

Minority Recruitment Plan

Three-Year Action Plan (Revised 8/26/24)

*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			
Recruitment Goal	Within three years, 36% of staff at the Lonoke School District will consist of minority populations, as is representative of our student body.		
Which of the following best describes the recruitment goal?			
<input type="checkbox"/>	New Goal		
<input checked="" type="checkbox"/>	Extension of a goal from the previous year		
Action Plan			
Describe the steps your district will take over the next three years to meet the recruitment goal.			
Action Step	Description	Person(s) Responsible	Target Date
Action Step	Attract minority applicants by attending job fairs and utilizing Human Resources to seek a diverse applicant pool.	Melissa Edwards Tonya Weaver Rosalynd Kelleybrew Deneen Knowlton	5/25
Action Step	Interview all minority applicants for both certified and classified positions.	Jeff Senn Melissa Edwards Stephanie Hamilton Duane Peckatt Building principals	5/25
Action Step	Create a District file on all minority applicants as a quick reference for future job openings.	Deneen Knowlton	5/25

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

Survey data will be collected on the number of minority applicants and how they were recruited (job fair, District advertisement, etc.) District files will verify how many minority applicants applied and were hired. Data is kept at the District level on the race/ethnicity information of our existing staff. We will compare future information to this existing data.

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.

LPSD made slight gains in increasing the minority percentage of certified staff. We moved from 9% last year to 12% this year.

1. LPSD attends multiple recruitment fairs, one of which is located at the University of Arkansas at Pine Bluff, which is a continued action step towards recruiting minority staff. The District Human Resources Director uses social media and the district website as an outreach for all applicants.
2. Seventy-six certified applicants were interviewed this year with 19 of those being minority. Three were hired. Twenty-eight classified applicants were interviewed this year with 17 of those being minority. Of those, thirteen were hired.
3. The District will streamline its approach to track minority applicants this school year.

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

LPSD will retain 75% of minority staff after three years of our recruitment and retention plan being in place, as is evidenced by our staff's ethnic/racial composition.

Which of the following best describes the retention goal?☐**New Goal**



Extension of a goal from the previous year

Action Plan

Describe the steps your district will take over the next three years to meet the recruitment goal.

Action Step	Description	Person(s) Responsible	Target Date
Action Step	Train staff to be aware of unconscious bias.	Jeff Senn Building principals	5/25
Action Step	Create staff mentorship programs.	Jeff Senn Building principals	5/25
Action Step	Adopt a philosophy of inclusion rather than diversity.	Jeff Senn Building principals	5/25

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

(Include baseline data and expected outcome)

Survey data of new hires and District files will give us baseline data and show retention rates.

Review Progress

(After Baseline Year)

Describe progress made toward the retention goal achievement and any improvements or adjustments that were made to the action plan to overcome barriers to plan success.

LPSD made significant progress in retaining minority teachers. We retained 83% of certified minority staff. We lost 2 certified minority teachers.

1. During the first year of this goal, the Performance Education group, along with Val Turner, a local community member, provided training to our staff in how to reach minority students and best benefit them in the classroom.

2 & 3. The Performance Education Group, along with the Carver Reads team, established an after-school mentoring program for students, which focused on improving reading scores, character education, and inclusion.

Challenge Moving Forward: It is currently difficult to track minority applicants since the application doesn't and can't mandate that someone identify their race. Unless one were the interviewer, it would not be known.

Focus Area

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

Student Goal

By May 2025, 20% of minority students will express interest in a teaching career, as noted on the Student Success Plans.

Which of the following best describes the student goal?



New Goal



Extension of a goal from the previous year

Action Plan

Describe the steps your district will take over the next three years to meet the recruitment goal.

Action Step	Description	Person(s) Responsible	Target Date
Action Step	8th grade students will complete a Student Success Plan, and will be encouraged to pursue careers in teaching.	LMS & LHS Counselors LMS & LHS Admin.	5/25
Action Step	Lonoke High School will offer mentorship programs to entice minority students into the education profession.	LHS Counselors LHS Administration	5/25
Action Step	LHS Counselors will offer Financial Aid Nights and career/college counseling to students.	LHS Counselors	5/25

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

(Include baseline data and expected outcome)

Participation numbers in future mentorship programs and Student Success Plans will determine if this goal is met.

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.

1. Students participated in a Job Fair on October 19, 2023. LPSD participated with a table that was solely for recruiting students into the education profession. It was intentional that the district administrator at the table sought out minority students to share information on becoming a teacher and paying for college. Another job fair will be conducted this year.
2. LPSD has become involved with the Pre-Educator Program through Arkansas State University. This is our second year for this, and we have added 6 students, bringing our total to 9 students. Out of these 9 students, 3 are minority, which is 33%.
3. The Performance Education Group, along with the Carver Reads team, established an after-school mentoring program for students, which focused on improving reading scores, character education, and inclusion. LHS Counselors offered a Financial Aid night to students. Completing the FAFSA was an integral part of the night. Counselors sought to remove as many barriers to post-secondary education as possible. Students may attend college days of their choice without losing a day of attendance.
4. Lonoke High School surveyed students via selection sheets on their interest in becoming teachers in an effort to recruit students to the Pre-Educator Program. Four (out of 235) minority students expressed an interest in teaching.

Plan Submission

SCHOOL DISTRICT:	LEA NUMBER:	COUNTY:
Lonoke School District	4301000	Lonoke
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:	
Melissa Edwards, Director of Curriculum and Federal Programs	501-676-2042, Ext. 1005 melissa.edwards@lonokeschools.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: <u>Jeff Sem</u> (Please Print)		
Signatures		
<u>[Signature]</u> Superintendent	<u>9/9/24</u> Date	
<u>[Signature]</u> Board President	<u>9-9-24</u> Date	
<u>[Signature]</u> Board Secretary	<u>9.9.24</u> Date	