



Teacher & Administrator Recruitment & Retention Plan A.C.A. §6-17-1901, et seq.			
Plan Requirements	<b>Annual goals</b> A.C.A. §6-17-1902(c)(1); A.C.A. §6-17-1901(b)	The recruitment and retention of teachers and administrators of minority races and ethnicities who increase diversity among the district staff and, at a minimum, reflect the racial and ethnic diversity of the district's students <div style="border: 1px solid #ccc; padding: 10px; margin-top: 10px;"> <b>EAC EXAMPLE -</b>            By the start of the ##### - ##### school year, the gap between the percentages of minority certified staff and minority students will be 19% or less.           </div> <div style="border: 1px solid #ccc; padding: 10px; margin-top: 10px;">           Increasing the number of students who pursue careers in education with an emphasis on students of minority races and ethnicities         </div>	<b>EAC GUIDANCE -</b> Strategic & Specific Measurable Attainable Results Oriented Time Bound
		The <b>actions and steps</b> taken and those that will be taken to meet each of the goals  A.C.A. §6-17-1902(c)(2)	<b>EAC GUIDANCE -</b> <u>Actions</u> = Intentional and targeted recruitment & retention strategies that are logically aligned to a goal; Clarity on the purpose of each action & its impact on achieving the goal  <u>Steps</u> = Combination of smaller incremental changes or tasks to achieve an action  Includes past & upcoming actions
	The <b>progress</b> in meeting each of the goals  A.C.A. §6-17-1902(c)(3)	<b>EAC EXAMPLE -</b> The actual outcome of 22% fell short of the 19% goal. 3 of 4 interviews to date have been with a diverse hiring team.	<b>EAC GUIDANCE -</b> <u>Progress</u> = Degree to which goals were met & the results of the actions taken
	The <b>evaluative methods</b> the school district or charter school will use to measure progress towards meeting the goals  A.C.A. §6-17-1902(c)(4)	<b>EAC EXAMPLE -</b> Review the racial/ethnic composition of teachers and administrators Analyze the racial/ethnic composition of educator hiring teams	<b>EAC GUIDANCE -</b> <u>Evaluative Methods</u> = Practical measures that determine if a goal is met or if an action is completed

	<p>If the goals for the previous reporting period were not met, state the <b>reasons and steps</b> that will be taken to overcome the reasons for not meeting the goals.</p> <p style="text-align: right;">A.C.A. §6-17-1902(c)(5)</p> <div style="background-color: #e0f2ff; padding: 10px;"> <p><b>EAC EXAMPLE -</b></p> <ul style="list-style-type: none"> <li>• Implemented strategies were not targeted enough toward teachers and administrators of minority races/ethnicities. More targeted strategies will be identified.</li> <li>• Midyear hiring team member changes resulted in not all being trained in impartial interviewing practices. New midyear hiring team members will be directed to the recorded training.</li> </ul> </div> <div style="background-color: #e0f2ff; padding: 10px;"> <p><b>EAC GUIDANCE -</b></p> <p><u>Reasons</u> = Succinctly describe flaws in implementation &amp; limitations that can be addressed by the LEA</p> <p><u>Steps</u> = Adjustments in implementation, action planning, or goal setting</p> </div>										
<p>The <b>steps</b> that will be taken to <b>encourage</b> students to pursue a career in education, including steps specific to students of minority races and ethnicities</p> <p style="text-align: right;">A.C.A. §6-17-1902(c)(6)</p> <div style="background-color: #e0f2ff; padding: 10px;"> <p><b>EAC EXAMPLE -</b></p> <p>STEP: EdRising Middle School Club meeting norm includes members bringing a friend that is not a member</p> <p>STEP: Ask an on-campus influencer to share a post about the club</p> </div> <div style="background-color: #e0f2ff; padding: 10px;"> <p><b>EAC GUIDANCE -</b></p> <p><u>Steps</u> = Tasks that are student-focused and minority student-focused</p> <p><u>Encourage</u> = Intentional support or aid</p> </div>											
<p>Data showing the racial and ethnic composition of teachers and administrators <b>employed</b> for each of the previous three years</p> <p style="text-align: right;">A.C.A. §6-17-1902(c)(7)(A)</p> <div style="background-color: #e0f2ff; padding: 10px;"> <p><b>EAC EXAMPLE -</b></p> <p>Last year, the gap between the percentages of minority certified staff and minority students was 24% in the LEA.</p> </div> <div style="background-color: #e0f2ff; padding: 10px;"> <p><b>EAC GUIDANCE -</b></p> <p><u>Data</u> = Reality of the past level of performance and trends</p> </div>	<p><a href="#">My School Info</a></p> <p><a href="#">LEA Insights</a></p> <p><a href="#">ADE Data &amp; Research Request</a></p>										
<p>Data showing the <b>effectiveness</b> of the plan</p> <p style="text-align: right;">A.C.A. §6-17-1902(c)(7)(B)</p> <div style="background-color: #e0f2ff; padding: 10px;"> <p><b>EAC EXAMPLE -</b></p> <p>Teacher and administrator recruitment goal fell short by 3%. Interviews to date with a diverse hiring team fell short by 25% (1 team)</p> </div> <div style="background-color: #e0f2ff; padding: 10px;"> <p><b>EAC GUIDANCE -</b></p> <p><u>Effectiveness</u> = Monitoring the evaluative methods for the desired results</p> </div>											
<p>The racial and ethnic composition of the <b>student body</b> and the <b>residents</b> of the school district or charter school</p> <p style="text-align: right;">A.C.A. §6-17-1902(c)(8)</p>	<p><a href="#">United States Census Bureau</a></p>										
<p>Requirements</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding: 5px;">Posted on LEA's website by August 1</td> <td style="padding: 5px; text-align: right;">A.C.A. §6-17-1901(d)(2)</td> </tr> <tr> <td style="padding: 5px;">Three-year plan</td> <td style="padding: 5px; text-align: right;">A.C.A. §6-17-1901(a)</td> </tr> <tr> <td style="padding: 5px;">Plan updated annually</td> <td style="padding: 5px; text-align: right;">A.C.A. §6-17-1901(d)(1)</td> </tr> <tr> <td style="padding: 5px;">Annual review of the recruitment and retention plan</td> <td style="padding: 5px; text-align: right;">A.C.A. §6-17-1901(c)(1)</td> </tr> <tr> <td style="padding: 5px;">Annual review of the progress of the school district and charter school in meeting the goals</td> <td style="padding: 5px; text-align: right;">A.C.A. §6-17-1901(c)(2)</td> </tr> </table>	Posted on LEA's website by August 1	A.C.A. §6-17-1901(d)(2)	Three-year plan	A.C.A. §6-17-1901(a)	Plan updated annually	A.C.A. §6-17-1901(d)(1)	Annual review of the recruitment and retention plan	A.C.A. §6-17-1901(c)(1)	Annual review of the progress of the school district and charter school in meeting the goals	A.C.A. §6-17-1901(c)(2)	<div style="background-color: #e0f2ff; padding: 10px;"> <p><b>EAC GUIDANCE -</b></p> <p>Review with stakeholders, the LEA's vision for &amp; commitment to diversity. Seek input &amp; suggestions</p> <p>Prioritize the actions necessary to achieve the vision</p> </div>
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