

Three Year Action Plan

After analyzing all relevant data, the district will use the spaces below to develop a three year action plan to address identified needs . Refer to Appendix B for resources to support plan development.

Focus Area: Recruiting a diverse, representative educator workforce that meets the needs of all students

If multiple goals are created, copy and paste the template for each goal.

Recruitment Goal	Conduct activities to increase minority recruitment to a level within 10% of the student minority population within the next three years..
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Which of the following best describes the recruitment goal?	
<input checked="" type="checkbox"/>	New Goal
<input type="checkbox"/>	Extension of a goal from previous year

Action Plan

Describe the steps your district will take over the next three years to meet the recruitment goal. (Lines can be added for additional Action Steps)

	Description	Person(s) Responsible	Target Date
Action Step	Contact colleges and universities in regard to scheduled events that offer opportunities to recruit minorities.	Holly Strickland	Yearly in January
Action Step	Notify colleges and universities of any vacancies that exist. Especially minority colleges and universities.	Holly Strickland	Ongoing
Action Step	Employ a minority applicant should a vacancy exist and a competent and qualified minority applies.	Bernadette O'quinn, SHS Cody Cranford, NMS Gary Steelman, SES	By July of each year

What evidence will be used to determine if the recruitment goal is met? (Include baseline data and expected outcome)

There are currently 4 minority teachers(3.8462%) in the Smackover-Norphlet school district, 3 African-American(2.8846%) and 1 Hispanic(0.9615%), and 2 minority administrators, both African-American(22.2222%). LEA Insights website will be used to recalculate minority teacher percentages each year to determine if the increase in minority Teachers is within 10% of the minority racial composition(25%) of the student body.

Review Progress (After Baseline Year)

Describe progress made toward the recruitment goal and any improvements or adjustments that were made to the action plan to overcome barriers to plan success.

Focus Area: Retaining a diverse, representative educator workforce that meets the needs of all students

If multiple goals are created, copy and paste the template for each goal.

Retention Goal

Retain or replace each minority teacher within the district over the next three years.

Which of the following best describes the retention goal?



New Goal



Extension of a Goal from previous year

Action Plan

Describe the steps your district will take over the next three years to meet the retention goal. (Lines can be added for additional Action Steps)

	Description	Person(s) Responsible	Target Date
Action Step	Address minority teachers concerns within each building.	Bernadette O'quinn, SHS Cody Cranford, NMS Gary Steelman, SES	Ongoing communication throughout the year, (January)
Action Step	Support minority teachers with curriculum and pedagogy concerns.	Jonna Bates, SHS Heather Wolf, NMS Meghan Preston, SES	Ongoing support every year, (May)
Action Step	Encourage minority teachers to further their education to increase their opportunities for advancement.	Holly Strickland	Annually by May

What evidence will be used to determine if the retention goal is met? (Include baseline data and expected outcome)

There are currently 4 minority teachers and 2 minority administrators. At the end of each year, the number of minority teachers and administrators will be determined and compared to the previous year.

Review Progress (After Baseline Year)

Describe progress made toward retention goal achievement and any improvements or adjustments that were made to the action plan to overcome barriers to plan success.

Focus Area: Increasing the number of students who pursue careers in education with an emphasis on students of minority races and ethnicities

If multiple goals are created, copy and paste the template for each goal.

Student Goal	Encourage minority students to pursue a career in education.
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Which of the following best describes the student goal?	
<input checked="" type="checkbox"/>	New Goal
<input type="checkbox"/>	Extension of a Goal from previous year

Action Plan

Describe the steps your district will take over the next three years to meet the student goal. (Lines can be added for additional Action Steps)

	Description	Person(s) Responsible	Target Date
Action Step	Utilize programs in the school that use positive minority role models, speakers, etc.	Bernadette O'quinn, SHS Cody Cranford, NMS Gary Steelman, SES	Annually by May
Action Step	High school counselors will provide information to minority students on opportunities, grants, and scholarships available to them in education.	Stacy Jerry, SHS	Annually by May
Action Step	Provide minority students the opportunity to become teachers aides, when their schedule allows them, to gain insight into the teaching profession.	Bernadette O'quinn, SHS Coy Cranford, NMS Gary Steelman, SES	Annually by May

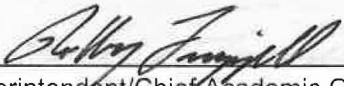


What evidence will be used to determine if the student goal is met? (Include baseline data and expected outcome)
Survey minority students on the possibility of entering a teacher education program.

Review Progress (After Baseline Year)

Describe progress made toward student goal achievement and any improvements or adjustments that were made to the action plan to overcome barriers to plan success.

Plan Submission

INSTRUCTIONS: Complete this page and post on your website along with the finalized Teacher and Administrator Recruitment and Retention plan before August 1.

SCHOOL DISTRICT/CHARTER SCHOOL:	LEA NUMBER:	COUNTY:
Smackover-Norphlet	70-08	Ouachita
Pursuant to A.C.A. § 6-17-1902, an employee must be designated to coordinate recruitment and retention plan implementation.		
COORDINATOR NAME/TITLE:	COORDINATOR TELEPHONE NUMBER/EMAIL:	
Patrick Howard, Special Programs Director	870-725-1212	
<u>The signatures below certify that the district is in compliance with Ark. Code Ann. § 6-17-1901, et seq. and Standard 2-A for Accreditation of Arkansas Public Schools:</u>		
Name of Superintendent or Chief Academic Officer: Robby Frizzell		
(Please Print)		
Signatures		7/28/22
	Superintendent/Chief Academic Officer	Date
		7/28/22
	Board President	Date
		7/28/22
	Board Secretary	Date

Appendix A

Template for Required Data

Districts must include the data below as part of their Teacher and Administrator Recruitment and Retention Plan. Districts may complete the template below or download data from locations outlined on the title page in order to meet plan requirements.

SY 21-22 Data	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
Student Body	0.2944	0.3925	17.4681	0.1962	4.2198	2.2571	75.1717
Teachers	0	0	2.8846	0	0.9615	0	96.1538
Administrators	0	0	22.2222	0	0	0	77.7777
Residents	0.00638	0.3615	20.2892	0	0.1914	0.1276	78.9664

Previous Yrs Data	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
20-21							
-Teachers	0	0	4.1237	0	1.0309	0	94.8453
-Admin	0	0	22.2222	0	0	0	77.7777
19-20							
-Teachers	0	0	4.3103	0	0.8621		94.8276
-Admin	0	0	22.2222	0	0	0	77.7777