



ARKANSAS DEPARTMENT OF EDUCATION
MINORITY TEACHER AND ADMINISTRATOR RECRUITMENT PLAN

The purpose of this report is to comply with Arkansas Code Ann. § 6-17-1901, *et seq.*, which requires school districts with more than five percent (5%) African-American or other minority students to prepare and submit a Minority Teacher and Administrator Recruitment Plan.

INSTRUCTIONS: Complete this form and attach the recruitment plan as required.
The plan should include the following:

1. The district's goals for recruiting minority teachers and administrators (these goals should reflect the percentage of the minority student population in the district).
2. Steps on how the district will meet the goals (recruitment strategies).
3. Steps on how the district will encourage minority students to pursue a career in education.
4. List the number and percentage of racial minority teachers and administrators employed during the last five (5) years.

SCHOOL DISTRICT: Cossatot River	ADDRESS: 130 School Dr, Wickes, AR 71973
COUNTY: Polk	TELEPHONE NUMBER: (870) 385-7101
COORDINATOR NAME: Amy Montgomery	TITLE/POSITION: Director of Instruction/Equity Coordinator
ADDRESS: 130 School Dr. Wickes, AR 71973	TELEPHONE NUMBER: (870) 385-7101 ext. 1105

The signatures below certify that the district is in compliance with Arkansas Code Ann. §6-17-1901, *et seq.* and Standard I for Accreditation of Arkansas Public Schools:

Superintendent's Name: _____

Jim Tankersley
(Please Print)

Signatures:

Jim Tankersley
Superintendent

9/13/18

Date

Mike Fortune
Board President

9/13/18

Date

Ally Wade
Board Secretary

9/13/18

Date

The Recruitment Plan shall include, but is not limited to, the following:

1. Data
 - racial composition of the teachers and administrators
 - racial composition of teachers and administrators hired the past five (5) years
 - racial composition of the present student body
2. Analysis and summary of data collected
3. Short-term goals
4. Long-term goals (10 years)
5. Improvements needed to increase recruitment
6. Objectives, strategies, and activities used in recruiting administrators
7. Objectives, strategies, and activities for encouraging students to pursue a career in education
8. Action plan, including procedures for implementing, monitoring progress, and evaluating

Please Send the signature page and recruitment plan electronically in Portable Document Format (PDF) to Oliver.Dillingham@arkansas.gov on or before October 15

COSSATOT RIVER SCHOOL MINORITY RECRUITMENT PLAN

Ark. Code Annotated 6-17-1901 (Aupp. 1991)

District goals:

The Cossatot River School District will file an annual plan with the Equity Assistance Center each school year. Each year the district will recruit minority teachers and paraprofessionals by advertising in the Arkansas Association of Educational Administrators (AAEA) jobs posting site as well the Arkansas Democrat Gazette, The Pulse, and The Mena Star. Minority high school graduates will be encouraged and recruited to enter the education field. Currently, scholarships are available at the Cossatot River High School for students entering the field of education. Minority students will be encouraged to apply. The district utilizes the Kuder software for career information, exploration, scholarship and college searches. The goal of the district is to build a strong ESL program to enable LEP students to achieve proficiency of the English language with greater success which will be reflected in their academic achievement.

Steps to meet district goals in recruitment:

1. A minority recruitment coordinator will be designated by the superintendent to implement the recruitment plan.
2. Technical assistance will be sought from the Arkansas Department of Education in areas of implementation and ongoing procedures.
3. Information will be collected annually in each school of the district to determine ratios between student enrollment and number of teachers/administrators and in respect, a goal of equity will be established between teachers, administrators and minority students.
4. Advertisements for teachers and administrators will be published in the Arkansas Association of Educational Administrators (AAEA) jobs database website as well as the Arkansas Democrat Gazette, The Pulse, and The Mena Star.
5. In addition to minority recruitment of teachers and administrators, minority paraprofessionals will also be recruited to assist in tutoring ESL/LEP students.
6. Create a more inclusive environment by providing an ESL night annually to provide information and give the parents and teachers an opportunity to get to know one another better. The goal of an ESL parent night will be to create a more welcoming environment for parents and guardians.

Steps taken by district to encourage minority students to pursue careers in education:

1. Appropriate career orientation in education careers will be presented on each grade level for all students.
2. Recruitment programs from colleges/vocational schools will include students who are in the five percent minority enrollment.

3. Minority students will be encouraged to participate in clubs promoting education careers.
Ex. Upward Bound
4. Minority students will be encouraged to participate in college orientation/visitation day programs with emphasis on the programs for teacher training.
5. Colleges/Universities, Migrant Education personnel at educational cooperatives and the ADE will be contacted by the school district each year to update the post high school training/college programs available to minority students who graduate from high school.
Ex: Colleges, which have programs for ESL/LEP students.
6. Minority students will be recruited to participate in dual credit courses with high school/community colleges.
7. Parent involvement (Act 603 of 2003) will result in more effective communication with all students' educational careers, which will be available to the high school graduate. All student information sent home for parents will be provided the students' native language.

Residents in District:

The Cossatot River School District is a consolidated district comprised of the cities of Wickes, Vandervoort, Cove, Grannis and Umpire. The district consolidated in 2010. Over 95% of the students are transported by bus and live in the outer surrounding rural area. A majority of the parents work in the Tyson Foods and Pilgrim's Pride poultry industries. A small percentage of the patrons work in the timber industry. Presently, 100% of the students are receiving free breakfast and free lunches in a Provision 2 Program.

RACIAL COMPOSITION OF STUDENTS IN COSSATOT RIVER SCHOOL DISTRICT

(Percentage based on student population)

YEAR	CAUCASIAN	NATIVE AMERICAN	ASIAN	AFRICAN	HISPANIC
2011-2012	73.0	4.4	.003	.002	23.6
2012-2013	72.0	4.1	.004	.004	23.6
2013-2014	64.2	3.8	.900	.100	27.0
2014-2015	63.1	3.7	1.200	.300	28.5
2015-2016	63.0	3.4	.200	.300	30.0
2016-2017	62.9	3.1	0	.400	30.8
2018-2019	64.4	2.9	0	.500	28.4

RACIAL COMPOSITION OF SCHOOL DISTRICT EMPLOYEES

(Number of Teachers in the District)

YEAR	MINORITY TEACHERS & ADMINISTRATORS	ESL CERTIFIED	MINORITY PARAPROFESSIONALS
2010-2011	0	8	3
2011-2012	1	9	2
2012-2013	2	16	3
2013-2014	1	17	7
2015-2016	3	27	5
2016-2017	2	28	3
2017-2018	4	21	8

Short-term Goals:

1. As changes in personnel and minority student population rise each year, efforts will be made to employ teachers and administrators who will assist the school district in obtaining a balance of racial equity between students and school personnel.
2. All students and their parents will have equal access to academic and career information to aid them in choices. Parent Involvement Centers will be located in each school library which will include academic and career information.
3. Interpreters will be available to assist the ESL/LEP student population in school activities.
4. Technical assistance will be sought to assist the school in providing services to all students in the school district.
5. Educational Careers will be promoted by encouraging minority students to participate in dual credit college classes offered to students on the district campus.
6. Secondary students in grades 9-12 will be encouraged to take college preparatory courses.
7. Minority students who are juniors or seniors will be encouraged to participate in the college entrance exam program.

Long-term Goals:

1. Employment records for a period of five years will reflect the effort to attain a racially balanced student, teacher, and administrator ratio in the district.
2. Efforts will continue to improve parent communication with minority parents concerning academics and career information.
3. Increase the employment of ESL certified teachers and administrators. Presently there are 21 teachers who are ESL certified.
4. Recruit minority high school students to obtain degrees in education and return to the Cossatot River school district to teach.

Method of Monitoring and Evaluating the Minority Plan:

1. Surveys and comparisons of student and teacher/administration racial population will be conducted for a period of five years.
2. School district APSCN reports will be reviewed for a period of three years.
3. Records of school activities will be reviewed each year to determine the types and quantity career programs the school has offered in which minority students participate.