

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 - Overview](#)
- 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
 - Average years of experience
- 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	The Arkansas School for the Deaf’s goal for recruitment is to attract the most qualified candidate to promote the district's values and support the school’s mission. In doing so, ASD will recruit a representative workforce, with a focus on increasing the percentage of deaf and hard of hearing staff to 48%.
-------------------------	---

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	ASD will participate in community opportunities to promote cultural awareness and equity. Develop committee to address targeted areas that may serve as barriers to deaf applicants and to create pathways to obtain licensure.	Janet Dickinson, Superintendent	Implement Jan 2023 continue annually
Action Step	Coordinate job postings using social media platforms geared toward deaf educator groups.	Kevin Lentz Director of Development, PR & Media	Implement Sept 2022 continue annually
Action Step	Create partnerships with RIT and Gallaudet University to attract potential deaf graduates, attending their job fairs to recruit nationally for qualified deaf candidates.	Rayburn Boland, Principal KaAnn Varner, Principal	Implement Feb 2023 continue annually

What evidence will be used to determine if the recruitment goal is met? (Include baseline data and expected outcome)
In the 2021 Minority Report, the percentage of Deaf & HH staff was 40.32%. Arkansas School for the Deaf will continue to monitor data and consider the goal met when we reach 48%.

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.

In the 2021 Minority Report, ASD reported a 29.97 % minority. We also believe that people with disabilities should also be considered a minority. Increasing the number of deaf staff working with deaf students greatly enhances our effectiveness.

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	ASD will retain 90% of teachers and 87% of all staff annually.
-----------------------	--

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

Description	Person(s) Responsible	Target Date
Action Step The administration will ensure frequent check-ins and support by providing teachers with lead teacher mentors.	Rayburn Boland, Principal KaAnn Varner, Principal	Implement Aug 2022 continue annually
Action Step The administration team at ASD will assist current classified staff members to become certified staff members.	Dr. Janet Dickinson, Superintendent	Implement Aug 2022 continue annually
Action Step ASD will continue to strive to create a deaf educational licensure pathway with a residential component on campus at ASD.	Dr. Gretchen Cobb	Implement April 2023 continue annually

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

The evidence that the goal will be met include classified staff members becoming certified staff members. In addition, the goal will be met once staff members receive their degree and move into deaf education teaching positions at ASD.

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.

Progress made toward retention goals include multiple paraprofessionals who has moved into teaching positions as the result of support from ASD and ADE's APPEL program.

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	The goal for increasing the number of students who pursue careers in education with an emphasis on students of minority includes exposing students to educational professionals that reflect the student body.
---------------------	--

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	Give opportunities for dorm high school students to become mentors to younger students.	Rayburn Boland, Principal KaAnn Varner, Principal Rita Jordan	Implement Oct 2022 continue annually
Action Step	Place an emphasis on education elective courses when students are seeking CTE experiences.	Lea Marshall, Counselor Casey Brown, Director ADCC Rayburn Boland, Principal	Implement Sept 2023 continue annually
Action Step	Invite guest speakers to share their experiences and accomplishments in becoming an educator.	Lea Marshall, Counselor Casey Brown, Director ADCC Rayburn Boland, Principal	Implement Sept 2023 continue annually

What evidence will be used to determine if the student goal is met? (Include baseline data and expected outcome)
The student goal will be met once we have an increased number of students that seek educational credentials, credits, and classes in the field of education.

**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.

Once baseline data is gathered for the 2022-2023 school year, ASD will track the increase in students in mentorships and educational assistant opportunities in deaf education classrooms.

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:
Arkansas School for the Deaf	6092	Pulaski

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:
Sherry Young	Sherry.young@ade.arkansas.gov

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. Janet Dickinson
		(Please Print)
Signatures	Dr. Janet Dickinson	8/16/2022
	Superintendent/Chief Academic Officer	Date
	Dr. Samuel Atcherson	8/16/2022
	Board President	Date
	Mr. Robert Fagan	8/16/2022
	Board Secretary	Date

The original signed document is located in the Superintendent's Office. This document is posted for A.D.A. Website Accessibility.

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	0	4.0816	28.5714	1.0204	11.2244	2.0408	53.0612
Teachers	0	0	2.7	0	0	2.7	94.6
Administrators	0	8.3	4.16	0	4.16	0	83
Residents (Pulaski County)	0.5	2.3	38.3	0	6.5	2.4	56.5

Previous Yrs Data	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
20-21							
-Teachers	0	0	2.8571	0	0	2.8571	94.2857
-Admin	0	8.3	4.16	0	4.16	0	83
19-20							
-Teachers	0	0	3.3333	0	0	3.3333	93.333
-Admin	0	8.3	4.16	0	4.16	0	83

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.

Example Teacher and Administrator Recruitment and Retention Plan (Link here once complete)

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 (link to CM when published)
- [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