

## 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. Searcy School District will increase the percentage of minority teachers by 10%.
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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

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>	Establish a Minority Recruitment Committee to review our district's current minority data and brainstorm ways to increase our recruitment efforts going forward. Establish quarterly meetings to gather updates and feedback regarding our current minority recruitment research and efforts as well as continue to brainstorm additional recruitment strategies.	Dr. Sheena Williamson Mrs. Betsy Bailey	September 6, 2022
<b>Action Step</b>	Review the minority statistics recorded in this plan with our district administrators and encourage them to hire minority licensed staff.	Dr. Bobby Hart	March 1, 2023
<b>Action Step</b>	Allow college education students to be placed in our district for observations,	Dr. Bobby Hart	August 1, 2022

	practicums, and internships and will encourage placement coordinators to recommend minority students for these placements.		
<b>Action Step</b>	Attend recruitment events either virtually or in person in regions of our state and surrounding states where minority groups are more heavily populated. Make use of the minority completer report that is provided to school districts by DESE.	Mrs. Betsy Bailey Principals Teachers	Fall, 2022 Spring 2023
<b>Action Step</b>	Continue the use of job boards such as the school website, Handshake, and AAEA. Explore job boards such as Indeed and K12JobSpot to post our positions to a wider minority audience.	Dr. Sheena Williamson	Fall, 2022 Spring 2023

<b>What evidence will be used to determine if the recruitment goal is met? (Include baseline data and expected outcome)</b>
As a result, the success of our minority recruitment plan will be measured by the decreased gap between the minority percentage represented in our licensed staff composition compared to that of our community and student body. Currently, only two percent of the teachers in the Searcy School District are minority teachers.

#### **Review Progress (After Baseline Year)**

<b>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.</b>
To be completed at the end of the 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>	Retain a diverse, representative educator workforce that meets the needs of all students. Searcy School District will retain 95% of its teachers.
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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 the 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>	Provide onboarding opportunity to all new teachers.	Dr. Sheena Williamson	August 2, 2022
<b>Action Step</b>	Provide a mentor for all new district teachers onsite as well as a district mentor to provide support to individuals throughout the year.	Principals Dr. Sheena Williamson	August 15, 2022
<b>Action Step</b>	Provide opportunities quarterly for new teachers to reflect and collaborate on upcoming events.	Dr. Sheena Williamson District Facilitators	October 4, 2022 December 6, 2022 March 7, 2023 May 9, 2023
<b>Action Step</b>	Identify the positive and negative benefits of being employed in the Searcy School District via teacher survey.	Betsy Bailey	December 8, 2022
<b>Action Step</b>	Develop an exit survey for personnel to complete when they leave the school district.	Betsy Bailey	March 27, 2023

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

At the conclusion of the 2021-22 school year, 40 teachers left the school district. Thirty-five percent of those retired and 65% for other reasons.

At the conclusion of the 2022-23 school year, we will compare the percentages to determine if the goal has been met. Teachers will be asked to complete an exit survey when they leave the district. Responses to the survey will be analyzed by the Minority Recruitment Committee. The results will guide the committee in establishing plans for the upcoming school year.

**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.**

To be completed at the end of the year

**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>	Increasing the number of students who pursue careers in education with an emphasis on students of minority races and ethnicities. Searcy school will increase participation in teacher prep programs by 10% each year.
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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. (Lines can be added for additional Action Steps)

	Description	Person(s) Responsible	Target Date
<b>Action Step</b>	Searcy School District has a Career & Technical Education (CTE) program at the high school that offers various courses for those students who are interested in Child Development and Teaching. The CTE Coordinator encourages minority students to participate in this program each school year.	Mrs. Megan Churchwell	August 22, 2022
<b>Action Step</b>	The high school hosts career fair days and arranges for visits to the nearby colleges.	Mr. David Landers Mrs. Megan Churchwell	Spring, 2022
<b>Action Step</b>	Searcy School District partners with Harding University and Forward Arkansas to place students who are entering the teaching profession within our schools. These students are placed with a cooperating teacher for the entire school year.	Dr. Sheena Williamson, Searcy School District Dr. Cheri Smith, Harding University	August 15, 2022

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

In the 2021-22 school year, 29 students were enrolled in the Pre-Educator program. Five students were African American, one student was Hispanic and 23 students were Caucasian. In the same year, Educators Rising was introduced to our students. There were 63 members; three African American, two Hispanic, and 58 Caucasian students. There were no students who received the Certified Teaching Assistant (CTA) credential.

In order to reach our goal, we will increase minority participation in the Pre-Educator program and Educators Rising by 10%.

**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.**

To be completed at the end of the year

# Plan Submission


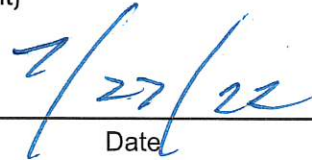
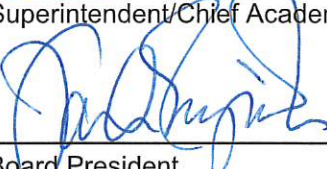
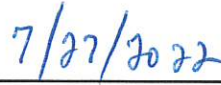
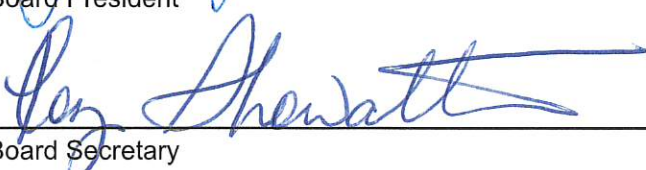

**INSTRUCTIONS:** Complete this page and post on your website along with the finalized Teacher and Administrator Recruitment and Retention plan before August 1.

SCHOOL DISTRICT/CHARTER SCHOOL:	LEA NUMBER:	COUNTY:
Searcy School District	7311000	White

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. Sheena Williamson	501.268.3517

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:

Signatures	Name of Superintendent or Chief Academic Officer: <u>Dr. Bobby Hart</u>	
	(Please Print)	
		
	Superintendent/Chief Academic Officer	Date
		
	Board President	Date
		
	Board Secretary	Date

# Appendix A

## Template for Required Data

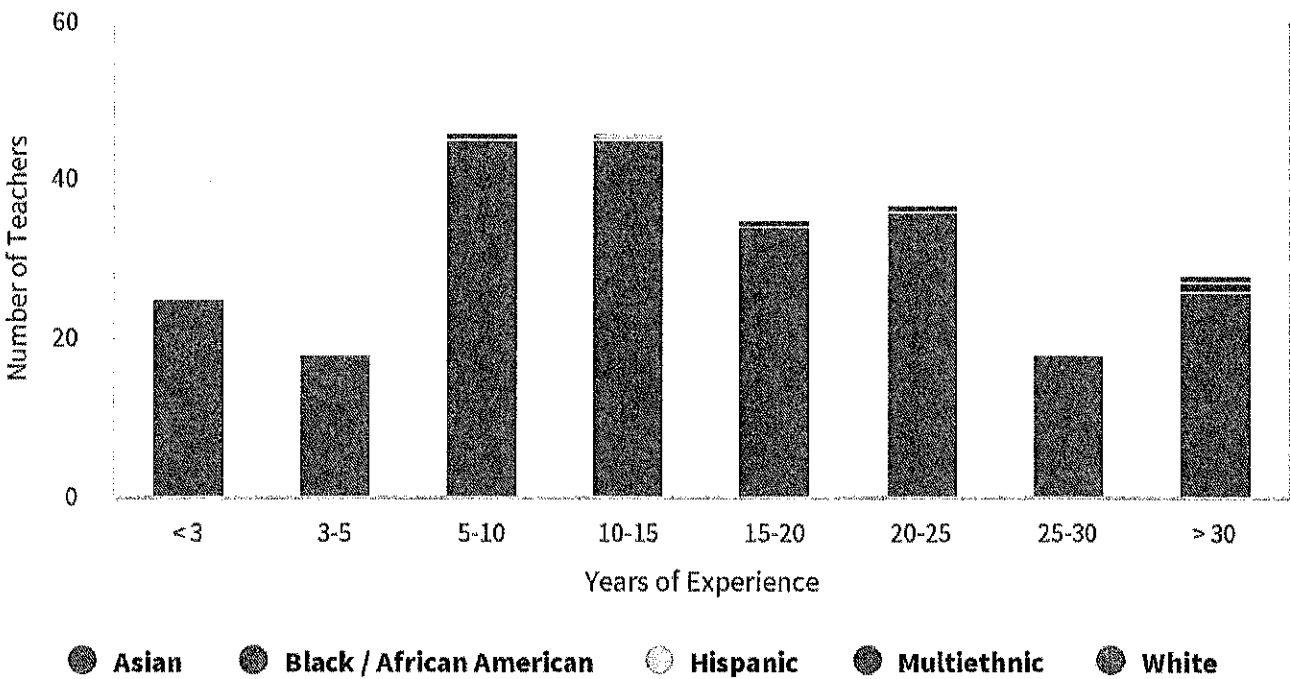
Districts must include the data below as part of their Teacher and Administrator Recruitment and Retention Plan. Districts may complete the template below or download data from locations outlined on the title page in order to meet plan requirements.

<b>SY 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	0.1248%	1.4478%	10.3344%	0%	10.2596%	8.0129%	69.8202%
Teachers	0%	0.7143%	1.0715%	0%	0%	0%	98.2143%
Administrators	0%	0%	0%	0%	0%	0%	100%
Residents	0.3%	1.7%	9.7%	0%	6.1%	3.2%	79%

<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%	0.7018%	1.0527%	0%	0%	0%	98.2455%
-Admin	0%	0%	0%	0%	0%	0%	100%
<b>19-20</b>							
-Teachers	0%	0.7018%	0.7018%	0%	0%	0%	98.5964%
-Admin	0%	0%	0%	0%	0%	0%	100%

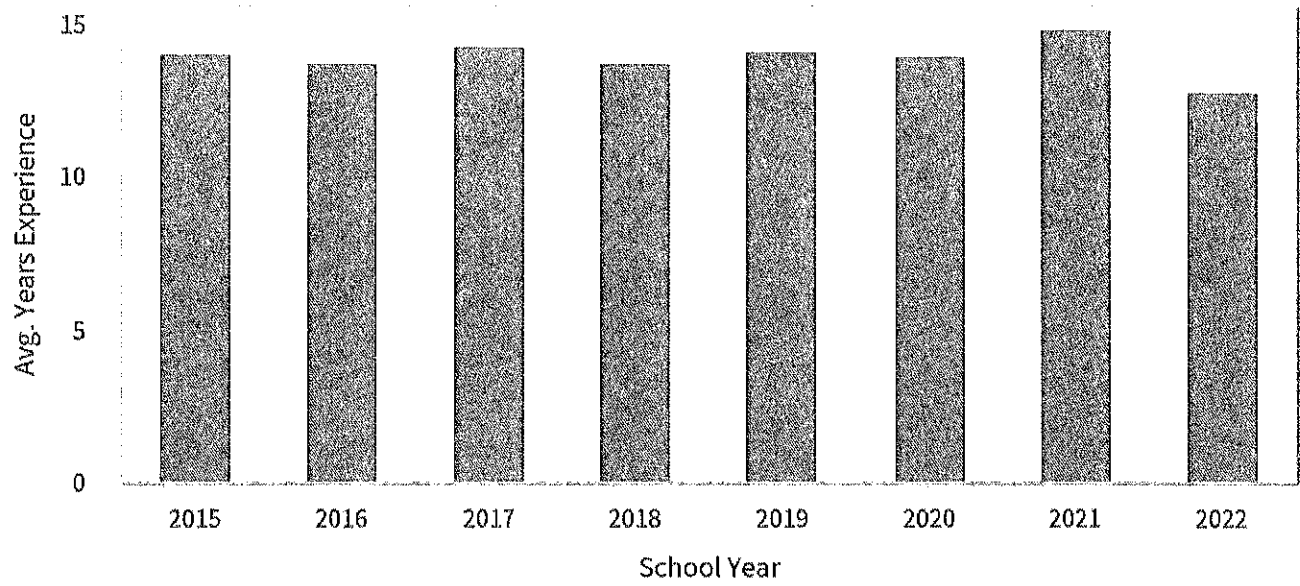


# Experience by Teacher Subpopulation - 2022



Source: Statewide Information System

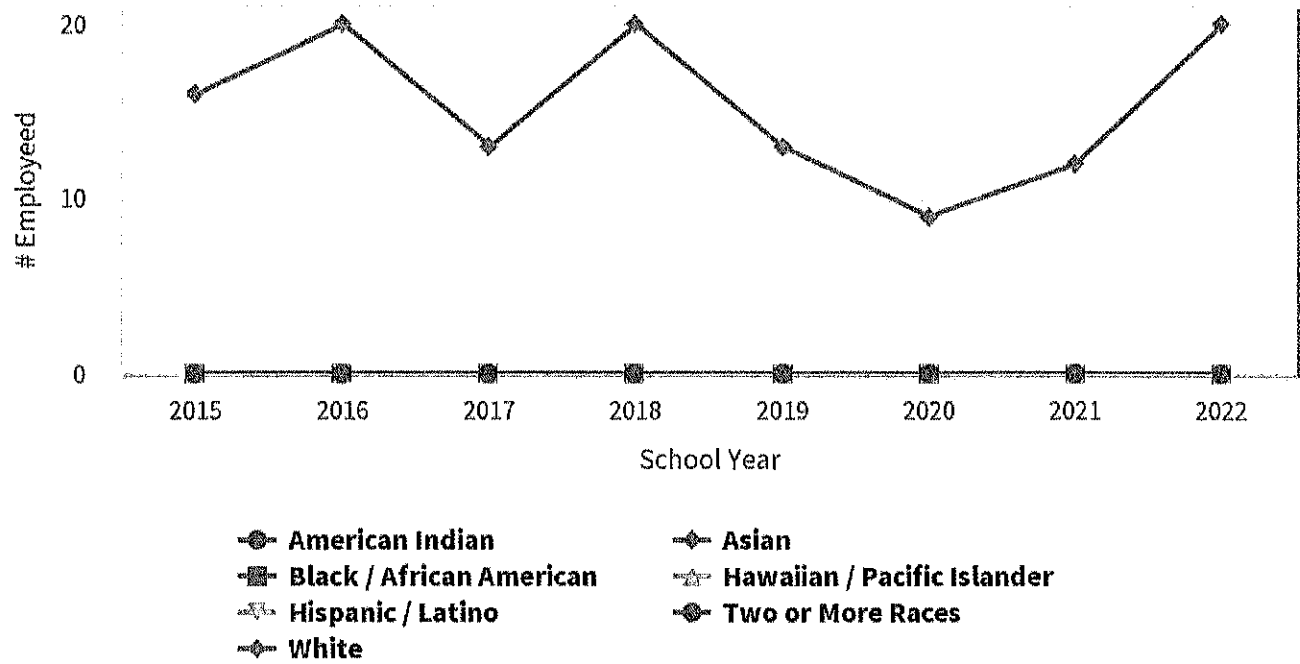
## Average Years of Teaching Experience



● Average Years of Teaching Experience

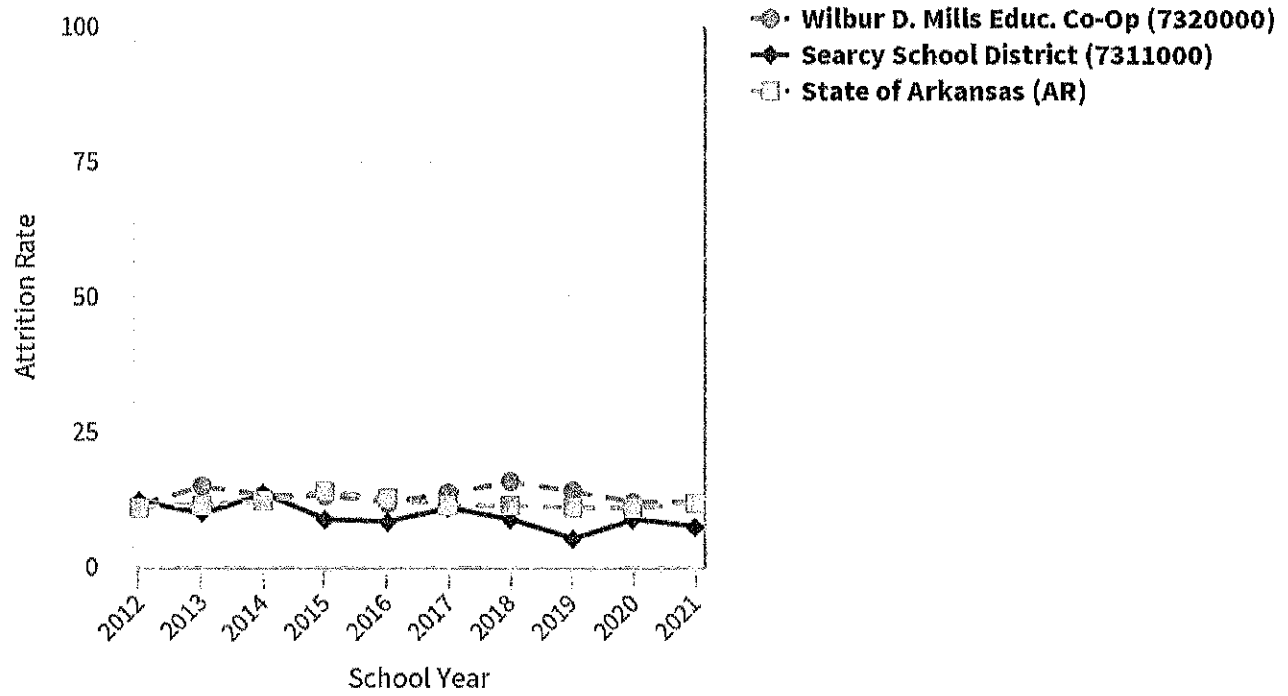
Source: Statewide Information System

## New Teachers Count by Race



Source: Statewide Information System

## Teacher Attrition by District



Source: Statewide Information System