

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 | Decrease the gap between the percentage of minority students and minority educator workforce by August 2025. |
|-------------------------|--|

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 | Partner with institutions of higher learning to identify potential minority candidates enrolled in teacher prep programs. | Steven Green | August 2025 |
| Action Step | Identify and encourage minority students to pursue a career in education and track students who indicate this in their student success plans. | Steven Green | August 2024 |
| Action Step | Partner with Northcentral cooperative to seek minority candidates for Arkansas Teacher Residency or ArPep Program | Steven Green Gia Taylor | August 2024 |

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

Review applicant pool yearly with a goal of increasing minority applications 3%. We currently have no minority applicants.

Review student success plans with a goal of increasing the percentage of students identifying education as a career choice. Increase minority students identifying education as part of their plan by 3%. Currently, 4.75% of the students have identified education as a potential career choice.

Partner with the Northcentral Cooperative in advertising opportunities for Arkansas Teacher Residency Program and ArPep on the radio, print media, and social media.

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.

Career Coach and counselors continue to offer minority students opportunities to visit college campuses and investigate education programs that would lead to careers in education. High School Counselor, Vickie Green, is working to establish an active Arkansas Teacher Residency Program which will hopefully lead to minority students pursuing opportunities in education. Our career coach will continue to encourage students to consider the education field.

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 | Increase district retention rates. |
|-----------------------|------------------------------------|

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 | Work with teachers with additional licensure plans to ensure they are on the path to licensure | Marc Walling Debbie Asberry Dr. Cheryl Bell | August 2024 |
| Action Step | Provide novice teachers with onsite mentors | Marc Walling Debbie Asberry Dr. Cheryl Bell | August 2025 |
| Action Step | Provide Recruitment/Retention Bonuses to attain and retain qualified staff members. | Steven Green | August 2023-25 |

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

Currently we have three teachers with ALPs. We would like to reduce this number by one per year over the next three years.

Cave City District has 8 novice teachers for the 23-24 school year. To aid in retaining, we will establish onsite mentors and provide them with a stipend for working with novice staff.

To retain a qualified workforce, the Cave City District will make every effort to provide employee bonuses in the Fall to keep attrition rates low.

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.

Staff members leaving the district after 22-23 were due to retirement. Our principals will continue to work with novice teaches in attaining full licensure within the time frame allowed.

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 | Increase the number of students who show interest in a career in education, including students of minority races. |
|---------------------|---|

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

| | Description | Person(s) Responsible | Target Date |
|--------------------|--|--|----------------|
| Action Step | Increase student interest in a career in education. | Vickie Green Carrie Johnston Philip Landers | August 2023 |
| Action Step | Conduct an annual career fair, and include education careers as part of the program. | Carrie Johnston Vickie Green | August 2024 |
| Action Step | Partner with institutions of higher learning to take interested students to their career fairs to identify their process for attaining careers in education. | Carrie Johnston Vickie Green UACCB OZARKA | August 2023-25 |

| What evidence will be used to determine if the student goal is met? (Include baseline data and expected outcome) |
|--|
| The district plans to have at least one career fair each academic year. Transportation will be arranged to take interested students to college campuses for career fair opportunities. Counselors and the career coach will provide information increase interest in minority and all students in choosing education as an interest on student success plans. Currently 4.75% of students with student success plans, indicate |

interest in education. We hope to increase this by 3%

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.

We were able to take students off campus to visit college institutions with career ed programs. We also hosted a career fair

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 22-23 Data | % American Indian | % Asian | % Black/African American | % Hawaiian/Pacific Islander | % Hispanic/Latino | % Two or More Races | % White |
|----------------------|--------------------------|----------------|---------------------------------|------------------------------------|--------------------------|----------------------------|----------------|
| Student Body | .43 | .34 | 2.12 | .17 | 3.07 | .94 | 92.93 |
| Teachers | 0 | 0 | 0 | 0 | 0 | 0 | 100 |
| Administrators | 0 | 0 | 0 | 0 | 0 | 0 | 100 |
| Residents | 1.1 | .5 | 1.2 | .1 | 2.6 | 2 | 95 |

| Previous Yrs Data | % American Indian | % Asian | % Black/African American | % Hawaiian/Pacific Islander | % Hispanic/Latino | % Two or More Races | % White |
|--------------------------|--------------------------|----------------|---------------------------------|------------------------------------|--------------------------|----------------------------|----------------|
| 21-22 | | | | | | | |
| -Teachers | 0 | 0 | 0 | 0 | 0 | 0 | 100 |
| -Admin | 0 | 0 | 0 | 0 | 0 | 0 | 100 |
| 20-21 | | | | | | | |
| -Teachers | 0 | 0 | 0 | 0 | 0 | 0 | 100 |
| -Admin | 0 | 0 | 0 | 0 | 0 | 0 | 100 |

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: |
| Cave City School District | 6802-000 | Sharp |

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: |
| Steven Green/ Superintendent | 870-283-5391 sgreen@cavecity.ncsc.k12.ar.us |

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: Steven Green

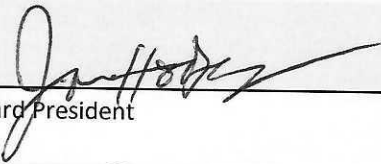
(Please Print)

Signatures


Superintendent/Chief Academic Officer

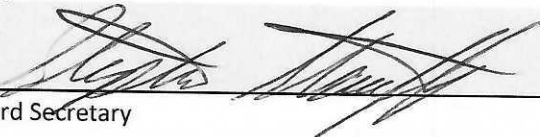
7/10/2023

Date


Board President

7/10/2023

Date


Board Secretary

7/10/2023

Date