

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	Clarendon School District (CSD) will post jobs (School Spring, Great Rivers Educational Cooperative, Each campus, and on our website) available in our school district as soon as we know they are available to encourage minority teachers over the next three years. Our plan is to increase minority recruitment by 10% over the next 3 years.
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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	Attend school career fairs	Dr. Ruby Ellis	January 15 – June 30, 2025
Action Step	Post available positions as soon as we know they are available.	Dr. Ruby Ellis	August 15, 2022 – June 30, 2025
Action Step	Keep in touch with GREC (Kelsey Riley) who is ArPep manager and see if there are any available teachers.	Cameron Welch	August 15 th , 2022 – June 30, 2025

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

Evidence will be the number of minority teacher applicants and the number hired by CSD.

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.

CSD hired every licensed teacher that we had available to us. We encouraged college graduates to complete their licensure as they passed their PRAXIS assessment/assessments

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	Clarendon School District will encourage our paraprofessional staff, janitors, and secretaries (all support staff) in completing their college degree in education. Many of our paraprofessionals and support staff have college hours and are enrolled in a college degree program. CSE will encourage all staff both minority and others to complete a degree in education. Our plan is to encourage the minority teaching staff by 10% over the next 3 years.
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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	Clarendon School District will meet with all paraprofessionals and support staff each nine weeks to see progress toward licensure goals.	Dr. Ruby Ellis	August 15, 2022 – June 30, 2025 Ongoing
Action Step	CSD will encourage our support staff in their endeavors towards an educator’s license.	Dr. Ruby Ellis	August 15, 2022 – June 30, 2025 Ongoing
Action Step	Recruit and Retain minority teachers by PLC’s training and encouragement and gratitude for their dedication	Cameron Welch	August 15, 2022 – June 30, 2025 Ongoing

What evidence will be used to determine if the recruitment goal is met? (Include baseline data and expected outcome)
The evidence will be the number of minority support staff hired as teachers each year. Paraprofessional to teacher retention each year. CSD meets with support staff frequently to promote and encourage their completion in REACH or Master’s Degree licensure programs.

Review Progress (After Baseline Year)
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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	Clarendon School District will retain minority teachers through an encouraging and supportive environment.
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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	Meeting with an encouraging minority teachers in all educational needs.	Dr. Ruby Ellis	August 15, 2022- June 1, 2025 Ongoing
Action Step	Discuss benefits of staying in our district. (Teacher Retirement, Bonuses, insurance, student loan reimbursement).	Lee Vent	August 15, 2022- June 1, 2025 Ongoing
Action Step	Provide onsite Mentoring program for new staff.	Great Rivers Educational Cooperative	August 15, 2022 – June 1, 2025 Ongoing

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

Evidence will be the number of minority teachers we retain for the 2023-2024 school year through the 2024-2025 school year.

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.

CSD retained a large number of our teachers for the 2023-2024 school year. We were able to secure teachers and have no vacancies to date.

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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	CSD will promote Educator’s Rising in our school district. A certified teacher will offer years 1 and 3 of the courses required to complete the program so that some seniors will be finishers and other students will begin the training.
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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	The high school principal will promote and encourage educator rising in our district.	Bobbie Loewer, High School Principal	August 15 th , 2022- June 2025 Ongoing
Action Step	Ms. Bertha Bones will meet with minority students and encourage their teaching career.	Bertha Bones, K-12 Counselor	Each nine weeks August 15, 2022- June 1, 2025
Action Step			

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

The evidence will be the number of students in educator rising and the number of completers each year. Further evidence will be students that complete a college degree and go into education as their career field.

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.

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:
Clarendon School District	4802	Monroe


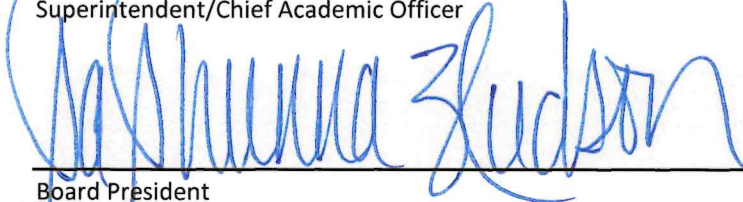

Pursuant to A.C.A. § 6-17-1902, an employee must be designated to coordinate recruitment and retention plan implementation.

COORDINATOR NAME/TITLE:	COORDINATOR TELEPHONE NUMBER/EMAIL:
Dr. Ruby Ellis, Federal Programs Coordinator	870-747-3351 ellisr@lions.grsc.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:	Lee Vent
(Please Print)	

Signatures

	9-19-23
Superintendent/Chief Academic Officer	Date
	9-19-23
Board President	Date
	9-19-23
Board Secretary	Date

Data Entry

Enter district totals for each race/ethnicity in each target area. The form will calculate percentages.

Current - Student Body												
Total #	White		Black		Hispanic/Latinx		Asian/Pacific Isl.		N. Amer./AK N.		2+	
	115	0.00%	220	0.00%	28		0	0.00%	1	0.00%	41	0.00%

Current - Community												
Total #	White		Black		Hispanic/Latinx		Asian/Pacific Isl.		N. Amer./AK N.		2+	
105%	63%	60.00%	29.70%	28.29%	2.30%	2.19%	5%	4.76%	3%	2.86%	2%	1.90%

Certified Staff													
Total #	White		Black		Hispanic/Latinx		Asian/Pacific Isl.		N. Amer./AK N.		2+		
5yr Tally	163	135	82.82%	27	16.56%	0	0.00%	1	0.61%	0	0.00%	0	0.00%
2022-2023	44	31	70.45%	12	27.27%	0	0.00%	1	2.27%	0	0.00%	0	0.00%
2021-2022	58	49	84.48%	9	15.52%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
2020-2021	61	55	90.16%	6	9.84%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

New Hires													
Total #	White		Black		Hispanic/Latinx		Asian/Pacific Isl.		N. Amer./AK N.		2+		
5yr Tally	30	21	70.00%	7	23.33%	0	0.00%	2	6.67%	0	0.00%	0	0.00%
2023-2024	7	5	71.43%	1	14.29%	0	0.00%	1	14.29%	0	0.00%	0	0.00%
2022-2023	10	5	50.00%	4	40.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%
2021-2022	13	11	84.62%	2	15.38%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Previous Year's Seniors now Freshman with Education Major													
Total #	White		Black		Hispanic/Latinx		Asian/Pacific Isl.		N. Amer./AK N.		2+		
5yr Tally	2	0	0.00%	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
2022-2023	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
2021-2022	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
2020-2021	2	0	0.00%	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Data Analysis

Student to Staff (Current Year)					
WH	BL	H/L	A/PI	NA/AN	2+
-70.45%	-27.27%	0.00%	-2.27%	0.00%	0.00%

Student to New Hires Tally					
WH	BL	H/L	A/PI	NA/AN	2+
-70.00%	-23.33%	0.00%	-6.67%	0.00%	0.00%

Student to Community					
WH	BL	H/L	A/PI	NA/AN	2+
-60.00%	-28.29%	-2.19%	-4.76%	-2.86%	-1.90%

Staff to Community					
WH	BL	H/L	A/PI	NA/AN	2+
10.45%	-1.01%	-2.19%	-2.49%	-2.86%	-1.90%

Largest Gaps		
Rank	%	Category
1	10%	WH - Staff to Community
2	0%	H/L - Student to Staff (Current Year)
3	0%	
4	0%	
5	0%	

Student to Staff (Previous Year)					
WH	BL	H/L	A/PI	NA/AN	2+
-84.48%	-15.52%	0.00%	0.00%	0.00%	0.00%
Change this year					
14.03%	-11.76%	0.00%	-2.27%	0.00%	0.00%

Students in Education to Student Body					
WH	BL	H/L	A/PI	NA/AN	2+
0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Students in Education Total			
	2022-2023	2021-2022	2020-2021
Numbers	0	0	2
Growth #	0	-2	
Growth %	N/A	-100.00%	

Data Analysis

Questions to consider

Pressing <alt>+<Enter> creates a line break inside the current cell.

- 1) What are the patterns/repetitions in the minority disparity?
- 2) What progress did we make toward meeting our goals set last year?
- 3) Is hiring trending toward parity?
- 4) What additional data are needed?
- 5) Why are we making a plan about racial parity between our students and our staff?