

August 2023

Yellville-Summit School District 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	Yellville-Summit Public Schools will work to expand staff diversity to be commensurate with the diversity of the student population by 2.5%.
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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	Post job vacancies on various state platforms to widen the ethnic diversity of applicants.	Superintendent/Equity Coordinator	Spring 2024
Action Step	Coordinate with the local colleges to provide student teaching and/or internship opportunities for prospective future educators.	Superintendent/Equity Coordinator	Spring 2024
Action Step	Recruit minority teachers/administrators with emphasis on making staff reflective of the student body.	Superintendent/Equity Coordinator	Spring 2024

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

- Documentation of posted vacancies on state level platforms.
- Documentation of prospective interning educators district wide.
- Comparing percentages of student body to current staff. The 2022-2023 school year reflects staff with 0% minorities and 4.7 % minorities in the student population.

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.

-No progress has been made on our recruitment goal. Adjustments were made to the plan of action to help bring our percentage up for the 2023-2024 school year. Recruitment has been affected by current teacher shortages. This is reflective of teachers who are working out of their preferred field and/or working toward an Additional Licensure Plan.

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	Yellville-Summit Public Schools will preserve its current educator workforce by providing: An environment that supports the needs of faculty in all aspects of implementing inclusive practices.
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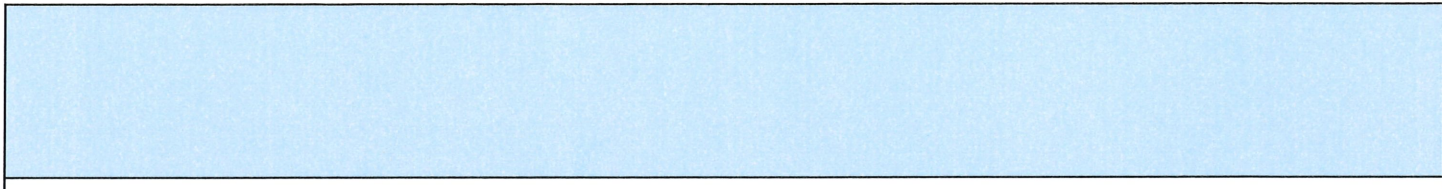
Which of the following best describes the retention goal?	
<input checked="" type="checkbox"/>	New Goal
<input type="checkbox"/>	Extension of a Goal from previous year

Action Plan

Describe the steps your district will take over the next three years to meet the retention goal. (Lines can be added for additional Action Steps)

Description	Person(s) Responsible	Target Date
Action Step Professional development opportunities that involve inclusive and best practices of meeting the unique needs of all learners.	Superintendent/Equity Coordinator	Spring 2024
Action Step Building level PLC teams to help new and current staff with progress monitoring.	Superintendent/Equity Coordinator	Spring 2024
Action Step Quarterly surveys to staff to determine weaknesses and areas of need.	Superintendent/Equity Coordinator	Spring 2024

What evidence will be used to determine if the retention goal is met? (Include baseline data and expected outcome)
<ul style="list-style-type: none"> -Documentation of professional development record. -Documentation of PLC meetings via monthly agenda and progress data. -Survey Results



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.

This is a new goal so baseline year will be 2023-2024 school 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	Yellville-Summit Schools will encourage participation in the educational field of study for all students.
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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	District Education and Career Fair advertisement amongst community and students.	Superintendent/Equity Coordinator	Spring 2024
Action Step	Secondary students provided the opportunity for concurrent credits with the local colleges.	Superintendent/Equity Coordinator	Spring 2024
Action Step	Provide on campus opportunities for students to receive community service hours in the districts after-school program.	Superintendent/Equity Coordinator	Spring 2024

What evidence will be used to determine if the student goal is met? (Include baseline data and expected outcome)
<ul style="list-style-type: none"> -Documentation of district flyers for the education and career fair. -Attendance data of students who attend NAC and ASUMH education programs. -Documentation of student hours served in the after-school program.

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 high school implemented a College and Career Fair. Due to its 2nd year implementation, more focus needs to be made in the field of education. Additionally, more advertisement in the community.

-33 documented hours for the 2022-2023 school year of after school community services provided by 4 students.

Plan Submission


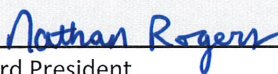

INSTRUCTIONS: Complete this page and post on your website along with the finalized Teacher and Administrator Recruitment and Retention plan before August 1.

SCHOOL DISTRICT/CHARTER SCHOOL: Yellville Summit School District	LEA NUMBER: 4502000	COUNTY: Marion
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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: Wes Henderson/Superintendent Danielle Lee/Equity Coordinator	COORDINATOR TELEPHONE NUMBER/EMAIL: 870-449-4061 wes.henderson@ysk12.com danielle.lee@ysk12.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:	<u>Wesley Henderson</u> (Please Print)
Signatures	
Superintendent/Chief Academic Officer	7/20/2023 Date
	7/20/2023 Date
Board President	
	7/20/23 Date
Board Secretary	