



**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> KIPP Delta Public Schools	<b>ADDRESS:</b> 514 Missouri Street, Helena, AR 72342	<b>COUNTY:</b> Phillips County
		<b>TELEPHONE NUMBER:</b> 870-753-9035
Pursuant to A.C.A. § 6-17-1902, an employee must be designated to coordinate recruitment plan implementation.		
<b>COORDINATOR NAME/TITLE:</b> Megan Stitzinger, Interim Executive Director	<b>COORDINATOR TELEPHONE NUMBER/EMAIL:</b> 870-714-5940; <a href="mailto:megan.stitzinger@kipdelta.org">megan.stitzinger@kipdelta.org</a>	
<b><u>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:</u></b>		

Name of Superintendent or Chief Academic Officer: Megan Stitzinger

(Please Print)

Signatures: *Megan Stitzinger*

10/14/2021

Superintendent

Date

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

Board President

Date

Board Secretary

Date

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

1. Data

• Racial composition of teachers and administrators

2021-22 Teachers

- 80% Black or African American
- 19% White
- 1% Other

2021-22 Administrators

- 83% African-American
- 17% White

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

2019-2020 Teachers

- 65% Black or African-American (56)
- 33% White (28)
- 2% Other (2)

2018-2019 Teachers

- 71% Black or African-American (54)
- 26% White (20)
- 3% Asian and Hispanic (2)

2017-18 Teachers

- 69% Black or African-American (55)
- 28% White (22)
- 2% Asian and Hispanic (2)
- 1% Other (1)

2016-17 Teachers

- 58% Black or African-American (56)
- 40% White (39)
- 2% Asian and Hispanic (3)

#### 2015-16 Teachers

- 51% Black or African-American (53)
- 44% White (46)
- 4% Asian and Hispanic (4)
- 1% Other (1)

#### 2014-15 Teachers

- 45% Black or African-American (41)
- 52% White (47)
- 3% Asian and Hispanic (3)

#### 2013-14 Teachers

- 39% Black or African-American (34)
- 58% White (51)
- 3% Asian and Hispanic (3)

### **Administrators**

#### 2021-22 Administrators

- 83% African-American
- 17% White

#### 2018-19

- 63% Black or African-American (19)
- 37% White (11)

#### 2017-18

- 59% Black or African-American (19)
- 40% White (20)
- 1% Other (1)

#### 2016-17

- 58% African-American (56)
- 40% White (39)
- 2% Asian and Hispanic (3)

#### 2015-16

- 58% African-American (41)
- 40% White (28)
- 1% Asian and Hispanic (1)
- 1% Other (1)

2014-15

- 43% African-American (2)
- 53% White (26)

2013-14

- 52% African-American (26)
- 48% White (24)
- 2% Indian (1)

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

- 91% Black or African-American
- 6% White
- 1% Asian
- 1% Other

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

Since the founding of KIPP Delta Public Schools in 2002, the diversity of our teachers and administrators has increased each school year. In the 2010-11 school year, less than half of our teachers and administrators were African-American. In the 2019-20 school year, over 65 percent of our teachers and 79 percent of our administrators are people of color. This continual increase in diversity is a direct result of our efforts to recruit educators who are from the communities we serve. As a result of these efforts, the demographics of our staff are a comparable reflection of our student population.

In addition to the recruitment of community-based teachers and administrators, we will continue to maintain our presence and targeted recruitment efforts at colleges and universities in Arkansas, the greater Mississippi Delta, and beyond. These efforts will include building and maintaining relationships with Historically Black Colleges and Universities' (HBCUs) through career fairs, job postings, and communication with HBCU school administrators. The HBCUs include but are not limited to the following: University of Arkansas at Pine Bluff, Southeast Missouri State University, Philander Smith College, and Mississippi Valley State University, Spelman College, Morehouse College, Fisk University, and Tennessee State University.

In addition to promoting teacher and administrator positions at HBCUs, we will continue to prioritize retaining and developing our minority educators by ensuring that our teachers of color have a clear pathway to school leadership through Grade-Level Chair and Mentor/Master Teacher positions.

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

- Encourage minority students in the communities we operate to pursue a career in education by creating awareness about KIPP Delta Public Schools through job advertisements and community events.
- Partner with HBCUs to increase awareness about KIPP Delta Public Schools and provide minority education students with the opportunity to tour our schools and meet staff members, attend school-wide and community based events, and participate in field experiences.
- Collect data and analyze the effectiveness of KIPP Delta Public Schools' visits to colleges and universities in an effort to increase the number of applications submitted by educators of color.

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

- Retain minority educators through differentiated professional development and support.
- Ensure staffing remains at least 65 percent minority teachers and administrators.
- Provide professional development opportunities and a clear path to leadership that at least 65 percent of our minority teachers participate in.

#### **5. Improvements needed to increase recruitment**

At KIPP Delta, we value having a diverse staff that is a reflection of our student demographics. We are committed to strengthening our minority recruitment and retention efforts which will include the following:

- Increase outreach efforts to local, state, and national organizations regarding jobs in our district.
- Provide community members and stakeholders with information and, if funding is available, provide tuition assistant to our staff members of color assist with obtaining a teaching license.
- Educate paraprofessional and other staff with information on minority teacher scholarship and grant opportunities.
- Increase recruitment at colleges and universities with predominately minority populations.
- Increase KIPP Delta awareness across the Delta, Mid-South, and Southeast regions.

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

**Objective 1:** Increase the number of KIPP Delta students who enter in to teacher preparation programs or return to us as non-traditionally trained teachers in the future. Currently, there are 4 KIPP Delta graduates teaching or serving in an instructional capacity at one of our 5 schools.

##### **Strategies and Activities:**

- KIPP Delta employs college students as interns or part-time summer staff who work alongside our administrative staff on various regional and school-based projects. This

work allows students to learn about the administrative (instructional and non-instructional) aspects of education. Over the last three years, several students and recent graduates participate in our internships over the summer.

- Each year, KIPP Delta creates field experiences allowing students to visit college and universities where they have the opportunity to learn about various career paths including those in the education sector.
- At KIPP Delta, our college counselors organize a speaker series that draws recruiters from colleges across the country to talk about what students must do in order to pursue careers in a variety of fields including education.
- KIPP Delta's college counseling staff also conducts regular meetings with our graduates to ensure they are finishing college and considering returning to teach with us.

**Objective 2:** To improve minority talent attraction across our region for teachers and administrators.

**Strategies and Activities**

- Advertise on local and national job boards regarding open teacher and administrator vacancies.
- Increase recruitment at colleges and universities with predominately minority populations.
- Increase applications by 10 percent using social media and specifically targeting users in Arkansas, Mississippi, and Tennessee (Facebook and LinkedIn).

**Objective 3:** To build KIPP Delta brand awareness in local, regional, and state areas of predominately minority populations.

**Strategies and Activities:**

- Increase collaboration with External Affairs Team and continue to increase brand awareness.
- Strengthen partnerships with Historically Black College and Universities
- Partner with local, regional, and state organizations to share minority teacher scholarships and teaching opportunities with KIPP Delta.
- Partner with local, state, national minority leadership organizations to discuss fellowship opportunities for administrators.

**Objective 4:** To continue building staff referral program and increase diversity.

**Actions:**

- New to KIPP Delta teachers participate in a staff referral recruitment meeting by Jan 15.
- 25 percent of staff has referred someone by March 15.
- 30 percent of staff has referred someone by May 15.
- 40 percent of staff has referred someone by July 1.

At the conclusion of our hiring season, we will review our staff racial composition data to measure our progress toward our diversity goals as printed above.