

**ARKANSAS DEPARTMENT OF EDUCATION
MINORITY TEACHER AND ADMINISTRATOR RECRUITMENT PLAN**

The purpose of this report is to comply with Arkansas Code Ann. § 6-17-1901, *et seq.*, which requires school districts with more than five percent (5%) African-American or other minority students to prepare and submit a Minority Teacher and Administrator Recruitment Plan.

INSTRUCTIONS: Complete this form and attach the recruitment plan as required.
The plan should include the following:

1. The district's goals for recruiting minority teachers and administrators (these goals should reflect the percentage of the minority student population in the district).
2. Steps on how the district will meet the goals (recruitment strategies).
3. Steps on how the district will encourage minority students to pursue a career in education.
4. List the number and percentage of racial minority teachers and administrators employed during the last five (5) years.

SCHOOL DISTRICT: Benton	ADDRESS: 207 West Conway Street
COUNTY: Saline	TELEPHONE NUMBER: 501-778-4861
COORDINATOR NAME: Mark McDougal	TITLE/POSITION: Assistant Superintendent of Human Resources & Admin. Services
ADDRESS: 207 West Conway Street	TELEPHONE NUMBER: 501-778-4861

The signatures below certify that the district is in compliance with Arkansas Code Ann. §6-17-1901, *et seq.* and Standard I for Accreditation of Arkansas Public Schools:

Superintendent's Name: Jeff Colton
(Please Print)

Signatures: _____ Date _____
 Superintendent
 _____ Date 10/12/15
 Board President
 _____ Date 10/12/15
 Board Secretary

The Recruitment Plan will include, but is not limited to, the following:

- racial composition of the teachers and administrators,
 - racial composition of teachers and administrators hired the past five (5) years,
 - racial composition of the present student body, and
1. Give analysis and summary of the data collected.
 2. List short-term goals.
 3. List long-term goals.
 4. Identify improvements needed to increase recruitment.
 5. Give objectives, identify strategies, and activities used in recruiting administrators.
 6. Give objectives, identify strategies, and activities for encouraging students to pursue a career in education.
 7. Give action plan, include procedures for implementing, monitoring progress, and evaluating.

NOTE: Use Latest Data

PLEASE RETURN THIS PLAN BY OCTOBER 15, 2012 TO:

**ARKANSAS DEPARTMENT OF EDUCATION
EQUITY ASSISTANCE CENTER
FOUR STATE CAPITOL MALL, ROOM 204-B
LITTLE ROCK, ARKANSAS 72201-1071**

PHONE: 501-682-4213

FAX: 501-682-5177

Benton Public School District #8
Minority Teacher and Administrator Recruitment Plan
2015-2016

Short-Term Goals:

1. To target the recruitment of minority personnel who meet the district and state standards of qualification and certification.
2. To maintain communication with staff, administration, and key education and training persons as to our ongoing interest in increasing the district's percentage of minority teachers and administrators.
3. To analyze the latest U.S. census data and Arkansas Department of Education data related to the percentage of minority adults residing in Arkansas and the percentage of teacher-trained minorities available for jobs in the field of education.
4. To create an awareness among the area teacher education institutions and the minority school population concerning the Benton Public Schools' need for minority teachers and administrators.

Long-Term Goal:

The Benton School District has a long-term goal to increase the district's percentage of minority teachers and administrators in order to achieve a ratio of professional staff equal to the minority ratio reflected in the student population.

Objectives: (Strategies and activities used in recruiting administrators and encouraging students to pursue a career in education.)

1. The Benton School District will attend advertised minority recruitment conferences designed to increase awareness and opportunities available to attract minority teachers and administrators.
2. Minority intern teachers will be actively recruited from area institutions.
3. Career day activities will be attended at colleges and universities throughout the state for the purpose of recruiting minority teachers and administrators.
4. Benton High School will continue to offer several sections of the course, Orientation to Teaching; and counselors will provide information to minority students about this course.
5. Minority students in the Benton Public Schools will be identified for the purpose of informing them of the demand and need for minority teachers and administrators.
6. Benton School District counselors will continue to make minority students aware of opportunities available relative to education majors, scholarships, grants, work study programs, job opportunities, and minority demand in those areas.

Needed Improvements to Increase Recruitment:

1. A needed improvement that would increase recruitment would be more minority teachers/administrators in the Benton School District who could help with verbal recruitment across the state.
2. Another needed improvement would be the placement of more minority teacher candidates in the district from colleges and universities with whom we partner.

Action Plan: The district will implement, monitor, and evaluate this plan as written. The implementation process will include meeting the goals and objectives for the year as stated above. Monitoring will include periodically checking throughout the year to make sure the goals and objectives are being implemented, and the evaluation will include assessing at the end of the school year the number of minority teachers/administrators we are able to hire to judge the success we have had with our plan.

Racial composition of the teachers and administrators (2015-2016):

<u>RACE</u>	<u>NUMBER</u>	<u>PERCENTAGE</u>
African-American	0	0%
Caucasian	334	99.8%
Hispanic	0	0%
Asian, Native American, & Hawaiian	1	.2%

Racial composition of teachers and administrators hired the past five (5) years:

<u>Year</u>	<u># African-American staff hired</u>	<u>% African-American staff hired</u>	<u># Caucasian staff hired</u>	<u>% Caucasian staff hired</u>	<u># Asian, Hispanic, Native American, Hawaiian staff hired</u>	<u>% Asian, Hispanic, Native American, Hawaiian staff hired</u>
2010-2011	1	3%	28	93%	1	3%
2011-2012	0	0%	24	100%	0	0%
2012-2013	0	0%	39	100%	0	0%
2013-2014	0	0%	38	100%	0	0%
2014-2015	0	0%	42	100%	0	0%

Racial composition of the present student body (2015-2016): "As of 9/8/15"

<u>RACE</u>	<u>NUMBER</u>	<u>PERCENTAGE</u>
African-American	413	8.15%
Caucasian	4,080	80.52%
Hispanic	362	7.14%
Asian, Native American, & Hawaiian	656	1.30%
Two or More	146	2.88%

Racial composition of the district's residents:

Results of the U.S. Census Bureau Race and Hispanic or Latino: 2015 <http://www.census.gov/easystats/#>

Residents of District:

Total District Residents – 28,909

<u>RACE</u>	<u>NUMBER</u>	<u>PERCENTAGE</u>
Caucasian	27,530	88%
African-American	2,343	8%
Asian, Native American & Hawaiian	237	1%
Some Other Race	335	1%
Two or More Races	676	2%
TOTAL	31,121	100%

Analysis and Summary of the Data Collected:

An analysis of this data shows that the number of minority teachers and administrators being hired in the Benton School District did not increase from 2014-2015 to 2015-2016. Over the years, we have had difficulty hiring minorities because they do not apply. We must work hard to make a position in the Benton School District more attractive to prospective minority teachers. We must also emphasize the educational field as a career path to minority students beginning at an early age. They must view it as attractive and attainable.

