

# **Rules and Regulations for Minority Teacher and Administrator Recruitment**

## **1.00 REGULATORY AUTHORITY**

1.01 These regulations shall be known as the Arkansas Department of Education Regulations governing the review and approval of minority teacher and administrator recruitment plans.

1.02 These regulations are enacted pursuant to the State Board of Education's authority under Arkansas Code Ann. 6-17-1901 through 1903 (Supp. 1991).

## **2.00 PURPOSE**

2.01 The purpose of these regulations is to set forth for school districts the criteria necessary for the development and submission of minority recruitment plans.

## **3.00 DEFINITIONS**

### **4.00 MINORITY TEACHER AND ADMINISTRATOR RECRUITMENT PLAN**

4.01 Districts with more than five percent (5%) minority students (African-American and other minorities) are required to develop minority teacher and administrator recruitment plans.

4.02 The plans shall place emphasis on recruitment of African-American and other minorities for teacher and administrator positions.

4.03 The plan shall place emphasis on encouraging minority students to pursue a career in education.

4.04 The plan shall be for ten (10) years and updated annually.

4.05 Each school district shall establish a minority teacher and administrator recruitment/employment goal to reflect the minority student enrollment within ten years. In order for students to have a realistic view of the world, there shall be diversity in the certificated staff.

## **7.00 ACCREDITATION STATUS**

7.01 School districts will be placed in accredited-cited status for late Minority Teacher and Administrator Recruitment Plans sent to the Arkansas Department of Education. Such status will extend to October 15 of the next year. At the conclusion of the accredited-cited term, if the same violation exists, the school will assume probationary status, the duration of which will be until October 15 of the next school year.

## **8.00 EFFECTIVE DATE**