

**ARKANSAS DEPARTMENT OF EDUCATION
MINORITY TEACHER AND ADMINISTRATOR RECRUITMENT PLAN**

The purpose of this report is to comply with Arkansas Code Ann. § 6-17-1901, *et seq.*, which requires school districts with more than five percent (5%) African-American or other minority students to prepare and submit a Minority Teacher and Administrator Recruitment Plan.

INSTRUCTIONS: Complete this form and attach the recruitment plan as required.
The plan should include the following:

1. The district's goals for recruiting minority teachers and administrators (these goals should reflect the percentage of the minority student population in the district).
2. Steps on how the district will meet the goals (recruitment strategies).
3. Steps on how the district will encourage minority students to pursue a career in education.
4. List the number and percentage of racial minority teachers and administrators employed during the last five (5) years.

SCHOOL DISTRICT: Lighthouse Academies of Arkansas Jacksonville Lighthouse Charter School	ADDRESS: 251 N. First Street Jacksonville, AR 72076
COUNTY: Pulaski	TELEPHONE NUMBER: 501-985-1200
COORDINATOR NAME: Tess Mitchner Asinjo	TITLE/POSITION: Director of Recruitment
ADDRESS: 251 N. First Street Jacksonville, AR 72076	TELEPHONE NUMBER: 501-246-1233

The signatures below certify that the district is in compliance with Arkansas Code Ann. §6-17-1901, *et seq.* and Standard I for Accreditation of Arkansas Public Schools:

Jacksonville Lighthouse Charter School
251 N. First Street
Jacksonville, AR 72076

RACIAL COMPOSITION DATA SUMMARY

1. Racial Composition of School Administration and Administrative Support Staff

- a. Caucasian: 4 (40%)
- b. African American: 7 (60%)
- c. Other: N/A

2. Racial Composition of Current Faculty

- a. Caucasian: 17 (89%)
- b. African American: 2 (11%)
- c. Other: N/A

3. Racial Composition of Teachers and Administrators Hired Within the Past Five (5) Years*

- a. Caucasian: 20 (69%)
- b. African American: 7 (24%)
- c. Hispanic: 2 (7%)

4. Racial Composition of the Current Student Body

- a. Caucasian: 40%
- b. African American: 51%
- c. Hispanic: 9%

RACIAL COMPOSITION DATA ANALYSIS

- b. Attend an increased number of career fairs and recruitment events at local universities, building a brand of LHA and encouraging highly qualified applicants to apply.
- c. Connect with university based groups such as Black Student Unions, Asian Student Network, Hispanic Student Alliance, and the Greek system to promote job opportunities at JLCS.
- d. Continue to connect top candidates to the Associate Director of Recruitment for cultivation and to answer questions about the application process.
- e. Continue to promote an employee referral campaign to encourage current staff to connect with colleagues about applying to JLCS.

4. Objectives, strategies and activities used in recruiting administrators.

- a. Increase recruitment efforts at Historically Black Colleges and Universities (HBCUs) and Hispanic-Serving Institutions (HSIs) with strong leadership preparation programs. Work with the career services center to set up information sessions and informational interviews with top candidates.
- b. Attend conferences and opportunity fairs for large minority education organizations. Have a presence at Teach For America's 20th Anniversary Summit which will allow us access to 7,000 alumni, many of whom are still in education, to promote opportunities at JLCS. Teach For America has a strong commitment to bring a higher diversity to their corps and alumni groups.
- c. Place job opportunity ads in major minority educator publications
- d. Connect top talent with the Director of Recruitment for cultivation and to answer questions about the application process.
- e. Invite highly qualified candidates to attend an online information session regarding leadership opportunities with Lighthouse Academies.
- f. Outreach through minority community organizations.

5. Objectives, strategies and activities for encouraging students to pursue a career in education.

- a. As a member of the Lighthouse Academies network of schools, JLCS pursues a 100 percent college acceptance rate for its 12th-grade students, as well as a high school graduation target of 80% for those students who enroll in JLCS beginning in 9th grade.
- b. JLCS provides a mission-driven, arts-infused college preparatory curriculum designed to close the achievement gap and help every student graduate from college. The school is organized around four core values:
 - i. Work hard. Get smart. Graduate from college.
 - ii. High expectations equal results.
 - iii. Nothing less than excellence.
 - iv. Today is the day we make it happen.

teach at JLCS. The Recruitment Team will track the number of applicants from these events in order to determine their success.

- d. The Recruitment Team will revisit national strategies for recruiting all candidates and make revisions at the end of the year.