

Three Year Action Plan

Diverse Educator Workforce Plan

Nashville School District

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

Recruitment Goal	The Nashville School District is committed to the principle of equal employment opportunities regardless of their diverse origin. The district will work towards achieving and maintaining a significant representation of minorities in the district's educator workforce.
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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

	Description	Person(s) Responsible	Target Date
Action Step	Arkansas colleges/universities will be contacted when a vacancy occurs. Placement offices at the various colleges will be notified that the district is actively recruiting minority staff.	Douglas Graham-Superintendent Tate Gordon- Assistant Superintendent	June 22, 2022 - Ongoing
Action Step	The district will send a representative to college/university "Career Days, Teacher's Fairs, etc." to contact minority students entering the field of education.	Douglas Graham-Superintendent Tate Gordon- Assistant Superintendent	June 22, 2022 - Ongoing
Action Step	Qualified minority applicants will be invited to visit the community and will be granted a personal interview by the district interview team for open positions in the district's workforce.	Douglas Graham-Superintendent Tate Gordon- Assistant Superintendent	June 22, 2022 - Ongoing

<p>What evidence will be used to determine if the recruitment goal has been met? (Include baseline data and expected outcome)</p>
<p>The Nashville School District's Administrative Team will meet prior to the end of each school year to discuss the overall ethnicity ratio among our current staff as it pertains to our student population within the district. Data collected from at each campus will be disaggregated to give our team of administrators a breakdown of the percentage of the district's educational workforce that are from different diverse backgrounds, including race and gender.</p>

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

Retention Goal	<p>The Nashville School District continues to work hard to retain teachers in our educator workforce from different diverse origins. The district's leadership team understands the importance, as well as the benefits that all students in our district will gain from having a teaching force that is diverse at each campus. The goal for our district is to hire and retain qualified applicants from diverse backgrounds on each campus within the Nashville School District.</p>
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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	

	Description	Person(s) Responsible	Target Date
Action Step	The NSD will continue improving a positive school climate and culture that is inviting for all	Building Principals	June 22, 2022 - Ongoing

	teachers of diversity and color.		
Action Step	Building administrators will research and implement a site leadership model that helps strengthen and that provides leadership roles to our staff who can help foster strong relationships among teachers of color within the district.	Building Principals	June 22, 2022 - Ongoing
Action Step	Each campus will provide professional learning opportunities for our teachers from diverse backgrounds that will help support them as they grow professionally as educators within the NSD.	Building Principals	June 22, 2022 - Ongoing

What evidence will be used to determine if the retention goal is met?

Each campus will do a workforce survey among their staff to receive feedback about their building's climate, culture, leadership models being used, and receive feedback about professional learning opportunities needed at each campus/grade level.

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

Student Goal	The Nashville School District strives to promote and encourage minority students to pursue a degree in education. Educating our students of the benefits and rewards of becoming a qualified teacher has become a priority of the district.
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Which of the following best describes the student 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 student goal.

	Description	Person(s) Responsible	Target Date
Action Step	Identify students early who have interest of going to college to pursue a bachelor's degree in education. Building leader will provide these students with the positive benefits and rewards that our teachers receive.	Secondary Building Principals	June 22, 2022 - Ongoing
Action Step	Educate potential teaching candidates about the Arkansas Teacher Retirement System.	Secondary Building Principals	June 22, 2022 - Ongoing
Action Step	Educate students about the student loan forgiveness options for educators who get the undergraduate degree, as well as a degree beyond their bachelor's degree.	Secondary Building Principals	June 22, 2022 - Ongoing

What evidence will be used to determine if the student goal is met?

The principals at the secondary grade levels will begin tracking Nashville High School graduates who are pursuing a degree in education. These students will be identified during their 10th grade year at NHS. Those students that have been identified will be tracked after graduation throughout their years at the University/College that they are enrolled in. This process will help district/building leaders see how many home-grown students completed their BSE. Identifying these students early will allow our administrative team the opportunity to recruit former students, back home, to teach at their alma mater.

SCHOOL DISTRICT/CHARTER SCHOOL:	LEA NUMBER:	COUNTY:
Nashville School District	3105	Howard

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:
Tate Gordon, Assistant Superintendent	870-845-3425 tate.gordon@nashvillesd.com

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:		Douglas Graham	<i>Douglas Graham</i>	
			(Please Print)	
Signatures	Douglas Graham	<i>Douglas Graham</i>		7-24-22
	Superintendent/Chief Academic Officer			Date
	Tem Gunter	<i>Tem Gunter</i>		7-24-22
	Board President			Date
	David Hilliard	<i>David Hilliard</i>		7-24-22
	Board Secretary			Date

SY 21-22 Data	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
Student Body	.37%	.47%	22 %	.15%	25%	.01%	52%
Teachers	0%	.7%	2.8%	0%	1.4%	0%	95.1%
Administrators	0%	0%	0%	0%	0%	0%	100%
Residents	.55%	1.88%	33.72%	.15%	12.48%	4.22%	47%

SY 2020-21 Data

Previous Yrs. Data	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
-Teachers	0%	.55ind%	1.1%	0%	.55%	0%	97.8%
-Admin	0%	0%	0%	0%	0%	0%	100%
SY 2019-20 Data							
-Teachers	0%	.68%	2.70%	0%	.68%	0%	95.94%
-Admin	0%	0%	0%	05	0%	0%	100%

