

# FORT SMITH

PUBLIC SCHOOLS

**Doug Brubaker, Ph. D.**  
Superintendent of Schools

October 12, 2020

Mr. Oliver Dillingham  
Equity Assistance Center  
Arkansas Department of Education  
Four State Capitol Mall, Room 204-B  
Little Rock, AR 72201-1071

Dear Mr. Dillingham:

As required by Arkansas Code Annotated '6-17-1901, *et seq.*, we are at this time filing the enclosed ***Minority Teacher and Administrator Recruitment Plan***. Our plan outlines the Fort Smith Public School District's strategies and objectives for recruiting minority teachers and administrators.

Ms. Sherri Penix, Assistant Superintendent of Human Resources and Campus Support, is the coordinator for implementation of the plan. If you have questions or if you need additional information, please contact her office at 479-785-2501, extension 1207.

Best regards,



Doug Brubaker, Ph.D.  
Superintendent