

## **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.

<b>Recruitment Goal</b>	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
<b>Action Step</b>	Continue to allow college education students to be placed in our district for observations, practicums, and internships.	Angela Eaves, Director of Human Resources	Ongoing
<b>Action Step</b>	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
<b>Action Step</b>	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 - created a new method to track this data for new hires during 2024-2025  
 Evaluate racial composition of college interns during Fall 2024 - created a new method to track this data for interns during 2024-2025  
 Evaluate the number of applicants received from district and outside job boards.  
 Host a district recruitment fair in February 2025  
 Attend a special recruitment event with multiple HBUs present during Fall 2024

**Racial Composition of Teacher and Administrators for the 2023-2024 School Year**

Row Labels	Count	Percentage
American Indian or Alaska Native	16	1.04%
Asian	5	0.33%
Black or African American	17	1.11%
Hispanic or Latino	45	2.94%
Two or More Races	4	0.26%
White	1445	94.32%
<b>Grand Total</b>	<b>1532</b>	<b>100.00%</b>

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

Ethnic Composition - Licensed Hires	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Caucasian / White	136	141	141	162	118
	93.28%	95.92%	93.38%	90.00%	88.72%
African American / Black	3	0	1	3	2
	2.01%	0.00%	0.66%	1.67%	1.50%
Hispanic / Latino	3	4	8	11	9
	4.03%	2.72%	5.30%	6.11%	6.77%
Asian / Pacific Islander	0	0	0	2	1
	0.00%	0.00%	0.00%	1.11%	0.75%
American Indian / Alaska Native	1	2	1	2	1
	0.68%	1.36%	0.66%	1.11%	0.75%
Two or More Races	0	0	0	0	2
	0.00%	0.00%	0.00%	0.00%	1.50%
Total	146	147	151	180	133
	100.00%	100.00%	100.00%	100.00%	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.**

We have seen a small increase in minority licensed staff hired the last couple of school years. The general pool of applicants for education hires is getting smaller each school year. We are hiring more teachers with non-traditional licensures and have hired our first teacher with an aspiring teacher permit for the 2024-2025 school year. These non-traditional hires require more support as well which we have built into our district novice mentoring program to help with retention.

### Racial Composition of 2023-2024 Student Body

Race	Race Count	Race Percentage
Asian	1,527	7.98%
Black	601	3.14%
Hawaii/Pacific Islander	126	0.66%
Hispanic or Latino	2,388	12.48%
Native American/Alaskan Native	276	1.44%
Two or More Races	972	5.08%
White	13,247	69.23%
<b>Primary Race - Total</b>	<b>19,137</b>	<b>100.00%</b>

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

<b>What evidence will be used to determine if the recruitment goal is met? (Include baseline data and expected outcome)</b>
<p><b>Review partnerships with universities and colleges</b></p> <p><b>Mentor Program established</b></p> <p><b>Salary Schedule lane change established</b></p>

**Review Progress (After Baseline Year)**

<b>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.</b>
<p>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 currently has four apprentices through the Residency model and one resident working under an Aspiring Teacher Permit.</p> <p>The District will continue to offer the lane change for Certified Teaching Assistants.</p> <p>The District will continue to offer Residency Mentors.</p> <p>The District has increased University partnerships by adding two new partners. ATU and SAU were added as partners during the 2023-2024 school year.</p> <p>The District will continue to meet with classified staff regarding opportunities through AR Futures and the Apprenticeship Program.</p>

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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.

<b>Retention Goal</b>	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
<b>Action Step</b>	Offer competitive salaries to employees.	Tanya Sharp, Chief Operating Officer	Yearly
<b>Action Step</b>	Offer competitive benefits to employees.	Tanya Sharp, Chief Operating Officer	Yearly
<b>Action Step</b>	Establish a District Mentor program to support teachers with 0-10 years of experience.	Tanya Sharp, Chief Operating Officer	Completed
<b>Action Step</b>	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. The Bentonville School District has added District Mentors as part of the novice mentoring program who will receive the training for the LEAD/MASTER teacher designation during the 2024-2025 school year. All novices will have a District Mentor assigned to them.

**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>	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?**

<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)

	<b>Description</b>	<b>Person(s) Responsible</b>	<b>Target Date</b>
<b>Action Step</b>	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

<b>Action Step</b>	Establish informational meetings with all junior highs to visit with 8th grade students about a career in education.	Minority Recruitment Committee	June 2025
<b>Action Step</b>	DEI Committee members will provide informational meetings to high school students regarding a career in education when invited to do so.	Minority Recruitment Committee	June 2025

<b>What evidence will be used to determine if the student goal is met? (Include baseline data and expected outcome)</b>
<b>Increase the racial and gender composition of the students in our Ignite Education Cohort and CTE Education Classes</b>

**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>
The percent of minority students enrolled in the Ignite Education Strand has increased over the last couple of school years. The percent of male students enrolled in the Ignite Education Strand has increased over the last couple of school years.

**2024-2025 Ignite Education Enrollment**

<b>Fed Race Ethnic</b>	<b>Student Count</b>	<b>%</b>
<b>Hispanic or Latino of any race</b>	0	0%
<b>American Indian or Alaska Native</b>	1	2.5%
<b>Asian</b>	1	2.5%
<b>Black or African American</b>	1	2.5%

<b>White</b>	<b>36</b>	<b>90%</b>
<b>Two or more races</b>	<b>1</b>	<b>2.5%</b>
<b>Grand Total</b>	<b>40</b>	

**2024-2025 Gender Composition**

<b>Gender Composition</b>	<b>Student Count</b>	<b>%</b>
<b>Female</b>	<b>35</b>	<b>87.5%</b>
<b>Male</b>	<b>5</b>	<b>12.5%</b>
<b>Total</b>	<b>40</b>	

**2023-2024 Ignite Education Enrollment**

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

**2023-2024 Gender Composition**

<b>Gender Composition</b>	<b>Student Count</b>	<b>%</b>
<b>Female</b>	<b>43</b>	<b>75%</b>
<b>Male</b>	<b>14</b>	<b>25%</b>
<b>Total</b>	<b>57</b>	

# Plan Submission


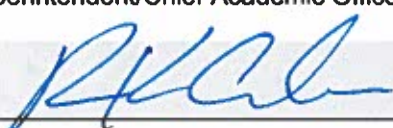
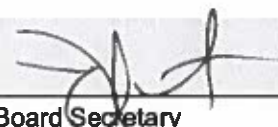
**INSTRUCTIONS:** Complete this page and post on your website along with the finalized Teacher and Administrator Recruitment and Retention plan before August 1.

SCHOOL DISTRICT/CHARTER SCHOOL:	LEA NUMBER:	COUNTY:
Bentonville School District	0401	Benton

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:
Tanya Sharp, Chief Operating Officer	(479) 254-5000

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:	Dr. Debbie Jones	
	(Please Print)	
Signatures		09-11-2024
	Superintendent/Chief Academic Officer	Date
		9-17-24
Board President		Date
		9/17/24
Board Secretary		Date