

BARTON SCHOOL DISTRICT MINORITY RECRUITMENT PLAN

Data

- Racial composition of teachers and administrators

Race	Number	Percentage
African-American	21	21%
Asian, Native Am, HI/PI	0	0%
Caucasian	78	79%
Hispanic	0	0%

- Racial composition of teachers and administrators hired in the past (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	2	18%	9	82%	0	0%
2018-2019	2	50%	2	50%	0	0%
2019-2020	1	10%	9	90%	0	0%
2020-2021	0	0%	10	100%	0	0%
2021-2022	4	20%	16	80%	0	0%

- Racial composition of the current student body

Race	Number of Students	Percentage of Students
African-American	214	31%
Asian	6	1%
Hawaii/Pacific Islander	0	0%
Hispanic/Latino	21	3%
Native Am/AK Native	1	.05%
Two or More Races	12	2%
Caucasian	426	63%

Analysis and summary of data collected

Analysis of the data shows that the number of minority teachers and administrators being hired by the Barton School District increased during the 2021-2022 school year. The district 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 difficulty in hiring minority candidates due to the effects of the Covid-19 pandemic. There was also a small number of qualified candidates for all positions. This was more evident in minority candidates. Career fairs around the state were not as easily accessible due to the pandemic. The district hopes that the cases will decrease allowing more in person recruitment events to reach more qualified candidates. It is also our plan to resume attendance at job fairs and recruitment events during the coming school year.

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

The Barton School District recognizes that the number of minority teachers and administrators employed by our district needs to continue to increase and better the diversity of educational opportunities for our students. The district also recognizes the culture, community, and student population is changing. If possible, BSD hopes to return:

1. To working with a Minority Recruitment and Retention Team.
2. To continue to increase the percentage of minority teachers, administrators, and classified personnel employed by the Barton School District.
3. To attend job fairs to recruit minority candidates
4. To provide a certified mentor to newly hired teachers (Marigold teachers)
5. To work with the school counselors to encourage minority students to pursue a career in education.
6. To develop and distribute a flyer that will help highlight our community's quality of life for potential minority candidates.
7. To increase awareness among our own teachers and administrators of the need for minority teachers and administrators.

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

Barton School District has a long term-goal to increase minority teachers to lessen the disparity between the students, staff, and community. Data will reflect the ratio of professional staff to minority student population through the consistent efforts to recruit. The person responsible for these efforts is the district's superintendent.

Improvements needed to increase recruitment with objectives, strategies, and activities and an action plan including procedures for implementing, monitoring progress and evaluating

Barton School District's staff will attend job fairs seeking minority teachers and administrators. Vacancies will be advertised in high minority areas as well as on our website. BSD will utilize the Arkansas Association of Educational Administrators (School Spring website to advertise career opportunities in the state and nation) BSD will also use "Handshake" in connection with college and universities throughout the state of Arkansas. As teachers are hired in the Barton School District, mentors will be assigned to support the new teachers. The goal is to retain the new teacher for many years. Minority students are encouraged to pursue careers in education due to the shortage of minority teachers. College recruiters, college fairs, and school counselors are all used to encourage education as a career choice. Barton School District will implement and evaluate this plan as written. Monitoring will include checking throughout the year to make sure goals and objectives are being implemented, and the evaluation include assessing at the end of the school year the number of minority teachers/administrators we are able to hire.