

## **Charleston Public Schools**

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### **MINORITY TEACHER AND ADMINISTRATOR RECRUITMENT PROGRAM**

2021-22

#### Coordinator

The Superintendent of Schools or his designee shall serve as the coordinator of minority teacher/administrator recruitment for Charleston School District.

#### District Goal for Recruiting Minorities

The district strives to employ teachers and administrators from minority groups that are commensurate with the percentage of minority students within the district's population. The district will not discriminate based on race, sex, national origin, or handicapping condition or disability.

#### Steps to Reach the District Goal for Recruiting Minorities

The Charleston School District actively participates in job fairs at colleges and universities where there is a possibility of recruiting minority teachers/administrators. A database of colleges and universities with a large percentage of minority students within their teacher education programs is maintained in order to send recruitment materials and notification of position vacancies to their placement offices and teacher education departments. The District also utilizes contacts within the Arkansas Department of Education and the by placing notices in major newspapers and professional publications in the recruitment of minorities for job openings. The District will work with the University of Arkansas at Fort Smith in their Teacher Apprenticeship Program. This program allows UAFS students the opportunity to be paid to learn hands-on skills while working full time as an elementary or middle school classroom teacher.

#### Steps to Encourage Minority Students to Pursue a Career in Education

Each year, seventh or eighth grade students at Charleston Middle School are required to take Career Development where minority students learn about potential careers, including those in the field of education. Charleston High School students are encouraged to utilize days set aside for students to visit colleges and universities of their choice. The guidance counselor is available with information and resources that assist with career exploration. Minority students are informed of the availability of scholarships, including those specifically intended for minority students and careers in the field of education. Parents and students have the opportunity to attend workshops that guide families through the process of applying for financial aid and scholarships. The District will formulate plans to work with REACH University, that offers adult employed in schools to earn a unique bachelor's degree that embraces work experiences as part of the learning process.

### Minorities Employed During the Last Five Years

The Charleston School District has 71 certified teachers and administrators. There are a total number of one teacher with a minority heritage that have been employed by the Charleston School District. There has been a minority administrator in the Charleston School District within the past two years, but not for 2021-22.

### Racial Composition of the Student Body

The enrollment as of September 8, 2021 is 856 students. Of this total, 6 students are Asian, 8 students are African American, 9 students are Native American Indian, 23 students that are classified as other, (two or more races), 27 students are Hispanic, and 783 students are Caucasian.

### Racial Composition of the Charleston School District At Large

The latest available census (2020) indicates that within Franklin County minorities represent 9.4 percent of the total population. Although the Charleston School District does not serve the entire county, other data reveals that minority populations are fairly evenly distributed across the region. Therefore, the census data is a fair representation of this school district.

### Analysis and Summary of Data Collected

Using the 2020 Census data, a low percentage of the individuals living within the Charleston School District are classified as minorities. The Hispanic population has been at an even level since 2013. The number of African Americans as been at a level pace, along with the Asian population since 2014. The number of two or more races has grown in the district over the last few years. As a result, our school district's total minority population has grown from 5.63% in 2011 to the current level of 8.53% in 2021. This includes the new two or more race designation.

As the District has employment openings, diligent efforts will continue to be made to recruit and employ individuals representing minority populations.

### Short-term Goals

The Charleston School District will continue to seek out and hire qualified minority individuals.

We will continue to attend job fairs sponsored by area universities and the Arkansas Department of Education.

We will maintain communication with colleges to raise awareness of employment opportunities in our district.

We will post job openings on our district website and local newspapers.

Work with the University of Arkansas at Fort Smith in the Teacher Apprenticeship Program.

### Long-term Goals

Within the next ten years, the district strives to increase the number of minorities hired in teacher and administrative positions at the Charleston School District. Formulate plans to work with the REACH University.

