

**ARKANSAS DIVISION OF ELEMENTARY AND SECONDARY EDUCATION
TEACHER AND ADMINISTRATOR RECRUITMENT AND RETENTION PLAN**

Pursuant to Ark. Code Ann. § 6-17-1901, *et seq.*, all school districts and open enrollment charter schools must prepare and post to their website by August 1st of each year a three (3) year Teacher and Administrator Recruitment and Retention Plan. An employee must be designated to coordinate the implementation of the plan. Plans must be reviewed and updated annually and must include, but are not limited to, the following:

Three Year Action Plan

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

Recruitment Goal #1: The Salem School District will provide a competitive teacher salaries to attract and recruit new teachers as well as retain current teachers

- Goal Status - Reoccurring
- LEARNS Act - raised starting salary to \$50,000, an increase of \$11,000
- Veteran teachers salaries were raised \$2,000
- Average salary increase at Salem was \$4,000
- The goal for the 2024-2025 school year is to raise veteran teacher salaries \$2,000 in order to get their raise after two years to the average salary increase after LEARNS of \$4,000
- The goal for the 2025-2026 school year is to again add raises to the front end of the Salary Schedule.
- This three year process will have given every teacher a raise of at least \$4,000.

Action Step: Compare teacher salaries with the school districts that border the Salem School District

- Person Responsible - Wayne Gultner
- Target Date - February 2024

Action Step: Use the data collected in the teacher salary comparison to make recommendations to the school board regarding teacher salary raises and bonuses.

- Person Responsible - Wayne Gultner
- Target Date - March 2024

Evidence Used to Determine if the Recruitment Goal is Met:

- Teacher retention data will be used to evaluate the goal

- Data showing fully staffed campuses will be used to evaluate the goal
- Both campuses are fully staffed for the 2023-2024 school year

Recruitment Goal #2: Create a culture of learning respect among teachers and administrators

- Goal Status - Reoccurring Goal

Action Step: Use a culture survey to evaluate the culture among teachers and administrators

- Person Responsible - Wayne Guiltner
- Target Date - February 2024

Evidence Used to Determine if the Recruitment Goal is Met:

- Teacher retention data will be used to evaluate the goal
- Data from the culture survey will be evaluated

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

Retention Goal #1: The Salem School District will provide a competitive teacher salaries to attract and recruit new teachers as well as retain current teachers

- Goal Status - Reoccurring
- LEARNS Act - raised starting salary to \$50,000, an increase of \$11,000
- Veteran teachers salaries were raised \$2,000
- Average salary increase at Salem was \$4,000
- The goal for the 2024-2025 school year is to raise veteran teacher salaries \$2,000 in order to get their raise after two years to the average salary increase after LEARNS of \$4,000
- The goal for the 2025-2026 school year is to again add raises to the front end of the Salary Schedule.
- This three year process will have given every teacher a raise of at least \$4,000.

Action Step: Compare teacher salaries with the school districts that border the Salem School District

- Person Responsible - Wayne Guiltner
- Target Date - February 2024

Action Step: Use the data collected in the teacher salary comparison to make recommendations to the school board regarding teacher salary raises and bonuses.

- Person Responsible - Wayne Guiltner

- Target Date - March 2024

Evidence Used to Determine if the Recruitment Goal is Met:

- Teacher retention data will be used to evaluate the goal
- Data showing fully staffed campuses will be used to evaluate the goal

Retention Goal #2: Create a culture of learning respect among teachers and administrators

- Goal Status - Reoccurring Goal

Action Step: Use a culture survey to evaluate the culture among teachers and administrators

- Person Responsible - Wayne Guiltner
- Target Date - February 2024

Evidence Used to Determine if the Recruitment Goal is Met:

- Teacher retention data will be used to evaluate the goal
- Data from the culture survey will be evaluated

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

Student Goal #1: Increase the awareness of educator careers in Arkansas

- Goal Status - Reoccurring Goal

Action Step: Survey high school students in grades 9-12 to see who would like more information on education careers in Arkansas

- Person Responsible - Wayne Guiltner
- Target Date - April 2024

Action Step: Meet with students who would like more information on education careers in Arkansas

Evidence Used to Determine if the Recruitment Goal is Met:

- Completion of the student survey along with meeting with interested students will demonstrate meeting the goal

Plan Submission

INSTRUCTIONS: Complete this page and post on your website along with the finalized Teacher and Administrator Recruitment plan before August 1.

School District/Charter School: Salem School District	LEA Number: 2502000	County: Fulton
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Pursuant to A.C.A. 6-17-1902, an employee must be designated to coordinate recruitment and retention plan implementation.

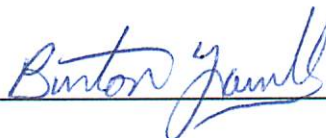
Coordinator Name/Title Wayne Guiltner/Superintendent	Coordinator Telephone Number/Email: 870-895-2516/wayne.guiltner@salemschools.net
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The signatures below certify that the district is in compliance with Ark.Code Ann. 6-17-1901, et seq. and Standard 2-A for Accreditation of Arkansas Public Schools:

Name of Superintendent or Chief Academic Officer: Wayne Guiltner

Signatures: Superintendent:  Date: 8-21-2023

Board President:  Date: 8-21-23

Board Secretary:  Date: 8-21-23

Appendix A Template for Required Data

Districts must include the data below as part of their Teacher and Administrator Recruitment and Retention Plan. Districts may complete the template below or download data from locations outlined on the title page in order to meet plan requirements.

SY 22-23 Data	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
Student Body							
Teachers	0	0	0	0	0	0	98.9
Administrators	0	0	0	0	0	0	100
Residents	0	0.07	0.85	0	0.59	2.48	96.02

Previous Yrs Data	% American Indian	% Asian	% Black/African American	% Hawaiian/Pacific Islander	% Hispanic/Latino	% Two or More Races	% White
21-22							
-Teachers	0	0	0	0	0	1.1	98.9
-Admin	0	0	0	0	0	0	100
20-21							
-Teachers	0	0	0	0	0	1.1	98.9
-Admin	0	0	0	0	0	0	100