

## 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

The Jonesboro School District will increase the percentage of minority teachers in the district to 20% by the 2024-2025 school year.

#### Which of the following best describes the recruitment 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 recruitment goal. (Lines can be added for additional Action Steps)

	Description	Person(s) Responsible	Target Date
Action Step	Actively recruit and plan a pathway for licensure from the district's current minority paraprofessionals. The district will partner with DESE to provide informative sessions regarding educational pathways to obtain licensure.	Kim Wilbanks, Superintendent William Cheatham/Misty Doyle, Assistant Superintendents	2024-2025 School Year
Action Step	Attend recruitment fairs, host Prime Time, and schedule meetings with undecided majors at Arkansas State University.	William Cheatham/Misty Doyle, Assistant Superintendents Johnny Stitts, District STEM Specialist Mandy Zipfel, SI Specialist	January-May 2025

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

In the past three years, the Jonesboro School District teacher minority population has increased from 11% to 18%. The district will increase the minority teacher percentage to 20% by the 2025-2026 school year as evidenced by the percentage of minority teachers hired in the district.

**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.**

The Jonesboro School District continues to see an upward trend in hiring minority staff. The district moved from 11.8% minority staff during the 2021-2022 school year to 14% during the 2022-2023 school year. The minority teacher percentage increased to 18% during the 2023-2024 school year. One of the greatest barriers to overcome is the shortage of applicants is that fewer candidates are choosing education as a career. Our district continues to work with our local universities and the Department of Elementary and Secondary Education to create pathways for candidates to become certified. The district will also work with individuals currently employed by the district in classified positions to obtain an Arkansas teaching license.

## 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.

<b>Retention Goal</b>	The Jonesboro School District will retain 95% of minority teachers annually.
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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
<b>Action Step</b>	Focus on retention of the district's teachers by holding regularly scheduled meetings to create a safe space for staff to ask questions, share ideas, and connect.	Mandy Zipfel, New Teacher Mentor Coordinator  Misty Doyle, Assistant Superintendent	Ongoing
<b>Action Step</b>	Survey teachers who leave the district to determine the reason for their departure.	Misty Doyle, Assistant Superintendent	May 2025
<b>Action Step</b>	Create opportunities to grow minority teachers through the Aspiring Administrators' Academy, Aspiring Instructional Facilitators' Academy, and building leadership opportunities.	Kim Wilbanks, Superintendent William Cheatham, Asst. Supt. Misty Doyle, Asst. Supt.	May 2025

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

**The district will analyze survey data regarding the reasons teachers chose to leave the district. Additionally, the percentage of minority candidates leaving will be tracked and compared year by year.**

**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.**

**At the end of the 2023-2024 school year, 10% of the certified teacher resignations were minority teachers. The district will reduce the percentage to less than 5% of minority teachers at the end of the 2024-2025 school year.**

## 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.

<b>Student Goal</b>	The Jonesboro School District will increase the number of students in the Educator Rising program with an emphasis on minority students by 5% by the 2024-2025 school year.
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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
<b>Action Step</b>	In Keystone courses, students complete interest surveys that provide information to assist students in choosing the academy they will enter going into the Academies at Jonesboro High School. The academy model is designed specifically to support students in their future careers.	Kris Williams, CTE Coordinator/Federal Programs	May 2025
<b>Action Step</b>	The Jonesboro School District is working with Arkansas State University to expand the district's Teaching and Learning Pathway. The district offers a concurrent credit for the Foundations of Teaching and plans to expand the program so that students can earn a Certified Teaching Assistant certificate.	Matthew Still, HHS Academy Principal	May 2025
<b>Action Step</b>	The district provides guest speakers, job shadowing, and a career fair to promote students' future careers. Due to a reduction in educational candidates, the district is particularly focusing on recruiting minority students into the educational field through these events.	Allyson Goodin, Educator Rising Facilitator	May 2025

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

**Beginning in the 2022-2023 school year, the district will track the percentage of students who enter the Educator Rising program.**

**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.**

**Baseline Data: During the 2022-2023 school year, 14 students enrolled in the Educator Rising Program. Of those 14 students, four students were minority students. During the 2023-2024 school year, 20 students were enrolled in the Educator Rising Program. Of those 20 students, 11 were minority students (55%).**

# Appendix A

## Template for Required Data

Districts must include the data below as part of their Teacher and Administrator Recruitment and Retention Plan. Districts may complete the template below or download data from locations outlined on the title page in order to meet plan requirements.

<b>SY 23-24 Data</b>	<b>% American Indian</b>	<b>% Asian</b>	<b>% Black/African American</b>	<b>% Hawaiian/Pacific Islander</b>	<b>% Hispanic/Latino</b>	<b>% Two or More Races</b>	<b>% White</b>
Student Body	.23	.53	46.87	.01	14.88	5.12	32.36
Teachers	0	2	15	0	1	0	82
Administrators	0	0	10	0	0	0	90
Residents	0.4	1.6	21.8	0	6.8	4.4	65.9

<b>SY 22-23 Data</b>	<b>% American Indian</b>	<b>% Asian</b>	<b>% Black/African American</b>	<b>% Hawaiian/Pacific Islander</b>	<b>% Hispanic/Latino</b>	<b>% Two or More Races</b>	<b>% White</b>
Student Body	.23	.48	45.85	.06	14.89	4.8	33.57
Teachers	0	0	12	0	2	0	86
Administrators	0	0	17	0	0	0	83
Residents	0.5	1.5	21.2	0	6.5	4.6	69.7

<b>SY 21-22 Data</b>	<b>% American Indian</b>	<b>% Asian</b>	<b>% Black/African American</b>	<b>% Hawaiian/Pacific Islander</b>	<b>% Hispanic/Latino</b>	<b>% Two or More Races</b>	<b>% White</b>
Student Body	.13	.50	46.56	.06	14.37	4.95	33.42
Teachers	0.23	0	10.65	0	0.93	0	88.20
Administrators	0	0	14.29	0	0	0	85.71
Residents	0.3	1.1	20.6	0	3.2	4.4	70.4

# Plan Submission


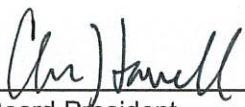
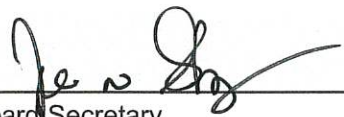
**INSTRUCTIONS:** Complete this page and post on your website along with the finalized Teacher and Administrator Recruitment and Retention plan before August 1.

SCHOOL DISTRICT/CHARTER SCHOOL:	LEA NUMBER:	COUNTY:
Jonesboro Public Schools	1608000	Craighead

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

COORDINATOR NAME/TITLE:	COORDINATOR TELEPHONE NUMBER/EMAIL:
Misty Doyle, Assistant Superintendent	870-933-5800

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: Dr. Kim Wilbanks	
(Please Print)	
Signatures	
	7/9/24
Superintendent/Chief Academic Officer	Date
	7/9/24
Board President	Date
	7/9/24
Board Secretary	Date