

**Earle School District  
FY21-FY31 Minority Recruitment Plan**

**Step 1: PLAN**

**Needs Assessment:**

- Ark. Code Ann. [§ 6-17-1901\(a\)](#) requires each school district with more than five percent (5%) minority students to annually prepare and submit a Minority Teacher and Administrator Recruitment Plan.
- In each of the preceding five years the Earle School District has had more than 5% minority students, with an overall five year average of 98.4% minority students. ([Table 1](#))
- In the preceding five years the Earle School District has had 82.9% certified minority staff. ([Table 2](#))
- The District was not fully staffed during any of FY20 and is not fully staffed as of 08-27-2020
- From FY17 through FY19 the percentage of teachers certified (licensed) in the District had declined each year. In FY19 93.8% of the district's teachers were licensed (Below state average). [\\*Source2019 School Report Card](#)
- Approximately 25% of the certified staff from the prior year has been replaced. The attrition rate in the state has been around 18% historically. 17.9% in FY17 and 17.6% in FY18([Source](#)). (The district has not officially tracked and/or recorded teacher retention data)

**Priorities:**

1. The district must be able to recruit highly quality candidates and ensure every student has access to effective teachers and leaders.
2. The district must be able to develop all staff in a way that at least maintains, but at best improves the effectiveness of all staff members.
3. The district must be able to retain highly effective teachers.

**Goals:**

1. By July 1, 2021 and each year thereafter all licensed staff positions will be filled.
2. The District will retain at least 80% of its teaching/administrative staff annually.

**THEORY OF ACTION 1:**

If the Earle School District will utilize the latest, researched based recruitment strategies...

Then the district will have a larger pool of applicants from which to select staff, and will be able to fill positions on or before August 1 of each school year.

**THEORY OF ACTION 2:**

If the Earle School District will target recruitment strategies toward all State universities including Historically Black Colleges and Universities (HBCU's)...

Then, the district will be able to recruit a diverse pool of applicants with the potential to be reflective of the student body of the district..

**THEORY OF ACTION 3:**

If the Earle School District will implement a well developed Professional Development plan for all staff.

Then, the quality of staff will improve along with the

**THEORY OF ACTION 4:**

If the Earle School District will actively seek to retain quality teachers utilizing researched based strategies and practices.

academic attainment of the district's students body of the district..	Then, the district's teachers will be able to gain knowledge and experiences that will lead to improved academic attainment of the district's students.
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## Recruiting

ACTIONS	PERSON RESPONSIBLE	MONITORING TIMELINE	EVIDENCE OF MONITORING
The District will gain access to the "Handshake" career placement database which universities use throughout the state. HBCUs also use this placement database.	Counselors & Student Success Coordinator	September 2020 and ongoing.	Recruitment items on leadership team agenda. <a href="#">Recruitment flyer</a>
The District will participate in career fairs. Selected Colleges/Universities (to include HBCUs) and Arkansas Department of Education career fairs.	Federal Coordinator  Student Success Coordinator	Principals - weekly  District Team Leaders - monthly	Observations  EdReflect documentation
The District will create a slideshow or video that shares the district's culture on the district's employment web page. Share the district's earliest beginnings, struggles, triumphs, and major milestones. Share the district's vision for the future and how the potential applicant can help take you there.  Source: <a href="#">K12 HR Solutions</a>	Technology  Everyone (Input)	November 2020	a link to the slideshow or video will be provided.
The District will use social media within your strategies to recruit teachers. A link to the district's employment web page will be provided.  Source: <a href="#">K12 HR Solutions</a> , <a href="#">Center for American Progress</a>	Technology	September 2020 and ongoing.	<a href="#">ESD Job Opportunities</a>
The District will <u>move the hiring timeline</u> up as much as possible.  Source: <a href="#">Frontline Education</a>	District Administrative Assistant  Assistant Human Resources	December 2020	<a href="#">Hiring timeline</a>
The District will actively seek partnerships with teacher placement organizations such as Teach for America and Arkansas Teacher Corps(Homegrown 5K, traditional 2.5K).	Superintendent  Parent & Community Liaison	November 2020	Signed contracts, agreements, or invoice.
The District will update the district website.	Technology Coordinator	on or before January 2021	<a href="#">Earle School District</a>

<p>The District will maintain and/or enhance its Online presence on highly visible job boards.</p> <p>eg. AAEA Job board \$250 Indeed.com Free</p>	<p>District Administrative Assistant</p>	<p>on or before January 2021</p>	<p>Signed contracts, Agreement or invoice.</p>
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<b>Developing</b>			
ACTIONS	PERSON RESPONSIBLE	MONITORING TIMELINE	EVIDENCE OF MONITORING
<p>The District will develop and implement a multiyear onboarding process that allows new staff to gradually assume increased responsibility and practice essential teaching skills.</p> <p>Source: <a href="#">New Teacher Project</a>, <a href="#">Center for American Progress</a></p>	<p>Superintendent Principals IF's Parent &amp; Community Liaison</p>	<p>on or before February 2021</p>	<p>A link to the plan embedded in this recruitment plan.</p>

<b>Retaining</b>			
ACTIONS	PERSON RESPONSIBLE	MONITORING TIMELINE	EVIDENCE OF MONITORING
<p>The District will create a New Teacher Retention Plan by interviewing last year's new teachers. What helped them at the start of the year? What do they wish they had or wish they'd known at the beginning of the year? What suggestions do they have for supporting new teachers?</p> <p>Source: <a href="#">Edutopia</a></p>	<p>District Leadership Team</p>	<p>August - September 2020</p>	<p>Compiled list of new teacher responses and a revised plan based on those responses.</p>
<p>Building principals will check-in with all new teachers regularly to discuss their challenges and successes.</p> <p>Source: <a href="#">Edutopia</a></p>	<p>Building Principals</p>	<p>Twice Monthly beginning in September 2020</p>	<p>Principals calendar / agendas</p>

The school will provide a highly trained and effective coach to help new teachers create a plan for professional improvement. Source: <a href="#">Edutopia</a>	Building Principals IF's Parent & Community Liaison	July 2021	List of mentors and assigned teachers.
The District will organize monthly campus celebrations Source: <a href="#">Edutopia</a>	Celebration Committee	October 2020	Schedule of monthly celebrations along with photographs of the lunches.

## Evaluation/Check

ACTIONS	PERSON RESPONSIBLE	MONITORING TIMELINE	EVIDENCE OF MONITORING
Annually the district will monitor the percent of certified minority staff and report the rates to the board. <b>Target:</b> a rate that is reflective of the student body.	Federal Coordinator/ Compliance Officer	August 2021	ADE Data Center report " <a href="#">Certified Staff by Race by District</a> ".
The District will develop a standard method for calculating teacher retention rates and will annually monitor and report retention rates to the board. <b>Target:</b> a retention rate of 80% or greater	Federal Coordinator/ Compliance Officer	August 2021	District retention rate and the methodology for calculation.
The District will have all certified staff hired on or before July 1 annually.	Superintendent Principals	July 1, 2021	Signed contracts.