



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: Benton School District	ADDRESS: 207 W. Conway Benton, AR 72015	COUNTY: Saline
TELEPHONE NUMBER: 501-778-4861		
Pursuant to A.C.A. § 6-17-1902, an employee must be designated to coordinate recruitment plan implementation.		
COORDINATOR NAME/TITLE: Dr. Larry E. Smith, Assistant Superintendent	COORDINATOR TELEPHONE NUMBER/EMAIL: 501-778-4861/lsmith@bentonschools.org	
<u>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:</u>		
Name of Superintendent or Chief Academic Officer: <u>Dr. Mike Skelton</u>		
(Please Print)		
Signatures: _____		
Superintendent	Date	
<input type="checkbox"/> Select this box if District/Charter minority student composition is 5% or less & do not proceed further.		
Board President	Date	
Board Secretary	Date	

The recruitment plan should include, but is not limited to, the following:

1. Data

- Racial composition of teachers and administrators

Race	Number	Percentage
African-American	10	2.49%
Asian, Native Am, HI/PI	1	0.25%
Caucasian	388	96.76%
Hispanic	2	0.50%

- Racial composition of teachers and administrators hired in the past five (5) years

Year	#African-American Staff Hired	% African-American Staff Hired	# Caucasian Staff Hired	% Caucasian Staff Hired	# Asian, Hispanic, Native Am, HI/PI Staff Hired	% Asian, Hispanic, Native Am, HI/PI Staff Hired
2017-2018	0	0%	29	100%	0	0%
2018-2019	2	6%	32	94%	0	0%
2019-2020	5	10%	39	83%	3	7%
2020-2021	1	3%	30	97%	0	0%
2021-2022	1	2.2%	45	97.8%	0	0%

- Racial composition of the current student body

Race	Number of Students	Percentage of Students
African-American	531	9.41%
Asian	48	0.85%
Hawaii/Pacific Islander	7	0.12%
Hispanic/Latine	555	9.83%
Native Am/AK Native	15	0.27%
Two or More Races	262	4.64%
Caucasian	4224	74.87%

2. Analysis and summary of data collected

Analysis of the data shows that the number of minority teachers and administrators being hired by the Benton School District decreased for the second year in a row during the 2021-20222 school year. The district has increased the number of minority hires over the past three years and will continue efforts to increase the number of minority staff members so that the staff is more reflective of the student body. We attribute the majority of the difficulty in hiring minority candidates due to the effects of the Covid 19 pandemic. We again experienced a smaller number of qualified candidates for all positions. This was even more evident in minority candidates. We were unable to attend any recruitment events due to the Covid outbreak. We had to rely on more traditional methods of recruitment such as websites, social media, etc. Unfortunately, those methods do not attract as many applicants. It is our hope that the positive cases and quarantines due to Covid will decrease significantly and allow the resumption of those events that allow us to reach a wider audience for applicants. Covid also limited our ability to conduct round robin interviews at different times during the recruiting season. This also limited the number of applicants we were able to interview. It is our intention to return to all round-robin type interviews and increase the number of applicants that can be interviewed for positions. It is also our plan to resume attendance at job fairs and other recruitment events during the coming school year.

3. Short-term goal(s) and progress in goal attainment

The Benton School District recognizes that the number of minority teachers and administrators employed by our school district needs to continue to increase and better the diversity of educational opportunities for our students. As our minority population increases, it is equally important that we offer our students a more diverse environment in terms of leadership and role models to assist in the students development. If possible we hope to return:

1. To working with a Minority Recruitment and Retention Team that will:
 - a. Aid in the recruitment of minority teachers and administrators.
 - b. Aid in determining where the candidates who we are seeking might be found.
 - c. Cultivate relationships.
 - d. Encourage minority candidates to apply.
2. To continue to increase the percentage of minority teachers, administrators, and classified personnel employed by the Benton School District.
3. To continue to develop relationships with college and university Directors of Education in an effort to help in the recruitment of minority education graduates.
4. To develop relationships with minority superintendents in other Arkansas school districts that will help refer minority teachers and administrators for employment with the Benton School District.
5. To target the recruitment of minority personnel who meet the district and state standards of qualification and certification.

6. To develop and distribute a flyer that will help highlight our community's quality of life for potential minority candidates.
7. To continue the Orientation to Teaching classes offered at Benton High School to encourage high school students to enter the education profession.
8. To crease awareness among our own teachers and administrators concerning the Benton School District's need for minority teachers and administrators.

4. Long-term goal(s) for the next ten (10) school years and progress in goal attainment

The Benton School District has a long-term goal to increase the district's percentage of minority teachers and administators in order to achieve a ratio of professional staff equal to the minority ration reflected in the student population of the district.

5. Improvements needed to increase recruitment

The Benton School District has identified five areas that need improvement in order to increase minority recruitment and retention efforts. Those areas are:

1. The overall Recruitment Process
2. The overall Retention Process
3. The overall efforts to attract, hire and retain minority candidates
4. Engagement in continous communication between the district and minority employees
5. Communication between the Benton School District and Minority Recruitment/Retention Team.

6. Objectives, strategies, and activities used in recruitment and for encouraging students to pursue a career in education

1. Objective: Develop relationships with college and university Directors of Education and actively recruit minority students.

Strategies and Activities	Person Responsible	Timeline
Generate list of target colleges and universities	Assistant Superintendent and Minority Recruitment & Retention Team	Annually (as possible due to Covid-19)
Recruiting Trips to selected colleges and universities with interested minority educational candidates for teachers and administrators	Assistant Superintendent and Minority Recruitment and Retention Team	Annually (as possible due to Covid-19)
Request minority student teachers to help increase the likelihood that we can retain those student teachers permanently.	Assistant Superintendent	Annually (as possible due to Covid-19)

2. Objective: Develop recruiting contacts with minority administrators in other Arkansas School Districts.

Strategies and Activities	Person Responsible	Timeline
Communicate with minority administrators in Arkansas Districts	Superintendent and Assistant Superintendent	On-Going
Active recruiting of minority Arkansas administrators at professional meetings and conferences	Superintendent and Assistant Superintendent	On-Going (as possible due to Covid-19)
Continue active participation in the Arkansas Association of School Personnel Administrators (ArkASPA)	Assistant Superintendent	On-Going

3. Objective: Develop a recruiting brochure that will highlight our school and the quality of life offered in our community.

Strategies and Activities	Person Responsible	Timeline
Communicate highlights of our school district	Assistant Superintendent and Technology Director	On-Going
Communicate quality of life offered in our community	Assistant Superintendent and Technology Director	On-Going

4. Objective: Encourage students to pursue a career in education.

Strategies and Activities	Person Responsible	Timeline
Actively recruit minority students and encourage them to participate in our Orientation to Teaching Classes	BHS Counselors, Advisors and Staff	Annually
Actively recruit minority students and encourage them to seek a career in the education field	BHS Counselors	Annually
Identify sources of funding to assist minority students in attending college to prepare for a career in education	BHS Counselors	Annually

7. Action plan, including procedures for implementing, monitoring progress, and evaluating

The Benton School District will implement, and evaluate this plan as written. The implementation process will include meeting the goals and objectives for the year as stated in the plan. Monitoring will include periodically checking throughout the year to make sure the goals and objectives are being implemented, and the evaluation will include assessing at the end of school the number of minority teachers/administrators we are able to hire. This will help us judge the overall success of the plan.