

Brinkley School District Human Capital Analysis

- 39% of the onsite teachers are unlicensed in the Brinkley School District. Four of those teachers are in K-4 positions.
 - Brinkley School District currently has 36 teachers total with 23 licensed teachers.
 - The district is utilizing 4 additional teachers through Virtual Arkansas.
- The unlicensed teachers have AQT forms on file where the superintendent has verified a bachelor's degree with at least 18 hours in the content area in which they are teaching.
- 67% of the unlicensed teachers are enrolled in or have completed educator preparation programs working toward licensure.
- Two full-time and two part-time licensed teachers are working as interventionists or instructional coaches to assist with instruction.
- The Library Media position remains unfilled. A plan is in place for recruitment and Dr. Poole has worked with Cassandra Barnett, DESE Library Media Specialist, to implement standards should a licensed LMS not be found.
- The district has one paraprofessional working towards a degree at REACH University with plans to become a teacher. Three other paraprofessionals plan to enter or reenroll in the program next fall.

Open positions are being closely monitored for the number of students per grade level and not all positions may need to be filled. Job fairs, including one for Marvell teachers, have been attended. Dr. Poole is currently working to recruit these teachers, some of whom are National Board certified teachers and a licensed Library Media Specialist who Dr. Poole hopes to employ. Dr. Poole is actively recruiting from the upcoming/recent graduate list provided by the Office of Educator Effectiveness as well as on social media and AAEEA platforms. Over 50% of staff commute to work from outside Brinkley.