

# **MAYNARD SCHOOL DISTRICT**

## **Three Year Action Plan**

### **Recruitment and Retention**

**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.

|                         |   |
|-------------------------|---|
| <b>Recruitment Goal</b> | 80% of known vacancies will be filled by May 31 with 100% filled by July 1. |
|-------------------------|---|

| Which of the following best describes the recruitment goal? |  |
|---|--|
| <input checked="" type="checkbox"/>                         | New Goal                               |
| <input 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   |
|--------------------|---|---|---------------|
| <b>Action Step</b> | Human Resource will distribute Intent letters the first week of January to be returned by the first week of February.   | Laura Dobbins                               | January 2023  |
| <b>Action Step</b> | Building Administrators will contact local secondary schools and obtain a list of graduating seniors and their field of study. Contact will be made with graduates to see if they are interested in positions. This will be done once we know what vacancies we have (late February). | Cindy Dauck, HS<br>Lori Steimel, Elementary | February 2023 |

|                    |  |  |          |
|--------------------|--|--|----------|
| <b>Action Step</b> | Competency based selection model with be evaluated by the interviewing team. | Administrators and Teacher on the interviewing committee | May 2023 |
|--------------------|--|--|----------|

|   |
|---|
| <p><b>What evidence will be used to determine if the recruitment goal is met? (Include baseline data and expected outcome)</b></p> <p>100% of intent letter to determine if the position needs to be filled.<br/>         Number of applicants received from local secondary schools.<br/>         Competency based selection through graded criteria competencies (application questions, Interview questions aligned with one or more competencies and rated on a rubric.</p> |
|---|

**Review Progress (After Baseline Year)**

|  |
|--|
| <p><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></p> |
|  |

**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.

|                       |  |
|-----------------------|--|
| <b>Retention Goal</b> | Create a supportive work environment through administrative and team supports mentoring and on-going professional development. |
|-----------------------|--|

|  |  |
|--|--|
| <b>Which of the following best describes the retention goal?</b> |  |
| <input checked="" type="checkbox"/>                              | New Goal                               |
| <input 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 retention goal. (Lines can be added for additional Action Steps)

|             | Description   | Person(s) Responsible                       | Target Date  |
|-------------|---|---|--------------|
| Action Step | Building Administrators will develop a new teacher on-board program and implement by August 23.                 | Cindy Dauck, HS<br>Lori Steimel, Elementary | August 2023  |
| Action Step | New teachers will be assigned to LEAD Teachers  | Cindy Dauck, HS<br>Lori Steimel, Elementary | On-going     |
| Action Step | The Superintendent and Building Administrator's will send a satisfaction survey to determine any areas of need. | Patricia Rawlings                           | January 2023 |

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

Satisfactory survey results  
Needs assessments  
Loss vs retention by the year  
LEAD teacher input

### 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.

**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.

|                     |                                   |
|---------------------|-----------------------------------|
| <b>Student Goal</b> | Fellowship program in our school. |
|---------------------|-----------------------------------|

| Which of the following best describes the student goal? |  |
|---|--|
| <input checked="" type="checkbox"/>                     | New Goal                               |
| <input 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 | Administrative team will develop a fellowship program in our school.  | Cindy Dauck, HS<br>Lori Steimel, Elementary<br>Patricia Rawlings, District | May 2023     |
| Action Step | Develop a marketing campaign.   | Patricia Rawlings, District  | January 2023 |
| Action Step | High School Administrators and Teachers will enhance the current teacher program for students throughout the school year. | HS Administrators and Teachers   | On-going     |

| What evidence will be used to determine if the student goal is met? (Include baseline data and expected outcome)               |
|--|
| New program initiated and the number of participants<br>Track data of students who continue into education and become licensed |

#### 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. |
|--|

## 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:  |
| Maynard School District         | 6102000     | Randolph |

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: |
| Patricia Rawlings, Superintendent | 870-647-3500                        |

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:

|            |   |                   |
|------------|---|-------------------|
| Signatures | Name of Superintendent or Chief Academic Officer:                                   | Patricia Rawlings |
|            |   | (Please Print)    |
|            |  | 8/1/22            |
|            | Superintendent/Chief Academic Officer   | Date              |
|            | Board President   | Date              |
|            | Board Secretary   | Date              |

# Appendix A

## Template for Required Data

Districts must include the data below as part of their Teacher and Administrator Recruitment and Retention Plan. Districts may complete the template below or download data from locations outlined on the title page in order to meet plan requirements.

| <b>SY 21-22 Data</b> | <b>%<br/>American<br/>Indian</b> | <b>% Asian</b> | <b>%<br/>Black/African<br/>American</b> | <b>%<br/>Hawaiian/Pacific<br/>Islander</b> | <b>%<br/>Hispanic/Latino</b> | <b>% Two or<br/>More Races</b> | <b>% White</b> |
|----------------------|----------------------------------|----------------|---|--|------------------------------|--------------------------------|----------------|
| Student Body         | 0                                | 0              | 0                                       | 0.2  | 2.2                          | 3                              | 97.2           |
| Teachers             | 0                                | 0              | 0                                       | 0  | .01                          | 0                              | 99             |
| Administrators       | 0                                | 0              | 0                                       | 0  | 0                            | 0                              | 100            |
| Residents            | 0.7                              | 0.5            | 1.4                                     | 2.2  | 2.7                          | 2.5                            | 92.6           |

| <b>Previous Yrs<br/>Data</b> | <b>%<br/>American<br/>Indian</b> | <b>% Asian</b> | <b>%<br/>Black/African<br/>American</b> | <b>%<br/>Hawaiian/Pacific<br/>Islander</b> | <b>%<br/>Hispanic/Latino</b> | <b>% Two or<br/>More Races</b> | <b>% White</b> |
|------------------------------|----------------------------------|----------------|---|--|------------------------------|--------------------------------|----------------|
| <b>20-21</b>                 |                                  |                |   |  |                              |                                |                |
| -Teachers                    | 0                                | 0              | 0                                       | 0  | .01                          | 0                              | 99             |
| -Admin                       | 0                                | 0              | 0                                       | 0  | 0                            | 0                              | 100            |
| <b>19-20</b>                 |                                  |                |   |  |                              |                                |                |
| -Teachers                    | 0                                | 0              | 0                                       | 0  | 0                            | 0                              | 100            |
| -Admin                       | 0                                | 0              | 0                                       | 0  | 0                            | 0                              | 100            |