

POTTSVILLE SCHOOL DISTRICT

Minority Teacher and Administrator Recruitment Plan 2021-24

The Pottsville School District is committed to the goal of maintaining diversity within its staff (administrators and teachers) through recruitment efforts targeted toward minority populations. The goal is that minority teachers will at least equal the percentage of minority students in the district.

The district attempts to inform graduating seniors of colleges and universities of employment opportunities, and attempts to be represented at various job fairs to visit with minority teacher and administrator candidates. The district engages in practices each year to target minority applicants and candidates with recruitment efforts:

- Continue attending university sponsored teacher fairs
- Provide follow-up letter to each candidate contacted
- Provide follow-up telephone contact, if needed
- Provide assistance with certification process
- Actively seek minority candidates for targeted positions.

The following plan will be implemented to encourage Pottsville High School students to enter the teaching profession:

- Emphasize minority teaching opportunities at career fairs
- Emphasize the use of minority peer tutors in the classroom
- Emphasize the teaching profession to minorities in the classroom setting

The District Equity Committee will also serve as the District Minority Recruitment Committee. This committee will assist the District's Minority Recruitment Plan Coordinator in developing recruitment strategies.

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Currently the Pottsville School District employs two minority teachers and no minority administrators. There are a total of 141 teachers and administrators in the district.

Number of Minority Teachers and Administrators Employed the Last Five Years

Date	Minority Teacher	White	Total
2021	1	13	14
2020	1	11	12
2019	1	10	11
2018	0	12	12
2017	0	6	6

Racial Composition of Student Body

September 20, 2021

Asian/Non-Hispanic	18	1%
African American	26	1%
Hispanic	142	8%
American Indian/ Alaskan Native	8	>1%
White	1598	89%
Other	1	>1%
Total:	<u>1793</u>	<u>100%</u>

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Analysis and Summary of Data Collected

The Pottsville School District has a student population of 89% White, 8% Hispanic, 1% African American and 1% other. Trend data from previous years has shown a stable population of all minority student populations. The district continues to seek to employ more minority teachers and administrators.

The Pottsville School District experiences difficulty in recruiting qualified minority teachers and administrators. Other districts in the state compete for a limited number of minority applicants, and for social and cultural reasons, most minority candidates opt for jobs in communities with larger minority populations than Pottsville.

The Pottsville School District plans to achieve a balanced ratio of staff to student and community populations by implementing the Minority Teacher and Administrator Recruitment Plan.

Short Term Goals

- Actively seek to employ additional minority teachers for each school in the district for 2021-2022
- Actively attend job fairs and other avenues to assist in the recruitment of minority teachers
- Promote teaching opportunities for minority students within the district

Long Term Goals

- Employ competent, certified individuals
- Recruit minority teachers equal to the minority student population.

Improvements Needed

- Employ additional minority teachers and administrators as the minority student population continues to grow
- Employ additional bilingual staff
- Promote the awareness of minority recruitment concerns among staff and community members
- Promote awareness among minority students for teaching opportunities and programs within the state

Objectives, Strategies and Activities Used to Recruit Administrators

- Advertisements of vacancies will be placed in state-wide newspapers and professional organization newsletters and websites
- Letters detailing existing vacancies will be sent to Arkansas graduate schools
- The Superintendent or his representative will contact campuses of schools with large minority populations for recruiting purposes
- Qualified applicants will be invited to visit Pottsville School District
- The District will begin recruiting when a vacancy occurs and continue until the position is filled.

Objectives, Strategies, and Activities for Encouraging Students to Pursue a Career in Education

- Minority Students are actively sought to serve as peer tutors at the high school and junior high school level
- Pottsville School District cooperates with Arkansas Tech University and the University of Central Arkansas to place pre-service teachers as observers and interns at district schools
- Pottsville School District counselors will encourage minority students to pursue educational opportunities to become teachers and/or administrators
- Emphasize minority teaching opportunities at career fairs
- Pottsville School District is currently offering internships through class offerings to promote teaching as a profession

Action Plan, including Procedures for Implementing and Monitoring Progress and Evaluations

- The District Equity Committee will also serve as the District Minority Recruitment Committee. This committee will assist the District's Minority Recruitment Plan Coordinator in developing recruitment strategies. It will also review annually the current student to staff minority ratio to ensure a balance is being attained. The district will actively recruit minority applicants and maintain active files. The committee will review annually the minority recruitment plan to monitor for any revisions that might be necessary.