

**Van Buren School District  
Teacher and Administrator Recruitment and Retention Plan  
2023-2024**

Focus Area: Recruiting a diverse, representative educator workforce that meets the needs of all students.

<b>Recruitment Goal #1</b>	VBSD will encourage and support future educators from non-traditional pathways by hosting a regional site for the Arkansas Professional Educator Pathway (ArPEP) Program.
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<b>Which of the following best describes the recruitment goal?</b>	
<input type="checkbox"/>	New Goal
<input checked="" type="checkbox"/>	Extension of a goal from previous year

**Action Plan**

	Description	Person(s) Responsible	Target Date
<b>Action Step</b>	Allow ArPEP site facilitators to have access to school sites and district teachers/administrators during summer sessions.	Dana Clark Michele Shipman	2022-2025
<b>Action Step</b>	Work closely with ArPEP site facilitators to identify minority students enrolled in the program who could be potentially matched with open teaching positions within the District.	Karen Allen	2022-2025

<b>Action Step</b>	The District will send employment opportunities to GFESC/VB ArPEP site and other ArPEP sites throughout the state.	Karen Allen Summer Mulloy	2022-2025
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**What evidence will be used to determine if the recruitment goal is met? (Include baseline data and expected outcome)**

- The number of ArPEP candidates from diverse ethnicities enrolled in the program (will use 2022-2023 as a baseline data year).
- The number of ArPEP candidates who apply and the number that are employed by the District (will use 2022-2023 as a baseline data 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.**

- VBSD hosted an ArPEP site for both Year 1 and Year 2 candidates. There were a total of 56 candidates (39 Year 1 and 17 Year 2). There were a total of 8 candidates from diverse ethnicities enrolled in VBSD ArPEP site.
- One ArPEP Year 1 candidate was hired for VBSD.

<b>Recruitment Goal #2</b>	School District administrator(s) will co-host the UAFS interns at GFESC in the fall and spring semesters of the current school year.
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**Which of the following best describes the recruitment goal?**

<input type="checkbox"/>	New Goal
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☒	Extension of a goal from previous year
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**Action Plan**

	Description	Person(s) Responsible	Target Date
<b>Action Step</b>	A VBSD administrator will participate in Principal’s Roundtable Discussions when the UAFS interns are hosted at GFESC to promote their school district employment opportunities.	Karen Allen Building Principals	2022-2025
<b>Action Step</b>	VBSD will send district employment opportunities to local higher education programs in the GFESC region.	Karen Allen Summer Mulloy	2022-2025

<b>What evidence will be used to determine if the recruitment goal is met? (Include baseline data and expected outcome)</b>
<ul style="list-style-type: none"> <li>• Baseline data of local school district participation during GFESC Intern days will be documented during the 2022-2023 school year to determine if the relationships between local district administrators and UAFS Interns provides an avenue for recruitment of candidates for employment opportunities.</li> <li>• Baseline data of the number of available positions filled by UAFS Interns of diverse ethnicities in local school districts will also be tracked during the 2022-2023 school year.</li> <li>• All data recorded for this goal during the 2022-2023 school year will serve as Baseline Data for future years.</li> </ul>

<b>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.</b>
<ul style="list-style-type: none"> <li>• GFESC hosted UAFS Interns in both the Fall and Spring semester of the 2022-2023 school year. There were twenty-one (21) interns in attendance during the Fall semester session and thirty-seven interns in attendance during the Spring semester session. There were a total of eight (8) interns of diverse ethnicities that attended the Fall or Spring session.</li> <li>• Data will be collected in the Summer/Fall of 2023 to determine the number of UAFS Interns of diverse ethnicities that secured a position with a GFESC district for the 2023-2024 school year.</li> </ul>

<b>Recruitment Goal #3</b>	VBSD will increase efforts to actively recruit new teachers/administrators.
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

	Description	Person(s) Responsible	Target Date
Action Step	Attend job fairs at local universities to identify potential applicants.	Karen Allen Building Principals	2022-2025
Action Step	Utilize social media and other websites for advertising and posting open teaching/administrative positions within the district.	Karen Allen Brittany Ransom	2022-2025

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

- The number of resumes and applications received from job fairs.
- Data regarding the success of various social media platforms and websites for attracting potential applicants. This data collected during the 2022-2023 school year will provide information necessary to select the best resources for reaching potential applicants.

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.

- VBSD Administrators attended the UAFS Career Fair in the spring semester. There were a total of 11 resumes and applications submitted by students.
- VBSD advertised open teacher and administrator positions on the district’s website and the Arkansas School Spring (AAEA) Job Search website.
  - A total of sixteen (16) Year 1 Novice teachers were hired for the 23-24 school year. Four (4) of these were from UAFS. One Year 1 Novice represents a diverse ethnicity.
  - Two (2) new district administrators were hired for the 23-24 school year. One administrator represents a diverse ethnicity.

Focus Area: Retaining a diverse, representative educator workforce that meets the needs of all students

Retention Goal #1	Offer opportunities for teacher leadership and/or recognize positive contributions to the school or district.
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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**

	Description	Person(s) Responsible	Target Date
Action Step	The school district will offer opportunities for teachers to become teacher leaders in their own buildings and acknowledge the positive contributions to the school or district.	Karen Allen Building Principals	2022-2023

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



The school district will provide teacher-leader opportunities such as serving as a Mentor for a novice teacher, serving on a building-level committee or task force, etc. The school district will also work with the GFESC Recruitment and Retention Specialist to encourage Master and Leader Teacher Designations. The school district will also make it a priority to acknowledge contributions and celebrate teachers, seek input from teachers, promote a collaborative culture of learning, etc.

**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.**

The Van Buren School District employed two (2) apprentices from the UAFS Teacher Apprenticeship program. An elementary teacher from Central Middle School served as a Mentor teacher from the program and worked throughout the school year supporting the apprentices. VBSD will continue their partnership with UAFS and host two (2) apprentices at King Elementary for the 23-24 school year.

VBSD teachers at 5 elementary schools and 1 middle school worked closely with Solution Tree during the 22-23 school year to further implement the PLC process. Grade level representatives from each campus served as members of a Guiding Coalition responsible for leading their team(s) throughout the PLC process.

VBSD principals continue to encourage National Board Certified Teachers to add the Master Teacher designation to their license. Information regarding additional opportunities to earn the Lead Teacher designation will be provided throughout the year.

K-8 teachers were selected to serve on the district's literacy committee tasked with reviewing and selecting the district's new literacy curriculum.

**Retention  
Goal #2**

Identify and encourage current teachers to pursue building level administration certification by conducting an "Aspiring Leaders Academy".

Which of the following best describes the retention goal?

New Goal

<input checked="" type="checkbox"/>	Extension of a Goal from previous year
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### Action Plan

	Description	Person(s) Responsible	Target Date
Action Step	Schedule sessions to be conducted throughout the school year to introduce those pursuing or thinking of pursuing administrative certification.	Brian Summerhill Karen Allen	2022-2023
Action Step	Provide opportunities for participants to shadow other administrators within the district.	Brian Summerhill Karen Allen	2022-2023
Action Step	Survey teachers to identify those interested in becoming an administrator.	Brian Summerhill Karen Allen	2022-2023

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

- VBSD will conduct multiple sessions throughout the 22-23 school year. Sign in sheets along with survey data will be kept to monitor interest and attendance. Those interested in participating that represent minority races/ethnicities will be strongly encouraged to attend.
- Data and participant information from the 22-23 Academy will be kept in order to monitor the effectiveness of the program for growing, developing and retaining VBSD teachers for future administrative positions.

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.

- VBSD hosted an “Aspiring Leaders” academy during the 22-23 school year. All certified teachers were provided with a survey to indicate interest in becoming a building level administrator. Seventeen (17) teachers indicated their interest in participating. Six (6) of those interested had already completed an administrative certification program.
- Teachers attended sessions throughout the school year to learn more about the role of the building principal. As a culminating activity, the teachers were given the opportunity to spend an entire school day shadowing an administrator from the district. They were given “look fors” and asked to complete reflection form.
- The district did not hire a building administrator for the 23-24 school year.

Focus Area: Increasing the number of students who pursue careers in education with an emphasis on students of minority races and ethnicities.

Student Goal #1	Promote the Educators Rising organization and/or event to all students at the secondary level.
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Which of the following best describes the student goal?



New Goal



Extension of a Goal from previous year



### Action Plan

	Description	Person(s) Responsible	Target Date
Action Step	Work with the GFESC Recruitment and Retention Specialist to establish an Educator's Rising Chapter in VBSD	Myron Heckman VBHS Teachers	2022-2025
Action Step			

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

- The number of students of diverse ethnicities that join and participate in the school district Educator's Rising organization will be documented and used as Baseline data for the 2022-2023 school year.
- Evidence of an Educator's Rising Chapter being established in the district with a steady or increasing number of participants of diverse ethnicities each year will determine the mastery of this goal.

**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.**

Van Buren High School's chapter of Educators Rising had 32 members during the 22-23 school year. Students in the organization have attended regional and state conferences. Although the focus has not previously been on recruiting students outside of the Introduction to Education or Educational Technology courses, teachers plan to work with students to create a membership campaign during the 23-24 school year. The campaign will target any high school student interested in pursuing a career in education and will specifically target those students that represent diverse ethnicities. Specific data regarding the number of members from diverse ethnicities will be collected during the 23-24 school year.

Student Goal #2	Promote the Aspiring Teacher Event at GFESC
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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

	Description	Person(s) Responsible	Target Date
Action Step	VBSD will promote and allow interested students to attend the Aspiring Teacher Event at GFESC during the school year.	VBHS Principals	2022-2025
Action Step			

What evidence will be used to determine if the student goal is met? (Include baseline data and expected outcome)	
<ul style="list-style-type: none"> <li>• The number of students of diverse ethnicities from VBHS that attend the Aspiring Teacher Event at GFESC will be documented and used as Baseline Data for the 2022-2023 school year.</li> <li>• VBSD will make it a priority to promote the Aspiring Teacher Event at GFESC to students of diverse ethnicities and document the number of students that participate in the event.</li> <li>• Evidence of an increasing number of students, especially those of diverse ethnicities, participating in the Aspiring Teachers Event at GFESC will determine the mastery of this goal. GFESC will promote current educators, especially those of diverse ethnicities, as mentors for current and/or future educators as part of recruitment and retention in a district.</li> </ul>	

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.

GFESC districts are establishing EdRising Chapter through the introduction to Education and/or Orientation to Teaching classes and partnering with GFESC to promote events for Aspiring Teachers. In 2022-2023, GFESC and area districts focused largely on interns, paraprofessionals, substitutes, etc. that are interested in pursuing a teaching license. For the 2023-2024 school year, it will be a priority to reach junior and senior students that are interested in pursuing a career in education. We have modified the plan to make 2023-2024 the baseline for the number of students of diverse ethnicities that attend an Aspiring Teacher event hosted by GFESC and or GFESC districts. As the number of students participating in Intro to Education or Orientation to Teaching classes increases, we expect to see an increase in the number of students with diverse ethnicities that attend Aspiring Teacher events.

# 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:
Van Buren School District	1705000	Crawford

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 Allen, Assistant Superintendent	479-883-3444 kallen@vbsd.us

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. Harold Jeffcoat

(Please Print)

Signatures


  
 Superintendent/Chief Academic Officer

7-31-23

Date

  
Robert D. Freeman (Jul 31, 2023 20:57 CDT)

Date

  
Theresa Bell (Jul 31, 2023 21:00 CDT)

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.

<b>SY 22-23 Data</b>	<b>% American Indian</b>	<b>% Asian</b>	<b>% Black/African American</b>	<b>% Hawaiian/Pacific Islander</b>	<b>% Hispanic/Latino</b>	<b>% Two or More Races</b>	<b>% White</b>
Student Body	1%	2%	2%	0%	20%	9%	66%
Teachers	1%	0%	1%	0%	1%	4%	95%
Administrators	9%	0%	0%	0%	6%	15%	93%
Residents	1%	3%	3%	0%	14%	7%	74%

<b>Previous Yrs Data</b>	<b>% American Indian</b>	<b>% Asian</b>	<b>% Black/African American</b>	<b>% Hawaiian/Pacific Islander</b>	<b>% Hispanic/Latino</b>	<b>% Two or More Races</b>	<b>% White</b>
<b>21-22</b>							
-Teachers	1%	0%	11%	0%	1%	4%	92%
-Admin	3%	0%	0%	0%	3%	9%	85%
<b>20-21</b>							
-Teachers	1%	0%	1%	0%	1%	4%	93%
-Admin	4%	1%	0%	0%	2%	7%	86%