

**University of Arkansas – Fort Smith
School of Education
Recruitment and Retention Plan**

The School of Education Recruitment and Retention Plan is one component of the SOE Strategic Plan, which is aligned with the UAFS Academic Affairs Goals below:

1. Attract and retain a diverse faculty
2. Attract and retain a diverse staff
3. Create and enhance educational offerings that are responsive to the region.
4. Provide a learning environment that attracts and retains diverse students and prepares them for success after graduation.
5. Foster effective communication among stakeholders.
6. Strategically identify, secure, and steward resources to support academic goals.

The School of Education faculty and the Teacher Education Council (TEC) will review the Recruitment and Retention Plan annually and identify its progress in meeting the performance metrics.

Goal #1: Attract and retain a diverse faculty.

Performance Metrics

1.1 Increase the number of diverse faculty.

Objective	Timeline	Action Steps	Results
a. The SOE will conduct national searches to attract and find diverse and outstanding faculty.	Spring 2016		
b. The SOE will recruit and mentor diverse faculty members, using a “grow your own” model.	Spring 2016	1. After a recently failed search from a reading specialist, a diverse candidate was recruited from a nearby public school for a visiting professor 1-year position. The SOE faculty members plan to mentor her for a long-term position. 2. Assign a faculty mentor for each new faculty hired.	

Performance Metrics

1.2 Retain diverse faculty by promoting the teacher-scholar model that values and rewards excellence in teaching, scholarship, and service.

Objective	Timeline	Action Steps	Results
a. The SOE will ensure that faculty are supported financially for presentations made at state, regional, national, and international conferences.	2016-2018	1. Incorporate into travel budget	

b. The SOE will encourage and support faculty who work with students on major research projects.	2016-2018	1. Consideration faculty – student collaborative research valuable. 2. Recommend faculty who work with students on major research and projects for promotion.	
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Goal #2: Attract and retain a diverse staff.

Performance Metric

2.1 Recruit and mentor diverse potential staff members and mentor them as they acclimate to our campus and the SOE.

Objective	Timeline	Action Steps	Results
a. The SOE will create an environment that values and supports collegiality and collaboration among staff members.	2016-2018	1. Staff Mentoring 2. Appreciation Days 3. Birthday Celebrations	

Goal #4: Provide a learning environment that attracts and retains diverse students and prepares them for success after graduation.

Performance Metrics

4.1 Improve efforts to recruit diverse candidates into the teaching profession.

Objective	Timeline	Action Steps	Results
a. The SOE will implement the recruitment plan it created (spring 2016) to strategize its actions to recruit diverse candidates into the teaching profession.	fall 2016- spring 2019	1. SOE and TEC approval of Recruitment and Retention Plan – April, 2016.	
b. The SOE will utilize current senior candidate pools as recruitment focus groups to develop fresh ideas for recruitment/retention.	fall 2016	1. Organize focus group meetings to discuss ideas for recruitment and retention each semester.	
c. The SOE will welcome high school students from nearby schools with diverse populations to visit classes and participate in activities sponsored by the student organizations within the SOE.	On-going	1. Orientation to Teaching classes from local high schools visit campus. 2. Recruitment Fairs	
d. The student organizations provide literacy outreach programs for English Language Learners and contribute food and educational materials to schools in need in the region.		1. Kappa Delta Pi completes a 5K fundraiser each fall to provide books for needy schools’ literacy programs. 2. Collegiate Middle Level Association contributes food, school supplies, and after school programs to nearby schools annually.	

e. Students representing diverse populations assist in Preview Days on Saturdays to assist with translating for non-English speakers.	On-going	1. fall 2015 and spring 2016 2. Students volunteer to translate in area schools during parent teacher conferences and after school activities.	
f. The SOE will continue its relationship with the Western Arkansas Technical Center (WATC), providing early childhood education courses leading to the Associate of Applied Science Degree. After four semesters of attendance, the participants from the region's high schools will have earned 32 credits, ten of which will apply towards the Pre-K Level, Ages 3-4 Endorsement program of study.	On-going	1. Collaboration and communication among WATC faculty members, School of Education professors, and administrators will improve recruiting of diverse populations into the three degree plan categories.	

Goal #4: Provide a learning environment that attracts and retains diverse students and prepares them for success after graduation.

Performance Metrics

4.2 Develop additional collaborative relationships with high schools, community colleges, and industries to promote student success.

Objective	Timeline	Action Steps	Results
a. The SOE has hosted numerous collaborative workshops, meetings, initiatives, and has collaborated to qualify for grants with public school partners and will continue these efforts.	On-going	1. Adopt-A-Professor 2. Faculty retreat (summer 2015) 3. TEC 4. TCSC 5. Two grants with Muldrow School District 6. Support for Maggie House 7. ERZ 8. STEM Education Center 9. BABBs Center (Professional Development for candidates) 10. PDS	
b. The SOE will collaborate with the Babb Center for Student Professional Development to offer opportunities for teacher candidates to engage in extended learning opportunities with public school partners.	On-going	1. Two mixers for candidates in spring 2016 (Fort Smith School District and Greenwood School District)	
c. The SOE has increased its Professional Development Schools' (PDS) partnerships and will continue to cultivate other school partnerships.	On-going	1. Van Buren School District 2. Added Fort Smith School District, fall 2016	

d. The Education Renewal Zone (ERZ) and Science, Technology, Engineering and Mathematics (STEM) Education Center will increase collaborative efforts with public school partners.	On-going	1. Adopt-A-Professor 2. Resource Center	
e. The SOE will collaborate with high schools and state community colleges, developing articulation agreements and seminars to provide transfer students with a seamless transition into the teacher preparation programs.	fall 2016	1. SOE will contact community colleges in the area in fall 2016.	
f. The SOE Early Childhood Program will continue to provide professional development.	On-going	1. Area educators will participate in workshops related to topics recommended by the ADE and area schools.	

Performance Metrics

4.3 Create opportunities and support for undergraduate research.

Objective	Timeline	Action Steps	Results
a. The SOE will increase the number of teacher candidates participating in research projects. Due to the number of teacher candidates participating in research projects, the SOE created a course (beginning fall 2016) that will enable students to enroll in an educational research project.	On-going	1. Creation of SOE Research Course.	
b. The SOE will increase the number of faculty working with teacher candidates on research projects. Faculty have worked with students on major research projects. Several teacher candidates have been recognized by the university as exemplary examples of research and won first place during the University Undergraduate Research Symposium.	On-going	1. Independent study enrollment will increase. 2. Teacher candidates will collaborate with faculty to recruit students interested in educational research and development.	
c. The SOE faculty will collaborate with undergraduate teacher candidates to publish in educational journals in content areas appropriate with degree programs offered.	On-going	1. Faculty – teacher candidate collaborative research publications will increase. 2. Secondary Education with Teacher Licensure faculty will be more involved in collaborative research projects.	
d. Teacher candidates will be encouraged to present at local, regional, state, and national conferences in which faculty member participate and present.	On-going	1. One Middle Childhood Education major will present at the National Association for Middle Level Education (AMLE) Conference in October 2016.	

		2. Teacher candidates will be encouraged to represent the School of Education at regional, state, and national conferences.	
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Performance Metrics

4.4 Develop and implement engaging and innovative learning opportunities that address the formal and informal needs of the non-traditional, degree-seeking student population.

Objective	Timeline	Action Steps	Results
a. The SOE will create more on-line courses to provide working adults with flexible learning opportunities.	2016-2017	1. SOE faculty will complete the Blackboard certification course. 2. SOE faculty will review the course offerings to identify courses to offer on-line.	
b. The SOE will develop partnerships with area high schools to recruit future teachers by collaborating on an articulation agreement for a concurrent Introduction to Education course and/or alternative process to allow partial credit for the course taken at the high school.	2016-2017	1. SOE faculty will meet with local school districts to discuss the Introduction to Education course for high school students and possible concurrent credit. 2. 1. Explore the TEACH Career Pathway to the Educator Workforce with local high schools.	
c. The SOE will continue to provide internships and practica in diverse settings.	On-going	1. Faculty will communicate with area administrators to match interested teachers/mentors with various levels of field experience.	

Performance Metrics

4.5 Implement strategies to facilitate the success of non-traditional students.

Objective	Timeline	Action Steps	Results
a. The SOE will implement study sessions in Praxis Core, Praxis Content areas assessments, and Praxis Principles of Learning and Teaching (PLT) assessments.	2016-2017	1. SOE will collaborate with secondary education faculty, STEM Education, and the Guy Fenter Educational Cooperative to offer training sessions for the assessments. 2. SOE faculty will offer PLT training sessions.	

b. Faculty members will communicate frequently with librarians on campus to secure the most up to date review materials and to make print and online Praxis Examination study guides continually accessible.	2016-2017	1. SOE faculty will meet with the librarians on campus to order Praxis Examination study guides.	
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Performance Metrics

4.6 Implement strategies to ensure the success of graduates in the teaching profession.

Objective	Timeline	Action Steps	Results
a. The IRB has approved the 3-year pilot case study research project. The study will begin in the fall 2016 semester and will track its graduates through their first three years of teaching. The SOE will provide mentoring to those graduates who join the project.	fall 2016 and on-going f	1. Meet with spring 2016 graduates in April to recruit participants for the 3-year project. 2. Enroll spring 2016 graduates in EDMODO course.	
b. Collaborate with the Guy Fenter Education Cooperative specialists to co-prepare teacher candidates and to co-mentor them during their first year of teaching.	Beginning fall 2016	1. SOE Executive Director and cooperative director met in April, 2016 for initial discussions. 2. Cooperative will offer training sessions in Praxis Core and ADE Licensure training modules for teacher candidates beginning fall 2016.	