ethnicity of hispanic/lantino and those with two or more races. During the 21-22 school, the following ethnic percentages were identified by applicants for all job openings: 92% white, 3% No Response, 2% of American Indian, 1% Asian, and 1% Two or More Races.
Improvements Needed	During the fall semester, the High School Counselor will review student success plans and college and career assessments to identify diverse students who have aptitude to be an educator. During the spring semester, district administrator, Melissa Kirkpatrick will work with area teacher preparation programs to identify and bring potential guest speakers to Rose Bud High School.

Additional Comments

Objectives, Strategies, and Activities to Use

Recruiting and Retaining Diverse Staff	Partnership with Harding and ASU Beebe systems- RBSD admin/teacher speak to educator classes about district Attend spring Career Fair days at Harding, ASU Beebe, UCA, and Arkansas Tech Use the Minority Report provided from DESE; email applicants about open positions
Encouraging Diverse Students to Pursue Education Career	Hold one session allowing a diverse guest speaker pursuing education degree to speak Review college and career readiness assessments and identified potential students interested in the field of education

Additional Comments

Action Plan

Including procedures for implementing, monitoring progress, and evaluating

Teacher/Administrator Diversity Goal

In order to have a diverse teacher workforce, Rose Bud School District spend a year to increase the number of applicants with ethnicity of hispanic/lantino (to 4%) and those with two or more races (to 1%) to match representation of the student body.

	Description	Person Responsible	Target Date
Action Step	During each semester, a district administrator will speak to 3 educator preparation classes about advantages of working in a rural district.	Melissa Kirkpatrick, District Administrator	November 2022 and April 2023
Action Step	Attend spring Career Fair days at Harding, ASU Beebe, UCA, Arkansas Tech, and Wilbur D Mills Educational Cooperative	Melissa Kirkpatrick, District Administrator	April 2023
Action Step	Minority intern teachers will be actively recruited from area institutions	Tonya Chandler, Elementary Principal Jonna Moore, High School Principal	April 2023
Action Step			

Students in Education Career Goal

Rose Bud School District will increase the number of students intereseted in the field of education from 10% to 12%, with intential effots to identify students that match the enthnicity of the student body.

	Description	Person Responsible	Target Date
Action Step	By October 2022, the high school counselor will identify potential students interested in being an educator.	Corrina Strain, High School Counselor	October 2022
Action Step	During the Spring 2023 semester, two diverse students will speak to intereseted RBHS students about being in the education prepartation program.	Melissa Kirkpatrick, District Administrator, Corrina Strain, High School Counselor	May 2023
Action Step	Continue to make minority students aware of opportunities available relative to education majors, scholarships, grants, work study programs, job opportunities, and minority demand in those areas	Corina Strain, High School Counselor	May 2023
Action Step			

Additional Comments

Optional Additional Goals**Teacher/Administrator Diversity Goal - Optional**

	Description	Person Responsible	Target Date
Action Step			
Action Step			

Action Step			
Action Step			

**Students in Education Career Goal -
Optional**

	Description	Person Responsible	Target Date
Action Step			
Action Step			
Action Step			
Action Step			

Additional Comments

	Description	Person Responsible	Target Date
Communicating to Stakeholders	Post plan on school website	Allen Blackwell	August 2022
			October 2022 and October 2023
	Annually report on progress during Annual Report to the Public	Allen Blackwell	

Additional Comments