

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



WATSON CHAPEL SCHOOL DISTRICT

**TEACHER AND ADMINISTRATOR
RECRUITMENT AND RETENTION PLAN**

2023-2024

Mr. Tom Wilson, Superintendent

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	Increase the percentage of certified minority employees within the Watson Chapel School District to actively reflect the racial and ethnic diversity of the students through effectively monitoring and implementing the strategies in the recruitment plan.
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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
Action Step	Strengthen partnerships with universities whose student enrollment reflects a large percentage of minority students and post open teaching positions at those campuses.	Dee Davis, Assistant Superintendent Karleigh Crow, Human Resources	2023-2026
Action Step	Provide praxis support (study groups), test reimbursement for all content areas Provide Saturday job embedded PD for all non-licensed staff.	Dee Davis, Assistant Superintendent	2023-2026

Action Step	Provide on-going training	Dee Davis, Assistant Superintendent Karleigh Crow, Human Resources	2024-2027
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What evidence will be used to determine if the recruitment goal is met? (Include baseline data and expected outcome)

A detailed recruitment and retention plan approved by the board will be in place in alignment with Watson Chapel School District strategic plan for staff empowerment and student success.

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.

Monitoring Progress:
 A review will be conducted of the composition of the staff before hiring
 Applications will be monitored for minority applicants for each posted position
 The plan will be adjusted, according to the application results

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	All teachers employed under a waiver will demonstrate adequate annual progress towards obtaining standard certification.
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Which of the following best describes the retention goal?

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 New Goal

<input type="checkbox"/>	Extension of a Goal from previous year
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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	Require all non-licensed teachers to submit documentation (each semester) to support progress toward meeting standard licensure attainment.	Dee Davis, Assistant Superintendent Karleigh Crow, Human Resources	
Action Step	The district will encourage minorities with leadership abilities to pursue a career in educational administration.	Karleigh Crow, Human Resources	
Action Step	The district will encourage minorities with leadership abilities to pursue a career in educational administration.	Karleigh Crow, Human Resources Principals	

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

Staffing analysis annually will track retention and progress towards certification success.

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.

N/A – New goal

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

The Watson Chapel School District will increase the number of students that enrolled in the Educator Rising program by 5%

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	Provide opportunities for students to learn (field lessons) the benefits of pursuing a degree in education. (this will include collaboration with campus counselors)	Secondary Counselors Secondary Principals Career Coach	2023-2026
Action Step	Allocate funds to pay for ParaPro Assessment for students enrolled in the Educator Rising Program	Kerri McNeal, CTE Coordinator	2023-2026
Action Step	Increase enrollment in Educator Rising class	Secondary Counselors Secondary Principals Career Coach	2023-2026

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

During the 2022-23 school year we had 17 students enrolled in the Educators Rising program. We will look at data this year to ensure it has increased by 5%.

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.



**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@arkansas.gov on or before October 15.

SCHOOL DISTRICT/CHARTER SCHOOL: Watson Chapel School District	ADDRESS: 4100 S Camden Rd Pine Bluff, AR 71603	COUNTY: Jefferson
TELEPHONE NUMBER: (870) 879-0220		
Pursuant to A.C.A. § 6-17-1902, an employee must be designated to coordinate recruitment plan implementation.		
COORDINATOR NAME/TITLE: Kerri Williams, Federal Program Coordinator	COORDINATOR TELEPHONE NUMBER/EMAIL: (870) 879-0220/kwilliams@wcmail.k12.ar.us	
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:		
Name of Superintendent or Chief Academic Officer: <u>Tom Wilson</u> (Please Print)		
Signatures: <u>[Signature]</u> Superintendent		<u>7/13/23</u> Date
<input type="checkbox"/> Select this box if District/Charter minority student composition is 5% or less & do not proceed further.		
<u>[Signature]</u> Board President		<u>7-13-23</u> Date
<u>[Signature]</u> Board Secretary		<u>7-13-23</u> 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.

SY 22-23 Data	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
Student Body	0	0.79%	85.66%	0.06%	1.76%	1.59%	10.15%
Teachers	0	0	65%	0	0	0	35%
Administrators	0	0	66%	0	0	0	34%
Residents	0.3%	0.9%	76%	0.6%	1.4%	1.9%	19.1%

Previous Yrs Data	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
21-22							
-Teachers	0	0	54%	0	0	0	46%
-Admin	0	0	61.5%	0	0	0	38.5%
20-21							
-Teachers	0	0	54%	0	0	0	46%
-Admin	0	0	71%	0	0	0	29%