

**LAWRENCE COUNTY SCHOOL DISTRICT 2022-2025
 ARKANSAS DIVISION OF ELEMENTARY AND SECONDARY EDUCATION
 TEACHER AND ADMINISTRATOR RECRUITMENT AND RETENTION PLAN**

Pursuant to Ark. Code Ann. § 6-17-1901, *et seq.*, all school districts and open enrollment charter schools must prepare and post to their website by August 1st of each year a three (3) year Teacher and Administrator Recruitment and Retention Plan. An employee must be designated to coordinate the implementation of the plan. Plans must be reviewed and updated annually and must include, but are not limited to, the following:

Three Year Action Plan

After analyzing all relevant data, the district will use the spaces below to develop a three year action plan to address identified needs . Refer to Appendix B for resources to support plan development.

Focus Area: Recruiting a diverse, representative educator workforce that meets the needs of all students

If multiple goals are created, copy and paste the template for each goal.

Recruitment Goal	The LCSD will work toward decreasing the disparity gap between the minority races/ethnicities staff and minority races/ethnicities students within the next three years by adding 2 or more diverse teachers.
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Which of the following best describes the recruitment goal?	
<input checked="" type="checkbox"/>	New Goal
<input type="checkbox"/>	Extension of a goal from previous year

Action Plan

Describe the steps your district will take over the next three years to meet the recruitment goal. (Lines can be added for additional Action Steps)

	Description	Person(s) Responsible	Target Date
Action Step	Advertisements for teachers and administrators will be published in the Arkansas Association of Educational Administrators (AAEA) jobs database website as well as the Jonesboro Sun and the Walnut Ridge Times Dispatch. We will also advertise with ASU, WBC, BRTC, and search for diversity educators Facebook page.	Terry Belcher	On-going

Action Step	Information will be collected annually in each school in the district to determine ratios between student enrollment and number of teachers and administrators and in respect, a goal of equity will be established between teachers, administrators and minority students.	Jacob Kersey Lea Andrea Foster Jason Belcher	Yearly
Action Step	Technical assistance will be sought from the Arkansas Department of Education in areas of implementation, ongoing procedures, to assist the school in providing services to all students in the school district.	Jacob Kersey Lea Andrea Foster Jason Belcher	As needed

What evidence will be used to determine if the recruitment goal is met? (Include baseline data and expected outcome)
We will meet our goal when we have 2 or more education of diverse race/ethnicity.

Review Progress (After Baseline Year)

Describe progress made toward the recruitment goal and any improvements or adjustments that were made to the action plan to overcome barriers to plan success.

Focus Area: Retaining a diverse, representative educator workforce that meets the needs of all students

If multiple goals are created, copy and paste the template for each goal.

Retention Goal	LSCD has a high retention rate already and we will work to retain any diverse, representative educator workforce that has been trained and meets the needs of all students.
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Which of the following best describes the retention goal?	
<input checked="" type="checkbox"/>	New Goal
<input type="checkbox"/>	Extension of a Goal from previous year

Action Plan

Describe the steps your district will take over the next three years to meet the retention goal. (Lines can be added for additional Action Steps)

Action Step	Description	Person(s) Responsible	Target Date
Action Step	Provide ongoing, collaborative teacher support.	Jacob Kersey Lea Andrea Foster Jason Belcher	On-going
Action Step	Teachers will be given time to work together in a collaborative effort.	Jacob Kersey Lea Andrea Foster Jason Belcher	On-going
Action Step	Create a new teacher retention plan. Interview last year's new teachers. What helped them at the start of the year? What do they wish they had or wish they'd know at the beginning of the year? What suggestions do they have for supporting new teachers?	Jacob Kersey Lea Andrea Foster Jason Belcher	Beginning of the school year

What evidence will be used to determine if the retention goal is met? (Include baseline data and expected outcome)
When we hire a teacher of race/ethnicity, they will still be working in the district after 2 or 3 years.

Review Progress (After Baseline Year)

Describe progress made toward retention goal achievement and any improvements or adjustments that were made to the action plan to overcome barriers to plan success.

Focus Area: Increasing the number of students who pursue careers in education with an emphasis on students of minority races and ethnicities

If multiple goals are created, copy and paste the template for each goal.

Student Goal

To increase the number of students in the district who pursue careers in education with an emphasis on students of minority races and ethnicities.

Which of the following best describes the student goal?



New Goal



Extension of a Goal from previous year

Action Plan

Describe the steps your district will take over the next three years to meet the student goal. (Lines can be added for additional Action Steps)

	Description	Person(s) Responsible	Target Date
Action Step	Black River Technical College is now offering “a grow your own teachers” Teacher Residency Program. Juniors and Seniors to the world of education. With this Associate Degree Plan, our students can get many of the requirements out of the way while in high School (must have required test scores).	Jacob Kersey	08-2022
Action Step	The high school counselor posts several helpful websites on her teacher page: Scholarship: www.fastweb.com ;	Debbie Findley	On-going

	www.fundmyfuture.info ; www.scholarshipexperts.com ; www.studentscholarships.org ; www.adhe.edu ; ranking of Arkansas colleges by size, costs, degrees offered, graduation rate, etc. Test Prep: www.act.org ; www.march2success.com ; www.studyguidezone.com ; www.testpreview.com ; www.4tests.com ; www.sparknotes.com ; www.number2.com ; Financial Aid: www.fafsa.ed.gov ; www.asla.info ; www.studentaid.ed.gov ; www.mappingyourfuture.org .		
Action Step	The high school Career Coach works with groups of students and with individual students to explore career fields, job opportunities in our area, educational requirements, etc., to help students pursue career goals and post-secondary opportunities.	Abby Tyler	On-going
Action Step	Minority students will be encouraged to participate in clubs promoting education careers and will be encouraged to participate in college orientation/visitation day programs with emphasis on the programs for teacher training.	Debbie Findley	On-going

What evidence will be used to determine if the student goal is met? (Include baseline data and expected outcome)

By the end of 3 years, our data will show that we have students of diverse race/ethnicity who are taking the Teacher Residency Program or former students of diverse race/ethnicity who are pursuing an education degree.

Review Progress (After Baseline Year)

Describe progress made toward student goal achievement and any improvements or adjustments that were made to the action plan to overcome barriers to plan success.

Plan Submission

INSTRUCTIONS: Complete this page and post on your website along with the finalized Teacher and Administrator Recruitment and Retention plan before August 1.

SCHOOL DISTRICT/CHARTER SCHOOL:	LEA NUMBER:	COUNTY:
Lawrence County School District	3810000	Lawrence

Pursuant to A.C.A. § 6-17-1902, an employee must be designated to coordinate recruitment and retention plan implementation.

COORDINATOR NAME/TITLE:	COORDINATOR TELEPHONE NUMBER/EMAIL:
Debbie Findley	debbie.findley@bobcats.k12.ar.us 870-819-0473

The signatures below certify that the district is in compliance with Ark. Code Ann. § 6-17-1901, et seq. and Standard 2-A for Accreditation of Arkansas Public Schools:

Signatures	Name of Superintendent or Chief Academic Officer:	\s\ Terry Belcher
		(Please Print)
	\s\ Terry Belcher	7/1/2023
	Superintendent/Chief Academic Officer	Date
	\s\ Vickie Mitchell	7/1/2023
	Board President	Date
	\s\ Brittany Farmer	7/1/2023
	Board Secretary	Date

Appendix B

Below are resources recommended by the Arkansas Division of Elementary and Secondary Education to support the development of a district's Teacher and Administrator Recruitment and Retention Plan.

Recruiting a diverse, representative educator workforce that meets the needs of all students

- [Educator Preparation Provider Quality Report \(EPPQR\)](#)
- Diverse Educator Preparation Program Completers list- Superintendents or other officials designated by the superintendent for the purpose of recruiting faculty and staff may access the list by contacting Michael Rowland, DESE Program Advisor, michael.rowland@ade.arkansas.gov
- [The AR Human Capital Handbook](#) (see pages 17-24, 72, 65-69)
- [AR Residency Model that provides a work-based pathway to licensure](#)
- [Greater than Diamonds: Recommendations on Improving Teacher Diversity in Arkansas](#)

Retaining a diverse, representative educator workforce that meets the needs of all students

- [The AR Human Capital Handbook](#) (see pages 44-49, 79)
- The Leading a High Reliability School (2018) resource to review safe, supportive, and collaborative culture indicators (see page 37-74)
- [Greater than Diamonds: Recommendations on Improving Teacher Diversity in Arkansas](#)

Increasing the number of students who pursue careers in education with an emphasis on students of minority races and ethnicities

- Implement a student organization that encourages students to pursue a career in education, such as [Educators Rising](#)
- Develop MOU(s) with institutions of higher education to provide students the opportunity to earn the Certified Teaching Assistant (CTA) credential and implement the Arkansas Teacher Residency Model