

**Gentry Public School's
Teacher and Administrator
Recruitment and Retention Plan
FY 23**

All plans must reflect data analysis.

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	Gentry Public Schools is to increase the retention rate of our educator workforce.
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Which of the following best describes the retention 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 retention goal. (Lines can be added for additional Action Steps)

	Description	Person(s) Responsible	Target Date
Action Step	Gentry Public Schools has a new teacher coordinator who meets monthly with new teachers, has regular communication with them, and provides guidance.	Christie Toland	End of School Year FY 23
Action Step	Our local coop provides training for Novice Teachers.	Christie Toland	Endo of School Year FY 23
Action Step	Provide opportunities for teacher advancement, improvement, and monetary stipends.	Terrie Metz	Ongoing

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

We hired 28 new teachers to the district in FY 22. Only 5 of them found other employment after their first year. We will continue to monitor our movement of teachers.

Certified Teacher Table:

American Indian	Asian	Black/African	Hawaiian	Hispanic	Two or More	White
1	2	1		1		124

Student Table:

American Indian	Asian	Black/African	Hawaiian	Hispanic	Two or More	White
50	122	5	9	253	158	930

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	Gentry Public Schools will increase the number of students that participate in the Intro to Orientation to Teaching classes.
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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	Through teacher observation, recruit students for the classes.	Terrie Metz	Ongoing
Action Step	The District has hired a Career Coach that will work closely with students.	Justin Blanchard-High School Principal	Ongoing, 3 year grant.
Action Step			

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

Baseline Data: In FY 22 3 Students were enrolled in Foundations of Teaching and 2 Students were enrolled in Methods of Teacher Instruction. In FY 21 6 Students were enrolled in Foundations of Teaching. Evidence that the goal is met will be to increase the numbers of students participating in those classes.

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:	LEA NUMBER:	COUNTY:
Gentry Public Schools	0403000	Benton

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:
Terrie Metz, Superintendent	479-736-2253

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:

Signatures	Name of Superintendent or Chief Academic Officer:	Terrie Metz
		(Please Print)
	Superintendent/Chief Academic Officer	Date
	David Williamson	

Board President

Date

Melissa Holland

Board Secretary

Date