



# *North Little Rock School District*

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## **Aspiring Teacher Permit Resolution**

### **OVERVIEW**

The North Little Rock School District (NLRSD) is a diverse, high-poverty district that is located in Pulaski County, Arkansas. Pulaski County has three other school districts, all with a large percentage of low socioeconomic students. With all four school districts only a few miles apart and salary schedules being varied, the North Little Rock School District struggles to recruit and retain experienced teachers. In February 2023, it was reported that there were 150,000 more teaching job openings than hires across the United States. In order to address the teacher shortage in Arkansas the legislature has opened additional pathways for individuals to enter the teaching profession. Act 732 was passed by the Arkansas Legislature on April 12, 2023, and goes into effect on August 1, 2023. Act 732 allows for college students going through an educator preparation program to teach full-time in their content area while conjunctively completing their internship. The Arkansas Aspiring Teacher Permit provides a license for individuals to teach as the teacher of record.

### **GOALS**

1. Place Arkansas Aspiring Teacher Permit holders on the licensed teacher salary schedule.
2. To retain experienced NLRSD educators that the district has trained and prepared to teach our students.
2. To recruit and retain high-quality staff, especially in high-needs areas.
3. To recruit and retain a diverse workforce.

### **SPECIFICATIONS**

In order to hire and retain our experienced educators, NLRSD will be participating in the Arkansas Aspiring Teacher Permit program. The requirements for the Arkansas Aspiring Teacher Permit program are as follows:

- Cleared Background Check
- Meets all requirements for an internship/residency at the Institution of Higher Education
- The Institute of Higher Education must have a Memorandum of Understanding/Support Plan signed with the housing district that ensures additional support
- Passing scores on all content assessments required for licensure
- Recommended for employment as a teacher of record, in the appropriate licensure area, by the district
- District must assign a mentor teacher

1. Mentor teacher must have a minimum of three years of experienced teaching
2. Effective Teacher Summative evaluation
3. Coaching and training

Individuals working under an Aspiring Teacher Permit will demonstrate proficiency in two phases. The first phase will consist of professional development focused on growth and mastery. The second phase will consist of a demonstration of knowledge by passing the Pearson Foundations of Reading Test or observation and coaching by a certified assessor across the course of the year with documented evidence to support proficiency.

## **EVALUATION**

Collect data on:

1. Student achievement data from NWEA and Common Formative Assessments through the Learning Loss Intervention/Prevention teacher (quarterly)
2. Staff attendance and contract completion (quarterly)
3. Retention of recruited staff (annually)
4. Retention of recruited staff in high-needs areas (annually)
5. Recruitment and retention of diverse staff (annually)

This resolution will be reviewed and revised annually based on the data collected above and the district's current needs.

## **REFERENCE INFO:**

*Act 732 passed on 4/12/23*

Board Approved: July 20, 2023