

Benton Public School District #8

Minority Teacher and Administrator Recruitment Plan

2018-2019

SHORT TERM GOALS

The Benton School District recognizes that the number of minority teachers and administrators employed by our school district will need to increase so that we can offer a diverse education to our students. As our minority population increases, it is equally important that we offer a diverse experience of leadership and role models for our students continued success.

1. To develop a Minority Recruitment and Retention Team that will:
 - a) Aid in the recruitment of minority teachers and administrators
 - b) Aid in determining where the candidates whom we are seeking might be found
 - c) Cultivate relationships
 - d) Encourage minority candidates to apply
2. To increase the percentage of minority teachers, administrators, and classified personnel in the Benton School District.
3. To develop relationships with college and university Directors of Education in an effort to help in the recruitment of minority education graduates.
4. To develop relationships with minority superintendents in other Arkansas school districts that will refer minority teachers and administrators for employment.
5. To seek a partnership with Teach for America, who has access to minority candidates and can encourage them to apply for positions in the Benton School District.
6. To target the recruitment of minority personnel who meet the district and state standards of qualification and certification.
7. To develop a flyer that will help the Benton School District to make our community more appealing.
8. To continue the Orientation to Teaching classes offered at Benton High School to encourage high school students to enter the education profession.
9. To create awareness among our own teachers and administrators concerning the Benton School District's 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 AND STRATEGIES

- 1. Objective: Develop relationships with college and university Directors of Education and actively recruit minority students.**

STRATEGIES and ACTIVITIES	PERSON RESPONSIBLE	TIME LINE
Generate list of target colleges and universities	Assistant Superintendent and Minority Recruitment & Retention Team	Annually
Recruiting Trips to selected colleges and universities with interested minority educational candidates for teachers and administrators	Assistant Superintendent and Minority Recruitment & Retention Team	Annually
Request minority student teachers to help increase the likelihood that we can retain those student teachers permanently.	Assistant Superintendent	Annually

- 2. Objective: Develop recruiting contacts with minority administrators in other Arkansas school districts**

STRATEGIES and ACTIVITIES	PERSON RESPONSIBLE	TIME LINE
Communicate with minority administrators in Arkansas Districts	Superintendent and Assistant Superintendents	On-Going
Active recruiting of minority Arkansas administrators at professional meetings and conferences	Superintendent and Assistant Superintendents and Minority Recruitment & Retention Team	On-Going
Continue active participation in the Arkansas School Human Resource professional organization	Assistant Superintendent	On-Going

3. **Objective: Develop a recruiting brochure that will highlight our school and the quality of life offered in our community.**

STRATEGIES and ACTIVITIES	PERSON RESPONSIBLE	TIME LINE
Communicate highlights of our school district	Assistant Superintendent and Technology Instructor	On-Going
Communicate quality of life offered in our community	Assistant Superintendent and Technology Instructor	On-Going

4. **Objective: Encourage students to pursue a career in education**

STRATEGIES and ACTIVITIES	PERSON RESPONSIBLE	TIME LINE
Actively recruit minority students and encourage them to participate in our Orientation to Teaching Classes	BHS Counselors, Advisors and Staff	Annually
Actively recruit minority students and encourage them to seek a career in the education field	BHS Counselors, Advisors and Staff	Annually
Identify sources of funding to assist minority students in attending college to prepare for a career in education	BHS Counselors	Annually

AREAS NEEDING IMPROVEMENT

1. Overall Recruitment Process
2. Overall Retention Process
3. Overall Attracting, Hiring, and Retaining Minority Candidates
4. Continuous communication and feedback with minority employees
5. Communication between the Benton School District and the Minority Recruitment/Retention Team

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.

DATA

Racial composition of the teachers and administrators (2018-2019):

<u>RACE</u>	<u>NUMBER</u>	<u>PERCENTAGE</u>
African-American	2	.5%
Caucasian	359	98.5%
Hispanic	2	.5%
Asian, Native American, & Hawaiian	2	.5%

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>
2014-2015	0	0%	42	100%	0	0%
2015-2016	0	0%	35	92%	3	8%
2016-2017	0	0%	27	96%	1	4%
2017-2018	0	0%	29	100%	0	0%
2018-2019	2	6%	32	94%	0	0%

Racial composition of the present student body (2018-2019): “As of 9/07/2018”

<u>RACE</u>	<u>NUMBER</u>	<u>PERCENTAGE</u>
Asian	56	1.01%
African American	548	9.85%
Hawaii/Pacific Islander	9	0.16%
Hispanic or Latino	432	7.76%
Native American/Alaskan Native	21	0.38%
Two or More Races	173	3.11%
White	4,326	77.74%
Primary Race-Total	5,565	100.00%

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 – 31,121

<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 DATA

An analysis of this data shows that the number of minority teachers and administrators being hired in the Benton School District increased during the 2018-2019 school year. This year, we have developed a committee that consists of a minority resident who is interested in helping us increase the number of minority teachers and administrators that apply and are hired by our district. Additionally, this committee is comprised of one of our minority staff members and an administrator from our district. Together, we hope we have developed some strategies that will help attract minority teachers and administrators. We must be diligent and creative in our efforts.