Osceola School District's 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	*As recruitment and retention of top talent becomes more challenging and competitive,OSD will continue to utilize grants and other programs to recruit the most reputable talent from across the region and state to help improve the academic outcomes of all students. A Grow Your Own Model will be implemented to address the need for waiver teachers, administrators, and/or any district personnel to grow in the profession. There is a need for certified teachers, leaders, and/or personnel in the state. Waiver teachers , leaders, and/or personnel are hired because of the need to place highly effective teachers in front of students with the expectation to attain a teaching certification in education.*

Which of the following best describes the recruitment 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 recruitment goal. (Lines can be added for additional Action Steps)

	Description	**Person(s) Responsible**	**Target Date**
Action Step	Culturally relevant Professional Development embedded into PLC meetings	-Administrators on each campus (5 campuses) -Center for Strategic Leadership (CSL) -National Institute for Excellent Teaching (NIET) -The New Teacher Project (TNTP) -Solution Tree	Monthly
Action Step	Teacher Wellness activities	-Central Office	Weekly

		-Solution Tree	
Action Step	Build the capacity of all Novice Teachers with PD just for their unique needs	-CSL -TNTP -Crowley's Ridge Co-Op -Campbell Ward Consulting	2nd Monday of every month
Action Step	Provide incentives such as sign on bonuses, performance incentives, and recruitment bonuses	-HR Director -Federal Programs Coordinator -Central Office -CSL	End of each Semester
Action Step	Create a competitive Salary Schedule that will attract talent to the district.	-School Board -Superintendent -District Treasurer	Continuously Evaluating

What evidence will be used to determine if the recruitment goal is met? (Include baseline data and expected outcome)
-End of year job postings **-Stay Interviews** **-Exit Interviews** **-Job satisfaction surveys** **-Student Growth on interim Assessments and End of year Assessments** **-School Choice numbers**

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.

Retention Goal	*Internal candidates who demonstrate strong competencies for leadership roles are highly sought after as they are well positioned to address specific District needs. This will be accomplished through a Grow your Own Model. OSD will provide opportunities for staff to transition to various teacher and leadership roles the district will offer, resulting in an 85% retention of teachers and 90% of administrators.*

Which of the following best describes the retention 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 retention goal. (Lines can be added for additional Action Steps)

	Description	**Person(s) Responsible**	**Target Date**
Action Step	Culturally relevant Professional Development embedded into PLC meetings	-Administrators on each campus (5 campuses) -Center for Strategic Leadership (CSL) -National Institute for Excellent Teaching (NIET) -The New Teacher Project (TNTP) -Solution Tree	Monthly
Action Step	Teacher Wellness activities (i.e. wellness rooms, book studies 180 days of self-care,	-Central Office -Building Administrators -Solution Tree	Weekly

Action Step	Provide incentives such as sign on bonuses, performance incentives, and recruitment bonuses, National Board certifications)	-HR Director -Federal Programs Coordinator -Central Office -CSL -School Board	2nd Monday of every month
Action Step			

What evidence will be used to determine if the retention goal is met? (Include baseline data and expected outcome)
-End of year job postings **-Stay Interviews** **-Exit Interviews** **-Job satisfaction surveys** **-Student Growth on interim Assessments and End of year Assessments** **-School Choice numbers**

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	Inform senior high students who are interested in pursuing a teacher career of financial aid, scholarship offerings, and loan forgiveness opportunities for teachers to attract 7-10 potential candidates for the teacher workforce upon the completion of their college career.

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)

	Description	**Person(s) Responsible**	**Target Date**
Action Step	Partner with a Higher Education Institution who offers the teacher certification	-Superintendent -College and Career Coach	September 2022
Action Step	Assign identified students to mentors in the district to create an understanding of the profession.	-College and Career Coach -Principals	October 2022
Action Step	Implement EdRising Program	-Superintendent -HS Principal -HS Counselor	June 2023
Action Step	Check-in with the future educators to check on their progress and intentions.	-College and Career Coach	Quarterly

What evidence will be used to determine if the student goal is met? (Include baseline data and expected outcome)
-Candidates stay enrolled in the teacher prep program every semester **-We get those applicants to come back and serve as teachers**

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

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:
Osceola School District	4713000	Mississippi

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. Renata Bryant	rbryant@osd1.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:

Name of Superintendent or Chief Academic Officer: Dr. Toriano Green
(Please Print)

Signatures

Dr. Toriano Green — 7/28/22
Superintendent/Chief Academic Officer — Date

Kristain Redmon — 7/28/22
Board President — Date

[signature] — 7/28/22
Board Secretary — Date

Appendix A

Template for Required Data

Download data from LEA Insights. The tables are optional.

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	0.0	0.6	80.6	0.0	2.2	5.3	11.3
Teachers	0.0	0.0	49	0.0	0.0	0.0	51
Administrators	0.0	8.5	91.5	0.0	0.0	0.0	0.0
Residents	0.0	0.0	100	0	0	0	0

Previous Yrs Data	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
20-21							
-Teachers	0.0	0.0	44	0.0	0.0	0.0	53
-Admin	0.0	0.0	43	0.0	0.0	0.0	57
19-20							
-Teachers	0.0	0.0	44	0.0	0.0	0.0	56
-Admin	0.0	0.0	50	0.0	0.0	0.0	50