

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.

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	Explicitly commit to recruiting a diverse, representative educator workforce at the South Conway County School District that meets the needs of all students by ensuring that more diverse educators of color are interviewed by campus and district committees and include interview committee members of color when appropriate and possible.
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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	Restructure applicant screening rubric and interview processes to ensure that more diverse educators of color are interviewed by committee members and considered for employment.	Lora Hendrix, Associate Superintendent of Schools (Equity Coordinator)	August 1, 2022
Action Step	Actively reach out to underrepresented groups (i.e., colleges with a significant number of minorities, input from minority community members, etc.).	Lora Hendrix, Associate Superintendent of Schools (Equity Coordinator)	August 1, 2022 - August 1, 2025
Action Step	Encourage peer to peer recruitment for educators of color.	Lora Hendrix, Associate Superintendent of Schools (Equity Coordinator)	August 1, 2022 - August 1, 2025

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

Baseline data for the South Conway County School District reveals that SY 21-22 teaching staff is made up of approximately 2.94% Black/African American, 0.84% Hispanic/Latino, and 96.22% White. The administrative staff is currently 100% White. Evidence used to determine if the recruitment goal is met will be an increase in the ratio of staff to the point where it approximates the composition of student and district residents. Each year, demographic data should move toward this goal.

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.

FY23: Progress is demonstrated in the data in Appendix A, showing increases in the percentage of African American and Hispanic teachers. Screening rubrics were revisited, as well as interview processes. At the end of FY23, additional minorities were recruited at both the teacher and administrator level which should be reflected in data for 2023-2024. The SCCSD demographic data are moving toward the goal.

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

Explicitly commit to retaining a diverse, representative educator workforce at the South Conway County School District by participating in, advertising, and supporting Arch Ford Cooperative retention strategies provided to districts.

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 South Conway County School District will participate in, advertise, and support Arch Ford retention strategies provided to the cooperative, including Praxis and Foundations of Reading support, Arch Ford Novice Teacher mentoring and “buddy teacher” “person of support” program, Arch Ford Lead Teacher Program, and Arch Ford Principal Prep Program.	Lora Hendrix, Associate Superintendent of Schools (Equity Coordinator)	August 1, 2022 - August 1, 2025
Action Step	The South Conway County School District will provide information and networking opportunities for educators of color to share ideas, concerns, and ways to retain more diverse candidates.	Lora Hendrix, Associate Superintendent of Schools (Equity Coordinator)	August 1, 2022 - August 1, 2025
Action Step	The South Conway County School District will send representative(s) to quarterly Arch Ford Human Resource (HR) Meetings to learn of new ways to retain diverse qualified teachers and network with other regional HR personnel.	Lora Hendrix, Associate Superintendent of Schools (Equity Coordinator)	August 1, 2022 - August 1, 2025

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

Baseline data for the South Conway County School District reveals that SY 21-22 average years for teachers are: SCCSD (8.41 yrs. districtwide), Morrilton Primary School (14.95 yrs.), Morrilton Elementary (12.48 yrs.), Morrilton Intermediate (8.38 yrs.), Morrilton Junior High School (8.19 yrs.) and Morrilton Sr. High School (6.55 yrs.). Evidence used to determine if the retention goal is met will include an increase in the average years for teachers across the district and at all buildings.

Baseline data for the South Conway County School District reveals that SY 21-22 teaching staff is made up of approximately 2.94% Black/African American, 0.84% Hispanic/Latino, and 96.22% White. The administrative staff is currently 100% White. Evidence used to determine if the retention goal is met will be an increase in the ratio of staff to the point where it approximates the composition of student and district residents. Each year, demographic data should move toward this goal.

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.

FY23: Progress is demonstrated in the average years for teachers for 2022-2023. Data for FY23 for South Conway County School District reveals that SY 22-23 average years for teachers are: SCCSD (12.85 yrs. districtwide), Morrilton Primary School (15.79 yrs.), Morrilton Elementary (13.82 yrs.), Morrilton Intermediate (10.08 yrs.), Morrilton Junior High School (12.42 yrs.) and Morrilton Sr. High School (12.14 yrs.) Years of experience increased at all buildings and at the district level.

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	Explicitly encourage students of the South Conway County School District to pursue careers in the field of education, with an emphasis on students of minority races and ethnicities.
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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
Action Step	Implement a student organization that encourages students to pursue a career in education, such as Educators Rising.	Jasmine Wilson, Morrilton High School Assistant Principal of Students (and MHS College/Career Coach)	August 1, 2022 - August 1, 2023

Action Step	Participate in, advertise, and support Arch Ford workshops and trainings that support CTE Personnel and Mentoring staff members with recruiting students of the South Conway County School District to the educator pipeline.	Jasmine Wilson, Morrilton High School Assistant Principal (and MHS College/Career Coach); Lora Hendrix, Associate Superintendent of Schools (Equity Coordinator)	August 1, 2022 - August 1, 2025
Action Step	Explore partnerships with institutions of higher education as a plan of action (Certified Teaching Assistant - CTA credential and/or the Arkansas Teacher Residency Model) as appropriate and on an individualized basis to best meet the needs of students while addressing the given focus area.	Lora Hendrix, Associate Superintendent of Schools (Equity Coordinator)	August 1, 2022 - August 1, 2025

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

Baseline data reveal that the South Conway County School District currently does not have a student organization in place that promotes entrance into the education profession. Likewise, the SCCSD does not have ongoing partnerships with institutions of higher education for CTA credentials and/or the Arkansas Teacher Residency Model. Evidence used to determine if the student goal is met will include 1.) establishment of a student organization that encourages pursuit of a career in education, 2.) student enrollment numbers in the organization over time, 3.) attendance/participation in Arch Ford workshops and training to assist with student recruitment to the educator pipeline, and 4.) establishment/consideration of CTA credential partnerships and/or Arkansas Teacher Residency to meet needs of all learners.

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.

FY23: Educators Rising was established and led by Jasmine Wilson. Likewise, Jasmine Wilson was hired as Assistant Principal at MHS for 2023-2024. At the end of the 2023-2024 school year efforts were made to encourage MHS college graduates to return to their hometown to teach. This group included some minorities, which should be reflected in FY24 data. The SCCSD is trending in the right direction and is encouraging graduates of our own to enter the teaching profession and educator leader roles.

Plan Submission


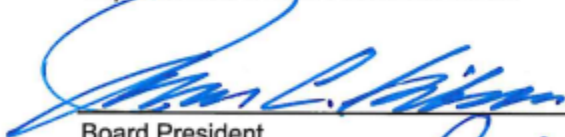

INSTRUCTIONS: Complete this page and post on your website along with the finalized Teacher and Administrator Recruitment and Retention plan before August 1.

SCHOOL DISTRICT/CHARTER SCHOOL:	LEA NUMBER:	COUNTY:
South Conway County School District	1507000	Conway

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:
Lora Hendrix	(501) 354-9451

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:

Signatures	Name of Superintendent or Chief Academic Officer:	Shawn Halbrook
		(Please Print)
		6/13/22
	Superintendent/Chief Academic Officer	Date
		6/13/22
	Board President	Date
		6/13/22
	Board Secretary	Date

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Signatures	Name of Superintendent or Chief Academic Officer:	Shawn Halbrook
		(Please Print)
	(See signatures from original submission on 6/13/22)	
	Superintendent/Chief Academic Officer	Date
	Board President	Date
	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

Additional Local Data (Optional for TARRP)

Teacher Quality Data	
SY 21-22 Data; SY 22-23 Data	
% of novice teachers- LEA Insights>Human Capital>Overview	SY22-23: 35.88% SY 21-22: 31.69%
Average years of experience- LEA Insights>Human Capital>Overview	<p>SY 22-23:</p> <p>SCCSD (12.85 yrs. Districtwide)</p> <p>Morrilton Primary School (15.79 yrs.)</p> <p>Morrilton Elementary (13.82 yrs.)</p> <p>Morrilton Intermediate (10.08 yrs.)</p> <p>Morrilton Junior High School (12.42yrs.)</p> <p>Morrilton Sr. High School (12.14 yrs.)</p> <p>SY 21-22:</p> <p>SCCSD (8.41 yrs. Districtwide)</p> <p>Morrilton Primary School (14.95 yrs.)</p> <p>Morrilton Elementary (12.48 yrs.)</p> <p>Morrilton Intermediate (8.38 yrs.)</p> <p>Morrilton Junior High School (8.19 yrs.)</p> <p>Morrilton Sr. High School (6.55 yrs.)</p>
Teachers with master's degrees or higher- LEA Insights>Human Capital>Public Educators	SY 22-23: 96 Teachers with Master's Degrees or Higher (Totaled using SCCSD Certified Staff Spreadsheet) SY 21-22: 97 Teachers with Master's Degrees or Higher (Totaled using SCCSD Certified Staff Spreadsheet)
National Board Certified Teachers- LEA Insights>Human Capital>National Board Certified Teachers	SY 22-23: 4 NBCT Certified Teachers SY 21-22: 8 NBCT Certified Teachers
Teachers with Lead/Master designations- LEA Insights>Human Capital>Public Educators	SY 22-23: 0 Certified Teachers SY 21-22: 0 Certified Teachers
Licensure exception data- LEA Insights>Human Capital>License Types and Exceptions	2023: 5 ALPs 2022: 12 ALPs
Overall attrition- LEA Insights>Human Capital>Attrition	2022-23 Attrition Data: SCCSD Teachers (6.60%) SCCSD Principals (0.0%) SCCSD Superintendent (0.0%)

	<p>2021-22 Attrition Data: SCCSD Teachers (7.70%) SCCSD Principals (0.00%) SCCSD Superintendent (0.0%)</p> <p>2020-2021 Attrition Data: SCCSD Teachers (11.0%) SCCSD Principals (20.0%) SCCSD Superintendent (0.0%)</p>
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