

## Board of Education

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### PRESENTATION

<b>TITLE:</b>	ALL IN: Emphasizing Diversity in Fort Smith Minority Recruitment Update
<b>DATE:</b>	July 8, 2019
<b>RESPONSIBLE ADMINISTRATOR:</b>	Sherri Penix, Assistant Superintendent of Human Resources and Campus Support Martin Mahan, Assistant Superintendent of Curriculum and Instruction

### BACKGROUND/CONSIDERATIONS:

The Fort Smith Public School district has an active Minority Recruitment Committee. The committee's purpose is to gather input and to develop a plan to attract minority applicants to the profession of teaching and to market Fort Smith as a destination city for teachers.

The Minority Recruitment Committee met six times during the 2018-19 school year. The committee developed a strategy that included the following:

- Attending college career days
- Creating recruitment care packages
- Advancing the Orientation to Teaching intern program
- Developing a program to assist paraprofessionals in their pursuit of a teaching license
- Hosting a recruitment event for potential applicants

The committee's work concluded with a recruitment event. The event focused on promoting Fort Smith and the Fort Smith Public Schools. The event highlighted the city by hosting potential applicants and allowing them to visit the Chamber of Commerce, UAFS, and the Arkansas Osteopathic Medical School. The event also showcased the district with visits to Spradling, Kimmons and Northside. Ms. Zena Featherston assisted the committee in branding the event as: ALL IN: Emphasizing Diversity in Fort Smith.

ALL IN: Emphasizing Diversity in Fort Smith was hosted on April 12<sup>th</sup>-April 13<sup>th</sup>. Over fifty potential applicants were contacted in person, by e-mail and by phone. Potential applicants were provided a two night stay in a local hotel, a day focused on Fort Smith, and a day

dedicated to providing each candidate with an interview. Potential applicants heard from several city leaders that included Mayor George McGill, Pastor Paul Davis, Pastor Jackie Flake, Dr. Ron Darbeau, Ms. Alice Alt, Dr. Brubaker and Mr. Isaac Davis.

The ALL IN: Emphasizing Diversity in Fort Smith attracted six potential applicants. One of the six applicants will graduate from college in May of 2020. Three of the remaining five applicants have been hired by the district.

The Minority Recruitment Committee concluded the year with a meeting to discuss the commendations and recommendations concerning the ALL IN: Emphasizing Diversity in Fort Smith. Suggestions, input and plans are already being gathered to ensure that this effort improves on an annual basis.

***Vision 2023: Staffing***

**RECOMMENDATION:**

None. For information only.