



ARKANSAS DIVISION OF ELEMENTARY AND SECONDARY EDUCATION MINORITY TEACHER AND ADMINISTRATOR RECRUITMENT

Pursuant to Ark. Code Ann. § 6-17-1901, *et seq.*, school districts and charter schools with more than five percent (5%) African-American or other minority students must prepare and submit annually a Minority Teacher and Administrator Recruitment Plan to the Equity Assistance Center. Plans must include, but not limited to the following:

- Place emphasis on recruitment of African-Americans and other members of minorities for teacher and administrator positions and emphasis on encouraging minority students to pursue a career in education
- Set forth a goal of developing equity in employee composition that reflects racial and ethnic diversity and is at least equal to the percentage of minorities of the district or charter school
- Describe recruitment goals of minority teachers and administrators for the next school year and for the next ten (10) school years
- List steps taken and measures that will be used to meet recruitment goals including how minority students are encouraged to pursue a career in education
- List progress made in recruiting minority teachers and administrators
- Describe reasons for not meeting established recruitment goals, if needed
- List the number and percentage of members of racial minorities who were employed as teachers or administrators in each of the last five (5) years
- List the racial composition of the student body and residents of the district or charter

INSTRUCTIONS: Complete this signature page, attach it to the recruitment plan, and send electronically in portable document format (PDF) to ADE.equityassistance@arkansas.gov on or before October 15.

SCHOOL DISTRICT/CHARTER SCHOOL: Cossatot River School District	ADDRESS: 130 School Dr Wickes, AR 71973 TELEPHONE NUMBER: (870) 385-7101	COUNTY: Polk
Pursuant to A.C.A. § 6-17-1902, an employee must be designated to coordinate recruitment plan implementation.		
COORDINATOR NAME/TITLE: Amy Montgomery/Equity Coordinator	COORDINATOR TELEPHONE NUMBER/EMAIL: (870) 385-7101 ext 1105/amontgomery@cossatot.us	
<u>The signatures below certify that the district is in compliance with Ark. Code Ann. § 6-17-1901, <i>et seq.</i> and Standard 2-A for Accreditation of Arkansas Public Schools:</u>		
Name of Superintendent or Chief Academic Officer: <u>Jim Tankersley</u> (Please Print)		
Signatures:	<u>Jim Tankersley</u> Superintendent	<u>9-3-20</u> Date
<input type="checkbox"/> Select this box if District/Charter minority student composition is 5% or less & do not proceed further.		
	<u>Mike Fortna</u> Board President	<u>9-10-20</u> Date
	<u>Ally Wade</u> Board Secretary	<u>9-10-20</u> Date

The recruitment plan should include, but is not limited to, the following:

- 1. Data**
 - **Racial composition of teachers and administrators**
 - **Racial composition of teachers and administrators hired in the past five (5) years**
 - **Racial composition of the current student body**
- 2. Analysis and summary of data collected**
- 3. Short-term goal(s) and progress in goal attainment**
- 4. Long-term goal(s) for the next ten (10) school years and progress in goal attainment**
- 5. Improvements needed to increase recruitment**
- 6. Objectives, strategies, and activities used in recruitment and for encouraging students to pursue a career in education**
- 7. Action plan, including procedures for implementing, monitoring progress, and evaluating**

COSSATOT RIVER SCHOOL MINORITY RECRUITMENT PLAN

Ark. Code Annotated 6-17-1901 (Aupp. 1991)

District goals:

The Cossatot River School District will file an annual plan with the Equity Assistance Center each school year. Each year the district will recruit minority teachers and paraprofessionals by advertising in the Arkansas Association of Educational Administrators (AAEA) jobs posting site as well as the Arkansas Democrat Gazette, The Pulse, and The Mena Star. Minority high school graduates will be encouraged and recruited to enter the education field. Currently, scholarships are available at the Cossatot River High School for students entering the field of education. Minority students will be encouraged to apply. The district utilizes the Xello software for career information, exploration, scholarship and college searches. The goal of the district is to build a strong ESOL program to enable LEP students to achieve proficiency of the English language with greater success which will be reflected in their academic achievement.

Steps to meet district goals in recruitment:

1. A minority recruitment coordinator will be designated by the superintendent to implement the recruitment plan.
2. Technical assistance will be sought from the Department of Elementary and Secondary Education (DESE) in areas of implementation and ongoing procedures.
3. Information will be collected annually in each school in the district to determine ratios between student enrollment and number of teachers/administrators and in respect, a goal of equity will be established between teachers, administrators and minority students.
4. Advertisements for teacher and administrators will be published in the Arkansas Association of Educational Administrators (AAEA) jobs database website as well as the Arkansas Democrat Gazette, The Pulse, and The Mena Star.
5. In addition to minority recruitment of teacher and administrators, minority paraprofessionals will also be recruited to assist in tutoring ESOL/LEP students.
6. Create a more inclusive environment by providing an ESOL night annually to provide information and give the parents and teachers an opportunity to get to know one another better. The goal of an ESOL parent night will be to create a more welcoming environment for parents and guardians.

Steps taken by district to encourage minority students to pursue careers in education:

1. Appropriate career orientation in education careers will be presented on each grade level for all students.
2. Recruitment programs from colleges/vocational schools will include students who are in the five percent minority enrollment.
3. Minority students will be encouraged to participate in clubs promoting careers in education. Ex. Upward Bound
4. Minority students will be encouraged to participate in college orientation/visitation day programs with emphasis on the programs for teacher training.
5. Colleges/Universities, Migrant Education personnel at educational cooperatives and the DESE will be contacted by the school district each year to update the post high school training/college programs available to minority students who graduate from high school. Ex: Colleges which have programs for ESOL/LEP students.
6. Minority students will be recruited to participate in dual credit courses with high school/community colleges.
7. Parent involvement (ACT 603 of 2003) will result in more effective communication with all students' educational careers, which will be available to the high school graduate. All student information sent home for parents will be provided the students' native language.

Residents in District:

The Cossatot River School District is a consolidated district comprised of the cities of Wickes, Vandervoort, Cove, Grannis, and Umpire. The district consolidated in 2010. Over 95% of the students are transported by bus and live in the outer surrounding rural area. A majority of the parents' work in the Tyson Foods and Pilgrim's Pride poultry industries. A small percentage of the patrons work in the timber industry. Presently, 100% of the students are receiving free breakfast and free lunches in a Provision 2 Program.

RACIAL COMPOSITION OF STUDENTS IN COSSATOT RIVER SCHOOL DISTRICT

(Percentage based on student population)

YEAR	CAUCASIAN	NATIVE AMERICAN	ASIAN	AFRICAN	HISPANIC
2011-2012	73.0	4.4	0.003	0.002	23.6
2012-2013	72.0	4.1	0.004	0.004	23.6
2013-2014	64.2	3.8	0.900	0.100	27.0
2014-2015	63.1	3.7	1.200	0.300	28.5
2015-2016	63.0	3.4	0.200	0.300	30.0
2016-2017	62.9	3.1	0.000	0.400	30.8
2017-2018	64.5	2.9	0.100	0.400	28.8
2018-2019	64.4	2.8	0.000	0.500	28.4
2019-2020	64.4	3.4	0.000	0.400	27.8

RACIAL COMPOSITION OF SCHOOL DISTRICT EMPLOYEES

(Number of Teacher in the District)

YEAR	MINORITY TEACHERS & ADMINISTRATORS	ESOL CERTIFIED	MINORITY PARAPROFESSIONALS
2010-2011	0	8	3
2011-2012	1	9	2
2012-2013	2	16	3
2013-2014	1	17	7
2015-2016	3	27	5
2016-2017	2	28	3
2017-2018	4	21	8
2018-2019	3	20	8
2019-2020	5	20	4

Short-term Goals:

1. As changes in personnel and minority student population rise each year, efforts will be made to employ teachers and administrators who will assist the school district in obtaining a balance of racial equity between students and school personnel.
2. All students and their parents will have equal access to academic and career information to aid them in choices. Parent Involvement Centers will be located in each school library which will include academic and career information.
3. Interpreters will be available to assist the ESOL/LEP student population in school activities.
4. Technical assistance will be sought to assist the school in providing services to all students in the district.
5. Educational Careers will be promoted by encouraging minority student to participate in dual credit college classes offered to students on the district campus.
6. Secondary students in grades 9-12 will be encouraged to take college preparatory courses.
7. Minority students who are junior and seniors will be encouraged to participate in the college entrance exam program.

Long-Term Goals:

1. Employment records for a period of five years will reflect the effort to attain a racially balanced student, teacher, and administrator ratio in the district.
2. Efforts will continue to improve parent communication with minority parents concerning academics and career information.
3. Increase the employment of ESOL certified teacher and administrators. Presently there are 19 teachers who are ESOL certified and two teachers and one administrator who are currently attending an ESOL Institute to obtain certification.
4. Recruit minority high school student to obtain degrees in education and return to the Cossatot River school district to teach.

Method of Monitoring and Evaluating the Minority Plan:

1. Surveys and comparisons of student and teacher/administration racial population will be conducted for a period of five years.
2. School district APSCN reports will be reviewed for a period of three years.
3. Records of school activities will be reviewed each year to determine the types and quantity career programs the school has offered in which minority students participate.