

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	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.

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	LPSP 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.

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="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.
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Plan Submission


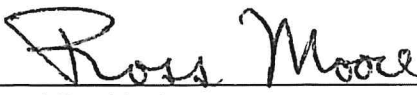
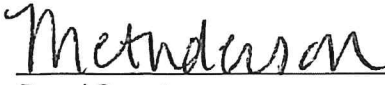
INSTRUCTIONS: Complete this page and post on your website along with the finalized Teacher and Administrator Recruitment and Retention plan before August 1.

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 Testing	501-676-7090; karen.gibbs@lonokeschools.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:

Signatures	Name of Superintendent or Chief Academic Officer:	Jeff Senn
		(Please Print)
		5/31/22
	Superintendent/Chief Academic Officer	Date
		6/20/2022
	Board President	Date
		6/20/2022
	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	.5	.3	22.7	0	8.8	3.9	63.8
Teachers	0	.6	4.2	0	.6	0	96
Administrators	0	0	17	0	0	0	83
Residents	.7	.9	6.3	.1	4.6	2.1	89.8

Previous Yrs Data	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
20-21							
-Teachers	0	0	6	0	1	0	123
-Admin	0	0	17	0	0	0	83
19-20							
-Teachers	0	0	5	0	1	0	151
-Admin	0	0	17	0	0	0	83