

ARKANSAS DIVISION OF ELEMENTARY AND SECONDARY EDUCATION TEACHER AND ADMINISTRATOR RECRUITMENT AND RETENTION PLAN

Pursuant to Ark. Code Ann. § 6-17-1901, *et seq.*, all school districts and open enrollment charter schools must prepare and post to their website by August 1st of each year a three (3) year Teacher and Administrator Recruitment and Retention Plan. An employee must be designated to coordinate the implementation of the plan. Plans must be reviewed and updated annually and must include, but are not limited to, the following:

- Annual goals for
 - Recruiting and Retaining* teachers/administrators of minority races/ethnicities who increase diversity among staff and, at a minimum, reflect the racial/ethnic diversity of the district's students;
 - Increasing the number of students* who pursue careers in education with an emphasis on students of minority races/ethnicities;
- The actions and steps taken/will take to meet its each of the goals;
- The progress in meeting each of the goals;
- The evaluative methods it will use to measure progress towards meeting the goals;
- If applicable, the reasons for not meeting previous goals and the steps it will take to overcome those reasons;
- Local data related to educator recruitment and retention

The plan must include the following local data:

Racial/ethnic composition of the

- Student body of the district or charter school (21-22 school year) - [LEA Insights > Enrollment](#)
- Teachers employed (previous 3 school years) - [LEA Insights > Human Capital > Overview > Certified Teaching Staff](#)
- Administrators employed (previous 3 school years) - [eFinance > Personnel > Job Assignment > Administrator Counts](#) or [LEA Insights > Human Capital > Overview > Staff Details > Search by Job Code](#)
- Residents of the district or charter school (most current data) - [State Census Data](#)

Note: Fillable data tables are provided in Appendix A. Districts can also download data from the locations provided above to meet the data requirements of the plan.

Districts are encouraged to review the additional data points below in order to justify goals or evaluate effectiveness of actions.

Racial/ethnic composition of the:

- Teacher and administrator applicant pool
- Teachers and administrators hired
- Teachers leaving the district (attrition)

Racial/ethnic composition of the:

- % of student population enrolled in DCTE Pre-Educator program-[CTE Coordinator](#)
- % of student population participating as active members of Educators Rising-[CTE Coordinator](#)
- % of student population who receive the Certified Teaching Assistant (CTA) credential-[CTE Coordinator](#)
- % of student population indicating education as a career choice in [Student Success Plans](#)

Data Related to Teacher Quality

- Years of experience
 - % of novice teachers-[LEA Insights>Human Capital>Overview](#)
 - Average years of experience- [LEA Insights>Human Capital>Overview](#)
- Teacher Attainment
 - Teachers with master's degrees or higher- [LEA Insights>Human Capital>Public Educators](#)
 - National Board Certified Teachers- [LEA Insights>Human Capital>National Board Certified Teachers](#)
 - Teachers with Lead/Master designations- [LEA Insights>Human Capital>Public Educators](#)
- Licensure exception data- [LEA Insights>Human Capital>License Types and Exceptions](#)
- Overall attrition-[LEA Insights>Human Capital>Attrition](#)

Student Growth and Achievement Data

- Student assessment data-[myschoolinfo.arkansas.gov>select district>custom report>student assessment](#)

All plans must reflect data analysis.

Yellville-Summit School District 2022-2023 School Year 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	To design a plan of action for enhancing staff diversity of Yellville-Summit School District so that staff reflects the same approximate diversity of the student population.
-------------------------	---

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 Identify sources of potential minority teachers – Concentrate on colleges with a significant number of minorities – develop personal contact and identify a contact person on campus	Superintendent	Fall, 2022 And ongoing
Action Step Recruit minority teachers/administrators with emphasis on making the staff reflective of the student body	Superintendent	Fall, 2022 and ongoing
Action Step Post Job vacancies to arkansas.schoolsprings.com to broaden the applicant pool	Superintendent	Fall 2022 and ongoing
Action Step		

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

- Compare current percentages of student diversity compared to staff percentages and note any changes. Currently, there are only 0% minorities in our staff compared to 3.32% minority in the student population. The district will continue to monitor these percentages and work toward more like percentages.
- Documented promotion of teachers and promotion of an education pathway for students

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.

The 2022-2023 school year will be the baseline year for this program.

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

To design a plan of action for enhancing staff diversity of Yellville-Summit School District so that staff reflects the same approximate diversity of the student population and retains the diverse workforce.

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	The district will work to maintain the diverse educator workforce by collaborating with them throughout the year.	Superintendent	May 2023 and ongoing
Action Step	The district will maintain the diverse educator workforce by providing a mentor to assist with their needs	Superintendent	May 2023 and ongoing
Action Step			

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

Compare the percentage of diverse educators workforce to determine if the consistency of employment is maintained through multiple years.

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.

The 2022-2023 school year is the baseline year.

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	Encourage student participation, including minorities and ethnicities, in education programs of study.
---------------------	--

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	Investigate Opportunities for Yellville-Summit Students through the Grow Your Own Model	High School Principal High School Counselor Superintendent	School year of 2022-2023
Action Step	Introduce the occupations involving education through the Career and Technical Education course in the eighth grade.	Career and Technical Education Instructor	School year of 2022-2023
Action Step	Encourage students to participate in the CTE Work/Career practicum program, experiencing educational exposure as interns within classrooms on campus.	Vocational Business Instructor	School year of 2022-2023

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

Evidence will be based upon implementation of methods to Grow your Own Model.

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.

The 2022-2023 School year will be the baseline year.

Plan Submission

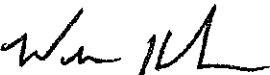

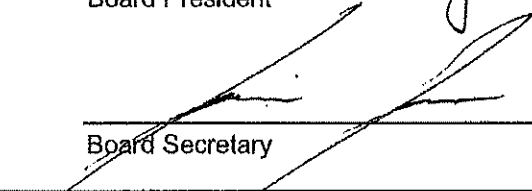
INSTRUCTIONS: Complete this page and post on your website along with the finalized Teacher and Administrator Recruitment and Retention plan before August 1.

SCHOOL DISTRICT/CHARTER SCHOOL: Yellville-Summit School District	LEA NUMBER: 4502000	COUNTY: Marion
--	------------------------	-------------------

Pursuant to A.C.A. § 6-17-1902, an employee must be designated to coordinate recruitment and retention plan implementation.

COORDINATOR NAME/TITLE: Wes Henderson/Superintendent	COORDINATOR TELEPHONE NUMBER/EMAIL: (870) 449-4061 / wes.henderson@ysk12.com
--	--

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:	WES HENDERSON	
	(Please Print)	
Signatures		7/14/22
	Superintendent/Chief Academic Officer	Date
		7/14/2022
Board President	Date	
	7/14/2022	
Board Secretary	Date	

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

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

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