
Board of Education

INFORMATION

TITLE: Minority Recruitment Report for Review

DATE: Monday, October 12, 2020

RESPONSIBLE ADMINISTRATOR: Sherri Penix

VISION 2023 STRATEGY: 5. Staffing

BACKGROUND/CONSIDERATIONS:

Ark. Code Ann. § 6-17-1901(a) requires each school district or charter school with more than five percent (5%) minority students to annually prepare and submit a Minority Teacher and Administrator Recruitment Plan. The plan should be applicable to the next ten (10) years and include all of the requirements set forth in § 6-17-1901(d), including without limitation:

- The progress of the school district in recruiting minority teachers and administrators;
- Encouraging minority students to pursue a career in education; and
- Developing an employee composition that reflects racial and ethnic diversity.

RECOMMENDATION:

This is an information item only.

VISION 2023 STRATEGIES - **1. Career Planning:** Develop and implement education and career pathways so that each student graduates with a viable plan and relevant skill set for his or her future. **2. Equity:** Develop and implement a system-wide plan to provide all students with the resources they need to optimize their learning. **3. Instruction:** Design, develop and implement programs to promote rigor, relevance, collaboration, critical- thinking skills and learning environments designed to meet each student's unique needs and aspirations. **4. Learning Environment/Facilities:** Align resources, facilities and technology strategically and equitably across the district to maximize security and enhance the learning environment. **5. Staffing:** Recruit and retain highly-qualified faculty, staff and administration. **6. Technology:** Provide appropriate technology that is consistently available, effectively supported and equitably distributed for group and individual instruction. **7. Wellness:** Develop and train empathetic and nurturing employees to be sensitive to and supportive of the needs of all children and families.