

Bentonville Schools Three Year Action Plan 2022-2025

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	Increase the number of Hispanic, Asian, and African American licensed staff hired annually, especially focusing on schools who have a higher minority population by June 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	Continue to allow college education students to be placed in our district for observations, practicums, and internships.	Angela Eaves, Director of Human Resources	Ongoing
Action Step	Attend recruitment events in regions of our state and surrounding states where minority groups are more heavily populated	Angela Eaves, Director of Human Resources	Ongoing
Action Step	Increased use of job boards beyond our openings posted on the district website.	Angela Eaves, Director of Human Resources	Ongoing

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

Review data of recruitment fairs - attendance and hires.

Evaluate racial composition of college interns during fall of 2023

Evaluate the number of applicants received from district and outside job boards.

Host a district recruitment fair in January 2024.

Racial Composition of Teacher and Administrators for the 2022-2023 School Year

Ethnic composition - Licensed	Count	Percentage
American Indian or Alaska Native	17	1.10%
Asian	4	0.26%
Black or African American	17	1.10%
Hispanic or Latino	42	2.71%
White	1468	94.83%
Grand Total	1548	100.00%

Racial Composition of Teacher and Administrators Hired in the past Five (5) Years

Ethnic Composition - Licensed Hires	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Caucasian / White	119 95.59%	136 93.28%	141 95.92%	141 93.38%	162 90.00%
African American / Black	2 1.22%	3 2.01%	0 0.00%	1 0.66%	3 1.67%
Hispanic / Latino	2 1.22%	3 4.03%	4 2.72%	8 5.30%	11 6.11%
Asian / Pacific Islander	0 0.22%	0 0.00%	0 0.00%	0 0.00%	2 1.11%
American Indian / Alaska Native	2 1.75%	1 0.68%	2 1.36%	1 0.66%	2 1.11%
Total	125 100.00%	146 100.00%	147 100.00%	151 100.00%	180 100.00%

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.

Applicants received from outside job boards have been helpful for classified positions.

We have seen a small increase in minority licensed staff members hired in the 2022-2023 school year.

Racial Composition of 2022-2023 Student Body

Race	Student Count	%
American Indian or Alaska Native	260	1%
Asian	1379	7%
Black or African American	603	3%
Hispanic	2249	12%
Native Hawaiian or Other Pacific Islander	137	1%
Two or More Races	890	5%
White	13156	71%
Total	18674	

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	Establish a residency model to recruit current employees to obtain a degree in the field of education. The model will be fully established by June 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	Partner with colleges and universities to offer	Tanya Sharp, Chief Operating Officer	Ongoing

	courses needed for certification as a certified teaching assistant		
Action Step	Offer a pay scale lane change for those that receive their CTA while working on their degree.	Tanya Sharp, Chief Operating Officer	Ongoing
Action Step	Establish a Residency Mentor program to support Level 1 & 2 Residents	Tanya Sharp, Chief Operating Officer	Ongoing
Action Step	Establish a Residency Mentor program for Level 3 Residents	Tanya Sharp, Chief Operating Officer	June 2024

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

Review partnerships with universities and colleges
Mentor Program established
Salary Schedule lane change established

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.

The State's Residency Model has changed. The committee will evaluate the changes during the 2023-2024 school year to determine next steps.

The District will continue to offer the lane change for Certified Teaching Assistants.

The District will continue to offer Residency Mentors.

The District has increased University partnerships by adding two new partners.

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	Offer competitive salary, benefits and supports to all employees.
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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	Offer competitive salaries to employees.	Tanya Sharp, Chief Operating Officer	Yearly
Action Step	Offer competitive benefits to employees.	Tanya Sharp, Chief Operating Officer	Yearly
Action Step	Establish a District Mentor program to support teachers with 0-10 years of experience.	Tanya Sharp, Chief Operating Officer	Completed
Action Step	Establish a teacher recruitment campaign that highlights current teachers.	Tanya Sharp, Chief Operating Officer	Completed/Update Every 3 years
What evidence will be used to determine if the retention goal is met? (Include baseline data and expected outcome)			

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 Bentonville School District increased all salary schedules by 6.5% for the 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	Establish recruitment activities for a Career in Education with our own high school, minority students.
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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	Work with the Ignite Principal and CTE Coordinator to continue to encourage student participation in Educators Rising programs at both high schools.	Minority Recruitment Committee	June 2024
Action Step	Establish informational meetings with all junior highs to visit with 8th grade students about a career in education.	Minority Recruitment Committee	June 2024

Action Step	DEI Committee members will provide informational meetings to high school students regarding a career in education.	Minority Recruitment Committee	June 2024
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What evidence will be used to determine if the student goal is met? (Include baseline data and expected outcome)
Increase the racial and gender composition of the students in our Ignite Education Cohort and CTE Education Classes

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.
<p>The percent of minority students enrolled in the Ignite Education Strand has increased in the 2023-2024 school year..</p> <p>The percent of male students enrolled in the Ignite Education Strand has increased in the 2023-2024 school year.</p>

2023-2024 Ignite Education Enrollment

Fed Race Ethnic	Student Count	%
Hispanic or Latino of any race	4	7%
American Indian or Alaska Native	1	2%
Asian	2	3%
Black or African American	1	2%
White	45	79%
Two or more races	4	7%
Grand Total	57	

2023-2024 Gender Composition

Gender Composition	Student Count	%
Female	43	75%
Male	14	25%
Total	57	

2022-2023 Ignite Education Enrollment

Ethnic Composition	Student Count	%
Hispanic or Latino of any race	1	2.5%
American Indian or Alaska Native	2	5%
Asian	0	0%
Black or African American	1	2.5%
White	36	90%
Grand Total	40	

2022-2023 Ignite Education Enrollment

Gender Composition	Student Count	%
Female	38	95%
Male	2	5%
Total	40	