



DESE Equity Assistance Center:  
Minority Teacher & Administrator Recruitment



District & school teams should consider the following as a resource in their review of current recruitment planning.

Minority Teacher & Administrator Recruitment Plan Supportive Review A.C.A. §6-17-1901, <i>et seq.</i>			
School Year:		LEA:	Review Date:
		In Compliance	Comments
Filed by the annual deadline: Oct. 15		<input type="checkbox"/>	
Statutory Plan Requirements	Place emphasis on recruitment of African-Americans and other members of minorities for teacher and administrator positions and emphasis on encouraging minority students to pursue a career in education	<input type="checkbox"/>	
	Set forth a goal of developing equity in employee composition that reflects racial and ethnic diversity and is at least equal to the percentage of minorities of the district or charter school	<input type="checkbox"/>	
	Describe recruitment goals of minority teachers and administrators for the next school year and the next ten (10) school years	<input type="checkbox"/>	
	List steps taken and measures that will be used to meet recruitment goals including how minority students are encouraged to pursue a career in education	<input type="checkbox"/>	
	List progress made in recruiting minority teachers and administrators	<input type="checkbox"/>	
	Describe reasons for not meeting established recruitment goals, if needed	<input type="checkbox"/>	
	List the number and percentage of members of racial minorities who were employed as teachers or administrators in each of the last five (5) years	<input type="checkbox"/>	
	List the racial composition of the student body and residents of the district or charter	<input type="checkbox"/>	
		Evidenced	Comments
Effective Planning Habits	Plan describes the school systems vision/commitment to diversity	<input type="checkbox"/>	
	Plan describes how stakeholders are shared of goals/actions	<input type="checkbox"/>	
	Plan describes how stakeholders are shared progress to attaining goals	<input type="checkbox"/>	
	Goals are specific, measurable, attainable, realistic, and timely	<input type="checkbox"/>	