

# **LISA ACADEMY**

## **TEACHER AND ADMINISTRATOR RECRUITMENT AND RETENTION PLAN**

## Three Year Action Plan

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

|                         |                                                                                                                                                                     |
|-------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Recruitment Goal</b> | Recruit teachers and administrators from diverse backgrounds who meet the needs of all students and reflect the percentage of minorities in the student population. |
|-------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|                                                                    |                                            |
|--------------------------------------------------------------------|--------------------------------------------|
| <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 the previous year |

### Action Plan

|                    | Description                                                                                        | Person(s) Responsible              | Target Date |
|--------------------|----------------------------------------------------------------------------------------------------|------------------------------------|-------------|
| <b>Action Step</b> | Vacancies will be advertised on School Spring and Indeed.                                          | Principals, Directors              | Yearlong    |
| <b>Action Step</b> | Communicate with the educational departments of the Colleges for internships and vacant positions. | Senior Director of HR or designee. | Annually    |
| <b>Action Step</b> | Attend all available education career fairs in Arkansas.                                           | Assistant Director of PR           | Yearlong    |

|                                                                                                                                                                                                                      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>What evidence will be used to determine if the recruitment goal is met?</b>                                                                                                                                       |
| <ul style="list-style-type: none"> <li>Number of applicants in the application pool.</li> <li>Emails / meetings with the educational departments of colleges.</li> <li>Job Fair attendance/applicant log.</li> </ul> |

### Review Progress

|                                                                                                                                                                       |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <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> |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|

- LISA Academy attended the job Fairs of following colleges and universities in 2025-2026: UAPB, University of Ozarks, Henderson State University, University of Arkansas at Fayetteville, Harding University, University of Central Arkansas, Arkansas State University, UALR, University of Arkansas at Fort Smith, and Arkansas Technical University
- LISA Academy created flyers promoting our salary schedule and benefits to be used at job fairs and related events.
- LISA Academy utilized SchoolSpring, Nimble, and Indeed for job openings.

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

|                       |                                                                                                                                                                     |
|-----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Retention Goal</b> | Retain teachers and administrators of diverse backgrounds that meets the needs of all students and reflects the percentage of minorities in the student population. |
|-----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|

| 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 |
|--------------------|--------------------------------------------------------------------------------------|-----------------------------------------------------------|-------------|
| <b>Action Step</b> | Codify and develop current onboarding process for new employees.                     | Senior Director of HR and Assistant Director of PD        | Yearlong    |
| <b>Action Step</b> | Improve Professional Learning Communities within LISA Academy to support teachers.   | Senior Director of Academics and Assistant Director of PD | Yearlong    |
| <b>Action Step</b> | Develop a salary schedule to offer competitive salary and benefits to all employees. | Senior Director of HR and Senior Director of Finance      | Yearlong    |

| What evidence will be used to determine if the retention goal is met?                                                                                                                                                                                                                                                                                               |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• A written plan for onboarding</li> <li>• Evaluate the leave reasons specified in the exit surveys or explained to the principal/director.</li> <li>• Staff surveys regarding the efficiency of the PLCs.</li> <li>• Analyze the compensation information of the other school districts in the region and state.</li> </ul> |

**Review Progress (After Baseline Year)**

|                                                                                                                                                                      |
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| 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. |
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- Initial components of the onboarding process have been created. An onboarding checklist is shared with the appropriate administrators and staff, and a list of orientation topics has been shared with principals and coaches.
- Supplemental benefits, including employer-paid Vision, Dental, Short-Term Disability, and Long-Term Disability, have been moved to American Fidelity, which conducted one-on-one meetings with all full-time employees.
- Life insurance coverage has been increased to \$100,000.
- LISA Academy added a Performance-Based Growth-Oriented Bonus.
- A new ATLAS Teacher Salary Table has been added to the Compensation Manual, with a starting salary of \$56,000.

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

|                     |                                                                    |
|---------------------|--------------------------------------------------------------------|
| <b>Student Goal</b> | Promote careers in education among current and graduated students. |
|---------------------|--------------------------------------------------------------------|

| 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 |

#### Action Plan

|                    | Description                                                                                                                                                        | Person(s) Responsible | Target Date |
|--------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-------------|
| <b>Action Step</b> | Inform current students regarding Educators Rising, student loan forgiveness, scholarships, financial aid.                                                         | Counselors            | Yearlong    |
| <b>Action Step</b> | Promoting education careers among high school students.                                                                                                            | Counselors            | Yearlong    |
| <b>Action Step</b> | Partnering with organizations such as GraduLet to help alumni complete their college degree who dropped the college or who are considering changing their careers. | Dr. Bakisli           | Yearlong    |

| What evidence will be used to determine if the student goal is met? (Include baseline data and expected outcome)                             |
|----------------------------------------------------------------------------------------------------------------------------------------------|
| Parent nights.<br><ul style="list-style-type: none"> <li>Counselor/Student meetings schedule.</li> <li>College and Career Courses</li> </ul> |

#### 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. |
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- **LISA Academy hired more than 15 of its own graduates for teaching and classified positions by 2026.**
- **West High and North Middle High schools offer college and career courses.**

# Plan Submission

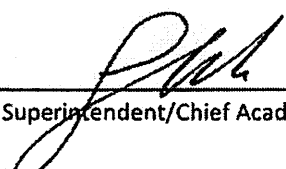
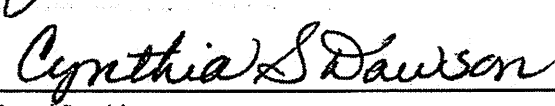
**INSTRUCTIONS:** Complete this page and post on your website along with the finalized Teacher and Administrator Recruitment and Retention plan before August 1.

|                                 |             |                       |
|---------------------------------|-------------|-----------------------|
| SCHOOL DISTRICT/CHARTER SCHOOL: | LEA NUMBER: | COUNTY:               |
| LISA ACADEMY                    | 6041700     | PULASKI<br>WASHINGTON |

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<br>NUMBER/EMAIL:  |
| NECATI SAHIN            | (501) 916-9450<br>sahin@lisaacademy.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:

|                                                                                     |                  |
|-------------------------------------------------------------------------------------|------------------|
| Name of Superintendent or Chief Academic Officer:                                   | DR. FATIH BOGREK |
|                                                                                     | (Please Print)   |
| Signatures                                                                          |                  |
|   | 9/16/2026        |
| Superintendent/Chief Academic Officer                                               | Date             |
|  | 9/16/2026        |
| Board President                                                                     | Date             |
|  | 09/24/2026       |
| Emre Celebi (Sep 24, 2026 11:54:12 CDT)                                             |                  |
| Board Secretary                                                                     | Date             |