

1 State of Arkansas
2 93rd General Assembly
3 Regular Session, 2021
4

A Bill

SENATE BILL 524

5 By: Senator J. Sturch
6 By: Representative Vaught
7

For An Act To Be Entitled

9 AN ACT TO AMEND PROVISIONS OF THE ARKANSAS CODE
10 CONCERNING MINORITY TEACHER AND MINORITY
11 ADMINISTRATOR RECRUITMENT PLANS; TO AMEND PROVISIONS
12 OF THE ARKANSAS CODE CONCERNING THE EQUITY ASSISTANCE
13 CENTER; AND FOR OTHER PURPOSES.
14
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Subtitle

16
17 TO AMEND TO AMEND PROVISIONS OF THE
18 ARKANSAS CODE CONCERNING MINORITY TEACHER
19 AND MINORITY ADMINISTRATOR RECRUITMENT
20 PLANS; AND TO AMEND PROVISIONS OF THE
21 ARKANSAS CODE CONCERNING THE EQUITY
22 ASSISTANCE CENTER.
23
24

25 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
26

27 SECTION 1. Arkansas Code § 6-17-1901 is amended to read as follows:

28 6-17-1901. ~~Minority teacher~~ Teacher and administrator recruitment and and
29 retention plan.

30 (a) ~~Beginning with the 1992-1993 school year, each school district~~
31 ~~with more than five percent (5%) African American or other minority students~~
32 By August 1, 2022, each public school district and open-enrollment public
33 charter school in the state shall prepare a ~~minority~~ three-year teacher and
34 administrator recruitment and retention plan.

35 (b) The plan shall ~~place emphasis on recruitment of African Americans~~
36 ~~and other members of minorities for teacher and administrator positions and~~



~~on encouraging minority students to pursue a career in education~~ set forth goals for:

(1) The recruitment and retention of teachers and administrators of minority races and ethnicities who increase diversity among the district staff and, at a minimum, reflect the racial and ethnic diversity of the district's students; and

(2) Increasing the number of students who pursue careers in education with an emphasis on students of minority races and ethnicities.

~~Recruitment plans shall cover the next ten year period and set forth the goal of developing equity in employee composition that reflects racial and ethnic diversity~~ A school district shall review annually the:

(1) Recruitment and retention plan; and

(2) Progress of the school district in meeting the goals established pursuant to subsection (b) of this section.

(d) The plan shall be:

~~a part of the equity assistance plan filed with the Equity Assistance Center and shall be updated annually for an additional ten (10) years; and~~ Updated annually

(2) Posted on the school district's or open-enrollment public charter school's website no later than August 1 of each year.

SECTION 2. Arkansas Code § 6-17-1902 is amended to read as follows:

6-17-1902. Equity Assistance Center – Coordination and contents of plan.

(a) The Equity Assistance Center shall provide technical assistance, guidance, and support to the public school districts and public open-enrollment charter schools in developing recruitment and retention plans and setting and meeting annual goals.

(b)(1) Each public school district and open-enrollment public charter school shall designate an employee to coordinate the implementation and review of the public school district's and open-enrollment public charter school's recruitment and retention plan.

(2) The designated equity assistance coordinator in each public school district and open-enrollment public charter school may serve as the coordinator of the public school district's and open-enrollment public charter school's recruitment and retention plan.

1 ~~who were employed as teachers or administrators in each of the last five (5)~~
2 years Public school district or open-enrollment public charter school teacher
3 and administrator recruitment and retention data to show the:

4 (A) Racial and ethnic composition of teachers and
5 administrators employed by the public school district or open-enrollment
6 public charter school for each of the previous three (3) years; and

7 (B) Effectiveness of the plan; and

8 (8) The racial and ethnic composition of the student body and
9 the racial and ethnic composition of the residents of the ~~school district~~
10 public school district or open-enrollment public charter school.

11 (d) The State Board of Education may promulgate rules necessary for
12 implementation of this subchapter.

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14 SECTION 3. Arkansas Code Title 6, Chapter 17, Subchapter 19, is
15 amended to add an additional section to read as follows:

16 6-17-1903. Department of Education – Minority Teacher and
17 Administrator Preparation and Recruitment Strategic Plan.

18 (a)(1) The Department of Education shall set goals for increasing the
19 number of teachers and administrators of minority races and ethnicities in
20 this state.

21 (2)(A) The Division of Higher Education shall collaborate with
22 the State Board of Education, local universities, colleges, public school
23 districts, and open-enrollment public charter schools to develop a strategic
24 plan for increasing the number of teachers and administrators of minority
25 races and ethnicities in this state.

26 (B) The Minority Teacher and Administrator Preparation and
27 Recruitment Strategic Plan shall include without limitation recommendations
28 to institutions with educator preparation programs on ways to:

29 (i) Identify methods for increasing the percentage
30 of teachers and administrators of minority races and ethnicities in
31 proportion to the number of students of minority races and ethnicities in
32 this state; and

33 (ii) Establish programs to identify and recruit
34 individuals of minority races and ethnicities who have already earned college
35 degrees in other job fields to become teachers and administrators.

36 (b) The division shall:

