

Midland School District

ARKANSAS DIVISION OF ELEMENTARY AND SECONDARY EDUCATION TEACHER AND ADMINISTRATOR RECRUITMENT AND RETENTION PLAN

Pursuant to Ark. Code Ann. § 6-17-1901, et seq., all school districts and open enrollment charter schools must prepare and post to their website by August 1st of each year a three (3) year Teacher and Administrator Recruitment and Retention Plan. An employee must be designated to coordinate the implementation of the plan.

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

Recruitment Goal	Increase the number of qualified applicants for SPED positions
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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.

	Description	Person(s) Responsible	Target Date
Action Step	Partner with a college/university to provide intern opportunities filling the role of full-time teacher as intern completes degree/licensure requirements	Superintendent/Principals	May 2023
Action Step	Offer sign-on bonus/recruitment incentive and ensure its mention in advertising/job postings	Superintendent/Board	May 2023

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

Baseline Data:

- For three openings in 2021-2022, one qualified applicant was hired and one intern completed licensure/degree requirements. These were the only qualified applicants for the positions.
- For three openings in 2022-2023, no qualified applications were received

Expected Outcomes:

- A pool of qualified applicants will result from the incentives offered.

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

Retention Goal	Increase the number of qualified SPED educators who remain in their present position
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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.

	Description	Person(s) Responsible	Target Date
Action Step	Offer retention incentive and ensure its mention in advertising/job postings	Superintendent/Board	August 2022
Action Step	Offer incentives to teachers willing to remain in the profession and add SPED certification to their license through SPED Academies	Principals	August 2023

What evidence will be used to determine if the retention goal is met? (Include baseline data and expected outcome)
<p>Baseline Data:</p> <ul style="list-style-type: none"> • 2021-2022 Of the five positions in the District, only one teacher remained in her present position. • 2022-2023 Of the five positions in the District, only two teachers remained in their present positions <p>Expected Outcomes:</p> <ul style="list-style-type: none"> • At least four teachers will retain their positions on a yearly basis.

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	Increase the number of students who indicate they are interested in pursuing a career in education.
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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.

	Description	Person(s) Responsible	Target Date
Action Step	Survey students to determine their interest in education as a career.	Principal/Counselor	May 2023
Action Step	Work with college/university partner to outline roles and responsibilities of all stakeholders to achieve a working residency initiative	Superintendent	May 2023
Action Step	Explore opportunities for students to earn credentials through pre-educator program of study	Principal/Counselor	August 2024

What evidence will be used to determine if the student goal is met? (Include baseline data and expected outcome)
<p>Baseline Data:</p> <ul style="list-style-type: none"> Currently, we do not have an Educators Rising chapter or any career interest data specific to education. <p>Expected Outcomes:</p> <ul style="list-style-type: none"> Data will indicate that students have an interest in an Educators Rising chapter and if so, a chapter will be organized.

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:
Midland School District	3211-000	Independence

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:
Dr. Bruce Bryant, Superintendent	501-345-8844 bbryant@midlandschools.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:	Dr. Bruce Bryant
		(Please Print)
	/s/ Dr. Bruce Bryant	July 20, 2022
	Superintendent/Chief Academic Officer	Date
	Board President	Date
	Board Secretary	Date

