

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	It shall be the goal of the Stuttgart School District to recruit racially diverse applicants for its instructional and administrative staff that mirrors the population of our diverse student body.
-------------------------	--

Which of the following best describes the recruitment 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 recruitment goal. (Lines can be added for additional Action Steps)

	Description	Person(s) Responsible	Target Date
Action Step	In an effort to recruit a diverse applicant pool, we will form a racially diverse staff committee in order to be more successful in our recruiting	Superintendent, District Administrators, Building Principals, and the Director of Student Services	12/2022
Action Step	Form partnerships within the district as well as with local businesses that work with a diverse population	Superintendent, District Administrators, Building Principals, and the Director of Student Services	Immediately
Action Step	Intentionally seek out qualified minority teachers and administrators by attending job and career fairs as well as minority and equity programs. Make sure that information regarding job vacancies is faxed to Historically Black Colleges and Universities (HBCUs) and other colleges and universities with a high minority enrollment	Superintendent, District Administrators, Building Principals, and the Director of Student Services	09/2022

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

We will know that step one has been met when the committee is formed. We will ensure that step 2 is met by keeping a contact log, and we will know that goal 3 is met by keeping documentation of events attended as well as keeping up with information that has been sent out. Another evaluative tool will be how many staff referrals are made and how many minority applicants have applied.

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

If multiple goals are created, copy and paste the template for each goal.

Retention Goal

It is the goal of the Stuttgart School District to retain the diverse staff of teachers and administrators that have been hired

Which of the following best describes the retention goal?



New Goal



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	Pay mentors for novice teachers in order to provide support	Superintendent, District Administrators, Building Principals, and the Director of Student Services	12/2022
Action Step	Provide professional development monthly to assist novice teachers in their daily regiment and provide support for completing their certification if needed	District and Building level Administrators	09/2022
Action Step	Review compensation packages for competitiveness with surrounding LEAs	Superintendent, District Administrators, Building Principals, and the Director of Student Services	continually

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

The evidence of the goal being met will be in the number of minority teachers that remain in our district.

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.

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	Establish an Educator Rising Chapter
---------------------	--------------------------------------

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
Action Step	Not only seek out students/minority students that have a desire to be a teacher, but also reach out to students that we see great potential in	All Teachers and Staff	Start reaching out immediately 08/2023
Action Step	Add a new class to our curriculum, Introduction to Education, in order to generate interest in the field of education.	Building Administrator	08/2023
Action Step			


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

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.

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:
Stuttgart School District	0104	Arkansas
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:	
Nikki Hawkins	8706738701 ext. 1008	
<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>		
Name of Superintendent or Chief Academic Officer: Jeff McKinney		
 (Please Print)		
Signatures		
Superintendent/Chief Academic Officer		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	.4	1.4	42	.2	8.9	4.8	42.4
Teachers	0	.5	4.9	.5	.5	0	93.4
Administrators	0	0	8.3	0	0	0	91.7
Residents	.3	.5	24.2	0.1	2.4	4.3	68.2

Previous Yrs Data	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
20-21							
-Teachers	0	0	3.9	.5	1.1	0	94.4
-Admin	0	0	8.3	0	0	0	91.7
19-20							
-Teachers	0	.8	7.2	0	0	0	92.0
-Admin	0	0	8.3	0	0	0	91.7