

**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:

Required Information:

Racial/ethnic composition of the

- Student body of the district or charter school (22-23 school year) - [LEA Insights > Enrollment](#)

Race	School Year	Number Of Students	Race	School Year	Percent of Students
American Indian	2023	32	American Indian	2023	1.6016%
Asian	2023	41	Asian	2023	2.052%
Black / African American	2023	8	Black / African American	2023	0.4004%
Hawaiian / Pacific Islander	2023	16	Hawaiian / Pacific Islander	2023	0.8008%
Hispanic / Latino	2023	145	Hispanic / Latino	2023	7.2572%
Two or More Races	2023	99	Two or More Races	2023	4.9549%
White	2023	1657	White	2023	82.9329%





- Teachers employed (previous 3 school years) - [LEA Insights > Human Capital > Overview > Certified Teaching Staff](#)







































Race	2020-2021	2021-2022	2022-2023
American Indian	4	4	4
Asian	1	1	1
Black/African American	0	0	0
Hawaiian/ Pacific Islander	0	0	0
Hispanic/ Latino	0	0	0
Two or More	1	1	1
White	125	127	144

- Administrators employed (previous 3 school years) - [eFinance>Personnel>Job Assignment>Administrator Counts](#) or [LEA Insights > Human Capital > Overview > Staff Details > Search by Job Code](#)

Race	2020-2021	2021-2022	2022-2023
American Indian	0	0	0
Asian	0	0	0
Black/African American	0	0	0
Hawaiian/ Pacific Islander	0	0	0
Hispanic/ Latino	0	0	0
Two or More	0	0	0
White	9	9	9

- Residents of the district or charter school (most current data) - [State Census Data](#) Data specific to Gravette was not available.

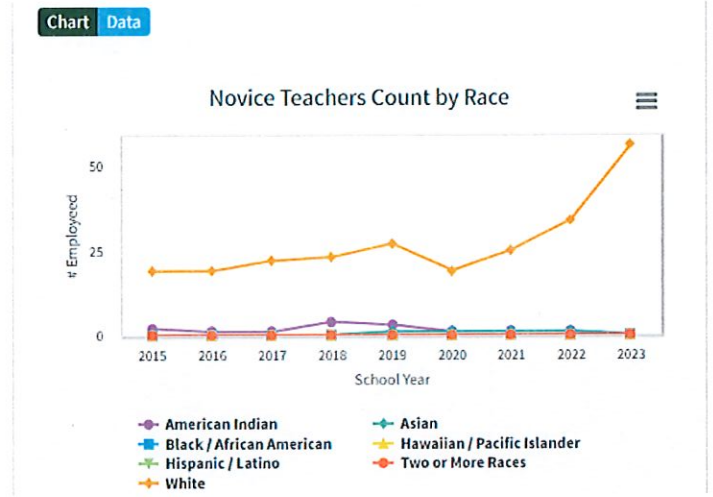
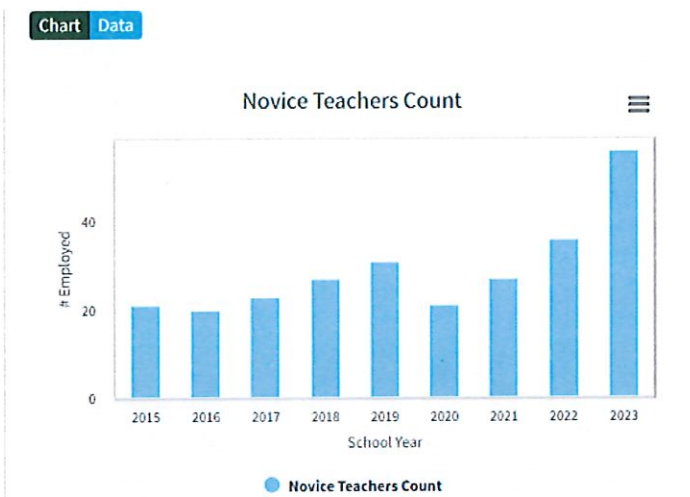
All Topics   Benton County, Arkansas  United States 

 Population Estimates, July 1, 2022, (V2022)	 302,863	 333,287,557
Population		
 Population Estimates, July 1, 2022, (V2022)	 302,863	 333,287,557
 Population estimates base, April 1, 2020, (V2022)	 284,329	 331,449,520
 Population, percent change - April 1, 2020 (estimates base) to July 1, 2022, (V2022)	 6.5%	 0.6%
 Population, Census, April 1, 2020	284,333	331,449,281
 Population, Census, April 1, 2010	221,339	308,745,538
Age and Sex		
 Persons under 5 years, percent	 6.5%	 5.6%
 Persons under 18 years, percent	 25.2%	 21.7%
 Persons 65 years and over, percent	 13.9%	 17.3%
 Female persons, percent	 49.7%	 50.4%
Race and Hispanic Origin		
 White alone, percent	 87.3%	 75.5%
 Black or African American alone, percent (a)	 2.3%	 13.6%
 American Indian and Alaska Native alone, percent (a)	 1.9%	 1.3%
 Asian alone, percent (a)	 4.8%	 6.3%

Optional Information:

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](#)

Chart Data

Filter... Clear

School Year	Average Years Teacher Experience
2024	12.01
2023	11.72
2022	11.87
2021	13.28
2020	13.44
2019	12.38
2018	12.53
2017	12.28

Showing 1-8 of 10 records

« 1 2 »

Chart Data

Filter... Clear

School Year	Type	Percentage
2024	Novice Teachers (< 3 yrs. Experience)	0.00%
2024	>= 3 yrs. Experience	100.00%
2021	Novice Teachers (< 3 yrs. Experience)	21.68%
2021	>= 3 yrs. Experience	78.32%
2020	Novice Teachers (< 3 yrs. Experience)	11.97%
2020	>= 3 yrs. Experience	88.03%
2019	Novice Teachers (< 3 yrs. Experience)	18.25%
2019	>= 3 yrs. Experience	81.75%

Showing 1-8 of 12 records

« 1 2 »

- 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](#)

School Year	Nbct Certified
2023	3
2022	4
2021	4
2020	3
2019	0
2018	1
2017	0




- Licensure exception data- [LEA Insights>Human Capital>License Types and Exceptions](#)

Chart
Data

Clear

School Year	ALPs Count
2023	4
2022	5
2021	7
2020	9
2019	7
2018	4
2017	3
2016	1

- Overall attrition-[LEA Insights](#)>[Human Capital](#)>[Attrition](#)

Teacher Attrition											
LEA	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
 Northwest Ark. Education Co-Op (7221000)	9.03 %	9.47 %	11.8 %	26.8 %	11.2 %	11.1 %	10.8 %	10.0 %	11.0 %	11.9 %	15.5 %
 Gravette School District (0404000)	10.8 %	13.7 %	15.4 %	11.6 %	12.7 %	9.29 %	14.8 %	12.8 %	6.33 %	9.94 %	15.2 %
 State of Arkansas (AR)	10.9 %	11.4 %	12.0 %	13.8 %	12.4 %	11.2 %	11.0 %	10.8 %	10.7 %	11.7 %	13.8 %

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	The district will decrease the gap between the minority student population and minority teacher population from 13% to 10% by August of 2025.
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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	Implement the Arkansas Teacher Residency Model	Assistant Superintendent	Spring 2025
Action Step	Attend career fairs and promote open positions on district website and social media.	Superintendent, Assistant Superintendent, Building Principals	Spring 2024

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

Baseline Data:

- The racial composition of our student population is 83% white and 17% minority.
- The racial composition of our teaching staff is 96% white and 4% minority.

Expected Outcome:

- A 3% decrease in the 13% gap between minority students and minority teachers by August 2025

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.

We have attended hiring events and made an effort to post positions earlier during the hiring season. We are posting positions on the district website and on social media. The Gravette School District is diligent in efforts to hire the best employee for each open position.

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	Decrease the teacher attrition rate from 9.94% to 6% by August 2025.
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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 Complete exit interviews or surveys with teachers leaving the district.	HR and district administration	Spring 2024
Action Step Conduct a staff climate survey and analyze results.	HR and district administration	Spring of 2024
Action Step Increase support for new teachers	Assistant Superintendent	Fall 2023

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

Baseline Data:

- The 2021 teacher attrition rate for Gravette was 9.94%
- In 2018 and 2019 the attrition rate for Gravette was slightly higher than the state average.

Expected Outcome:

- The teacher attrition rate will decrease from 9.94% to 6% by August of 2025.

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 attrition rate for teachers at Gravette increased in 2022 to 15.2%. While this is not the direction we want to move, the Northwest Arkansas Educational Co-op and the State of Arkansas also saw an increase from the 2021 school year. In the 2023-2024 school year, we have changed our model of support for novice teachers and teachers new to the Gravette School District. This model will increase support for new teachers at the district and building level. We will also increase the training for mentor teachers. At the end of the 2022-2023 school year, staff were surveyed. This survey provided insight into the climate and culture of the district. Administrators and teacher leaders reflected on this survey and used it to guide improvement plans.

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

Provide students the opportunity to earn the Certified Teaching Assistant (CTA) credential and implement the Arkansas Teacher Residency Model

Which of the following best describes the student 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 student goal. (Lines can be added for additional Action Steps)

	Description	Person(s) Responsible	Target Date
Action Step	Develop a partnership with an institute of higher learning	High School Principal	Fall 2022

What evidence will be used to determine if the student goal is met? (Include baseline data and expected outcome)
<p>Baseline Data:</p> <ul style="list-style-type: none">• Students do not have the option to earn a CTA. <p>Expected Outcome:</p> <ul style="list-style-type: none">• Provide students the opportunity to earn the Certified Teaching Assistant (CTA) credential

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.
Students are able to become a Certified Teaching Assistant while enrolled in Gravette High School.

Plan Submission



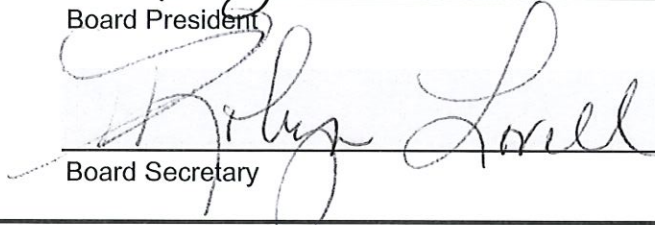
INSTRUCTIONS: Complete this page and post on your website along with the finalized Teacher and Administrator Recruitment and Retention plan before August 1.

SCHOOL DISTRICT/CHARTER SCHOOL: Gravette School District	LEA NUMBER: 0404	COUNTY: Benton
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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: Rebecca Sears, Assistant Superintendent	COORDINATOR TELEPHONE NUMBER/EMAIL: 479-787-4100 rebecca.sears@gravetteschools.net
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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>Maribel Childress</u>		(Please Print)
Signatures		<u>8-21-23</u>
	Superintendent/Chief Academic Officer	Date
		<u>8-21-23</u>
Board President	Date	
	<u>8-21-23</u>	
Board Secretary	Date	