

Riverview School District

Teacher and Administrator Recruitment and Retention Plan

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	The Riverview School District will have a minority teacher/administrator ratio equal percentage of minority students in the district by 2026.
-------------------------	---

Which of the following best describes the recruitment goal?	
<input checked="" type="checkbox"/>	New Goal
<input type="checkbox"/>	Extension of a goal from 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	Participate in job fairs/ education fairs at colleges and communities with minority population	Susan Blockburger	annually
Action Step	Send posting of job opportunities to education department of state colleges with a diverse student population.	Susan Blockburger	annually
Action Step			

What evidence will be used to determine if the recruitment goal is met? (Include baseline data and expected outcome)
We will collect data on how many applicants we receive for positions. RSD had <u>82</u> applicants for <u>13</u> positions posted for the 2022-2023 school year. RSD hired <u>13</u> personnel for the 22-23 school year.

Review Progress (After Baseline Year)

<p>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.</p>

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	The Riverview School District will reduce its attrition rate by 5% each year and be at the current state average attrition rate of 17.37 by 2024-2025 school year.
-----------------------	--

Which of the following best describes the retention goal?	
<input checked="" type="checkbox"/>	New Goal
<input type="checkbox"/>	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	Develop a New RSD Teacher program for professional development and training	Susan Blockburger	Aug 8-10, 2022
Action Step	Evaluate and revise as needed the Teacher of the Year and a Classified Staff member of the year recognition.	Workforce focus strategic planning committee: Chair Tracy Massey & Stuart Hill	Annually
Action Step			

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

For the 21-22 school year, we have had 10 certified resignations and 1 classified resignations. For the 21-22 school year, RSD had 3 certified personnel retire and 2 classified personnel retire.

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

Riverview School District will increase number of students by 10% who continue their education to pursue a career in education by 2025.

Which of the following best describes the student goal?



New Goal



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)

Action Step	Description	Person(s) Responsible	Target Date
Action Step	Develop plan to add CTE pathway for education into our high school master schedule or to join Teacher Residency model program at ASU Beebe	Stuart Hill	Fall 23
Action Step	Career Development course in RJHS will include in curriculum covering teacher shortages, and teaching as a career option.	Adelle Morris	Annually
Action Step	Counselor will advise senior and junior students of availability of scholarships in pursuit of a teaching certification	Megan White	Annually

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

lesson plans, observations, and master schedule development plans and agendas.

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: Riverview School District	LEA NUMBER: 7307000	COUNTY: White
--	----------------------------	----------------------

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

COORDINATOR NAME/TITLE: Susan Blockburger/ Assistant Superintendent	COORDINATOR TELEPHONE NUMBER/EMAIL: 501-279-0540/susan.blockburger@riverviewsd.org
--	---

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:

Signatures	Name of Superintendent or Chief Academic Officer: Stan Stratton (Please Print)
	 Superintendent/Chief Academic Officer
	 Board President
	 Board Secretary
	<p>7/21/22 Date</p> <p>7-21-22 Date</p> <p>7-21-22 Date</p>

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/Latino	% Two or More Races	% White
Student Body	0.0868	0.4344	9.47	0.0863	14.596	7.2111	68.1146
Teachers	0	0	3.23	0	2.42	1.62	92.75
Administrators	0	0	0	0	0	0	100
Residents	0.7	0.9	4.6	0.1	4.4	2.0	87.7

Previous Yrs Data	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
20-21							
-Teachers	0	0	4.95	0	2.97	1.98	90.1
-Admin	0	0	0	0	0	0	100
19-20							
-Teachers	0	0	4.86	0	3.89	1.95	89.32
-Admin	0	0	0	0	0	0	100

Appendix B

Below are resources recommended by the Arkansas Division of Elementary and Secondary Education to support the development of a district's Teacher and Administrator Recruitment and Retention Plan.

Example Teacher and Administrator Recruitment and Retention Plan (Link here once complete)

Recruiting a diverse, representative educator workforce that meets the needs of all students

- [Educator Preparation Provider Quality Report \(EPPQR\)](#)
- Diverse Educator Preparation Program Completers list (link to CM when published)
- [The AR Human Capital Handbook](#) (see pages 17-24, 72, 65-69)
- [AR Residency Model that provides a work-based pathway to licensure](#)
- [Greater than Diamonds: Recommendations on Improving Teacher Diversity in Arkansas](#)

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

- [The AR Human Capital Handbook](#) (see pages 44-49, 79)
- The Leading a High Reliability School (2018) resource to review safe, supportive, and collaborative culture indicators (see page 37-74)
- [Greater than Diamonds: Recommendations on Improving Teacher Diversity in Arkansas](#)

Increasing the number of students who pursue careers in education with an emphasis on students of minority races and ethnicities

- Implement a student organization that encourages students to pursue a career in education, such as [Educators Rising](#)
- Develop MOU(s) with institutions of higher education to provide students the opportunity to earn the Certified Teaching Assistant (CTA) credential and implement the Arkansas Teacher Residency Model