

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	*Recruit and retain licensed, experienced teachers
	*Recruit and retain teachers in high-needs areas
	*Recruit and retain a diverse group of highly qualified educators

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	*4 day calendar week	Jon Estes, Superintendent	August 23, 2022
Action Step	*Recruitment and retention bonuses	Jon Estes, Superintendent	May 2023
Action Step	*Attend career fairs in an effort to attract a diverse population of educators	Jon Estes, Superintendent Kristi Wilson, Federal Coordinator Ryan Halbert, Assistant Principal	Ongoing

<p>What evidence will be used to determine if the recruitment goal is met? (Include baseline data and expected outcome)</p>
<p>Evidence that our goal has been met will be determined by an increase in our certified staff, including diverse and high needs areas, by the end of the 2022-2023 school year.</p>

Review Progress (After Baseline Year)

<p>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.</p>
<p> </p>

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	<p>*The Palestine-Wheatley School District’s administration will implement strategies proven to retain teachers in order to avoid the turnover rate of our diverse educators.</p>
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<p>Which of the following best describes the retention goal?</p>	
<input checked="" type="checkbox"/>	<p>New Goal</p>
<input type="checkbox"/>	<p>Extension of a Goal from previous year</p>

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)

Action Step	Description	Person(s) Responsible	Target Date
	*Provide retention bonuses as well as additional bonuses throughout the school year	Jon Estes, Superintendent	May 2023
	*Survey educators in an effort to gather data to identify key reasons our diverse teachers leave the district.	Kristi Wilson, Federal Coordinator	Ongoing

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

*Demographic Surveys

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	*Increase the number of students, particularly minority students, enrolling in concurrent credit courses who want to major in education.
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Which of the following best describes the student goal?

<input checked="" type="checkbox"/>	New Goal
<input 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	*Palestine-Wheatley High School will collaborate with East Arkansas Community College in an effort to steer high school students towards a career in education.	Amanda Holman, Counselor	Ongoing
Action Step	*Allow high school students to observe and assist in the elementary school.	Kristi Wilson, Elementary Principal	Ongoing
Action Step			

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

Gathering the number of students interested in going into the education profession and taking part in assisting and observing at the elementary.

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

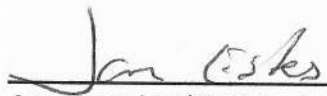

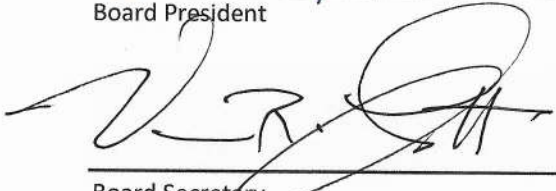
INSTRUCTIONS: Complete this page and post on your website along with the finalized Teacher and Administrator Recruitment and Retention plan before August 1.

SCHOOL DISTRICT/CHARTER SCHOOL: Palestine-Wheatley School District	LEA NUMBER: 6205000	COUNTY: Saint Francis
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Pursuant to A.C.A. § 6-17-1902, an employee must be designated to coordinate recruitment and retention plan implementation.

COORDINATOR NAME/TITLE: Jon Estes, Superintendent	COORDINATOR TELEPHONE NUMBER/EMAIL: 870-581-2646 jestes@pwsd.k12.ar.us
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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: Jon Estes (Please Print)	
Signatures	
 Superintendent/Chief Academic Officer	7-29-22 Date
 Board President	7/29/22 Date
 Board Secretary	7-29-22 Date