



SCHOOL FOR ADVANCED STUDIES

NW Arkansas

TEACHER AND ADMINISTRATOR RECRUITMENT AND RETENTION PLAN

Three Year Action Plan

Focus Area: Recruiting a diverse, representative educator workforce that meets the needs of all students

Recruitment Goal	Hire educators and administrators from a variety of backgrounds to better serve all students and accurately represent diversity within the student body. This approach ensures that the needs of all students are met and that the percentage of minorities in the student population is reflected in the school staff.
Which of the following best describes the recruitment goal?	
x	New Goal
	Extension of a goal from previous year

Action Plan

	Description	Person(s) Responsible	Target Date
Action Step	Utilize our company career site and build robust recruitment campaigns to ensure visibility of posted jobs will be seen by the largest possible population of educators.	School Leadership and HR Team	Yearlong
Action Step	Attend virtual and in-person recruitment events to engage with existing Educators.	School Leadership and HR Team	Yearlong
Action Step	Utilize the University Relations Department to build a talent pipeline with Colleges and Universities to ensure access to future teaching candidates.	School Leadership and HR Team	Yearlong

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

- Track data for number of jobs, career site visitors, applicants and hires.
- Track number of fairs attended, applicants per event, and new hires.
- Track number of Universities/Colleges reached, number of students contacted, number of recent graduate applications and hires.

Review Progress (After Baseline Year)

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.

N/A - Baseline year in process, first year of operations

Focus Area: Retaining a diverse, representative educator workforce that meets the needs of all students

Retention Goal	Create a positive, supportive, professionally satisfying workplace in order to retain high performing faculty. Ensure that faculty salaries are competitive in northwest Arkansas.
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Which of the following best describes the retention goal?

•	New Goal
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	Extension of a Goal from previous year
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Action Plan

	Description	Person(s) Responsible	Target Date
Action Step	Provide opportunities for faculty to contribute to the development of the curriculum and the educational model.	Head of School and Curriculum Team	6/25
Action Step	Provide continued opportunities for professional development, including consistent classroom observations and feedback.	Head of School and other school leadership	6/26
Action Step	School leadership will provide behavioral and educational supports in the classroom in order for faculty to focus on course content and developing high level,	Head of School and relevant support staff.	6/25

	engaging lessons.		
What evidence will be used to determine if the retention goal is met? (Include baseline data and expected outcome)			
All current faculty, invited to return by school leadership, return to teach the following year unless pursuing additional educational opportunities.			

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.
N/A - Baseline year in process, first year of operations.

Focus Area: Increasing the number of students who pursue careers in education with an emphasis on students of minority races and ethnicities

Student Goal	Encourage students to pursue careers in education by hiring excellent model teachers and supplying opportunities in service learning and internships
Which of the following best describes the student goal?	
•	New Goal
•	Extension of a Goal from previous year

Action Plan

Description	Person(s) Responsible	Target Date
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Action Step	Hire excellent teachers who inspire students to pursue careers in education	Head of School Talent Recruiter	Yearlong
Action Step	Promote Internships at SAS and BASIS Charter Schools to SAS alumni	Head of School Talent Recruiter	Yearlong
Action Step	Promote career pathways in education to high school students starting in 10th grade	College Counselor Associate Head of School	Yearlong
Action Step	Create opportunities and encourage students to pursue education-focused service-learning opportunities both at SAS itself and in the NWA community	College Counselor Associate Head of School	Yearlong

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

Student Evaluations of Teachers - Majority of teachers who return for next year should be rated in top 2 (of 5) categories overall (baseline level data forthcoming)

Community Service Opportunities - The school provides students with multiple methods of service learning in the educational field and an **annual percentage** of students should choose one of those options (Baseline Data forthcoming)

Education Career Choice -

Graduating cohort - class of 2027:

Apply for internships at SAS and BASIS Charter Schools while in college and home for breaks.

SAS alum, who have graduated from college in 2031:

Choose jobs in the education field at a rate greater than the national average (Baseline data forthcoming)

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.

N/A - Baseline year in process, first year operating

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:
Schools for Advanced Studies - NW Arkansas	0446703	Benton County




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:
Jennifer Higgins	479-335-5800/ jennifer.higgins@schoolsforadvancedstudies.org

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:	DeAnna Rowe
	(Please Print)

Signatures

Superintendent/Chief Academic Officer	Date
	10/31/2024
Board President	Date
	11/3/2024
Board Secretary	Date
	11/4/2024

Appendix A

SY 23-24 Data	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
Student Body	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Teachers	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrators	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Residents	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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Teacher and Administration Recruitment and Retention Plan- Last Updated SY24-25.

Previous Yrs Data	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
22-23							
-Teachers	N/A	N/A	N/A	N/A	N/A	N/A	N/A
-Admin	N/A	N/A	N/A	N/A	N/A	N/A	N/A
21-22							
-Teachers	N/A	N/A	N/A	N/A	N/A	N/A	N/A
-Admin	N/A	N/A	N/A	N/A	N/A	N/A	N/A