

**Blevins School District**  
**Teacher and Administrator Recruitment Plan**  
**2023-2024**

**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.

<b>Recruitment Goal</b>	Increase the number of minority teachers by 3% by the 2024-2025 school year in order to better reflect the racial/ethnic diversity of the district’s student population.
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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
<b>Action Step</b>	Administrators and/or staff will attend career fairs and events with a focus on colleges and universities with minority populations.	Superintendent Curriculum Coordinator	Annually
<b>Action Step</b>	Recruit minority teacher interns to increase retention after college graduation.	Superintendent Curriculum Coordinator	Fall/Spring Semesters
<b>Action Step</b>	Utilize a “grow your own” model, with an emphasis on minority personnel, to allow recent graduates to work as paraprofessionals while attending college.	Superintendent Curriculum Coordinator Building Principal	Ongoing

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

**Currently the district has three minorities in licensed positions. 34% of the district's student body is categorized as minority. Our goal of increasing the teacher and administration population by 3% will help to increase the racial composition within the district.**

### **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.**

For the 2023-2024 school year, the district increased the staff's minority teachers by one staff member.

## 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.

<b>Retention Goal</b>	Retain 100% of the minority teachers hired for at least five years.
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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
<b>Action Step</b>	New teachers will be assigned a mentor teacher	Building Principal	Ongoing
<b>Action Step</b>	Involve new teachers in collaboration opportunities through PLCs and leadership teams	Curriculum Coordinator Building Principal	Ongoing
<b>Action Step</b>	Implement coaching sessions with instructional facilitators that will address curriculum, instruction, data assessments, eschool, and classroom management.	Curriculum Coordinator Building Principal	Ongoing

What evidence will be used to determine if the retention goal is met? (Include baseline data and expected outcome)
The retention data of minority teachers and survey data of new teachers will be used to determine if the retention goal is met.



**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.**

2023-2024 will be 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.

<b>Student Goal</b>	Increase student enrollment in the high school pre-educator program of study courses, Certified Teaching Assistant (CTA) Certificate of Proficiency program and concurrent credit courses related to education.
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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
<b>Action Step</b>	Increase student awareness of the different pathways and programs that are available to high school students interested in pursuing a career in education, including jobs within multiple education level attainment. (High School, College Coursework and Advanced Degrees).	Curriculum Coordinator Building Principal High School Counselor	Ongoing
<b>Action Step</b>	Increase student awareness of education related concurrent credit courses available.	Curriculum Coordinator Building Principal High School Counselor	Ongoing
<b>Action Step</b>	Assist students in the development of a career plan that will be needed for the educational job(s) they are interested in pursuing.	Curriculum Coordinator Building Principal High School Counselor	
<b>Action Step</b>	Provide students with the opportunity to visit a variety	Curriculum Coordinator	Ongoing

	of colleges to learn more about the educational courses, programs and degrees offered, entrance requirements and the application process.	Building Principal High School Counselor	
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<b>What evidence will be used to determine if the student goal is met? (Include baseline data and expected outcome)</b>
<ul style="list-style-type: none"><li>• <b>2023-2024 second semester student enrollment in high school pre-educator courses.</b></li><li>• <b>2023-2024 second semester student enrollment in CTA courses.</b></li><li>• <b>2023-2024 second semester student enrollment in concurrent credit courses relating to education.</b></li></ul>

**Review Progress (After Baseline Year)**

<b>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.</b>
2023-2024 will be the baseline year.

<b>SY 22-23 Data</b>	<b>% American Indian</b>	<b>% Asian</b>	<b>% Black/African American</b>	<b>% Hawaiian/Pacific Islander</b>	<b>% Hispanic/Latino</b>	<b>% Two or More Races</b>	<b>% White</b>
Student Body	<b>0%</b>	<b>0.7%</b>	<b>18%</b>	<b>0%</b>	<b>12%</b>	<b>4%</b>	<b>65%</b>
Teachers	<b>0%</b>	<b>0%</b>	<b>5%</b>	<b>0%</b>	<b>2%</b>	<b>0%</b>	<b>93%</b>
Administrators	<b>0%</b>	<b>0%</b>	<b>33%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>67%</b>
Residents	<b>Census not calculated for area</b>						

<b>Previous Yrs Data</b>	<b>% American Indian</b>	<b>% Asian</b>	<b>% Black/African American</b>	<b>% Hawaiian/Pacific Islander</b>	<b>% Hispanic/Latino</b>	<b>% Two or More Races</b>	<b>% White</b>
<b>21-22</b>							
-Teachers	<b>0%</b>	<b>0%</b>	<b>2%</b>	<b>0%</b>	<b>2%</b>	<b>0%</b>	<b>96%</b>
-Admin	<b>0%</b>	<b>0%</b>	<b>33%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>67%</b>
<b>20-21</b>							
-Teachers	<b>0%</b>	<b>0%</b>	<b>.04%</b>	<b>0%</b>	<b>.02%</b>	<b>0%</b>	<b>94%</b>
-Admin	<b>0%</b>	<b>0%</b>	<b>33%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>67%</b>