

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	Design and implement a recruitment process from research-based strategies that promote diverse hiring committees that meet the needs of the district.
-------------------------	---

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

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	Actively reach out and work with teacher development programs to build pathways for High Quality candidates for open positions/subjects in the district.	School Staff	Ongoing
Action Step	Administrators send out Google Forms for interview/hiring questions for staff input.	Williams, Setzer, Fresneda	Ongoing
Action Step	Train Hiring Committee Members on best practices for Diversity, Equity, and Inclusion in the hiring process.	Williams, Setzer, Fresneda	Ongoing

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

outcome)

Baseline data reveals opportunities to increase diverse workers/groups in the district. Evidence needed that can be used to help increase opportunities and timelines consists of the following: 1) Tracking when teachers will be retiring, moving out of the district, and possibly leaving the field of education for a new career before the end of the school year. 2) Tracking teacher movement within the district. 3) Trends of student population growth in all grades to see where priority needs to take place.

The school will then use the information to continue to improve the hiring process and make decisions about the best-qualified candidates for the positions that need to be filled. With high national and state-level shortages currently, the retention data will be important on what certifications each teacher holds. The district will look to increase the networking and available opportunities for teachers and student interns of all backgrounds in the district through the following:

- 1) Attending one-to-two job fairs per school year.
- 2) Adding opportunities to increase the number of student interns who are beginning or completing their internships in the district through increased partnerships with universities.
- 3) Having discussions with our staff during meetings about the importance of minority teachers in education.
- 4) Posting recruitment opportunities on minority websites.
- 5) Partnering with universities and cooperatives to help share job postings to minorities seeking employment in the field of education.

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.

- Principals actively attended mock interviews at UCA and Arch Ford in the Fall (22) & Spring (23)-(Setzer & Fresneda)
- Principals were active in partnering with UACCM and UCA to have teaching candidates intern/observe at Nemo Vista School District
- Administrators shared Google Documents for question input from teachers in buildings when committees met for hiring process

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

Participate in and work with local Educational Cooperatives/Division of Elementary & Secondary Education Programs to support educator retention strategies for the district.

Which of the following best describes the retention goal?

New Goal



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	Have Novice or Experienced Teachers connect with Arch Ford on Praxis and Foundations of Reading support.	Setzer & Fresneda	Ongoing
Action Step	Partner with Arch Ford in creating opportunities for Veteran Teachers to become designated Master or Lead teachers.	Setzer & Fresneda	Ongoing
Action Step	Encourage educators to look into National Board-certified, administration, or building level team roles with support through state and educational cooperative resources.	Setzer & Fresneda	Ongoing

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

Baseline evidence reveals that the district has stayed daily consistent with teacher number hires the past three years. Looking at opportunities to increase opportunities for a more diverse workforce which includes teacher certifications and roles within the district. Evidence that can be used to track this is keeping track of the following:

1. Understanding instructor goals and career aspirations to help guide them to roles within the district they are pursuing in the field of education.
2. Teacher certifications and helping teachers strive to further their certifications.
3. Voicing and helping support teachers to enroll in Leadership Programs, Mentoring Programs, or Networking Programs for educators.
4. Recommending annually a teacher/teachers for programs through universities, cooperatives, or educational organizations that prepare educators to become designated as a Master or Lead teacher.

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.

- Principals had certain interested teachers attend leadership training or Professional Development to further their own leadership pathways. Such programs included ALA and Lead teacher PD's.
- Administrators had veteran teachers help mentor novice teachers or interns shadowing at the school. Using their knowledge and ability to help young educators in the field.
- Administrators had certain teachers help lead in-service professional development days and present data to school and others in a leadership program they were partaking in throughout the school year.

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	Work to participate, advertise, and develop programs/strategies with educational cooperatives to recruit students to pursue careers in the education field.
---------------------	---

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

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	Increase the number of student teachers/observers the school district receives.	Counselor/College Advisors/Admin	Ongoing
Action Step	Provide information about programs that allow students to earn a certified teaching assistant credential and implement the Arkansas Teacher Residency Model.	Counselor/College Advisors/Admin/Arch Ford	Ongoing

Action Step	Partner with colleges to schedule visits to discuss the education field with our minority students.	Counselor/College Advisor	Ongoing
--------------------	---	---------------------------	---------

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

With data revealing shortages in the field of teaching the goal is to promote the field of education and how it can help support students to fulfill career aspirations.

Supports/steps that can be taken include the following:

- 1. Have a presentation once a year or once per semester about career advantages in education.**
 - a. Include benefits, resources, and supports**
 - b. Present optional pathways**
 - c. Showcase different occupations in the field of education and their importance**
- 2. Increase knowledge of the socio-economics of the workforce in the career (Ex: underrepresented races, genders, teaching fields, and grade levels).**
- 3. Partner with cooperatives and universities to work with programs for students to attend programs to gain knowledge and interest in the field of education.**

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.

-The school helped and has two paras that signed up to be a part of the REACH university program to earn credit while working at the school on their pathways to becoming teachers.

-The school shares university and educational information with teachers and the public on routes to helping them pursue the educational field.

-The school had a few teachers updating and expanding their licensure areas to help in shortage areas or interest areas.

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:
---------------------------------	-------------	---------

Nemo Vista	1503000	Conway
------------	---------	--------

Pursuant to A.C.A. § 6-17-1902, an employee must be designated to coordinate recruitment and retention plan implementation.

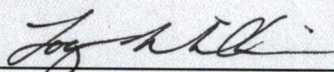
COORDINATOR NAME/TITLE: Chase Fresneda HS/MS Principal	COORDINATOR TELEPHONE NUMBER/EMAIL: 501-893-2811 / cfresneda@nemo.k12.ar.us
---	---

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: Logan Williams

(Please Print)

Signatures

 6-14-23

Superintendent/Chief Academic Officer Date

 6-15-23

Board President Date

 6-15-23

Board Secretary Date

