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**Board of Education**

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**ACTION**

**TITLE:** Teacher & Administrator Recruitment and Retention Plan

**DATE:** July 17, 2023

**RESPONSIBLE ADMINISTRATOR:** Chris Davis, Assistant Superintendent of Human Resources and Campus Support

**BACKGROUND/CONSIDERATIONS:**

Pursuant to Ark. Code Ann. § 6-17-1901, *et seq.*, all school districts and open enrollment charter schools must prepare and post to their website by August 1st of each year a three (3) year Teacher and Administrator Recruitment and Retention Plan. An employee must be designated to coordinate the implementation of the plan. Plans must be reviewed and updated annually and must include, but are not limited to, the following:

- Annual goals for
  - *Recruiting and Retaining* teachers/administrators of minority races/ethnicities who increase diversity among staff and, at a minimum, reflect the racial/ethnic diversity of the district's students;
  - *Increasing the number of students* who pursue careers in education with an emphasis on students of minority races/ethnicities;
- The actions and steps taken/will take to meet each of the goals;
- The progress in meeting each of the goals;
- The evaluative methods it will use to measure progress towards meeting the goals;
- If applicable, the reasons for not meeting previous goals and the steps it will take to overcome those reasons;
- Local data related to educator recruitment and retention

**RECOMMENDATION:**

The administration recommends that the Board approve the 2023-2024 Teacher and Administrator Recruitment and Retention Plan.

If the Board agrees, the motion would read: **Move to approve the attached 2023-24 Teacher and Administrator Recruitment and Retention Plan.**