

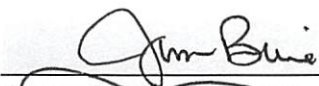

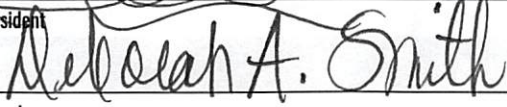


ARKANSAS DIVISION OF ELEMENTARY AND SECONDARY EDUCATION  
TEACHER AND ADMINISTRATOR RECRUITMENT AND RETENTION

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. Plans must include, but are not limited to the following:

- Annual goals for
  - The recruitment and retention of 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 its 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;
- The steps it will take to encourage students to pursue a career in education;
  - Steps specific to students of minority races/ethnicities;
- Teacher and administrator recruitment and retention data to show the:
  - Racial/ethnic composition of teachers/administrators employed for each of the previous three (3) years;
  - Effectiveness of the plan;
- The racial/ethnic composition of the student body and residents of the district or charter school

**INSTRUCTIONS:** Complete this signature page, attach it to the recruitment plan, and post it to your website before August 1.

SCHOOL DISTRICT/CHARTER SCHOOL:  FOUKE SCHOOL DISTRICT	ADDRESS:  200 North Davis Fouke, AR 71837	COUNTY:  Miller
TELEPHONE NUMBER:		870-653-4311
Pursuant to A.C.A. § 6-17-1902, an employee must be designated to coordinate recruitment plan implementation.		
COORDINATOR NAME/TITLE: Dr. Jim Buie		COORDINATOR TELEPHONE NUMBER/EMAIL: 870-653-4311/ jim.buie@foukepanthers.org
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:		
Name of Superintendent or Chief     Dr. Jim Buie		
Academic Officer: _____		
(Please Print)		
Signatures		7-13-2022
	Superintendent/Chief Academic Officer	Date
		7/11/22
	Board President	Date
		7/11/22
	Board Secretary	Date

# Teacher and Administrator Recruitment and Retention Plan

## FOUKE SCHOOL DISTRICT

### Data

#### Current Demographics

	Students	Certified Staff	Community
<b>Total #</b>	1,052	93	5,612
<b>White</b>	992 (94.30%)	93 (100.00%)	5,022 (89.49%)
<b>Black</b>	3 (0.29%)	0 (0.00%)	130 (2.32%)
<b>Hispanic/Latinx</b>	22 (2.09%)	0 (0.00%)	131 (2.33%)
<b>Asian/Pacific Isl.</b>	0 (0.00%)	0 (0.00%)	5 (0.09%)
<b>N. Amer./AK N.</b>	10 (0.95%)	0 (0.00%)	37 (0.66%)
<b>2+</b>	25 (2.38%)	0 (0.00%)	287 (5.11%)

#### Certified Staff Past Three Years

	2021-2022	2020-2021	2019-2020
<b>Total #</b>	93	96	92
<b>White</b>	93 (100.00%)	96 (100.00%)	92 (100.00%)
<b>Black</b>	0 (0.00%)	0 (0.00%)	0 (0.00%)
<b>Hispanic/Latinx</b>	0 (0.00%)	0 (0.00%)	0 (0.00%)
<b>Asian/Pacific Isl.</b>	0 (0.00%)	0 (0.00%)	0 (0.00%)
<b>N. Amer./AK N.</b>	0 (0.00%)	0 (0.00%)	0 (0.00%)
<b>2+</b>	0 (0.00%)	0 (0.00%)	0 (0.00%)

#### Certified Staff Hired Past Three Years

	2021-2022	2020-2021	2019-2020
<b>Total #</b>	3	3	4
<b>White</b>	3 (100.00%)	3 (100.00%)	4 (100.00%)
<b>Black</b>	0 (0.00%)	0 (0.00%)	0 (0.00%)
<b>Hispanic/Latinx</b>	0 (0.00%)	0 (0.00%)	0 (0.00%)
<b>Asian/Pacific Isl.</b>	0 (0.00%)	0 (0.00%)	0 (0.00%)
<b>N. Amer./AK N.</b>	0 (0.00%)	0 (0.00%)	0 (0.00%)
<b>2+</b>	0 (0.00%)	0 (0.00%)	0 (0.00%)



## ***Analysis and Summary of Data Collected***

Patterns	There are currently no teachers employed by Fouke School District who identify themselves with any racial minority group. Data suggests this pattern is consistent over the years examined.
Hiring Trending to Parity	No.
Additional Data Needed	It is essential to also examine the home language surveys and family community engagement plans to understand that not many families in our district who identify with a specific race/ethnic minority actually identify with traditionally ascribed cultural norms of that racial/ethnic group.
Vision of Why	Fouke School District recognizes the importance of putting teachers in front of our students who not only look like our students, but also share and relate to the values and traditions held by our students and their families. For us to be effective partners with our families and community in educating our students, it is vital to ensure that our district teacher ideas and values are congruent with our student body ideas and values.
Additional Comments	

## ***Teacher/Administrator Diversity Goal and Progress in Goal Attainment***

Teacher/Admin Goal(s)	<p>Fouke School District will seek to employ teacher and administrators who reflect the demographic of our student body and compliment the values held by families in our community.</p> <p>Fouke School District will seek to retain a workforce who reflect the demographic of our student body and complement the values held by families in our community</p>
Progress Made	Fouke School District has not previously had any goal of diversifying teachers or administrators. We have traditionally hired the most highly qualified applicant for each position regardless of race, creed, color, or ethnic origin.
Improvements Needed	Improved and ongoing communication with providers in the teacher pipeline. The current dilemma for this district is not specifically the lack of teachers of color, rather the lack of any teachers at all.
Additional Comments	

## ***Students in Education Career Goal and Progress in Goal Attainment***

Educ. Students Goal(s)	Fouke School District will facilitate the creation of a local school club/organization at the middle and high school level that will help create interest in the field of teaching.
Progress Made	Improved and ongoing communication with providers in the teacher pipeline. The current dilemma for this district is not specifically the lack of teachers of color, rather the lack of any teachers at all.
Improvements Needed	Creation of Educators Rising or Future Teacher school clubs and organization can help spark interest and grow student support for entrance into a career pathway as teacher and administrator.
Additional Comments	

## ***Objectives, Strategies, and Activities to Use***

Recruiting and Retaining Diverse Staff	<p>Fouke School District will ask key questions regarding the recruitment process and examine related metrics to evaluate effectiveness.</p> <p>Question 1: Where do we find our best candidates/ Metric: examine percentage of new teachers by provider and determine which pipeline is providing the best candidates</p>
--	--

Question 2: Do we have enough candidates/ Metric: examine the percentage of teachers of color in our candidate pool and as new hires.

Question 3: Are we hiring early enough to ensure quality/ Metric: examine percentage of vacancies filled by May 1, July 1, and August 1

Encouraging Diverse Students to Pursue Education Career

Fouke School District will partner with UAHT to inform students about their current 2+2 program that allows UAHT students to expand their educator preparation program to area four year institutions.

Additional Comments

## Action Plan

*Including procedures for implementing, monitoring progress, and evaluating*

Teacher/Administrator Diversity Goal

Fouke School District will seek to employ teacher and administrators who reflect the demographic of our student body and compliment the values held by families in our community.

	Description	Person Responsible	Target Date
Action Step	Analyze all components of recruitment process and procedures.	A Whitehead	March 2023
Action Step	Forecast vacancies to understand the district's needs	Building Admins	March 2023
Action Step	Define who we are looking to recruit	Building Admins	March 2023
Action Step			

Students in Education Career Goal

Fouke School District will facilitate the creation of a local school club/organization at the middle and high school level that will help create interest in the field of teaching.

	Description	Person Responsible	Target Date
Action Step	Identify a school sponsor	Building Admin	May 2023
Action Step	Select an exisiting club/organization to charter on campus	Sponsor	May 2023
Action Step	Recruit and initiate a charter group for the newly formed future teacher club.	Building Admin	May 2023
Action Step			

Additional Comments Evidence that will be used to determine if Goals are Met: Fouke School District will ask key questions regarding the recruitment process and examine related metrics to evaluate effectiveness.  
 Question 1: Where do we find our best candidates/ Metric: examine percentage of new teachers by provider and determine which pipeline is providing the best candidates  
 Question 2: Do we have enough candidates/ Metric: examine the percentage of teachers of color in our candidate pool and as new hires.  
 Question 3: Are we hiring early enough to ensure quality/ Metric: examine percentage of vacancies filled by May 1, July 1, and August 1

*Optional Additional Goals*



**Teacher/Administrator Diversity Goal - Optional**

Fouke School District will seek to retain a workforce who reflect the demographic of our student body and complement the values held by families in our community

	Description	Person Responsible	Target Date
Action Step	Provide extra support and coaching to teachers who have minimal pedagogical training.	Peer Teachers	May 2023
Action Step	Track success rate from teacher pipelines and hire early from programs with best track record.	J. Buie	May 2023
Action Step	Observe and give feedback to new teachers early and differentiate support early as needed.	Building Admin	May 2023
Action Step			

**Students in Education Career Goal - Optional**

	Description	Person Responsible	Target Date
Action Step			
Action Step			
Action Step			
Action Step			

**Additional Comments** Baseline data v. Expected Outcomes: 2022-23 is the first year Fouke School District has been required to develop a TARRP. Current baseline data reflects a disparity of WH teacher to student body ratio at -5.7%. After year 1 of Action plan implementation, Fouke School District aims to decrease that disparity by 1.2%. In addition, there are currently 0 future teacher clubs or organization on campus. After year 1 of the Action Plan, Fouke School District aims to have 2 clubs with a target membership of 20 students each. Also, Fouke School District aims to have at least 50% of its minority students as members of one of these clubs.

	Description	Person Responsible	Target Date
<b>Communicating to Stakeholders</b>	Annual Report to the Public	J. Buie	October 2022

**Additional Comments**