



Teacher & Administrator Recruitment & Retention Plan A.C.A. §6-17-1901, et seq.			
Plan Requirements	<p>Annual goals A.C.A. §6-17-1902(c)(1); A.C.A. §6-17-1901(b)</p>	<p>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</p> <div style="border: 1px solid blue; border-radius: 15px; padding: 10px; margin: 10px 0;"> <p>EAC EXAMPLE - By the start of the ##### - ##### school year, the gap between the percentages of minority certified staff and minority students will be 19% or less.</p> </div>	<div style="border: 1px solid blue; border-radius: 15px; padding: 10px; margin: 10px 0;"> <p>EAC GUIDANCE - Strategic & Specific Measurable Attainable Results Oriented Time Bound</p> </div>
		<p>Increasing the number of students who pursue careers in education with an emphasis on students of minority races and ethnicities</p>	
		<p>The actions and steps taken and those that will be taken to meet each of the goals</p> <p style="text-align: right;">A.C.A. §6-17-1902(c)(2)</p> <div style="border: 1px solid blue; border-radius: 15px; padding: 10px; margin: 10px 0;"> <p>EAC EXAMPLE -</p> <p>ACTION #1: Ensure that all educator hiring teams are racially/ethnically diverse to ensure multiple perspectives within the selection process.</p> <p>STEP: Communicate in writing the expectation of diverse hiring teams to all administrators and leadership teams</p> <p>STEP: Train all educator hiring teams on impartial interviewing practices</p> <p>STEP: In Dec., review the racial/ethnic composition of hiring teams</p> </div>	<div style="border: 1px solid blue; border-radius: 15px; padding: 10px; margin: 10px 0;"> <p>EAC GUIDANCE -</p> <p><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</p> <p><u>Steps</u> = Combination of smaller incremental changes or tasks to achieve an action</p> <p>Includes past & upcoming actions</p> </div>
		<p>The progress in meeting each of the goals</p> <p style="text-align: right;">A.C.A. §6-17-1902(c)(3)</p> <div style="border: 1px solid blue; border-radius: 15px; padding: 10px; margin: 10px 0;"> <p>EAC EXAMPLE -</p> <p>The actual outcome of 22% fell short of the 19% goal. 3 of 4 interviews to date have been with a diverse hiring team.</p> </div>	<div style="border: 1px solid blue; border-radius: 15px; padding: 10px; margin: 10px 0;"> <p>EAC GUIDANCE -</p> <p><u>Progress</u> = Degree to which goals were met & the results of the actions taken</p> </div>
	<p>The evaluative methods the school district or charter school will use to measure progress towards meeting the goals</p> <p style="text-align: right;">A.C.A. §6-17-1902(c)(4)</p> <div style="border: 1px solid blue; border-radius: 15px; padding: 10px; margin: 10px 0;"> <p>EAC EXAMPLE -</p> <p>Review the racial/ethnic composition of teachers and administrators Analyze the racial/ethnic composition of educator hiring teams</p> </div>	<div style="border: 1px solid blue; border-radius: 15px; padding: 10px; margin: 10px 0;"> <p>EAC GUIDANCE -</p> <p><u>Evaluative Methods</u> = Practical measures that determine if a goal is met or if an action is completed</p> </div>	

	<p>If the goals for the previous reporting period were not met, state the reasons and steps that will be taken to overcome the reasons for not meeting the goals. A.C.A. §6-17-1902(c)(5)</p> <div style="border: 1px solid #ccc; border-radius: 15px; background-color: #e6f2ff; padding: 10px; margin-top: 10px;"> <p>EAC EXAMPLE -</p> <ul style="list-style-type: none"> Implemented strategies were not targeted enough toward teachers and administrators of minority races/ethnicities. More targeted strategies will be identified. 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. </div>	<p>EAC GUIDANCE -</p> <p><u>Reasons</u> = Succinctly describe flaws in implementation & limitations that can be addressed by the LEA</p> <p><u>Steps</u> = Adjustments in implementation, action planning, or goal setting</p>										
	<p>The steps that will be taken to encourage students to pursue a career in education, including steps specific to students of minority races and ethnicities A.C.A. §6-17-1902(c)(6)</p> <div style="border: 1px solid #ccc; border-radius: 15px; background-color: #e6f2ff; padding: 10px; margin-top: 10px;"> <p>EAC EXAMPLE -</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>	<p>EAC GUIDANCE -</p> <p><u>Steps</u> = Tasks that are student-focused and minority student-focused</p> <p><u>Encourage</u> = Intentional support or aid</p>										
	<p>Data showing the racial and ethnic composition of teachers and administrators employed for each of the previous three years A.C.A. §6-17-1902(c)(7)(A)</p> <div style="border: 1px solid #ccc; border-radius: 15px; background-color: #e6f2ff; padding: 10px; margin-top: 10px;"> <p>EAC EXAMPLE -</p> <p>Last year, the gap between the percentages of minority certified staff and minority students was 24% in the LEA. </p> </div>	<p>My School Info LEA Insights ADE Data & Research Request</p> <p>EAC GUIDANCE -</p> <p><u>Data</u> = Reality of the past level of performance and trends</p>										
	<p>Data showing the effectiveness of the plan A.C.A. §6-17-1902(c)(7)(B)</p> <div style="border: 1px solid #ccc; border-radius: 15px; background-color: #e6f2ff; padding: 10px; margin-top: 10px;"> <p>EAC EXAMPLE - </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>	<p>EAC GUIDANCE -</p> <p><u>Effectiveness</u> = Monitoring the evaluative methods for the desired results</p>										
	<p>The racial and ethnic composition of the student body and the residents of the school district or charter school A.C.A. §6-17-1902(c)(8)</p>	<p>United States Census Bureau</p>										
Requirements	<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="text-align: right; padding: 5px;">A.C.A. §6-17-1901(d)(2)</td> </tr> <tr> <td style="padding: 5px;">Three-year plan</td> <td style="text-align: right; padding: 5px;">A.C.A. §6-17-1901(a)</td> </tr> <tr> <td style="padding: 5px;">Plan updated annually</td> <td style="text-align: right; padding: 5px;">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="text-align: right; padding: 5px;">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="text-align: right; padding: 5px;">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)	<p>EAC GUIDANCE -</p> <p>Review with stakeholders, the LEA’s vision for & commitment to diversity. Seek input & suggestions</p> <p>Prioritize the actions necessary to achieve the vision</p>
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