



**ARKANSAS DIVISION OF ELEMENTARY AND SECONDARY EDUCATION  
MINORITY TEACHER AND ADMINISTRATOR RECRUITMENT**

**Pursuant to Ark. Code Ann. § 6-17-1901, et seq., school districts and charter schools with more than five percent (5%) African-American or other minority students must prepare and submit annually a Minority Teacher and Administrator Recruitment Plan to the Equity Assistance Center. Plans must include, but not limited to the following:**

- Place emphasis on recruitment of African-Americans and other members of minorities for teacher and administrator positions and emphasis on encouraging minority students to pursue a career in education
- Set forth a goal of developing equity in employee composition that reflects racial and ethnic diversity and is at least equal to the percentage of minorities of the district or charter school
- Describe recruitment goals of minority teachers and administrators for the next school year and for the next ten (10) school years
- List steps taken and measures that will be used to meet recruitment goals including how minority students are encouraged to pursue a career in education
- List progress made in recruiting minority teachers and administrators
- Describe reasons for not meeting established recruitment goals, if needed
- List the number and percentage of members of racial minorities who were employed as teachers or administrators in each of the last five (5) years
- List the racial composition of the student body and residents of the district or charter

**INSTRUCTIONS:** Complete this signature page, attach it to the recruitment plan, and send electronically in portable document format (PDF) to [ADE.equityassistance@ade.arkansas.gov](mailto:ADE.equityassistance@ade.arkansas.gov) on or before October 15.

<b>SCHOOL DISTRICT/CHARTER SCHOOL:</b> Scholarmade Achievement Place of Arkansas	<b>ADDRESS:</b> P.O. Box 55930   Little Rock, AR 72215	<b>COUNTY:</b> <b>Pulaski</b>
	<b>TELEPHONE NUMBER:</b> 501-404-0012	


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

<b>COORDINATOR NAME/TITLE:</b> Brad Burl, Director of Operations	<b>COORDINATOR TELEPHONE NUMBER/EMAIL:</b> 501-404-0012
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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:** Dr. Phillis Anderson

\_\_\_\_\_  
(Please Print)

Signatures:  9/24/2021  
**Superintendent** **Date**

Select this box if District/Charter minority student composition is 5% or less & do not proceed further. 9/24/2021

 \_\_\_\_\_  
 Board President Date

 \_\_\_\_\_  
 Board Secretary **9/24/2021**

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**The recruitment plan should include, but is not limited to, the following:**

**1. Data**

- **Racial composition of teachers and administrators**

- a. Caucasian: 5 (14%)
- b. African American: 31 (84%)
- c. Other:1 [.02%]

- **Racial composition of teachers and administrators hired in the past five (5) years**

NA [In 4<sup>th</sup> Year]

- **Racial composition of the current student body**

- a. Caucasian: 1.2%
- b. African American: 96.36%
- c. Hispanic: 2.12%

**2. Analysis and summary of data collected**

ScholarMade Achievement Place of Arkansas is an open-enrollment charter school located in Central Little Rock. If applications for enrollment exceed the number of seats available according to our charter, SM initiates a random lottery by an application system to determine which students will comprise our current enrollment and waiting list. The composition of SM faculty and administrative staff may not conform to the composition of its student body in any given year as a result of random selection of the student population but does conform to its demographics for. SM values diversity and has intentionally recruited from underrepresented groups. SM is nevertheless an equal opportunity employer that strives to achieve racial balance in the recruitment and hiring of all faculty and staff.

**3. Short-term goal(s) and progress in goal attainment**

To hire one (1) minority teacher for every two vacancies that arises among the faculty during the current school year.

- b. To acquire a ratio of minority to Caucasian administrators (approximately 3:1).
- c. To identify at least five (5) highly qualified minority candidates for every teaching vacancy at least three (2) of whom shall be interviewed on the telephone/in person during the selection process.

**4. Long-term goal(s) for the next ten (10) school years and progress in goal attainment**

To hire one (1) African-American teacher for every two vacancies that arises as expands to include grades 6-9. By 2032, this will equate to five (5) additional African-American faculty members.

b. To establish a ratio of African American to Caucasian administrators (approximately 5:1) as the charter expands to include grades 7-9. By 2023, this will equate to one (0) additional African-American school administrators.

c. To identify at least five (3) highly qualified minority candidates for every teaching vacancy at least three (2) of whom shall be interviewed on the telephone/in person during the selection process.

**5. Improvements needed to increase recruitment**

- a. Training in Diversity, Equity, and Inclusion
- b. Review Hiring Process and eliminate any bias in the selection process
- c. Recruitment efforts aimed at other pipelines that prepare teachers and leaders of colors.
- d. Teacher-in-Training shadowing/volunteer days that pair prospective minority faculty from local universities with current teaching staff.

**6. Objectives, strategies, and activities used in recruitment and for encouraging students to pursue a career in education**

- a. Local recruitment efforts on the campuses of historically black colleges and universities
- b. Nationwide recruitment efforts will be made to national organizations comprised of teachers and leaders of color.
- c. Outreach through minority community organizations.

**7. Action plan, including procedures for implementing, monitoring progress, and evaluating**

Establish partnerships with higher education institutions to increase teachers of colors  
Establish teachers of colors as a High Need area and budget salary incentives  
Provide resources to prepare staff members to earn teaching certification  
Review and analyze applicants, colleges that they attend, and the number of applicants from minorities.

The school will establish its own monitoring and accountability system for meeting SM's minority recruitment goals. At a minimum, the school will track the number of contacts it makes with minority candidates, the venue where contact occurred, each prospective hire's personal contact information, and notes describing each candidate's potential for employment at SM.