

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	MSD has a goal of recruiting a diverse staff to reflect our student population.
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Which of the following best describes the recruitment goal?	
<input type="checkbox"/>	New Goal
<input checked="" 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	Attend teacher fairs at various universities to recruit teachers from multiple backgrounds. Also continue to work with programs such as MAT and ArPEP. Post positions on the district website, social media platforms, and School Spring.	Lillian Harper Catherine Watson Manual Bulhoes	Spring 2023 Spring 2024 Spring 2025
Action Step	Work with aides who might be interested in becoming certified to help them get into a program.	Lillian Harper	2022-2023 2023-2024 2024-2025
Action Step	Work to "Grow Your Own" teachers through our high school program. Offer them pathways to be completers in a teacher education program earning a Paraprofessional Certification by the end of high school.	Lillian Harper Jennifer Shnaekel Autumn Battles	2022-2023 2023-2024 2024-2025

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

We will compare our current staff numbers to our gains for next year.

We currently have 3-Asian, 23-African American, and 115-white teachers.

Our expected outcome is to close the gap between the demographics of teachers and students.

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.

For the 20-21 school year our percentage of African American teachers was 10.94%. In the 21-22 school year, that number grew to 16.31%.

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

Support. We are working to support the teachers in all areas of need be it academic or emotional. Also, survey teachers who are leaving to get information on what could be done to increase retention.

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	Provide inhouse mentors to new teachers	Building Principals	2022-2023 2023-2024 2024-2025
Action Step	Quarterly meetings with new staff to ensure the proper supports are being offered	Lillian Harper, Assistant Superintendent Building Principals	2022-2023 2023-2024 2024-2025
Action Step	Discussions between admin team members to determine what is working and what is not working	Lillian Harper, Assistant Superintendent Building Principals	2022-2023 2023-2024 2024-2025

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

We currently have 3-Asian, 23-African American, and 115-white teachers.

New teachers remaining in the district for three or more years.

Survey results of new teachers will provide guidance for the administrative team. The discussions in the admin team meetings about retention of the teachers will also provide evidence.

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.

NA

Data will be collected at the end of the 2023-2024 school year.

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	The district will work to recruit and engage students in a pre-educator program that leads to certification as a paraprofessional with hopes of guiding them into an education program at the college level.
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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	Guide students on an education pathway as a completer in high school.	Jennifer Shnaekel, principal Guidance Counselors	2022-2023 2023-2024 2024-2025
Action Step	Work with Arkansas Three Rivers to provide students higher education courses that can transfer to a four year university.	Jennifer Shnaekel, principal Guidance Counselors	2022-2023 2023-2024 2024-2025
Action Step	Help students who are seeking scholarships to education courses.	Guidance Counselors	Spring 2023 Spring 2024 Spring 2025

What evidence will be used to determine if the student goal is met? (Include baseline data and expected outcome)
The number of students on an education pathway in high school The number of students attending Arkansas Three Rivers in a program for education

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.

NA

Data will be collected at the end of the 2023-2024 school year.

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:
Malvern School District	3004000	Hot Spring

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:
Lillian Harper, Assistant Superintendent	501-332-7500

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:

Signatures	Name of Superintendent or Chief Academic Officer:	Brian Golden
		(Please Print)
	Superintendent/Chief Academic Officer	Date
	Board President	Date
	Board Secretary	Date

SIGNATURES ARE COMING

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	0.420%	29.03%	0.052%	10.44%	9.29%	50.45%
Teachers	0	12.12%	16.31%	0	0	0	81.56%
Administrators	0	9%	45.45%	0	0	0	45.45%
Residents	0.3%	0.5%	29.1%	0.1%	5.2%	5.3%	62.0%

Previous Yrs Data	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
20-21							
-Teachers	0	0	10.94%	0	1.45%	0	87.59%
-Admin	0	9%	45.45%	0	0	0	45.45%
19-20							
-Teachers	0	0	12.40%	0	1.45%	0	86.13%
-Admin	0	9%	45.45%	0	0	0	45.45%