

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.

Recruitment Goal	To effectively diversify the staff to better reflect the student body and the community
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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 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	Increase recruiting at college campuses with higher minority enrollment	Michelle Flickinger	May 1, 2023
Action Step	Increase minority enrollment in the education courses offered at FHS	Michelle Miller	March 1, 2023
Action Step	Posting jobs on websites and publications that specifically target minority groups	Michelle Flickinger	May 1, 2023

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

1. During the 2021-2022 school year the district attended recruiting fairs at 6 college campuses. During the 2022-2023 the district will add at least two additional universities that have higher enrollment of minority students.

2. During the 2021-2022 school year 31 students were enrolled in teacher preparation courses at FHS. During the 2022-2023 school year the district will increase enrollment in those courses to 35.
3. Currently FPS jobs are only posted on our website, AAEE, and generic nationwide websites. We will continue these advertisements but also advertise in at least two services that target minority groups.
4. During the summer 2022 hiring of certified staff, 15% of our new teachers are minority. This number is well above our current minority staff number. This number will be monitored annually.

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.

1. At this point in the certified hiring season, 15% of our new teachers hired identify as minority. This is the third year in a row of increases that the district has seen.
2. During the 2021-2022 school year the district added Jackson State University to the list of campuses recruited.

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 district has had double digit increases in minority teaching staff over the past three years. The goal now is to retain all of our high performing performing teachers.
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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
Action Step	The district will provide extensive and targeted professional development opportunities to all employees and mentoring to teachers new to the profession. This mentoring includes follow-up for an employees first three years with the district.	Nandra Campbell	Annual
Action Step	The district will explore the retention incentives and salaries for current staff.	Greg Mones	Spring 2023
Action Step	The district will create pathways for feedback and dialogue to to allow students, staff, parents and community members to be heard and valued	Alan Wilbourn	June 2023

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

The district continually surveys new teachers to find the areas where professional development is needed. Additionally, new teachers take an assessment to determine where PD needs to be focused. These practices will continue to ensure that the PD offered is relevant to what our teachers need.

Additionally, mentoring for novice teachers has been expanded to three years. This practice will continue.

The district has chosen to continue paying teacher mentors additional pay for mentoring our novice teachers. This will continue in future years as well.

Ensure that the district's salaries and retention incentives are competitive with surrounding areas.

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.

In recent years, new teacher mentoring has been required for the first year. We are expanding this to three years to provide additional support for our novice teachers.

Salaries, bonuses and benefits offered are very competitive with not only the Northwest Arkansas area, but with the region. Our starting pay for teachers is now \$50,000 per year and our salary schedule tops out at over \$80,000.

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	To recruit more students into the Pre-Educator courses offered at Fayetteville High School, with an emphasis on students of minority races and ethnicities.
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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
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Action Step	The district will send the Fayetteville High School FACS teacher to talk to eighth graders in Career Development classes at both Ramay Junior High School and Woodland Junior High School about the opportunities available to them in the Pre-Educator classes at FHS.	Magan Randall	Fall 2022 and Spring 2023
Action Step	The district will utilize social media to advertise the courses offered in the Pre-Educator program of study at Fayetteville High School—Introduction to Education, Education Technologies, and Child Development and Growth. These media posts will feature students of minority races and ethnicities.	Magan Randall and Lisa Hotsenpiller	Fall 2022 and Spring 2023
Action Step	The district will explore holding informational meetings for students at Fayetteville High School which feature diverse educators in an effort to attract and inform students about the Pre-Educator program at FHS in order to increase enrollment.	Magan Randall and Michelle Miller	Fall 2022 and Spring 2023

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

1. During the 2021-2022 school year 31 students were enrolled in teacher preparation courses at FHS. During the 2022-2023 school year the district will increase enrollment in those courses to 35.

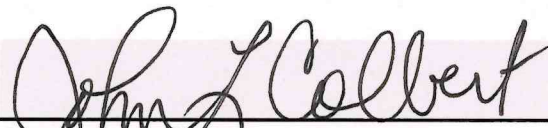

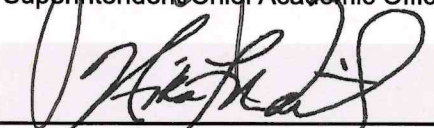

Review Progress (After Baseline Year)

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.

For the first time during the 2022-2023 school year, two concurrent credit Pre-Educator courses, Introduction to Education, and Education Technologies, will be offered at Fayetteville High School. We plan to expand the offering to three for the 2023-2024 school year with the additional of Child Development and Growth.

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:
Fayetteville Public School District #1		7203	Washington
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:	
Greg Mones, Exec. Director of Fiscal and Human Resources		479-973-8630	
<u>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:</u>			
Signatures	Name of Superintendent or Chief Academic Officer: John L Colbert		
	(Please Print)		
			
	Superintendent/Chief Academic Officer		Date
			
	Board President		Date
			
	Board Secretary		Date