

**ARKANSAS DIVISION OF ELEMENTARY AND SECONDARY EDUCATION  
TEACHER AND ADMINISTRATOR RECRUITMENT AND RETENTION PLAN  
SHERIDAN SCHOOL DISTRICT  
July 2023**

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](#)>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>	Recruit a diverse, representative educator workforce that meets the needs of all students. The Sheridan School District will increase the number of certified Hispanic/Latino and Black African American by 2% by August 2025.
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#### Which of the following best describes the recruitment goal?

	New Goal
<b>x</b>	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>	Will promote the benefits and opportunities for the Sheridan School District through mass marketing such as social media, webpage, and digital platforms.	Andy Mayberry	Ongoing
<b>Action Step</b>	Will create recruiting materials to represent the diversity of the Sheridan School District's student population.	Andy Mayberry	Ongoing
<b>Action Step</b>	Actively recruit in job/career fairs for qualified candidates for all certified positions, especially underrepresented populations.	Andy Mayberry Lincoln Daniels Chad Pitts	Ongoing
<b>Action Step</b>	Will promote benefits and opportunities to current classified staff and students to pursue a teaching certification under the Arkansas Teacher Residency Model and CTA/Educator Rising.	Andy Mayberry Lincoln Daniels Chad Pitts Blaine Alexander	Ongoing

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

86.12% of the SSD student body are Caucasian and 99.86% of teachers are Caucasian. Based on District teacher data, there will be a decrease in the percent of Caucasian certified staff from 99.86% to 97.86% with the increase in diversity percent including Black/African American and Hispanic/Latino teachers/administrators.

#### 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.**

There was a 1.7% increase in diversity including Black/African American and Hispanic/Latino teachers from the 2022-2023 school year to the beginning of the 2023-2024 school year.

### 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>	Increase the retention percentage of all certified staff members, especially those from underrepresented populations.
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**Which of the following best describes the retention goal?**

	New Goal
X	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
<b>Action Step</b>	Celebrate success of staff and students through social media (especially those from underrepresented populations).	Andy Mayberry	Ongoing

<b>Action Step</b>	Continue to review the salaries of the district staff and analyze if funding is available for an increase.	Karla Neathery Cris Bolin	Ongoing
<b>Action Step</b>	Continue to support and expand our mentoring and support system for new certified employees.	Lincoln Daniels Chad Pitts Alisa Gray	Ongoing

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

Salary Comparisons will be conducted annually.  
Certified staff retention numbers will be conducted annually.

#### 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.**

SSD meets the current salary requirements set forth from the Learns ACT.

### 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>	Increase the number of students who pursue careers in education with an emphasis on students from underrepresented populations. The Sheridan School District will increase the number of Black/African American and Hispanic/Latino students indicating they are pursuing a degree in education by 5% by June 2025.
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**Which of the following best describes the student goal?**

	New Goal
<b>X</b>	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 student goal. (Lines can be added for additional Action Steps)

	Description	Person(s) Responsible	Target Date
Action Step	Encourage participation of Sheridan High School Students, especially those from underrepresented populations in the Educators Rising program.	Chad Pitts Blaine Alexander Secondary Counselors	Ongoing
Action Step	Students will continue to compete at district, state, and appropriate national level competitions.	Chad Pitts Blaine Alexander	Ongoing
Action Step	Promote the success and experiences of students currently enrolled in the Educators Rising Program.	Andy Mayberry	Ongoing

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

Percentage of students from identified populations enrolled in the program will increase.  
Communication and interaction with students who have identified education as a career of interest will increase.  
Incorporate diverse guest speakers within the career development and Educators Rising programs.

### 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.**

Five students participated in the Educators Rising program. Twenty Percent (20%) of the students enrolled in this program were from minority races or ethnicities.

# Plan Submission

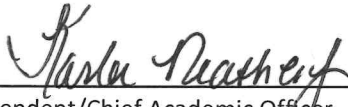
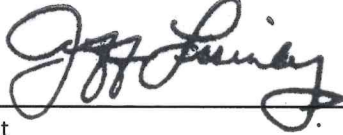
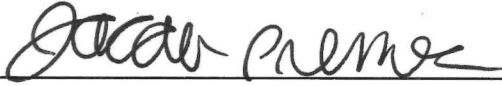
**INSTRUCTIONS:** Complete this page and post on your website along with the finalized Teacher and Administrator Recruitment and Retention plan before August 1.

SCHOOL DISTRICT/CHARTER SCHOOL:	LEA NUMBER:	COUNTY:
Sheridan School District	2705000	GRANT

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:
LINCOLN DANIELS/DEPUTY SUPERINTENDENT	(870) 942-3135 lincolndaniels@sheridanschools.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. KARLA NEATHERY
	(Please Print)
Signatures	
	7-30-23
Superintendent/Chief Academic Officer	Date
	7/27/23
Board President	Date
	7/27/23
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 22-23 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	.16	1.15	2.55	0	7.43	4.08	84.63
Teachers	0	0	.95	0	.31	0	98.72
Administrators	0	0	0	0	0	0	100
Residents	0.4	.2	3.1	0	1.6	.9	95.2

<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	.24	1.38	2.69	0	6.53	3.05	86.12
Teachers	0	0	0.13	0	0.003	0	99.86
Administrators	0	0	0	0	0	0	100
Residents	0.1	1.3	3.1	0.1	3.6	1.7	90.2

<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	0.004	0	0.004	0	99.1
-Admin	0	0	0	0	0	0	100
<b>19-20</b>							
-Teachers	0	0	0.008	0	0.004	0	98.7
-Admin	0	0	0	0	0.076	0	92.3

# 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