

Three-Year Action Plan

Diverse Educator Workforce

Nashville School District

2023-24

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	The Nashville School District (NSD) is committed to an equal employment opportunity for all, regardless of race, color, or national origin. The NSD will work toward achieving and maintaining a significant representation of minorities in the district's staffing.
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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 the 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	Arkansas colleges and universities will be contacted when a vacancy occurs in the Nashville School District. Placement offices at various colleges or universities will be notified that the NSD is actively recruiting minority staff members.	Doug Graham- Superintendent Tate Gordon- Assistant Superintendent	July 17, 2023- Ongoing
Action Step	The Nashville School District (NSD) will send a representative to college and university career days and/or teacher recruitment fairs to contact minority students entering the field of education.	Doug Graham- Superintendent Tate Gordon- Assistant Superintendent	July 17, 2023- Ongoing

Action Step	The Nashville School District (NSD) will invite qualified minority applicants to visit the school district, and the community of Nashville, and will receive a personal job interview by the NSD interview team for open positions in the NSD's workforce.	Doug Graham- Superintendent Tate Gordon- Assistant Superintendent	July 17, 2023- Ongoing
Action Step	The Nashville School District (NSD) will keep documentation of all applicants at the District's Central Office. All applications will be kept for two years as a pool of applicants for potential future job vacancies	Doug Graham- Superintendent Tate Gordon- Assistant Superintendent	July 17, 2023- Ongoing

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

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.
The Nashville School District (NSD) is aware that the district does not have a ratio of diversity among the staff that reflects the district's student enrollment. The NSD will continue to actively recruit minority staff members and look for ways to attract more diversity within the education workforce in the district. Applicants who have submitted applications are thoroughly analyzed looking for qualified minority applicants, although very few minority applicants submit an application.

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	The Nashville School District (NSD) will continue working diligently to retain an educator workforce from diverse origins. The NSD’s Administrative Team understands the importance and benefits that all students in our district will gain from having a diverse workforce. The goal of the NSD is to hire and retain qualified diverse applicants on each campus within the NSD.
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Which of the following best describes the retention 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 retention goal. (Lines can be added for additional Action Steps)

Description	Person(s) Responsible	Target Date
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Action Step	The Nashville School District (NSD) will continue to provide a positive school culture and climate that will be inviting for all students in the NSD.	Building Principals (NHS- Ashley Riggs, NJHS- Krysta Parker, NES- Tyra Hughes, NPS- Nathan Evans)	July 17, 2023- Ongoing
Action Step	Nashville School District (NSD) building administrators will continue to research and implement onsite leadership that helps promote and strengthens leadership roles to their staff that can help foster stronger relationships among their staff of diversity within the NSD.	Building Principals (NHS- Ashley Riggs, NJHS- Krysta Parker, NES- Tyra Hughes, NPS- Nathan Evans)	July 17, 2023- Ongoing
Action Step	Each campus will continue to provide professional learning opportunities for their educational workforce from diverse backgrounds to help support them as they grow professionally as qualified educators within the NSD.	Building Principals (NHS- Ashley Riggs, NJHS- Krysta Parker, NES- Tyra Hughes, NPS- Nathan Evans)	July 17, 2023- Ongoing

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

Each campus within the Nashville School District (NSD) continues to provide their educational workforce opportunities to provide stakeholder feedback about their building's climate, culture, and leadership strengths to continue providing professional learning opportunities that will benefit their campus's educational workforce at each campus and grade level.

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.

The Nashville School District (NSD) continues to make improvements in the overall culture and climate within the district. Administrators in the NSD actively approach our educational workforce annually to receive stakeholder input to come up with alternative approaches that will help improve the district's retention plan as we continuously strive to reach our plan goals. The district has seen an increase in the number of recent graduates who have earned their degree in education and are applying for and receiving jobs within the Nashville School District.

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 Nashville School District (NSD) continues to strive to promote and encourage minority students in the NSD to pursue a degree in education. Educating our students about the benefits and rewards of becoming highly qualified teachers continues to be a priority of the NSD.
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Which of the following best describes the student goal?	
<input type="checkbox"/>	New Goal
<input checked="" type="checkbox"/>	Extension of a Goal from the 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	The Nashville School District (NSD) starts identifying students as early as possible to educate them about the benefits of earning a bachelor's degree in education. Building-level staff will continue providing our students with the positive benefits and rewards of being a teacher.	Secondary Building Principals (NHS- Ashley Riggs, NJHS- Krysta Parker)	July 17, 2023- Ongoing
Action Step	The Nashville School District (NSD) continues to provide potential teacher candidates with information about the Arkansas Teacher Retirement System (ARTS).	Secondary Building Principals (NHS- Ashley Riggs, NJHS- Krysta Parker)	July 17, 2023- Ongoing
Action Step	The Nashville School District (NSD) continues to provide potential teacher candidates with information about student loan forgiveness options available to educators who receive their BSE in Education and advanced educator degrees.	Secondary Building Principals (NHS- Ashley Riggs, NJHS- Krysta Parker)	July 17, 2023- Ongoing

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

The building-level administrators within the Nashville School District (NSD) at Nashville High School and Nashville Junior High School track graduating students from the NSD pursuing a BSE in Education. These potential educators are identified early in their secondary education in the NSD. Identified students continue to be tracked throughout their post-secondary education. This process will continue to help the NSD know how many of these potential educators completed their BSE in Education. Identifying these students early allows our administrative team to recruit homegrown students to return home to teach at their alma mater.

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.

With the implementation of the district's career internship program at Nashville High School, more students have started participating in educational internships within the Nashville School District. Secondary students are encouraged and granted the opportunity to participate in a teacher internship program in our K-6 buildings. These student interns receive knowledge and access to some of our very best teachers within the NSD. This program has given the NSD the opportunity to give our high school students the knowledge about the educational field prior to them entering the college or university of their choice hoping that some of these young adults will strive to get a Bachelor of Science in Education.

Plan Submission


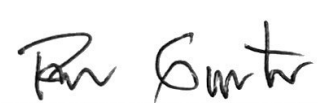

INSTRUCTIONS: Complete this page and post on your website along with the finalized Teacher and Administrator Recruitment and Retention plan before August 1.

SCHOOL DISTRICT/CHARTER SCHOOL:	LEA NUMBER:	COUNTY:
Nashville School District	3105000	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

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:	<u>Douglas Graham</u>
	(Please Print)
Signatures	
<u></u>	7-17-23
Superintendent/Chief Academic Officer	Date
<u></u>	7-17-23
Board President	Date
<u></u>	7-17-23
Board Secretary	Date

SY 23-24 Data	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
Student Body	.003%	.006%	23.4%	.003%	21.174%	.014%	55.4%
Teachers	0%	1%	2%	0%	2%	0%	95%
Administrators	0%	0%	0%	0%	0%	0%	100%
Residents	.55%	1%	34%	.15%	14%	3.30%	47%

SY 2022-23

Previous Yrs Data 22-23	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
-Teachers	0%	.7%	2.85%	0%	1.20%	0%	95.25%
-Admin	0%	0%	0%	0%	0%	0%	100%
SY 2021-22							
-Teachers	0%	.7%	2.8%	0%	1.4%	0%	95.1%
-Admin	0%	0%	0%	0%	0%	0%	100%