

**Arkansas Division of Elementary and Secondary Education
Teacher and Administrator Recruitment and Retention Plan
Glen Rose School District**

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	The district will decrease the gap between the Hispanic students and Hispanic educator workforce from 0% to 1% by August 2025.
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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

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	Partner with more than one area college/university to allow students to intern in our district.	Administration	August 2024
Action Step	Work closely with Dawson Co-Op ESL Coordinator to determine effective ways to reach Hispanic families and encourage family members to seek teacher certification.	Administration ESL Coordinator	August 2024
Action Step	Publicize teaching opportunities on state and district websites and social media pages.	Administration	August 2024

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

Baseline Data:

1% gap between Hispanic students and Hispanic teachers.

Expected Outcome:

0% gap between Hispanic students and Hispanic teachers.

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.

GRSD actively seeks out qualified licensed teachers by working with colleges in our area of the state, communicating with our local educational cooperative and promoting job openings on local and state websites.

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

Retain 90% of our teachers each school year.

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

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	6% of our seniors from the 2023-2024 school year plan to attend teacher preparation programs in Arkansas.
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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	Research the Teach Arkansas programs and determine ways our high school can implement some of these programs to students who are interested in pursuing careers in education.	Administration	August 2025
Action Step	Develop a high school student organization that encourages students to pursue careers in education.	Administration High School Teachers	August 2025
Action Step	Provide special recognition to students who decide to pursue careers in education.	High School Administration	August 2025

What evidence will be used to determine if the student goal is met? (Include baseline data and expected outcome)
<p>Baseline: 8% of our senior class in 2023 expressed the desire to enter the field of education.</p> <p>Expected Outcome: 10% of our senior class in 2025 will express the desire to enter the field of education.</p>

Action Steps)

	Description	Person(s) Responsible	Target Date
Action Step	Continue to provide mid-year one time bonuses to all teachers and staff each school year.	Superintendent School Board	August 2025
Action Step	The district will continue to provide family dental, vision and disability plans at no cost to employees.	Superintendent School Board	August 2025
Action Step	The district will promote and provide opportunities for teachers to participate in a wide range of professional growth opportunities (NBCT, Lead Teacher Programs, additional certifications, etc.) at no cost to the employee.	Administration	August 2025

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

Baseline:
94% of our teachers are remaining in our district for the 2023-2024 school year.

Expected Outcome:
90% of our teachers will remain in our district each year.

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.

GRSD continues to offer mid-year bonuses, provide free supplemental insurance plans and support and provide professional opportunities for all teachers.

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.

GRSD had a slight increase in the number of students who plan on becoming educators. Those students worked closely with individual educators in the district for support and assistance on deciding what educator preparation programs to attend after high school. Community members continue to provide college tuition assistance to past Glen Rose graduates who remain in area educator programs. GRSD continues to hire qualified GR alumni when positions are available. These actions promote the field of education in our district and community.

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: Glen Rose School District	LEA NUMBER: 3002000	COUNTY: Hot Spring
Pursuant to A.C.A. § 6-17-1902, an employee must be designated to coordinate recruitment and retention plan implementation.		
COORDINATOR NAME/TITLE: Melissa Weatherford, District Projects Coordinator	COORDINATOR TELEPHONE NUMBER/EMAIL: 5013323694 x275 mweather@grbeavers.org	
<u>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:</u>		
Name of Superintendent or Chief Academic Officer:	Tim Holicer	
	(Please Print)	

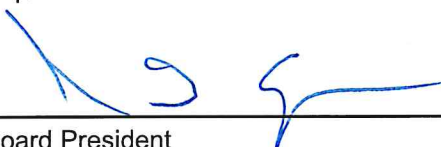
Signatures



8/21/23

Superintendent/Chief Academic Officer

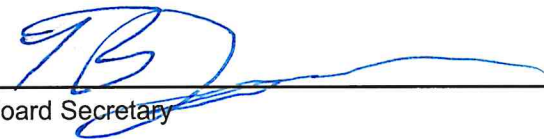
Date



8/21/23

Board President

Date



8/21/23

Board Secretary

Date

Appendix B

Below are resources recommended by the Arkansas Division of Elementary and Secondary Education to support the development of a district's Teacher and Administrator Recruitment and Retention Plan.

Recruiting a diverse, representative educator workforce that meets the needs of all students

- [Educator Preparation Provider Quality Report \(EPPOR\)](#)
- Diverse Educator Preparation Program Completers list- Superintendents or other officials designated by the superintendent for the purpose of recruiting faculty and staff may access the list by contacting Michael Rowland, DESE Program Advisor, michael.rowland@ade.arkansas.gov
- [The AR Human Capital Handbook](#) (see pages 17-24, 72, 65-69)
- [AR Residency Model that provides a work-based pathway to licensure](#)
- [Greater than Diamonds: Recommendations on Improving Teacher Diversity in Arkansas](#)
- [Additional Resources](#)

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

- [The AR Human Capital Handbook](#) (see pages 44-49, 79)
- The Leading a High Reliability School (2018) resource to review safe, supportive, and collaborative culture indicators (see page 37-74)
- [Greater than Diamonds: Recommendations on Improving Teacher Diversity in Arkansas](#)
- [Additional Resources](#)

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

- Implement a student organization that encourages students to pursue a career in education, such as [Educators Rising](#)
- Develop MOU(s) with [institutions of higher education](#) to provide students the opportunity to earn the Certified Teaching Assistant (CTA) credential and implement the Arkansas Teacher Residency Model