

Teacher and Administrator Recruitment and Retention 3 Year Action Plan

Rogers School District

2023-2024

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

Recruitment Goal: Each year, 10% or more of new hires will be minority teachers with specific emphasis on those of Hispanic ethnicity.

Actions Steps (Description/Person(s) Responsible/Target Date):

- Use social media and district webpage to effectively market the Rogers School District and be intentional to include post/stories from minority teachers.
 - Jason Ivester - Communications Team
 - On-going
- Increase partnership with area Universities regarding student teacher placement.
 - Dr. Roger Hill, Asst. Supt. For Human Resources
 - On-going
- Continue to work with the Arkansas Department of Education regarding established pathways into the profession, specifically study the Arkansas Residency model.
 - Dr. Roger Hill, Asst. Supt. For Human Resources
 - On-going
- Guarantee at least 10% of teachers participating in the RPS Leadership Academy are minority teachers.
 - Kristy Brown and Jim Davis
 - On-going

What evidence will be used to determine if the recruitment goal is met?

- Review district webpage information and social media posts
- Number of the student teachers placed in RPS
 - Last year, we hosted interns (9) at Old Wire Elementary from the U of A master's program. We hosted interns (8) from the U of A bachelor's program at Tillery Elementary. In addition, we hosted interns from JBU, U of A Fort Smith and Missouri Southern.
- Participants in RPS Leadership Academy
 - Mr. Davis and Mrs. Osbourn worked with 22 teachers / asst. principals last year in the RPS Leadership Academy. Five were hired as first time administrators. One of the assistant principals was promoted to principal. Two teachers were promoted to district specialists and two teachers were promoted to academic facilitators. Three of the 22 participants were non-white (14%). All three were promoted to a different leadership role.

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

Retention Goal: Retain 100% of the minority teachers hired for at least five years.

Actions Steps (Description /Person(s) Responsible/Target Date):

- Each new teacher is assigned a mentor teacher
 - Building principal
 - On-going
- Implement regularly scheduled coaching sessions with academic facilitators that address curriculum, instruction, assessment, classroom , management, grading, intervention, etc.
 - Lisa Timon, Executive Director of Curriculum and Instruction
 - On-going
- Involve new teachers in collaboration opportunities (PLC, grade level, same subject, etc.)
 - Building Principals
- Continue to review salary schedules and increase when possible
 - Dr. Jeff Perry, Superintendent and Jake Haak, Chief Financial Officer

What evidence will be used to determine if the retention goal is met?

- Retention data of minority teachers
- Survey data of new teachers to the Rogers School District
 - 13 Hispanic teachers were hired for the 2022-2023 school year, which was 10% or new teachers hired.
- Compare salary schedule with similar sized districts in area
 - Salaries were increased by \$2000. Teaching salaries in RPS range from \$50,000 to \$79,355.

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 student enrollment in the high school Pre- Educator program of study courses, Certified Teaching Assistant (CTE) Certificate of Proficiency Program and concurrent credit courses related to education.

Actions Steps (Description/Person(s) Responsible/Target Date):

- Increase student awareness of the different pathways and programs that are available to high school students interested in pursuing a career in education, including jobs within multiple education level attainment. (High School, College Coursework and Advanced Degrees.)
 - Tiana Young, Director of Career and Technical Education/ on-going
- Assist students in the development of a career plan that will outline the knowledge, skills, courses, certifications and credentials that will be needed for educational job(s) they are interested in pursuing as a career.
 - Educator Rising Teachers at each high school, on-going

- Provide Opportunities for students to visit postsecondary institutions to learn more about the educational courses, programs and degrees offered, entrance requirements and application process.
 - Educator Rising Teachers at each high school, on-going
- Provide information about the education programs and courses offered to RPS students and the Arkansas Teacher Residency Model to students and parents/guardians in multiple languages and media formats.
 - Tiana Young and Dr. Roger Hill, On-going
- Increase student awareness of education related concurrent credit courses and the Parapro Assessment certification course available through the Extended Learning Programs.
 - Tiana Young, Director of CTE, on-going
- Introduce and invite students to participate in the Educator Rising student organization
 - Educator Rising Teachers at each high school

What evidence will be used to determine if the student goal is met?

- 2023-2024 and projected 2024-2025 student enrollment in high school Pre-Educator Courses
- 2023-2024 student enrollment in Certified Teaching Assistant (CTE) course work.
- 2023-2024 student enrollment in concurrent credit courses relating to education.
- Number of students participating in Educator Rising student organization in 2023-2024 school year.
- Number of students completing the Parapro Assessment by the end of 2023-2024 school year.
- Number of industry Certifications related to education attained by the students during the 2023-2024 school year.

Summary:

- 2022-23 enrollment for Pre-Educator Courses: 26 in high school version, 21 in concurrent credit version
- 2023-24 Projected enrollment for this year: 10 in Level 1, 17 in Level 2/3 (current enrollment, but could change within first couple weeks of school)
- 2022-23 enrollment in Certified Teaching Assistant course work: None (beginning of CTA journey)
- 2022-23 concurrent credit enrollment relating to education:
 - Introduction to Education #590230--21 students
- 2023-2024
 - Introduction to Education #590230--24 students
 - Education Technology #590520--22 students
 - Child Growth and Development #592020--3 students
- 2022-23 number of students participating in Educator Rising student organization: approx. 54
- 2022-23 number of students that completed the Parapro Assessment: 0 students took the Paraprofessional Praxis but it will be a requirement for this course in the Spring. (20 projected students)
- 2022-23 number of industry certifications relating to education attained by students: 0 students received industry certificates last year but Ms. Reed is aware of 2 that she will be working on with students this year. We should have 12 complete the CTA program requirements this year.

Minority Recruitment Report

Rogers School District - 2023

School Year	Total	# / % Indian	# / % Asian	# / % Black/African American	# / % Hawaiian Pacific Island	# / % Hispanic Latino	# / % Two or More Races	# / % White	# / % Other
22-23									
Student Body	15,665	0.50%	1.40%	1.40%	2.50%	48.10%	3.70%	42.40%	0
Teachers	134	2 1.5%	2 1.5%	1 0.7%	0	13 10%	0	116 86.3%	0
Administrators	6	0	0	0	0	0	0	6 100%	0

2021-2022

Teachers/Admin	84	0	1 1.2%	3 3.6%	0	5 6.0%	0	84 89.2%	
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2020-2021

Teachers/Admin	89	2 2.2%	1 1.1%	1 1.1%	0	5 5.61%	0	80 90%	0
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Residents 2020 Census	67,565	329 0.485%	1,660 2.45%	1,200 1.77%	946 1.4%	22310 32.94%	2,520 3.72%	38,600 56.9%	
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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.

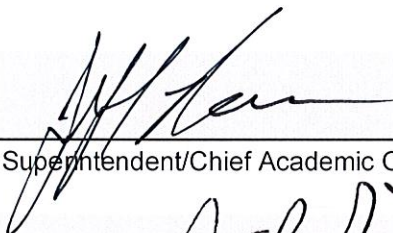
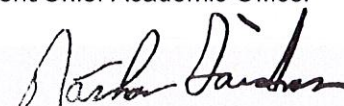
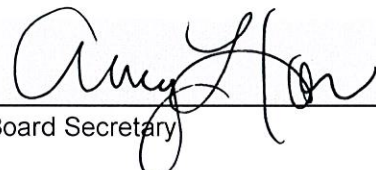
SCHOOL DISTRICT/CHARTER SCHOOL:	LEA NUMBER:	COUNTY:
Rogers School District	0405	Benton

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. Roger Hill / Assistant Superintendent - HR	(479) 636-3910 / Roger.Hill@rpsar.net

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. Jeff Perry
	(Please Print)
Signatures	7/27/2023
	Date
Superintendent/Chief Academic Officer	7/27/2023
	Date
Board President	7/27/2023
	Date
Board Secretary	7/27/2023