Stricken language would be deleted from and underlined language would be added to present law. Act 646 of the Regular Session

1	State of Arkansas	A D:11	
2	93rd General Assembly	A Bill	
3	Regular Session, 2021		SENATE BILL 524
4			
5	By: Senator J. Sturch		
6	By: Representative Vaught		
7			
8		An Act To Be Entitled	
9		OVISIONS OF THE ARKANSA	AS CODE
10		Y TEACHER AND MINORITY	
11		UITMENT PLANS; TO AMENI	
12		DE CONCERNING THE EQUIT	TY ASSISTANCE
13	CENTER; AND FOR OT	HER PURPOSES.	
14			
15			
16		Subtitle	
17		AMEND PROVISIONS OF THE	
18		E CONCERNING MINORITY T	
19		ADMINISTRATOR RECRUITM	
20		O AMEND PROVISIONS OF T	
21	ARKANSAS CODE	E CONCERNING THE EQUITY	
22	ASSISTANCE CE	INTER.	
23			
24			
25	BE IT ENACTED BY THE GENERAL A	SSEMBLY OF THE STATE OF	F ARKANSAS:
26			
27		e § 6-17-1901 is amende	
28	6-17-1901. Minority tea	cher <u>Teacher</u> and admini	istrator recruitment <u>and</u>
29	retention plan.		
30	(a) Beginning with the	•	
31	with more than five percent (5		•
32	By August 1, 2022, each public		-
33	<u>charter school</u> in the state sh		three-year teacher and
34	administrator recruitment and	-	
35	•	•	ent of African-Americans
36	and other members of minoritie	s tor teacher and admir	nistrator positions and

1	on encouraging minority students to pursue a career in education set forth	
2	<pre>goals for:</pre>	
3	(1) The recruitment and retention of teachers and administrators	
4	of minority races and ethnicities who increase diversity among the district	
5	staff and, at a minimum, reflect the racial and ethnic diversity of the	
6	district's students; and	
7	(2) Increasing the number of students who pursue careers in	
8	education with an emphasis on students of minority races and ethnicities.	
9	(c) Recruitment plans shall cover the next ten-year period and set	
10	forth the goal of developing equity in employee composition that reflects	
11	racial and ethnic diversity A school district shall review annually the:	
12	(1) Recruitment and retention plan; and	
13	(2) Progress of the school district in meeting the goals	
14	established pursuant to subsection (b) of this section.	
15	(d) The plan shall be <u>:</u>	
16	(1) a part of the equity assistance plan filed Updated annually	
17	with the Equity Assistance Center and shall be updated annually for an	
18	additional ten (10) years; and	
19	(2) Posted on the school district's or open-enrollment public	
20	charter school's website no later than August 1 of each year.	
21		
22	SECTION 2. Arkansas Code § 6-17-1902 is amended to read as follows:	
23	6-17-1902. Equity Assistance Center — Coordination and contents of	
24	plan.	
25	(a) The Equity Assistance Center shall provide technical assistance,	
26	guidance, and support to the public school districts and public open-	
27	$\underline{\text{enrollment charter schools}} \text{ in developing recruitment } \underline{\text{and retention}} \text{ plans } \underline{\text{and}}$	
28	setting and meeting annual goals.	
29	(b)(1) Each public school district and open-enrollment public charter	
30	school shall designate an employee to coordinate the implementation and	
31	review of the public school district's and open-enrollment public charter	
32	school's recruitment and retention plan.	
33	(2) The designated equity assistance coordinator in each public	
34	school district <u>and open-enrollment public charter school</u> may serve as the	
35	coordinator of the <u>public school</u> district's <u>and open-enrollment public</u>	
36	charter school's recruitment and retention plan.	

- 1 (c)(1) Each school district shall designate an employee to coordinate
 2 implementation of its recruitment plan.
- 3 (2) Each school district shall establish a minority teacher and
 4 administrator goal at least equal to the percentage of minority students of
 5 the school districts.
 - (d)(c) The minority teacher and administrator recruitment and retention plan shall include, but not be limited to, the following information:

- (1) The <u>annual</u> goals of the school district for the recruitment of minority teachers and administrators for the next school year and for the next ten (10) school years public school district or open-enrollment public charter school established pursuant to § 6-17-1901(b);
- (2) The <u>actions and</u> steps the <u>school district public school</u>

 <u>district or open-enrollment public charter school</u> has taken <u>and will take</u> to

 meet <u>its each of the public school district's and open-enrollment public</u>

 <u>charter school's goals;</u>
- (3) The progress of the school district in recruiting minority teachers and administrators public school district or open-enrollment public charter school in meeting each of the public school district's and open-enrollment public charter school's goals;
- (4) The measures evaluative methods the school district public school district or open-enrollment public charter school will use to meet its employment goals measure progress towards meeting the public school district's or open-enrollment public charter school's goals;
- enrollment public charter school did not meet the school district's public school district's or open-enrollment public charter school's goals for the previous reporting period, the school district public school district or open-enrollment public charter school shall state the reasons for not meeting the goals and the steps the public school district or open-enrollment public charter school will take to overcome the reasons for not meeting the goals;
- (6) The steps the school district public school district or open-enrollment public charter school will take to encourage minority students to pursue a career in education including steps specific to students of minority races and ethnicities;
 - (7) The number and percentage of members of racial minorities

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 <u>and ethnic</u> 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.	
13		
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	$\underline{\text{individuals of minority races and ethnicities who have already earned } \underline{\text{college}}$	
35	degrees in other job fields to become teachers and administrators.	
36	(b) The division shall:	

1	(1) Promote educator preparation programs that increase the		
2	percentage of individuals of minority races and ethnicities who enter and		
3	successfully complete a four-year educator preparatory program and provide		
4	support to students of minority races and ethnicities who meet the		
5	requirements for entering educator preparation programs; and		
6	(2) Submit a report no later than July 1, 2022, and every two		
7	(2) years following to the House Committee on Education and the Senate		
8	Committee on Education.		
9			
10			
11	APPROVED: 4/12/21		
12			
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			
23			
24 25			
25 26			
20 27			
28			
29			
30			
31			
32			
33			
34			
35			
36			