

**ARKANSAS DEPARTMENT OF EDUCATION  
MINORITY TEACHER AND ADMINISTRATOR RECRUITMENT PLAN**

**The purpose of this report is to comply with Arkansas Code Ann. § 6-17-1901, *et seq.*, which requires school districts with more than five percent (5%) African-American or other minority students to prepare and submit a Minority Teacher and Administrator Recruitment Plan.**

**INSTRUCTIONS: Complete this form and attach the recruitment plan as required.  
The plan should include the following:**

- 1. The district's goals for recruiting minority teachers and administrators (these goals should reflect the percentage of the minority student population in the district).**
- 2. Steps on how the district will meet the goals (recruitment strategies).**
- 3. Steps on how the district will encourage minority students to pursue a career in education.**
- 4. List the number and percentage of racial minority teachers and administrators employed during the last five (5) years.**

<b>SCHOOL DISTRICT:</b>	<b>ADDRESS:</b>
<b>COUNTY:</b>	<b>TELEPHONE NUMBER:</b>
<b>COORDINATOR NAME:</b>	<b>TITLE/POSITION:</b>
<b>ADDRESS:</b>	<b>TELEPHONE NUMBER:</b>

The signatures below certify that the district is in compliance with Arkansas Code Ann. §6-17-1901, *et seq.* and Standard I for Accreditation of Arkansas Public Schools:

**Superintendent's Name:** \_\_\_\_\_  
(Please Print)

**Signatures:**

_____	_____
Superintendent	Date
_____	_____
Board President	Date
_____	_____
Board Secretary	Date

**The Recruitment Plan will include, but is not limited to, the following:**

- racial composition of the teachers and administrators,
  - racial composition of teachers and administrators hired the past five (5) years,
  - racial composition of the present student body, and
1. Give analysis and summary of the data collected.
  2. List short-term goals.
  3. List long-term goals.
  4. Identify improvements needed to increase recruitment.
  5. Give objectives, identify strategies, and activities used in recruiting administrators.
  6. Give objectives, identify strategies, and activities for encouraging students to pursue a career in education.
  7. Give action plan, include procedures for implementing, monitoring progress, and evaluating.

**NOTE: Use Latest Data**

**PLEASE RETURN THIS PLAN BY OCTOBER 15<sup>th</sup> TO:**

**ARKANSAS DEPARTMENT OF EDUCATION  
EQUITY ASSISTANCE CENTER  
FOUR STATE CAPITOL MALL, Mail Slot 25  
LITTLE ROCK, ARKANSAS 72201**

**PHONE: 501-682-4213**

**FAX: 501-682-5177**