



Arkansas Connections Academy Minority Recruitment and Retention Plan **2024-2025**

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Staff Racial Composition Data

Racial Composition	Percent
White	69.2
Black	14.3
Native American	0.77
Hispanic	7.6
Asian	1.03
Multiple Races	7.1
Total	100

Staff Composition hired in the past 5 years

Racial Composition	Percent
White	90
Black	1
Native American	4
Hispanic	4
Asian	.8
Multiple Races	2
Total	100

Student Demographic Data

Racial Composition		Percent
White		68.68
Black		14.97
Native American		2.4
Hispanic		7.11
Asian		.77
Multiple Races		7.34
Did not report		.9
Total		100

Goals

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

Our short-term goal at this time is to fill open positions for the 2024-2025 school year with qualified individuals who represent the racial composition of those in our minority student population

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

Our long term goal is for our staff population to equal or exceed the minority population percentage of our student population

3. Improvements needed to increase recruitment

- a. We need to continue posting open positions around the state and target minority populations.
- b. We need to actively source minority candidates by continuing to post positions that can be seen by candidates throughout the state.
- c. We need to ensure interview panels are diverse and represent staff and student population.

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

All of our students in 8th grade have the opportunity to participate in a Career Exploration course and it introduces them to the various career paths after high school. Our high school students have the opportunity to participate in a variety of Live Lessons aimed at careers and those careers include education. If our students are unable to attend the Live Lessons, they are recorded and they have the flexibility to view them when it is convenient for their schedule. Our students also have the opportunity to visit colleges and learn about the various career paths at those colleges.

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

Throughout the school year, as the need for staffing arises, we will review our staffing procedures to recruit qualified staff that also addresses the need to accommodate our minority student population.

Pearson Virtual Schools has developed a Recruiting to Retain initiative system wide that places an emphasis on both hiring and retaining qualified individuals in minority populations. To help us achieve our goals at Arkansas Connections Academy, we will actively participate in this initiative. Arkansas Connections Academy has ensured all leadership members are trained by the expert in Pearson Virtual Schools to ensure leadership members are aware of the need for staff to represent diverse population when hiring and developing teachers. We will participate in Hiring-to-Retain training sessions, facilitated by our Diversity, Equity, and Inclusion specialist to understand why teachers of color leave and how to support their retention. In 2021-2022 Arkansas Connections Academy attended monthly sessions with the Diversity, Equity, and Inclusion specialist to connect with understanding best practices.

We will review the racial composition of the student body monthly and the staff each semester. We will also review the racial composition of the surrounding school districts to ensure that our composition is comparable. We will enhance information sessions in areas as needed to educate families and students about our learning environment as a viable choice to meet their educational needs.

In 2023-2024 Arkansas Connections Academy reviewed the leadership pipeline of Career Ladder teachers and the process for current staff to apply and interview for the 2024-2025 school year leadership roles to ensure the process honored diversity and equity.