

Earle School District
FY23-FY25 Teacher and Administrator Recruitment and Retention Plan

Step 1: PLAN

Needs Assessment:

- Ark. Code Ann. [§ 6-17-1901\(a\)](#) requires each public school district and open-enrollment public charter school in the state to prepare a three-year teacher and administrator recruitment and retention plan.
- Since 2019 the percentage of white students in the district has remained at less than 2% every year. During the same time frame the percentage of Black / African American students has remained above 95%.
- Since 2019 the percentage of white teachers in the district has increased each year, rising from 11% in 2019 to 67% in 2022. During the same time frame the percentage of Black / African American teachers has decreased from 89% in 2019 to 33% in 2022.
- The District was not fully staffed during any of FY20 and is not fully staffed as of 08-27-2020
- From FY19 through FY21 the percentage of teachers certified (licensed) in the District has been 64.9, 60.0 and 61.8 percent respectively.
- The teacher attrition rate for Earle School District in FY21 was 63.64%. That represents an increase of 26.39% from the previous year.
- As of August 7, 2023, the district is still in need of filling the following positions:
 - K-6 Art
 - K-12 Library Media Specialist
 - School Nurse

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 improves the effectiveness of all staff members.
3. The district must be able to retain highly effective teachers.

Goals:

1. By July 1, 2023 and each year thereafter all licensed staff positions will be filled.
2. By 2024 the District will have an attrition rate at or below the current State rate of 24.3%.
3. Beginning in FY23 the District will have a teacher residency program in place to recruit and retain high school students and paraprofessionals.

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

THEORY OF ACTION 4:

If the Earle School District will actively seek to retain

<p>Professional Development plan for all staff.</p> <p>Then, the quality of staff will improve along with the academic attainment of the district's students body count of the district..</p>	<p>quality teachers utilizing researched based strategies and practices.</p> <p>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.</p>
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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 2022 and ongoing	Recruitment items on leadership team agenda.
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 Evaluation documentation
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: K12 HR Solutions , Center for American Progress	Technology	September 2022 and ongoing	ESD Job Opportunities
The District will <u>move the hiring timeline</u> up as much as possible. Source: Frontline Education	District Administrative Assistant Assistant Human Resources	December 2022 and ongoing	Hiring timeline
The District will actively seek partnerships with teacher placement organizations such as Arkansas Teacher Corps(Homegrown 5K, traditional 2.5K).	Superintendent Parent & Community Liaison	November 2022 and ongoing	Signed contracts, agreements, or invoice.
The District will update the district website.	Technology Coordinator	On or before January 2023, and as needed	Earle School District
The District will maintain and/or enhance its Online presence on highly visible job boards. AAEA Job board \$250; Indeed.com (FREE)	District Administrative Assistant	On or before January 2023	Signed contracts, Agreement or invoice.

The District will provide a recruitment incentive to newly hired teachers in the amount of \$10,000, in the critical shortage areas - Special Education, Secondary Math, and Secondary Science.	Superintendent	August 2022 and ongoing	New hires
The District will implement the teacher residency model.	Superintendent	August 2022 and ongoing	School board agenda and staff contract
The District will implement an Educators rising program at Earle High School.	Superintendent	August 2024	Master Schedule

Developing

ACTIONS	PERSON RESPONSIBLE	MONITORING TIMELINE	EVIDENCE OF MONITORING
<p>The District will develop and implement a multi-year onboarding process that allows new staff to gradually assume increased responsibility and practice essential teaching skills.</p> <p>Source: New Teacher Project, Center for American Progress</p>	Superintendent Principals IF's Parent & Community Liaison	On or before February 2023	A link to the plan embedded in this recruitment plan. Onboarding Teachers

Retaining

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: Edutopia</p>	District Leadership Team	August - December 2023	Compiled list of new teacher responses and a revised plan based on those responses.
<p>Building principals will check-in with all new teachers regularly to discuss their challenges and successes.</p> <p>Source: Edutopia</p>	Building Principals	Twice Monthly beginning in September 2023	Principals calendar / agendas

<p>The District will organize monthly campus celebrations</p> <p>Source: Edutopia</p>	<p>Celebration Committee</p>	<p>October 2022 and ongoing</p>	<p>Schedule of monthly celebrations along with photographs of the lunches.</p>
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<h2 style="text-align: center; background-color: #800000; color: white; padding: 5px;">Evaluation/Check</h2>			
<p style="text-align: center;">ACTIONS</p>	<p style="text-align: center;">PERSON RESPONSIBLE</p>	<p style="text-align: center;">MONITORING TIMELINE</p>	<p style="text-align: center;">EVIDENCE OF MONITORING</p>
<p>Annually the district will monitor the percent of certified minority staff and report the rates to the board.</p> <p>Target: a rate that is reflective of the student body.</p>	<p>Federal Coordinator/ Compliance Officer</p>	<p>August 2022</p>	<p>ADE Data Center report "Certified Staff by Race by District".</p>
<p>The District will have all certified staff hired on or before August 1 annually.</p>	<p>Superintendent Principals</p>	<p>August 2023</p>	<p>Signed contracts.</p>