

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	Explicitly commit to recruiting a diverse, representative educator workforce at the Pottsville School District that meets the needs of all students by ensuring that more diverse educators of color are interviewed by campus and district committees and include interview committee members of color when appropriate and possible.
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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	Restructure applicant screening rubric and interview processes to ensure that more diverse educators of color are interviewed by committee members and considered for employment.	Shane Thurman Assistant Superintendent (Equity Coordinator)	August 1, 2024
Action Step	Actively reach out to underrepresented groups (i.e., colleges with a significant number of minorities, input from minority community members, etc.).	Shane Thurman Assistant Superintendent (Equity Coordinator)	August 1, 2023 August 1, 2026

Action Step	Encourage peer to peer recruitment for educators of color.	Shane Thurman Assistant Superintendent (Equity Coordinator)	August 1, 2023 August 1, 2026
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What evidence will be used to determine if the recruitment goal is met? (Include baseline data and expected outcome)

Baseline data for the Pottsville School District reveals that SY 22-23 teaching staff is made up of 4 minority teachers and 138 white teachers. This is approximately 3%. The administrative staff is currently 100% White. Evidence used to determine if the recruitment goal is met will be to increase the percentage of teachers and administrators to the point where it approximates the composition of student and district residents. The percentage of minority students is 12%. The biggest minority group is Hispanic/Latino at 8.5%. The percentage of black students is 1.37%. The Asian percentage is 1.3. The Native American percentage is .07. Each year, demographic data should move toward this goal.

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	<p>Explicitly commit to retaining a diverse, representative educator workforce at the Pottsville School District by participating in, advertising, and supporting Arch Ford Cooperative retention strategies provided to districts.</p>
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Which of the following best describes the retention 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 retention goal. (Lines can be added for additional Action Steps)

	Description	Person(s) Responsible	Target Date
Action Step	The Pottsville School District will participate in, advertise, and support Arch Ford retention strategies provided to the cooperative, including Praxis and Foundations of Reading support, Arch Ford Novice Teacher mentoring program, Arch Ford Lead Teacher Program, and Arch Ford Principal Prep Program.	Shane Thurman Assistant Superintendent of Schools (Equity Coordinator)	August 1, 2023 August 1, 2026
Action Step	The Pottsville School District will provide information and networking opportunities for educators of color to share ideas, concerns, and ways to retain more diverse candidates.	Shane Thurman Assistant Superintendent of Schools (Equity Coordinator)	August 1, 2023 August 1, 2026

Action Step	The Pottsville School District will send representative(s) to quarterly Arch Ford Human Resource (HR) Meetings to learn of new ways to retain diverse qualified teachers and network with other regional HR personnel.	Shane Thurman Assistant Superintendent of Schools (Equity Coordinator)	August 1, 2023 August 1, 2026

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

Baseline data for the Pottsville School District reveals that SY 22-23 the attrition rate for teachers in 2022 was 10%, in 2021 it was 12.5%, and in 2022 it was 8%. The average number of years for teachers are: PSD (13.8 yrs. districtwide), Pottsville Elementary (13.3 yrs.), Pottsville Middle Grades (15.5 yrs.), Pottsville Junior High School (12.2 yrs.) and Pottsville Sr. High School (14.5 yrs.). Evidence used to determine if the retention goal is met will include an increase in the average years for teachers across the district and at all buildings.

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

Student Goal	Explicitly encourage students of the Pottsville School District to pursue careers in the field of education, with an emphasis on students of minority races and ethnicities.
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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	Implement a student organization that encourages students to pursue a career in education, such as Educators Rising.	Amy Rust High School Counselor	August 1, 2023 August 1, 2026
Action Step	Participate in, advertise, and support Arch Ford workshops and trainings that support CTE Personnel and Mentoring staff members with recruiting students of the South Conway County School District to the educator pipeline.	Amy Rust High School Counselor	August 1, 2023 August 1, 2026
Action Step	Explore partnerships with institutions of higher education as a plan of action (Certified Teaching Assistant - CTA credential and/or the Arkansas Teacher Residency Model) as appropriate and on an individualized basis to best meet the needs of students and address the focus area.	Shane Thurman Assistant Superintendent (Equity Coordinator)	August 1, 2023 August 1, 2026

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

Baseline data reveals that the Pottsville School District currently does not have a student organization in place that promotes entrance into the education profession. Likewise, the PSD does not have ongoing partnerships with institutions of higher education for CTA credentials and/or the Arkansas Teacher Residency Model. Evidence used to determine if the student goal is met will include 1.) establishment of a student organization that encourages pursuit of a career in education, 2.) student enrollment numbers in the organization over time, 3.) attendance/participation in Arch Ford workshops and training to assist with student recruitment to the educator pipeline, and 4.) establishment/consideration of CTA credential partnerships and/or Arkansas Teacher Residency to meet the needs of all learners.

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:
Pottsville School District	5804000	Pope

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:
Shane Thurman	479-968-5101

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:	Larry Dugger
		(Please Print)
		9/21/23
	Superintendent/Chief Academic Officer	Date
		9-21-2023
	Board President	Date
		9-21-23
	Board Secretary	Date

M. Shane Thurman

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 22-23 Data	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
Student Body	.07	1.3	1.37	0	8.5	0	88
Teachers	0	0	.015	0	.015	0	97
Administrators	0	0	0	0	0	0	100
Residents	1.1	1.3	3.4	.1	10.6	2.3	92

Previous Yrs Data	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
21-22							
-Teachers	0	0	.75	0	.75	0	98.5
-Admin	0	0	0	0	0	0	100
20-21							
-Teachers	0	0	.75	0	.75	0	98.5
-Admin	0	0	0	0	0	0	100

Appendix B

Below are resources recommended by the Arkansas Division of Elementary and Secondary Education to support the development of a district's Teacher and Administrator Recruitment and Retention Plan.

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

- [Educator Preparation Provider Quality Report \(EPPOR\)](#)
- Diverse Educator Preparation Program Completers list- Superintendents or other officials designated by the superintendent for the purpose of recruiting faculty and staff may access the list by contacting Michael Rowland, DESE Program Advisor, michael.rowland@ade.arkansas.gov
- [The AR Human Capital Handbook](#) (see pages 17-24, 72, 65-69)
- [AR Residency Model that provides a work-based pathway to licensure](#)
- [Additional Resources](#)

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

- [The AR Human Capital Handbook](#) (see pages 44-49, 79)
- The Leading a High Reliability School (2018) resource to review safe, supportive, and collaborative culture indicators (see page 37-74)
- [Additional Resources](#)

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

- Implement a student organization that encourages students to pursue a career in education, such as [Educators Rising](#)
- Develop MOU(s) with [institutions of higher education](#) to provide students the opportunity to earn the Certified Teaching Assistant (CTA) credential and implement the Arkansas Teacher Residency Model