

## ARKANSAS DIVISION OF ELEMENTARY AND SECONDARY EDUCATION TEACHER AND ADMINISTRATOR RECRUITMENT AND RETENTION PLAN

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. An employee must be designated to coordinate the implementation of the plan. Plans must be reviewed and updated annually and must include, but are not limited to, the following:

- Annual goals for
  - Recruiting and Retaining* 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;
- Local data related to educator recruitment and retention

The plan **must include** the following local data:

### Racial/ethnic composition of the

- Student body of the district or charter school (21-22 school year) - [LEA Insights > Enrollment](#)
- Teachers employed (previous 3 school years) - [LEA Insights > Human Capital > Overview > Certified Teaching Staff](#)
- Administrators employed (previous 3 school years) - [eFinance > Personnel > Job Assignment > Administrator Counts](#) or [LEA Insights > Human Capital > Overview > Staff Details > Search by Job Code](#)
- Residents of the district or charter school (most current data) - [State Census Data](#)

**Note:** Fillable data tables are provided in Appendix A. Districts can also download data from the locations provided above to meet the data requirements of the plan.

Districts are **encouraged** to review the additional data points below in order to justify goals or evaluate effectiveness of actions.

### Racial/ethnic composition of the:

- Teacher and administrator applicant pool
- Teachers and administrators hired
- Teachers leaving the district (attrition)

### Racial/ethnic composition of the:

- % of student population enrolled in DCTE Pre-Educator program-[CTE Coordinator](#)
- % of student population participating as active members of Educators Rising-[CTE Coordinator](#)
- % of student population who receive the Certified Teaching Assistant (CTA) credential-[CTE Coordinator](#)
- % of student population indicating education as a career choice in [Student Success Plans](#)

### Data Related to Teacher Quality

- Years of experience
  - % of novice teachers-[LEA Insights > Human Capital > Overview](#)
  - Average years of experience- [LEA Insights > Human Capital > Overview](#)
- Teacher Attainment

- Teachers with master's degrees or higher- [LEA Insights>Human Capital>Public Educators](#)
- National Board Certified Teachers- [LEA Insights>Human Capital>National Board Certified Teachers](#)
- Teachers with Lead/Master designations- [LEA Insights>Human Capital>Public Educators](#)
- Licensure exception data- [LEA Insights>Human Capital>License Types and Exceptions](#)
- Overall attrition-[LEA Insights>Human Capital>Attrition](#)

**Student Growth and Achievement Data**

- Student assessment data-[myschoolinfo.arkansas.gov](https://myschoolinfo.arkansas.gov)>select district>custom report>student assessment

**All plans must reflect data analysis.**

## 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.

<b>Recruitment Goal</b>	Increase the number of minority staff members and administrators within the district and develop a staff and administrative team that mirrors the school and community population.
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Which of the following best describes the recruitment goal?	
<input type="checkbox"/>	New Goal
<input checked="" 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
<b>Action Step</b>	Participate in career fairs that are held in areas where minority populations are the greatest in the state.	Dr. Lori Edgin	On going
<b>Action Step</b>	Increase communication among the school board, community, and staff to express the need for increase in minority representation in our district.	Dr. Lori Edgin Stacey Webb Lindsay Riedmueller Chris Taylor	On going
<b>Action Step</b>	Increase visibility of job vacancy postings to gather a more diverse pool of applicants.	Dr. Lori Edgin Sherry Roberson	On going

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

Increase in minority applicant pool

Increase in community, staff and school board awareness of the need for diversity.

**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.**

**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.

<b>Retention Goal</b>	To retain all minority staff members while seeking to hire additional minority staff members.
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**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
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<b>Action Step</b>	Build a culture of intentional mentoring and relationship building.	Lori Edgin, Superintendent	On going
<b>Action Step</b>	Strengthen PLC's so staff feels supported and valued.	Tyger Sims, Curriculum Coordinator	On going
<b>Action Step</b>	Consistently review salary schedules to find funds for increases	Lori Edgin, Superintendent	On going

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

Survey and feedback loops will be utilized

Salary comparisons

**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.

<b>Student Goal</b>	
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<b>Which of the following best describes the student goal?</b>	
<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 student goal. (Lines can be added for additional Action Steps)

	Description	Person(s) Responsible	Target Date
<b>Action Step</b>	Identify students that are interested in pursuing a career in education		
<b>Action Step</b>	Provide more class offerings or connections within current class offerings that enforce a career in education		
<b>Action Step</b>	Utilize school counselor to educate and provide student and parent resources regarding careers in education		

<b>What evidence will be used to determine if the student goal is met? (Include baseline data and expected outcome)</b>
<p><b>Increased career fair participation</b></p> <p>Career inventories results</p> <p><b>Increased participation in curriculum connections of future educators</b></p>

**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:
Atkins School District	5801000	Pope

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:
Dr. Lori Edgin, Superintendent	479-641-7871

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:	Dr. Lori Edgin
		(Please Print)
	Superintendent/Chief Academic Officer	Date
	Board President	Date
	Board Secretary	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.

<b>SY 21-22 Data</b>	<b>% American Indian</b>	<b>% Asian</b>	<b>% Black/African American</b>	<b>% Hawaiian/Pacific Islander</b>	<b>% Hispanic/Latino</b>	<b>% Two or More Races</b>	<b>% White</b>
Student Body	0.4305	0	1.7222	0.1076	2.4757	2.0452	93.2185
Teachers	0	0	0	0	0	0	100
Administrators	0	0	0	0	0	0	100
Residents	0	0	1.4	0	3.7	5.2	92.9

<b>Previous Yrs Data</b>	<b>% American Indian</b>	<b>% Asian</b>	<b>% Black/African American</b>	<b>% Hawaiian/Pacific Islander</b>	<b>% Hispanic/Latino</b>	<b>% Two or More Races</b>	<b>% White</b>
<b>20-21</b>							
-Teachers	0	0	0	0	0	0	100
-Admin	0	0	0	0	0	0	100
<b>19-20</b>							
-Teachers	0	0	0	0	0	0	100
-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.

## **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- Superintendents or other officials designated by the superintendent for the purpose of recruiting faculty and staff may access the list by contacting Michael Rowland, DESE Program Advisor, [michael.rowland@ade.arkansas.gov](mailto:michael.rowland@ade.arkansas.gov)
- [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