

2021-22 LAWRENCE COUNTY SCHOOL DISTRICT MINORITY TEACHER AND ADMINISTRATOR RECRUITMENT PLAN

The Board of Education of the Lawrence County School District will review the Minority Teacher and Administrator Recruitment Plan at the next scheduled Board Meeting. The Lawrence County School District will file an annual plan with the Equity Assistance Center each school year. Each year the district will recruit minority teachers and paraprofessionals by advertising in the Arkansas Association of Educational Administrators (AAEA) jobs posting as well as the Jonesboro Sun and the Times Dispatch.

The lack of diversity in the teaching force across the United States is troubling for a number of reasons. Fewer minority teachers may indicate that few minorities are interested in a career in teaching. Increasing the number of teachers of color is a matter of philosophical commitment to diversity in career opportunities, and teachers of color provide real-life examples to minority students of future career paths. For this reason, Walnut Ridge High School students will be encouraged to enter the education field, especially students of color. The high school counselor posts several helpful websites on her teacher page: **Scholarship:** www.fastweb.com; www.fundmyfuture.info; www.scholarshipexperts.com; www.studentscholarships.org; www.adhe.edu; ranking of Arkansas colleges by size, costs, degrees offered, graduation rate, etc. **Test Prep:** www.act.org; www.march2success.com; www.studyguidezone.com; www.testpreview.com; www.4tests.com; www.sparknotes.com; www.number2.com; **Financial Aid:** www.fafsa.ed.gov; www.asla.info; www.studentaid.ed.gov; www.mappingyourfuture.org. The high school Career Coach works with groups of students and with individual students to explore career fields, job opportunities in our area, educational requirements, etc., to help students pursue career goals and post-secondary opportunities.

The plan is for the recruitment of minorities for teacher and administrator positions and an emphasis on encouraging minority students to enter the teaching profession. Another goal of the district is to build a strong ELL program to enable Language Learners to handle English acquisition with greater success which will be reflected in academic achievement. To this purpose, Walnut Ridge High School added EL-ACHIEVE this school year to help English Language Learners with language skills necessary to be successful in core classes throughout high school.

Steps to meet district goals in recruitment:

1. Technical assistance will be sought from the Arkansas Department of Education in areas of implementation and ongoing procedures.
2. Information will be collected annually in each school in the district to determine ratios between student enrollment and number of teachers and administrators and in respect, a goal of equity will be established between teachers, administrators and minority students.
3. Advertisements for teachers and administrators will be published in the Arkansas Association of Educational Administrators (AAEA) jobs database website as well as the Jonesboro Sun and the Walnut Ridge Times Dispatch.
4. Our high school graduates will be encouraged to enter the education field.

Steps taken by district to encourage minority students to pursue careers in education:

1. A Career Coach is working with students in grades 9-12 to explore career information in all areas, including education; she will be hosting a College Application Day and will work with minority students to apply to their colleges of choice.
2. Information on education careers is presented to all students through Career Development classes, through *next* Magazine for juniors and seniors, and through the *Careers* magazine for juniors.
3. An ETS/TRIO program is available for students in grades 9-12 to explore such topics as post-secondary education, financial literacy, financial aid, career exploration, etc. This program explores careers in education and is open to all students who qualify.
4. Recruitment programs from colleges/vocational schools will include students who are in the minority enrollment.
5. Minority students will be encouraged to participate in clubs promoting education careers.
6. Minority students will be encouraged to participate in college orientation/visitation day programs with emphasis on the programs for teacher training.
7. High school students will be exposed to programs of loan forgiveness, teacher grants, etc., to help low-income students pay for teacher education programs and degrees.
8. Counselor and Career Coach will share with students the STEP program (State Teacher Education Program) with seniors---a loan reduction grant for teaching in a subject or geographical shortage areas.
9. Colleges/Universities, Migrant Education personnel at educational cooperatives and the ADE will be contacted by the school district each year to update the post high school training/college programs available to minority students who graduate from high school
Ex: Colleges, which have programs for ELL students.
10. Minority students will be recruited to participate in dual credit courses with high school/community colleges.
11. English Language Learners are now participating in a class at the high school level called EL-ACHIEVE, in which they work on language skills to help them with core classes, test preparation, and post-secondary goals.
12. Parent involvement (Act 603 of 2003) will result in more effective communication in regard to educational planning, which will be available to the high school graduate.

Demographic Data

A. Racial Composition of Certified Staff and Administrators under Contract for Last Five Years:

Year	Caucasian	Minority	Total
2021-2022	85	0	85
2020-2021	83	0	83
2019-2020	86	0	86
2018-2019	86	0	86
2017-2018	83	0	83

B. Racial Composition of Student Body K-12 (Sept., 2021-with added categories)

CAUCASIAN	AFRICAN AMERICAN	NATIVE AMERICAN	ASIAN	HAWAIIAN/PACIFIC IS.	HISPANIC/LATINO	TWO OR MORE
860	5	9	7	1	38	42

Summary of Demographic Data

- A. The current total enrollment of the Lawrence County School District is 962. The district is 90% Caucasian; 10% minority.

Short Term Goals

1. As personnel changes are made and minority student populations rise each school year, efforts will be made to employ teachers and administrators who will assist the school district in obtaining a racial equity balance between students and school personnel.
2. All students and their parents will have equal access to academic and career information to aid them in choices. Materials to help Parent Involvement will be located in the counselor's office which will include academic and career information.
3. Teachers will be trained to assist the ELL student population in school activities.
4. Technical assistance will be sought to assist the school in providing services to all students in the school district.
5. Educational careers will be promoted by encouraging minority students to participate in dual credit college classes offered to students.
6. Secondary students in grades 9-12 will be encouraged to take college preparatory courses.
7. Junior and Senior minority students will be encouraged to participate in the college entrance testing program and to re-test in order to improve scores.

Long Term Goals

1. Employment records for a period of 5 years will reflect the effort to attain a racially balanced student, teacher, and administrator ratio in the district.
2. Efforts will continue to improve parent communication with minority parents concerning academics and career information.
3. Recruit minority high school students to get degrees in education and come back to the Lawrence County district to teach.
4. Counselors and Career Coaches will strive to provide programs and services for minority students to help them meet long-term educational goals.

Method of Monitoring and Evaluating the Minority Plan:

1. School will conduct follow-up of graduates each year to determine what degree programs/career fields are being pursued by graduating seniors.

2. Surveys and comparisons of student and teacher/administration racial population will be conducted for a period of 5 years.
3. School district APSCN reports will be reviewed for a period of 3 years.
4. Records of school activities will be reviewed each year to determine the types and quantity of career programs the school has offered and which minority students participate.

