



**Pocahontas School District
Recruitment and Retention
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.

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

Recruitment Goal	80% of known vacancies filled by May 31 with 100% by August 1.
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Which of the following best describes the recruitment goal?

X	New Goal
	Extension of a goal from the previous year.

Action Plan

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

	Description	Person(s) Responsible	Target Date
Action Step	Intent letters distributed the first week of February with evaluation data to follow.	Assistant Superintendent, Administration Team, Secretaries	February 1 - 6 February 7 - 28 Annually
Action Step	Attend job fairs within the State	Administrators, Coordinators	February 1 - July 31 2023
Action Step	Use TalentEd to search and then set up interviews with teams.	District and Building Administrators, Coordinators, Teams	February - August 1 Annually

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

- 100% of intent letters with data to determine needs to be filled
- Attend job fairs within the State. If regional Community Colleges and Universities have job fairs we will take part in them if possible. We can meet possible applicants, take applications, and schedule interviews.

- TalentEd will be used to post positions. Administrators and Coordinators will set up interviews with pre-determined interview questions and job descriptions.

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.

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

Retention Goal	Created a supportive work environment through administrative and team support, mentoring, and on-going professional development.
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Which of the following best describes the retention goal?

X	New Goal
	Extension of Goal from previous year

	Description	Action Plan	
		Person(s) Responsible	Target Date
Action Step	New teacher meetings with building administrators.	Building administrator	-August - September -December-January -May 2022
Action Step	Mentoring with teacher	Lead teacher	September - May 2023
Action Step	Surveys to determine areas of need	Assistant Superintendent & Building Administrators	January May 2022

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

- Survey results
- Loss vs. retention data by year
- Feedback from administrators

Review Progress

Describe progress made toward retention and goal achievement and any improvements or adjustments that were made to the action plan to overcome barriers to the plan's success.

Focus Area: Increasing the number of students who pursue careers in education.

Student Goal	Increased student interest in the teaching profession.
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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 the district will take over the next three years to meet the student goal.

Action Step	Work with paraprofessionals who are interested in a teaching career. DESE program for guidance	Administrators	January 2022
Action Step	Work to create a program to develop an interest in the teaching profession for ALL students.	High School Administrators, Career Coach, Counselor, Classroom Teachers	February 2024
Action Step	Career Survey	High School Principal Counselor Career Coach	March 2023

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

- New program initiated and number of students participating.
- Tracking data of students who graduate and enter college as an education major.
- Survey data
- Number of Alumni employed by our school district.

Describe progress made toward retention and goal achievement and any improvements or adjustments that were made to the action plan to overcome barriers to the plan's success.

Plan Submission


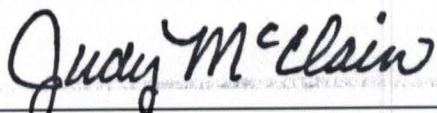
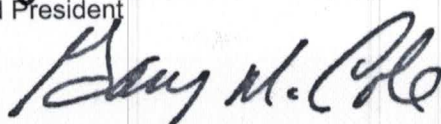
INSTRUCTIONS: Complete this page and post on your website along with the finalized Teacher and Administrator Recruitment and Retention plan before August 1.

SCHOOL DISTRICT/CHARTER SCHOOL: Pocahontas Public Schools	LEA NUMBER: 6103000	COUNTY: Randolph
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Pursuant to A.C.A. § 6-17-1902, an employee must be designated to coordinate recruitment and retention plan implementation.

COORDINATOR NAME/TITLE: Lesla Grooms - Superintendent	COORDINATOR TELEPHONE NUMBER/EMAIL: 870-892-4573 lesla.grooms@pocahontaspsd.com
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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:

Name of Superintendent or Chief Academic Officer:	Lesla Grooms	(Please Print)
Signatures		8-4-22
Superintendent/Chief Academic Officer		Date
		8.4.22
Board President		Date
		8.4.22
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.

SY 21-22 Data	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic /Latino	% Two or More Races	% White
Student Body	.31%	.61%	.97%	12.04%	3.23%	3.84%	79.00%
Teachers	1%	0	1%	0	0	0	98%
Administrators	0	0	0	0	0	0	100%
Residents	0	.9%	1.6%	1.7%	3.1%	5.6%	87.1%

Previous Yrs Data	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic /Latino	% Two or More Races	% White
20-21							
-Teachers	1%	0	1%	0	0	0	98%
-Admin	0	0	0	0	0	0	100%
19-20							
-Teachers	.60%	0	1.19%	0	0	0	98.21%
-Admin	0	0	0	0	0	0	0

Appendix B

Below are resources recommended by the Arkansas Division of Elementary and Secondary Education to support the development of a district's Teacher and Administrator Recruitment and Retention Plan.

Recruiting a diverse, representative educator workforce that meets the needs of all students

- [Educator Preparation Provider Quality Report \(EPPQR\)](#)
- Diverse Educator Preparation Program Completers list- Superintendents or other officials designated by the superintendent for the purpose of recruiting faculty and staff may access the list by contacting Michael Rowland, DESE Program Advisor, michael.rowland@ade.arkansas.gov
- [The AR Human Capital Handbook](#) (see pages 17-24, 72, 65-69)
- [AR Residency Model that provides a work-based pathway to licensure](#)
- [Greater than Diamonds: Recommendations on Improving Teacher Diversity in Arkansas](#)
- [Additional Resources](#)

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

- [The AR Human Capital Handbook](#) (see pages 44-49, 79)
- The Leading a High Reliability School (2018) resource to review safe, supportive, and collaborative culture indicators (see page 37-74)
- [Greater than Diamonds: Recommendations on Improving Teacher Diversity in Arkansas](#)
- [Additional Resources](#)

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

- Implement a student organization that encourages students to pursue a career in education, such as [Educators Rising](#)
- Develop MOU(s) with [institutions of higher education](#) to provide students the opportunity to earn the Certified Teaching Assistant (CTA) credential and implement the Arkansas Teacher Residency Model