

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	Openings for school staff positions will be advertised to seek the best possible candidates of all ethnicities. New staff will be placed into a support system which will give them the best chance to be retained by the school. All staff remain 100% White for the last three years which lines up with the county population being 96.2% White. A teacher shortage results in very little choice as for teacher applicants. The percentage will continue to be monitored yearly.
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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	Openings will be posted to attract diversified and best candidates.	Ruth Howse	6/30/24
Action Step	Interviews will attempt to find the best candidates available.	Airl Cheek, Clark Gustin	6/30/24
Action Step			

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

outcome)
Demographics of staff and the student body will be checked and desegregated.

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.

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	New teachers will be provided support to be successful.
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Which of the following best describes the retention 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 retention goal. (Lines can be added for additional Action Steps)

Description	Person(s) Responsible	Target Date
Action Step The OUR Coop will provide mentors to first year	Monica Springfield	6/30/24

	teachers.		
Action Step	New teachers will be provided support by the school.	Airl Cheek, Clark Gustin	6/30/24
Action Step			

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

Teacher retention staff data will be reviewed and desegregated.

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.

Student Goal	Cotter students will be encouraged to pursue careers in education through service hours in school organizations and positive relationships formed with staff. These opportunities will be accorded without regard for ethnicity, race or gender.
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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	Students will be encouraged to serve in student leadership positions.	Beth Foster, Kathleen Holder	6/30/24
Action Step			
Action Step			

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

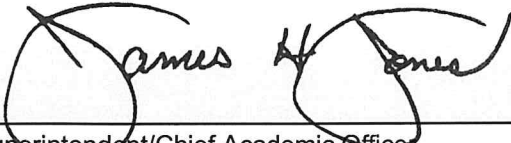

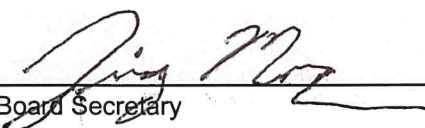
Numbers will be reviewed as to the number of students in student leadership positions.

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: Cotter Public Schools		LEA NUMBER: 03-02-000	COUNTY: Baxter
Pursuant to A.C.A. § 6-17-1902, an employee must be designated to coordinate recruitment and retention plan implementation.			
COORDINATOR NAME/TITLE: Airl Cheek		COORDINATOR TELEPHONE NUMBER/EMAIL: 870-435-6655/acheek@cotterschools.net	
<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:	Jayme Jones	
		(Please Print)	
Signatures		July 13, 2023	
	Superintendent/Chief Academic Officer	Date	
		July 13, 2023	
	Board President	Date	
		July 13, 2023	
	Board Secretary	Date	