



ARKANSAS DIVISION OF ELEMENTARY AND SECONDARY EDUCATION MINORITY TEACHER AND ADMINISTRATOR RECRUITMENT

Pursuant to Ark. Code Ann. § 6-17-1901, *et seq.*, school districts and charter schools with more than five percent (5%) African-American or other minority students must prepare and submit annually a Minority Teacher and Administrator Recruitment Plan to the Equity Assistance Center. Plans must include, but not limited to the following:

- Place emphasis on recruitment of African-Americans and other members of minorities for teacher and administrator positions and emphasis on encouraging minority students to pursue a career in education
- Set forth a goal of developing equity in employee composition that reflects racial and ethnic diversity and is at least equal to the percentage of minorities of the district or charter school
- Describe recruitment goals of minority teachers and administrators for the next school year and for the next ten (10) school years
- List steps taken and measures that will be used to meet recruitment goals including how minority students are encouraged to pursue a career in education
- List progress made in recruiting minority teachers and administrators
- Describe reasons for not meeting established recruitment goals, if needed
- List the number and percentage of members of racial minorities who were employed as teachers or administrators in each of the last five (5) years
- List the racial composition of the student body and residents of the district or charter

INSTRUCTIONS: Complete this signature page, attach it to the recruitment plan, and send electronically in portable document format (PDF) to ADE.equityassistance@arkansas.gov on or before October 15.

SCHOOL DISTRICT/CHARTER SCHOOL: Fort Smith Public Schools	ADDRESS: PO Box 1948 Fort Smith, AR 72902-1948 TELEPHONE NUMBER: 479-785-2501	COUNTY: Sebastian
Pursuant to A.C.A. § 6-17-1902, an employee must be designated to coordinate recruitment plan implementation.		
COORDINATOR NAME/TITLE: Ms. Sherri Penix, Assistant Superintendent	COORDINATOR TELEPHONE NUMBER/EMAIL: 479-785-2501 spenix@fortsmithschools.org	
<u>The signatures below certify that the district is in compliance with Ark. Code Ann. § 6-17-1901, <i>et seq.</i> and Standard 2-A for Accreditation of Arkansas Public Schools:</u>		
Name of Superintendent or Chief Academic Officer: <u>Dr. Doug Brubaker</u> (Please Print)		
Signatures:		
<u>Superintendent</u>	<u>Doug Brubaker</u>	<u>10/12/2020</u> Date
<input type="checkbox"/> Select this box if District/Charter minority student composition is 5% or less & do not proceed further.		
<u>Board President</u>	<u>Bill Hanesworth</u>	<u>10/12/2020</u> Date
<u>Board Secretary</u>	<u>Dee Blackwell</u>	<u>10/12/2020</u> Date

The recruitment plan should include, but is not limited to, the following:

- 1. Data**
 - **Racial composition of teachers and administrators**
 - **Racial composition of teachers and administrators hired in the past five (5) years**
 - **Racial composition of the current student body**
- 2. Analysis and summary of data collected**
- 3. Short-term goal(s) and progress in goal attainment**
- 4. Long-term goal(s) for the next ten (10) school years and progress in goal attainment**
- 5. Improvements needed to increase recruitment**
- 6. Objectives, strategies, and activities used in recruitment and for encouraging students to pursue a career in education**
- 7. Action plan, including procedures for implementing, monitoring progress, and evaluating**