

Three Year Action Plan

After analyzing all data, the district will use the following plan to execute a plan to address identified gaps in recruitment and retention.

Recruitment Goal	Increase the number of Hispanic, Asian, and African American staff hired annually by 2025 school year
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Which of the following describes the recruitment goal?	
<input checked="" type="checkbox"/>	New Goal
<input type="checkbox"/>	Extension of goal from previous year

Action Plan

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

	Description	Person Responsible	Date
Action Step	Continue to partner with University of Arkansas, John Brown University, and other institutions of higher education to place students and interns for observations, practicums, and internships.	Jake Gibbs Superintendent/ Principal	Ongoing
Action Step	Attend regional recruitment events where minority populations are well represented.	Jake Gibbs Superintendent/ Principal	Ongoing
Action Step	Encourage college placement coordinators to recommend college minority students for placement in our district.	Jake Gibbs Superintendent/ Principal	Ongoing
Action Step	Continue to utilize a wide array of job boards when posting for open positions	Jake Gibbs Superintendent/ Principal	Ongoing

What evidence will be used to determine if the recruitment goal is met? (Include baseline data and expected outcome)
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Review data of recruitment fairs-attendance and hires
 Evaluate racial composition of college interns during Fall 2022
 Evaluate number of applicants received from district and outside job boards

Racial Composition of College Interns placed in our district during Fall 2021

Ethnic Composition-College Interns	UNR	JBU	MSSU	A-State	Totals
Caucasian	1	3	0	1	5
	100%	60%	0%	100%	62.5%
African-American	0	1	0	0	1
		20%	0%	0%	12.5%
Hispanic/Latino	0	0	1	0	1
		0%	100%	0%	12.5%
Arab-American	0	1	0	0	1
		20%	0%	0%	12.5%
American Indian/Alaska Native	0	0	0	0	0
		0%	0%	0%	0%
Totals	100%	100%	100%	100%	100%

Racial Composition of Teachers and Administrators for the 2021-2022 School Year

Ethnic Composition-Licensed	Count	Percentage
American Indian or Alaska Native	0	0%
African American/Black	2	7%
Hispanic/Latino	1	5%
Asian/Pacific Islander	0	0%
American Indian/Alaska Native	0	0%
White	23	88%
Total	26	100%

Racial Composition of the Community Supported by our District

All Topics ▼	Bentonville city, Arkansas	Bella Vista city, Arkansas	Centerton city, Arkansas	Cave Springs city, Arkansas
Population estimates, July 1, 2019, (V2019)	54,909	28,872	16,244	5,276
Race and Hispanic Origin				
White alone, percent	78.5%	94.5%	86.9%	92.5%
Black or African American alone, percent (a)	3.5%	0.7%	4.7%	0.4%
American Indian and Alaska Native alone, percent (a)	0.7%	1.3%	0.3%	1.3%
Asian alone, percent (a)	12.2%	1.0%	3.4%	1.8%
Native Hawaiian and Other Pacific Islander alone, percent (a)	0.1%	0.1%	0.1%	0.0%
Two or More Races, percent	3.5%	2.3%	3.9%	3.9%
Hispanic or Latino, percent (b)	10.2%	3.6%	9.0%	3.3%
White alone, not Hispanic or Latino, percent	70.2%	91.3%	79.0%	89.5%

Retention Goal	Offer competitive salary, benefits and supports to all employees and provide support through training and administrative action
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Which of the following describes the retention goal?	
<input checked="" type="checkbox"/>	New Goal
<input type="checkbox"/>	Extension of goal from previous year

	Description	Person Responsible	Date
Action Step	Provide ongoing training in the areas of academics, behavior support, and family engagement	Jake Gibbs Superintendent/ Principal	Yearly
Action Step	Offer competitive salaries and benefits based on comparisons of like-sized districts in Northwest Arkansas	Jake Gibbs Superintendent/ Principal	Yearly
Action Step	Establish a mentor program for teachers to support teachers with 0-3 years of experience	Jake Gibbs Superintendent/ Principal	June 2023

Student Goal	Provide social and emotional support through evidence based research practice to all students
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Which of the following describes the retention goal?	
<input checked="" type="checkbox"/>	New Goal
<input type="checkbox"/>	Extension of goal from previous year

Action Step	Work with Conscious Discipline trainer to provide ongoing staff training and support	Jake Gibbs Superintendent/ Principal	Yearly
Action Step	Develop neurological training for staff with the purpose of understanding the trauma brain	Jake Gibbs Superintendent/ Principal	June 2023
Action Step	Work with community partners to communicate the mission of Hope Academy to the broader region	Jake Gibbs Superintendent/ Principal	Yearly