



# ARKANSAS CONSOLIDATED HIGH SCHOOL

## ARKANSAS DIVISION of YOUTH SERVICES

### Recruitment and Retention Plan

2024-2025 School Year

#### **Goal 1: To recruit a diverse, highly qualified staff.**

DHS is always looking for hard-working, creative, and passionate employees, especially in the fields of nursing, direct care in facilities, eligibility workers in county offices, and family services workers. DHS offers equal employment opportunities for employment without regard to race, color, ancestry, national origin, gender, sexual orientation, marital status, religion, age, and disability, and where veterans receive preference. Arkansas Careers allows us to document details of the entire hiring process and maintain the vault of information for an indefinite period of time.

Rite of Passage (ROP) offers employment for teachers and educational support staff opportunities to serve as not only educators, but mentors, role-models, and advocates for a diverse student population while also working a flexible schedule.

#### **Goal 2: To continue the 4-day school week.**

For the 2022-23 School year, DYS/CSTP/ROP piloted a 4-day week school calendar and continues to operate within this design. This allows educators more direct classroom time with students and creates a more attractive and supportive environment for educators, ultimately aiming to improve recruitment and retention rates.

National research has indicated that districts with this configuration experience an increase in the number of certified teacher applications, which will greatly benefit Youth Services' population.

#### **Goal 3: To establish realistic expectations.**

Because retaining teachers who can teach different ages and proficiency levels while managing classrooms containing students with different academic, socio-economic, and behavioral needs is a real challenge, establishing specific expectations for facility staff can provide improved teacher/administration relationships in addition to improved teacher/administration relationships, resulting in strengthened job satisfaction. DYS expectations will be clearly stated and referenced in regular staff meetings, DYS/CSTP/ROP/Vera Lloyd/Virtual Arkansas training sessions, and during professional development periods, ensuring that all staff are working towards student success despite the circumstances that brought them into the facility.