

Arkansas Virtual Academy

TEACHER AND ADMINISTRATOR RECRUITMENT AND RETENTION PLAN

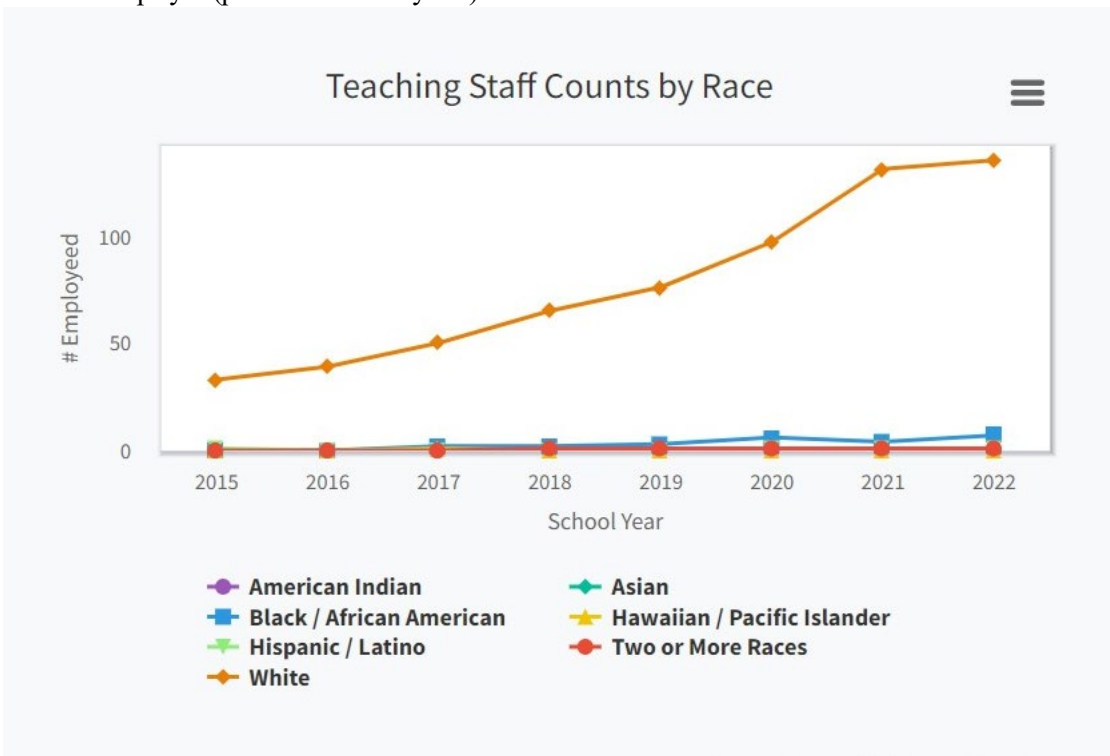
Local Data:

Racial/ethnic composition of the

- Student body of the district or charter school (21-22 school year)

















Race	School Year	Percent of Students
American Indian	2021	1.188%
Asian	2021	1.1621%
Black / African American	2021	16.2448%
Hawaiian / Pacific Islander	2021	0.3099%
Hispanic / Latino	2021	7.4638%
Two or More Races	2021	1.5237%
White	2021	72.1074%

- Teachers employed (previous 3 school years) –



- Administrators employed (previous 3 school years) - Cognos: [eFinance>Personnel>Job Assignment>Administrator Counts](#)

- Residents of the district or charter school (most current data)

Race and Hispanic Origin	
 White alone, percent	 75.8%
 Black or African American alone, percent (a)	 13.6%
 American Indian and Alaska Native alone, percent (a)	 1.3%
 Asian alone, percent (a)	 6.1%
 Native Hawaiian and Other Pacific Islander alone, percent (a)	 0.3%
 Two or More Races, percent	 2.9%
 Hispanic or Latino, percent (b)	 18.9%
 White alone, not Hispanic or Latino, percent	 59.3%

Recruitment and Action plan follow on the next page.

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	Arkansas Virtual Academy will increase the diversity of their teaching staff to match that of their student population.
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Which of the following best describes the recruitment goal?

<input type="radio"/>	New Goal
<input checked="" type="radio"/>	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		
Create relationships with Arkansas HBCs in order to create student teaching, internship, and future employment opportunities	Amy Johnson Mendy Felton	August 2025
Action Step		
Introduce educational career pathways with a concentration on racially diverse participants in order to increase the diversity of the educational work force	Amy Johnson Mendy Felton Lisa Short	August 2025
Action Step		

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

Diversity data for staffing and student program participation will be pulled and compared with the identical baseline data from 2021. An increase in participation and diversity is expected.

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.

In Process

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**

Arkansas Virtual Academy will retain 85% of diverse staff as a minimum.

Which of the following best describes the retention goal?



New Goal



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	Provide professional development opportunities and support designed to build relationships to retain the current and increasing diverse workforce.	Amy Johnson Mendy Felton	2024
Action Step	Develop an exit survey to develop standardized data to determine key reasons and concerns that diverse population leaves and develop actionable proactive steps from said data.	Amy Johnson Mendy Felton	2024
Action Step			

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

Survey responses from professional development followup surveys and exit surveys will be utilized to determine positive impact on the retention data.

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.



PD is planned for SY2023 and survey is in process

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	Increase the number of students entering and completing education-based pathways.
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Which of the following best describes the student goal?

	New Goal
	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	Increase recruitment areas for student participation in educationally related pathways by aggressively marketing educational careers to students	Lisa Short	2024
Action Step	Create a Teacher Cadet program at ARVA to highlight the education field and create internship and job shadowing opportunities for students	Lisa Short	2024
Action Step			

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

Data from program participation and completion will be pulled and compared to baseline 2022 data.

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.

In process

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:	LEA NUMBER:	COUNTY:
Arkansas Virtual Academy	6043700	

Pursuant to ACA § 6-17-1902, an employee must be designated to coordinate recruitment and retention plan implementation.

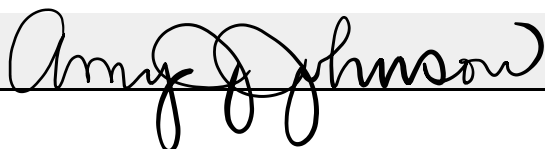
COORDINATOR NAME/ TITLE:	COORDINATOR TELEPHONE NUMBER/ EMAIL:
Mendy Felton, Academic Administrator	afelton@arva.org 501-664-4225

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:

Name of Superintendent or Chief Academic Officer: Amy J Johnson

(Please Print)

Signatures



7/22/23

Superintendent/Chief Academic Officer	Date
Board President	Date
Board Secretary	Date

