

**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:

- Student population enrolled in OCH Pre-Educator [program-CH Coordinator](#)
- Student population participating as active members of Educators [Rising-GTE Coordinator](#)
- Student population who receive the Certified Teaching Assistant (CTA) [credential-CH Coordinator](#)
- 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 8 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	To design a plan to recruit staff who live in our community.
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Which of the following best describes the recruitment 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 recruitment goal. (Lines can be added for additional Action Steps)

	Description	Person(s) Responsible	Target Date
Action Step	Utilize the AR Teacher Residency model to help current classified staff become certified.	Nichole Cunningham	Fall 2022 and ongoing
Action Step	Complete a survey to find out why some teachers leave our district.	Jeff Lewis	Fall 2022 and ongoing
Action Step			

What evidence will be used to determine if the recruitment goal is met? (Include baseline data and expected outcome)
Less teacher turnover will be recognized by the retention of quality staff in district. OMSD will watch teacher turnover rates and staff longevity rates to see an increase in teacher retention.

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.
OMSD currently has 3 classified staff working through the teacher residency model. One staff member will be fully certified by the end of this year. OMSD restructured the campuses for the 2023-2024 school year. We reduced staff in this restructure. Therefore, no survey of reason for leaving was given.

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	To retain quality staff in order to allow continuity of services for students.
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Which of the following best describes the retention goal?	
	New Goal
X	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	Implement the 4 day school week in order to retain quality teachers.	John McCleary	Fall, 2022 And ongoing

Action Step	Implement a retention bonus pay plan	Jeff Lewis	Fall of 2022
Action Step			

Evidence of a quality plan will show teacher retention of quality staff. Turnover rates will decrease to less than 3% each year.

What evidence will be used to determine if the retention goal is met? (Include baseline data and expected outcome)
Quality staff will remain for the 2023-2024 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.
A recent survey provided to all staff showed that 100% of staff wish to keep the 4 day week. Several staff even mentioned this is what keeps them in this district rather than going elsewhere. OMSD used funds in the 2022-2023 school year to implement a retention pay plan.

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	Encourage student participation, including minorities and ethnicities, in education programs of study.
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Which of the following best describes the student goal?
0 Gew Goal

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	Make the educator pathway a part of the career fair tables in the Spring of 2023.	Counselor and Principal on each campus	Spring, 2023
Action Step			
Action Step			

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

Any graduates who pursue a career in education will be an improvement. We have not had a graduate pursue a career in education in many years.

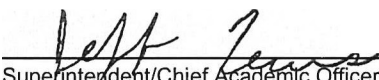
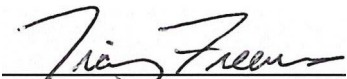
Review Progress (After Baseline Year)

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.

The educator pathway was part of the career fair presented to juniors and seniors in the spring of 2023. No graduates chose to follow this career path.

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:
Ozark Mountain School District	6505000	Searcy
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:	
Nichole Cunningham/Federal Programs Coordinator	870-439-2218	
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: Officer: _____		
(Please Print)		
Signatures		<u>7/21/20</u> Date
	Superintendent/Chief Academic Officer	
		<u>7 12 11 20</u> Date
	Board President	
		<u>7/21/20</u> Date
	Board Secretary	

Appendix A

Template for Required Data

Districts must include the data below as part of their Teacher and Administrator Recruitment and Retention Plan. Districts may complete the template below or download data from locations outlined on the title page in order to meet plan requirements.

SY 21-22 Data	% American Indian	% Asian	% Black/ African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
Student Body	1%	.1%	.5%	.1%	2.5%	2.2%	94%
Teachers	0%	0%	0%	0%	0%	0%	100%
Administrators	0%	0%	0%	0%	0%	0%	100%
Residents	1.1%	.6%	.6%	.1%	2.4%	2.1%	94%

Previous Yrs Data	% American Indian	% Asian	% Black/ African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
20-21							
-Teachers	0%	0%	0%	0%	0%	0%	100%
-Admin	0%	0%	0%	0%	0%	0%	100%
19-20							
-Teachers	0%	0%	0%	0%	0%	1%	99%
-Admin	.0%	0%	0%	0%	0%	0%	100%

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 \(EPPOR\)](#)
- 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