
Wynne Public Schools
Home of the Yellowjackets!
"Once a Jacket Always a Jacket"
"Jackets Don't Just Survive, They Thrive"

Theme: Wynne Public Schools – Excellence for Success

Mission Statement: To assure that all students will learn at their maximum potential.

Vision Statement: Every graduate of the Wynne School District will leave prepared for success in the 21st Century.

Core Beliefs: We believe:

1. We must provide a challenging, relevant, curriculum aligned with state and national standards utilizing best teaching practices;
2. Learning comes from nurturing individual, diverse needs and talents of all learners in a secure environment;
3. We should create responsible citizenship through trusting and caring relationships;
4. We are creating lifelong learners and leaders of the future by holding everyone to high expectations;
5. We must actively engage the community to achieve excellence in education.

Teacher and Administrator Recruitment and Retention Plan

2023-2024

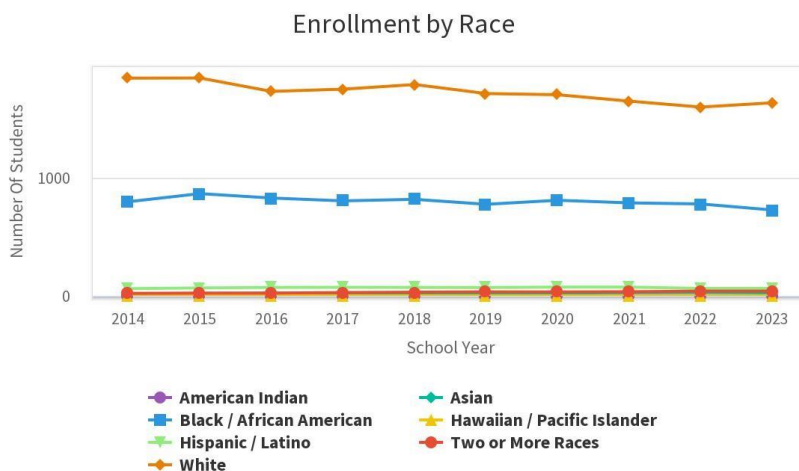
Data for 23	American Indian	Asian	Black/African American	Hawaiian/Pacific Islander	%Hispanic/Latino	Two or More Races	White
Student Body	0.1207%	1.0466%	29.1465%	0%	2.5362%	1.6103%	65.5394%
Teachers (Actual Count)	0	0	8	0	1	0	180
Administrators (Actual Count)	0	0	4	0	0	0	12
Residents	0.4%	0%	25.6%	0%	3.7%	10.3%	63.6%

Previous Year's Data	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
Student Body	0.1198%	1.198%	30.9628%	0	2.5169%	1.598%	63.6036%
Teachers	0	0	3.5%	0	.5%	0	96%
Administrators	0	0	17%	0	0	0	83%
Residents	1.3%	6.1%	13.6%	0.3%	18.9%	2.9%	75.8%

Previous 2 Year's Data	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
20-21							
Teachers	0	0	3.63	0	0	0	96.37%
Administrators	0	0	25%	0	0	0	75%
19-20							
Teachers	0	0	4.04%	0	0	0	95.96%
Administrators	0	0	17%	0	0	0	83%

Data Analysis

The Wynne School District student body in 2023 was 2484 students. The average years of experience in the district is 14.01. The novice teacher count is 37. Wynne has two national board certified teachers. 85 Staff members have a master's degree. The district has three staff members with the Lead/Master designations. According to myschoolinfo.com these are the scores for ACT Aspire exceeding and ready: 3rd Grade 71% English, 40% Reading, 34% Science, 60% Math, 4th Grade 67% English, 42% Reading, 34% Science, 37% Math, 5th Grade 59% English, 25% Reading, 22% Science, 22% Math, 6th Grade 71% English, 40% Reading, 30% Science, 38% Math, 7th Grade 80% English, 29% Reading, 32% Science, 34% Math, Grade 8 74% English, 45% Reading, 21% Science, 32% Math, 9th Grade 52% English, 39% Reading, 22% Science, 23% Math, 10th Grade 59% English, 42% Reading, 24% Science and 17% Math. . The Wynne School District will continually seek minority applicants as positions become available to meet the needs of the ever changing community of learners.



Source: My School Info

Three Year Action Plan

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

Recruitment Goal	Increase the number of minority teachers to reflect the community population.
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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 a previous year

Action Plan

Describe the steps your district will take over the next three years to meet the recruitment goal

	Description	Person(s) Responsible	Target Date
Action Steps	District personnel and principals will attend colleges for recruitment fairs	Dr. Kenneth Moore, Superintendent, Stephanie Lyons, Assistant Superintendent, Eric Foister Assistant Superintendent	2022-2025
Action Steps	District personnel and principals will review applications seeking minority applicants	Blair Wiley, Principal, Shirley Taylor, Principal, Josh Wingo, Principal, Dusty Meek Principal, Brian Mattox, Athletic Director	2022-2025
Action Steps	Provide candidates information on non-traditional programs	Stephanie Lyons	2022-2025

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

The district will continually monitor the progression of the hires in the district by seeking minority applicants. Posting of the jobs will be listed on the district's website, AAEE, Arkansas Education Jobs, and share information will be shared with the principals in the district of minority candidates after attending a job fair. Monitoring the number of minorities hired will be the evidence to support the plan. Make personal phone calls after the recruitment fair and provide virtual interviews if the candidate can't drive to the interview in-person. Any college graduate willing to pursue certification in teaching will be provided support through the non-traditional pathways approved through the Department of Elementary and Secondary Education.

<https://dese.ade.arkansas.gov/Offices/educator-effectiveness/become-an-arkansas-teacher/alternative-routes-to-licensure>

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

Retention Goal	Provide support through mentoring and professional development.
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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 a previous year

Action Plan

Describe the steps your district will take over the next three years to meet the retention goal.

	Description	Person(s) Responsible	Target Date
Action Steps	A mentor will be provided to support the teaching process in each building	Dr. Sandra Smith, District Mentor	2022-2025
Action Steps	Professional development will be provided	Blair Wiley, Principal, Shirley Taylor, Principal, Josh Wingo, Principal, Dusty Meek Principal, Brian Mattox, Athletic Director	2022-2025
Action Steps	The curriculum facilitators will provide support in curriculum implementation and classroom management strategies	Blair Wiley, Principal, Shirley Taylor, Principal, Josh Wingo, Principal, Dusty Meek Principal	2022-2025
What evidence will be used to determine if the retention goal is met?			
Dr. Sandra Smith will meet monthly with the recruits. Forms will be completed indicating the support given to the new teacher. Sign in sheets will be used as evidence of support on curriculum implementation led by the academic facilitators. According to Education Week, "Mentors should be 'impartial' and 'guide to the side'". The overall evidence will be if the teacher actually remains in the district. Mentoring is important factor to the retention of new staff.			

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

Student Goal	Encourage students to participate while in high school in the Pre-Educator program to increase more "grow your own" candidates
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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 a 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 Steps	Provide an opportunity while in Wynne High School to participate in the Pre-Educator program	Chris Davis, CTE Coordinator and Career Coach	2022-2025
Action Steps	Work in partnership with the local colleges to introduce the teacher education program	Lisa Turner and Pam Parkman Counselor, Chris Davis, Career Coach	2022-2025
Action Steps	Provide information on funding of college	Chris Davis, Career Coach in collaboration with financial aid officials at colleges	2022-2025
Action Steps		Bethany Holt, Pre-Educator Pathway-CTE CTSO-Educators Rising	2023-2026

What evidence will be used to determine if the student goal is met?
Wynne Public Schools offer a Pre Educator pathway through our CTE programs and CTSO Educators Rising, that allows students to gain experience while in high school of going into teacher's classrooms and immerse themselves in the environment. Currently for the 23-24 school year, we have seven minorities out of twenty two students. The ultimate evidence will be the number of students who actually complete an accredited program of study and come back and teach for Wynne Public Schools. The counselors will monitor the chosen fields of students choose as a career. Support will be given the first three years of the novice teacher career.