

**ARKANSAS DIVISION OF ELEMENTARY AND SECONDARY EDUCATION
TEACHER AND ADMINISTRATOR RECRUITMENT AND RETENTION PLAN
For
FRIENDSHIP ASPIRE ACADEMIES OF ARKANSAS
PINE BLUFF**

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	Annually refine and strengthen the search process to recruit an excellent and at least 85% diverse faculty.
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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 FAAA will continue to recruit from local colleges and teacher fairs.	Deputy Superintendent Principals	ongoing
Action Step Ensure that faculty search committees are diverse and that search committees incorporate diversity best practices throughout the recruitment, interview, and selection process.	Deputy Superintendent Principals	October 2022 ongoing
Action Step Create attractive, engaging recruitment materials to distribute to faculty candidates to maintain their interest in FAAA.	Deputy Superintendent Principals	January 2023

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

Annual number of diverse applicants, annual number of diverse hires will be used to determine if recruitment goals are met.

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 90% of diverse faculty and, at a minimum, reflect the racial/ethnic diversity of the district's students from year to year.
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Which of the following best describes the retention 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 retention goal. (Lines can be added for additional Action Steps)

	Description	Person(s) Responsible	Target Date
Action Step	Develop, strengthen and implement retention and promotion initiatives.	Deputy Superintendent Chief Academic Officer Principals	October 1

Action Step	Foster academic leadership development opportunities for all teachers through workshops, professional development, and mentoring.	Chief Academic Officer Principals	Ongoing
Action Step	Establish a mentoring program for novice teachers in which they work with senior/experienced teachers to support their development	Chief Academic Officer Principals	August 15

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

The number of teachers that start an academic year and complete the year with FAAA will be evidence used to determine if the retention goal is met.

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	FAAA will increase the opportunities to experience college / career readiness activities by 10% each year.
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Which of the following best describes the student 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 student goal. (Lines can be added for additional Action Steps)

	Description	Person(s) Responsible	Target Date
Action Step	FAAA will expose students to colleges and careers from an early age and strive to prepare each child for a high-quality college or university.	Teachers	ongoing
Action Step	FAAA will bring individuals from various careers into the schools to speak with the students about their chosen field.	Principals Teachers	ongoing
Action Step	FAAA will bring faculty/staff from local colleges and universities to campuses to speak with students about the pathways to become a teacher (at high school only).	Principals	ongoing

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

Student post-secondary interest surveys will be used to determine if the goal is met.

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


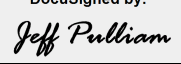
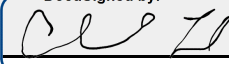
INSTRUCTIONS: Complete this page and post on your website along with the finalized Teacher and Administrator Recruitment and Retention plan before August 1.

SCHOOL DISTRICT/CHARTER SCHOOL:	LEA NUMBER:	COUNTY:
Friendship Aspire Academy Pine Bluff	3544700	Jefferson

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:
Virginia Perry Henry, Deputy Superintendent	469-406-3889, vperry@friendshipusa.org

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:

Name of Superintendent or Chief Academic Officer:	Dr. Phong Tran
	(Please Print)
Signatures	
	7/21/2022
	Superintendent/Chief Academic Officer Date
DocuSigned by: 	7/21/2022
7E92B5CB0096467... Board President	Date
DocuSigned by: 	7/21/2022
899F7272F8E54C6... 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	.49	95.06	.49	.98	.49	2.46
Teachers	0	0	85	0	0	0	15
Administrators	0	0	100	0	0	0	0
Residents	.3	.9	76	.6	1.4	1.9	19.1

Previous Yrs Data	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
20-21							
-Teachers	0	0	100	0	0	0	0
-Admin	0	0	100	0	0	0	0
19-20							
-Teachers	0	0	100	0	0	0	0
-Admin	0	0	100	0	0	0	0