

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	To design a plan of action for enhancing staff diversity of Flippin School District so that staff reflects the same approximate diversity of the student population.
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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. (Lines can be added for additional Action Steps)

	Description	Person(s) Responsible	Target Date
Action Step	Identify sources of potential minority teachers – Concentrate on colleges with a significant number of minorities – develop personal contact and identify a contact person on campus	Superintendent District Principals Curriculum Director Federal Programs Coordinator	Fall, 2022 And ongoing
Action Step	Identify staff and develop a process for paraprofessionals to participate in the Arkansas Teacher Residency Model to pursue a teaching license with an emphasis on making the staff reflective of the student body	Superintendent District Principals Curriculum Director Federal Programs Coordinator	Fall, 2022 And ongoing
Action Step	Recruit teachers/administrators including minority teachers/administrators with emphasis on making the staff reflective of the student body	Superintendent District Principals Curriculum Director Federal Programs Coordinator	Fall, 2022 And ongoing

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

- Compare current percentages of student diversity compared to staff percentages and note any changes. Currently, there are 0% minorities in our staff compared to 7.35% minority in the student population. The district will continue to monitor these percentages and work toward more like percentages
- Documented staff participation in Arkansas Teacher Residency Model
- Documented meetings/contacts with area business leaders and colleges
- Documented promotion of teacher openings to market the district as a great place to work as an ongoing recruitment tool

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.

22-23 SY REVIEW—Efforts to grow your own licensed teachers started for the first time this school year supporting paraprofessionals pursuing a degree and teaching certifications. Three paraprofessionals completed year one at Reach University. At the end of their first year in the program, all three students made the Dean’s List for academic performance. Opportunities for additional staff participation will be available again this year through principal recommendations and staff indicated interest. Currently, there are 0% minorities in our staff compared to 6.80% minority in the student population. Even though our percentage of minority students has decreased a small amount, we still lack diversity in our staff. Continued efforts reaching out to area business and educational institutions will be ongoing in hopes of increasing our staff minority percentages. Marketing for school district positions has occurred in multiple venues to market the district as a great employer.

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	The district will work to retain staff through approved policies and to retain staff through additional funding opportunities.
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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. (Lines can be added for additional Action Steps)

	Description	Person(s) Responsible	Target Date
Action Step	Create and review policies to add and/or modify incentives to retain teachers (attendance, personalized PD options with stipends, retirement, air evac, competitive salary schedule including steps for additional education, etc.)	Superintendent Federal Programs Coordinator	Fall, 2022 and ongoing
Action Step	Celebrate staff throughout the year	Superintendent District Principals Curriculum Director Federal Programs Coordinator	Fall, 2022 and ongoing
Action Step	Provide resources including student/teacher devices, hot spots where needed, curriculum, classroom technology, etc., so that staff members have the things they need so that they can focus on student learning	Federal Programs Coordinator Technology Director Curriculum Director	Fall, 2022 and ongoing

What evidence will be used to determine if the retention goal is met? (Include baseline data and expected outcome)
<ul style="list-style-type: none"> ● Expenditure audit trails showing additional stipends paid for incentives ● Comprehensive list of resources provided ● Documentation of celebrations through agendas or promotional materials ● Documentation of teachers advancing through additional education moving toward higher pay on the salary scale

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.
<p>22-23 SY REVIEW—With the help of the Learns Act, the district made significant revisions to the salary schedule and increased starting teacher salaries from \$37,080 to \$50,000. While raises were not that large for all steps, all certified and classified staff did receive raises this year. Furthermore, the district implemented a one year only recruitment and retention plan using ESSER funds that provided 2 payments during this school year. The second of those was conditional on a signed contract for the 23-24 school year. The rates of retirement and turnover for both certified and classified staff plummeted from the previous year. Certified staff and paraprofessionals had opportunities to attend local, state, and national PD opportunities during the school year. The Curriculum Director made efforts to celebrate staff throughout the year with treats and accolades including bus drivers, teachers, and specialized programs. Four teachers were able to add credentials on their licensure and increase their pay on the salary schedule. Additional technology and software were purchased for teachers to not only be able to teach virtually, but to be able to support in-classroom instruction.</p>

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	Encourage student participation, including minorities and ethnicities, in education programs of study.
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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	Make the educator pathway a part of the career fair tables in the Spring of 2023 and implement specific lessons on the educator pathway during Student Success Plan development in Middle School	FHS Counselor FHS Principal Career Coach MS Business Teacher	Spring, 2023
Action Step	Develop strategies to encourage and influence minority students to seek education as a profession – utilize minority graduates in colleges and others to help recruit students to pursue a career in education	FHS Counselor FHS Principal Career Coach	Fall, 2022 And ongoing
Action Step	Career Coach will work with all 8th-12th grade students and encourage a teaching pathway including opportunities for educator career focused field trips	Career Coach	Fall, 2022 and ongoing

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

- Number of students enrolled or interested in the education pathway
- Number of minority students enrolled or interested in the education pathway
- Number of students taking teacher pathway exams and certifications

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.

22-23 SY REVIEW—With the support of our Career Coach, 23 students attended a career fair with college booths as well as booths with area businesses and industry. Additional work needs to be done to ensure Student Success Plans have an emphasis placed on educator careers and that career fairs will include information on educator pathways. One senior graduated this year with the intent of pursuing education to become an art teacher. She was not in the minority category. Zero students took teacher pathway exams and certifications. The Career Coach met with students 8-12 grade to discuss career options and education requirements for those careers.

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: Flippin School District	LEA NUMBER: 4501	COUNTY: Marion
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Pursuant to A.C.A. § 6-17-1902, an employee must be designated to coordinate recruitment and retention plan implementation.

COORDINATOR NAME/TITLE: Federal Programs Coordinator	COORDINATOR TELEPHONE NUMBER/EMAIL: 870-453-2270 amyrobson@flippinschools.net
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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:	Kelvin Hudson (Please Print)						
Signatures	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%; padding: 5px;"><hr/><u>Superintendent/Chief Academic Officer</u></td> <td style="width: 30%; padding: 5px; text-align: right;"><u>7/31/23</u> Date</td> </tr> <tr> <td style="padding: 5px;"><hr/><u>Board President</u></td> <td style="padding: 5px; text-align: right;"><u>7-31-23</u> Date</td> </tr> <tr> <td style="padding: 5px;"><hr/><u>Board Secretary</u></td> <td style="padding: 5px; text-align: right;"><u>7/31/23</u> Date</td> </tr> </table>	<hr/> <u>Superintendent/Chief Academic Officer</u>	<u>7/31/23</u> Date	<hr/> <u>Board President</u>	<u>7-31-23</u> Date	<hr/> <u>Board Secretary</u>	<u>7/31/23</u> Date
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