

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 Jonesboro School District will increase the percentage of minority teachers in the district to 15% by the 2024-2025 school year.
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Which of the following best describes the recruitment goal?	
<input type="checkbox"/>	New Goal
<input checked="" 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	The district will continue to participate in community opportunities to promote cultural awareness and equity. This includes the Diversity Task Force with specific committees to address targeted areas and continued planning with Arkansas State University to address minority recruitment in education.	Kim Wilbanks, Superintendent	May 2024
Action Step	Actively recruit and plan a pathway for licensure from the district's current minority paraprofessionals. The district will partner with DESE to provide informative sessions regarding educational pathways to obtain licensure.	Kim Wilbanks, Superintendent William Cheatham/Misty Doyle, Assistant Superintendents	May 2024
Action Step	Attend recruitment fairs, create a recruitment brochure, and schedule meetings with undecided majors at Arkansas State University.	William Cheatham/Misty Doyle, Assistant Superintendents Johnny Stitts, District STEM Specialist	May 2024

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

In the past three years, the Jonesboro School District teacher minority population has increased from 8.74% to 14%. The district will increase the minority teacher percentage to 15% by the 2024-2025 school year as evidenced by the percentage of minority teachers hired in the district.

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.

The Jonesboro School District continues to see an upward trend in hiring minority staff. The district moved from 8.2% minority staff during the 2020-2021 school year to 11.8% minority staff during the 2021-2022 school year. During the 2022-2023 school year, the district minority teaching percentage was 14%. One of the greatest barriers to overcome is the shortage of applicants is that fewer candidates are choosing education as a career. Our district continues to work with our local universities and the Department of Elementary and Secondary Education to create pathways for candidates to become certified. The district will also work with individuals currently employed by the district in classified positions to obtain an Arkansas teaching license.

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	The Jonesboro School District will retain 95% of minority teachers annually.
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Which of the following best describes the retention goal?	
<input type="checkbox"/>	New Goal
<input checked="" 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)

	Description	Person(s) Responsible	Target Date
Action Step	Focus on retention of the district's teachers by holding regularly scheduled meetings to create a safe space for staff to ask questions, share ideas, and connect.	Mandy Zipfel, New Teacher Mentor Coordinator Misty Doyle, Assistant Superintendent	Ongoing
Action Step	Survey teachers who leave the district to determine the reason for their departure.	Misty Doyle, Assistant Superintendent	June 2024
Action Step	Create opportunities to grow minority teachers through the Aspiring Administrators' Academy, Aspiring Instructional Facilitators' Academy, and building leadership opportunities.	Kim Wilbanks, Superintendent William Cheatham, Asst. Supt. Misty Doyle, Asst. Supt.	May 2024

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

The district will analyze survey data regarding the reasons teachers chose to leave the district. Additionally, the percentage of minority candidates leaving will be tracked and compared year by year.

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.

During the 2022-2023 school year, 1% of the certified teacher resignations were minority teachers. Overall, 11% of the total teacher population chose to leave the district. The district will reduce the percentage to less than 1% of minority teachers during the 2023-2024 school year.

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	The Jonesboro School District will increase the number of students in the Educator Rising program with an emphasis on minority students by 5% by the 2024-2025 school year.
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Which of the following best describes the student 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 student goal. (Lines can be added for additional Action Steps)

	Description	Person(s) Responsible	Target Date
Action Step	In Keystone courses, students complete interest surveys that provide information to assist students in choosing the academy they will enter going into the Academies at Jonesboro High School. The academy model is designed specifically to support students in their future careers.	Kris Williams, CTE Coordinator/Federal Programs	May 2024
Action Step	The Jonesboro School District is working with Arkansas State University to expand the district's Teaching and Learning Pathway. The district offers a concurrent credit for the Foundations of Teaching and plans to expand the program so that students can earn a Certified Teaching Assistant certificate.	Matthew Still, HHS Academy Principal	May 2024
Action Step	The district provides guest speakers, job shadowing, and a career fair to promote students' future careers. Due to a reduction in educational candidates, the district is particularly focusing on recruiting minority students into the educational field through these events.	Allyson Goodin, Educator Rising Facilitator	May 2024

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

Beginning in the 2022-2023 school year, the district will track the percentage of students who enter the Educator Rising program.

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.

Baseline Data: During the 2022-2023 school year, 14 students enrolled in the Educator Rising Program. Of those 14 students, four students were minority students.

Appendix A

Template for Required Data

Districts must include the data below as part of their Teacher and Administrator Recruitment and Retention Plan. Districts may complete the template below or download data from locations outlined on the title page in order to meet plan requirements.

SY 22-23 Data	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
Student Body	.23	.48	45.85	.06	14.89	4.8	33.57
Teachers	0	0	12	0	2	0	86
Administrators	0	0	17	0	0	0	83
Residents	0.5	1.5	21.2	0	6.5	4.6	69.7

SY 21-22 Data	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
Student Body	.13	.50	46.56	.06	14.37	4.95	33.42
Teachers	0.23	0	10.65	0	0.93	0	88.20
Administrators	0	0	14.29	0	0	0	85.71
Residents	0.3	1.1	20.6	0	3.2	4.4	70.4

Previous Yrs Data	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
20-21							
-Teachers	0.22	0	7.71	0	0.44	0	91.63
-Admin	0	0	15.38	0	0	0	84.62
19-20							
-Teachers	0	0	8.24	0	0.69	0	91.08
-Admin	0	0	15.78	0	0	0	84.21



**ARKANSAS DIVISION OF ELEMENTARY AND SECONDARY EDUCATION
TEACHER AND ADMINISTRATOR RECRUITMENT AND RETENTION**

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. Plans must include, but are not limited to the following:

- Annual goals for
 - o The recruitment and retention of teachers/administrators of minority races/ethnicities who increase diversity among staff and, at a minimum, reflect the racial/ethnic diversity of the district's students;
 - o Increasing the number of students who pursue careers in education with an emphasis on students of minority races/ethnicities;
- The actions and steps taken/will take to meet its each of the goals;
- The progress in meeting each of the goals;
- The evaluative methods it will use to measure progress towards meeting the goals;
- If applicable, the reasons for not meeting previous goals and the steps it will take to overcome those reasons;
- The steps it will take to encourage students to pursue a career in education;
 - o Steps specific to students of minority races/ethnicities;
- Teacher and administrator recruitment and retention data to show the:
 - o Racial/ethnic composition of teachers/administrators employed for each of the previous three (3) years;
 - o Effectiveness of the plan;
- The racial/ethnic composition of the student body and residents of the district or charter school

INSTRUCTIONS: Complete this signature page, attach it to the recruitment plan, and post it to your website before August 1.

SCHOOL DISTRICT/CHARTER SCHOOL: JONESBORO SCHOOL DISTRICT	ADDRESS: 2506 Southwest Sq Jonesboro, AR 72401-3968 TELEPHONE NUMBER: 870-933-5800 x 12234	COUNTY: Craighead
<small>Pursuant to A.C.A. § 6-17-1902, an employee must be designated to coordinate recruitment plan implementation.</small>		
COORDINATOR NAME/TITLE: Misty Doyle, Assistant Superintendent	COORDINATOR TELEPHONE NUMBER/EMAIL: misty.doyle@jonesboroschools.net 870-933-5800	
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:		
<div style="display: flex; justify-content: space-between;"><div style="width: 60%;">Name of Superintendent or Chief Academic Officer: Dr. Kim Wilbanks</div><div style="width: 35%; text-align: right;">(Please Print)</div></div>		
Signatures		7/11/23
	Superintendent/Chief Academic Officer	Date
		7/11/23
	Board President	Date
		7/11/23
	Board Secretary	Date