

Three Year Action Plan (revised 9/23)

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	Within three years, 36% of staff at the Lonoke School District will consist of minority populations, as is representative of our student body.
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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	Attract minority applicants by attending job fairs and utilizing the District Communications Director to seek a diverse applicant pool.	Karen Gibbs Rosalynd Kelleybrew Rachel Starks	5/25
Action Step	Interview all minority applicants for both certified and classified positions.	Jeff Senn Duane Peckatt Building principals	5/25
Action Step	Create a District file on all minority applicants as a quick reference for future job openings.	Deneen Knowlton	5/25

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

Survey data will be collected on the number of minority applicants and how they were recruited (job fair, District advertisement, etc.) District files will verify how many minority applicants applied and were hired. Data is kept at the District level on the race/ethnicity information of our existing staff. We will compare future information to this existing data.

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.

LPSD made slight gains in increasing the minority percentage of certified staff. We moved from 8.3% last year to 9.3% this year.

1. On March 8, LPSD attended a recruitment fair at the University of Arkansas at Pine Bluff, which is our first action step towards recruiting minority staff. The District Communications Director used social media as an outreach for all applicants.
2. Thirteen certified applicants were interviewed this year with 2 of those being African American. Both were hired. Fourteen minority individuals applied for classified positions. Of those, 11 were hired.
3. The District will streamline its approach to track minority applicants this school year.

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	LPSD will retain 75% of minority staff after three years of our recruitment and retention plan being in place, as is evidenced by our staff's ethnic/racial composition.
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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	Train staff to be aware of unconscious bias.	Jeff Senn Building Principals	5/25
Action Step	Create staff mentorship programs.	Jeff Senn Building Principals	5/25
Action Step	Adopt a philosophy of inclusion rather than diversity.	Jeff Senn Building Principals All staff	5/25

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

Survey data of new hires and District files will give us baseline data and show retention rates.

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.

LPSD made significant progress in retaining 75% of certified staff. We lost 2 certified minority teachers, which means we retained 86%.

1. During the first year of this goal, the Performance Education group, along with Val Turner, a local community member, provided training to our staff in how to reach minority students and best benefit them in the classroom..
- 2 & 3. The Performance Education Group, along with the Carver Reads team, established an after-school mentoring program for students, which focused on improving reading scores, character education, and inclusion.

Challenge Moving Forward: It is currently difficult to track minority applicants, since the application doesn't and can't mandate that someone identify their race. Unless one were the interviewer, it would not be known.

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	By May 2025, 20% of minority students will express interest in a teaching career, as noted on the Student Success Plans.
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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	8th grade students will complete a Student Success Plan, and will be encouraged to pursue careers in teaching.	LMS & LHS Counselors LMS & LHS Admin.	5/25
Action Step	Lonoke High School will offer mentorship programs to entice minority students into the education profession.	LHS Counselors and Administration	5/25
Action Step	LHS Counselors will offer Financial Aid Nights and career/college counseling to students.	LMS Counselors	5/25

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

Participation numbers in future mentorship programs and Student Success Plans will determine if this goal is met.



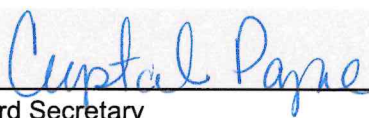
Review Progress (After Baseline Year)

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.

1. Students participated in a Job Fair on October 19 2022. LPSD participated with a table that was solely for recruiting students into the education profession. It was intentional that the district administrator at the table sought out minority students to share information on becoming a teacher and paying for college. Another job fair will be conducted this year.
2. LPSD has become involved with the Pre-Educator Program through Arkansas State University. This is our first year for this, and only 3 students were eligible. A challenge going forward is getting students qualified for this, because the required GPA is 2.5. Some minority students expressed interest, but did not have the qualifying GPA.
3. The Performance Education Group, along with the Carver Reads team, established an after-school mentoring program for students, which focused on improving reading scores, character education, and inclusion. LHS Counselors offered a Financial Aid night to students. Completing the FAFSA was an integral part of the night. Counselors sought to remove as many barriers to post-secondary education as possible. Students may attend college days of their choice without losing a day of attendance.
4. Recently, Lonoke High School surveyed students on their interest in becoming teachers in an effort to recruit students to the Pre-Educator Program. Seven (out of 132) minority students expressed an interest in teaching, accounting for 5.2%. This is a small gain towards our 36% goal.

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:
Lonoke School District	4301000	Lonoke
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:	
Karen Gibbs, Director of Federal Programs, Compliance, and Alternative Education	501-676-7090; karen.gibbs@lonokeschools.org	
<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: _____		
(Please Print)		
Signatures		9-18-23
	Superintendent/Chief Academic Officer	Date
		9-18-23
Board President	Date	
	9-18-23	
Board Secretary	Date	