

**Van Buren School District
Teacher and Administrator Recruitment and Retention Plan
2022-2023**

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

Recruitment Goal #1	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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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	Allow ArPEP site facilitators to have access to school sites and district teachers/administrators during summer sessions.	Dana Clark Lisa Moose	2022-2025
Action Step	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

Action Step	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.

Recruitment Goal #2	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 checked="" type="checkbox"/>	New Goal
<input type="checkbox"/>	Extension of a goal from previous year

Action Plan

	Description	Person(s) Responsible	Target Date
Action Step	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
Action Step	VBSD will send district employment opportunities to local higher education programs in the GFESC region.	Karen Allen Summer Mulloy	2022-2025

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

- 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.
- 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.
- All data recorded for this goal during the 2022-2023 school year will serve as Baseline Data for future years.

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.

Recruitment Goal #3	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)
<ul style="list-style-type: none"> • 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.

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

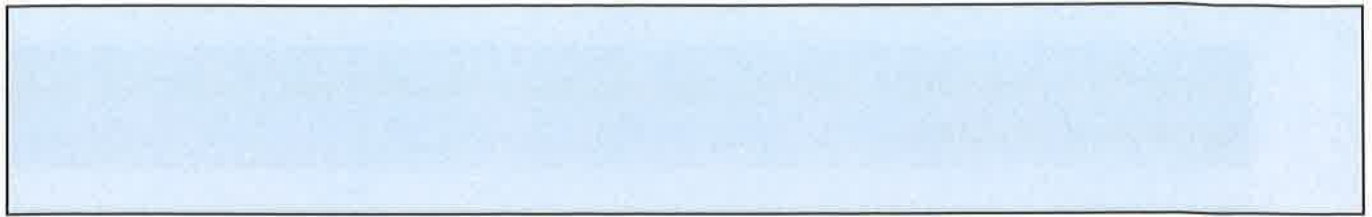
Retention Goal #1	Offer opportunities for teacher leadership and/or recognize positive contributions to the school or district.
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Which of the following best describes the retention goal?	
<input checked="" type="checkbox"/>	New Goal
<input type="checkbox"/>	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.



Retention Goal #2	Identify and encourage current teachers to pursue building level administration certification by conducting an "Aspiring Leaders Academy".
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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	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.

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?

<input checked="" type="checkbox"/>	New Goal
<input type="checkbox"/>	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.

Student Goal #2	Promote the Aspiring Teacher Event at GFESC
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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

	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"> • 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. • 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. • 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.

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:
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
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(Please Print)

Signatures



Superintendent/Chief Academic Officer

7-19-22

Date



Board President

7-19-2022

Date



Board Secretary

7-19-22

Date

