

State of Arkansas  
93rd General Assembly  
Regular Session, 2021

# A Bill

SENATE BILL 524

By: Senator J. Sturch  
By: Representative Vaught

## For An Act To Be Entitled

AN ACT TO AMEND PROVISIONS OF THE ARKANSAS CODE  
CONCERNING MINORITY TEACHER AND MINORITY  
ADMINISTRATOR RECRUITMENT PLANS; TO AMEND PROVISIONS  
OF THE ARKANSAS CODE CONCERNING THE EQUITY ASSISTANCE  
CENTER; AND FOR OTHER PURPOSES.

## Subtitle

TO AMEND TO AMEND PROVISIONS OF THE  
ARKANSAS CODE CONCERNING MINORITY TEACHER  
AND MINORITY ADMINISTRATOR RECRUITMENT  
PLANS; AND TO AMEND PROVISIONS OF THE  
ARKANSAS CODE CONCERNING THE EQUITY  
ASSISTANCE CENTER.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

SECTION 1. Arkansas Code § 6-17-1901 is amended to read as follows:

6-17-1901. ~~Minority teacher~~ Teacher and administrator recruitment and retention plan.

(a) ~~Beginning with the 1992-1993 school year, each school district with more than five percent (5%) African American or other minority students~~ By August 1, 2022, each public school district and open-enrollment public charter school in the state shall prepare a ~~minority~~ three-year teacher and administrator recruitment and retention plan.

(b) The plan shall ~~place emphasis on recruitment of African Americans and other members of minorities for teacher and administrator positions and~~



~~on encouraging minority students to pursue a career in education~~ set forth goals for:

(1) The recruitment and retention of teachers and administrators of minority races and ethnicities who increase diversity among the district staff and, at a minimum, reflect the racial and ethnic diversity of the district's students; and

(2) Increasing the number of students who pursue careers in education with an emphasis on students of minority races and ethnicities.

~~Recruitment plans shall cover the next ten year period and set forth the goal of developing equity in employee composition that reflects racial and ethnic diversity~~ A school district shall review annually the:

(1) Recruitment and retention plan; and

(2) Progress of the school district in meeting the goals established pursuant to subsection (b) of this section.

(d) The plan shall be:

~~a part of the equity assistance plan filed with the Equity Assistance Center and shall be updated annually for an additional ten (10) years; and~~ Updated annually

(2) Posted on the school district's or open-enrollment public charter school's website no later than August 1 of each year.

SECTION 2. Arkansas Code § 6-17-1902 is amended to read as follows:

6-17-1902. Equity Assistance Center – Coordination and contents of plan.

(a) The Equity Assistance Center shall provide technical assistance, guidance, and support to the public school districts and public open-enrollment charter schools in developing recruitment and retention plans and setting and meeting annual goals.

(b)(1) Each public school district and open-enrollment public charter school shall designate an employee to coordinate the implementation and review of the public school district's and open-enrollment public charter school's recruitment and retention plan.

(2) The designated equity assistance coordinator in each public school district and open-enrollment public charter school may serve as the coordinator of the public school district's and open-enrollment public charter school's recruitment and retention plan.

~~(c)(1) Each school district shall designate an employee to coordinate implementation of its recruitment plan.~~

~~(2) Each school district shall establish a minority teacher and administrator goal at least equal to the percentage of minority students of the school districts.~~

~~(d)(c)~~ The minority teacher and administrator recruitment and retention plan shall include, but not be limited to, the following information:

(1) The annual goals of the ~~school district~~ public school district or open-enrollment public charter school established pursuant to § 6-17-1901(b); for the recruitment of minority teachers and administrators for the next school year and for the next ten (10) school years

(2) The actions and steps the ~~school district~~ public school district or open-enrollment public charter school has taken and will take to meet ~~its~~ each of the public school district's and open-enrollment public charter school's goals;

(3) The progress of the ~~school district in recruiting minority teachers and administrators~~ public school district or open-enrollment public charter school in meeting each of the public school district's and open-enrollment public charter school's goals;

(4) The ~~measures~~ evaluative methods the ~~school district~~ public school district or open-enrollment public charter school will use to ~~meet its employment goals~~ measure progress towards meeting the public school district's or open-enrollment public charter school's goals;

(5) If the ~~school district~~ public school district or open-enrollment public charter school did not meet the ~~school district's~~ public school district's or open-enrollment public charter school's goals for the previous reporting period, the ~~school district~~ public school district or open-enrollment public charter school shall state the reasons for not meeting the goals and the steps the public school district or open-enrollment public charter school will take to overcome the reasons for not meeting the goals;

(6) The steps the ~~school district~~ public school district or open-enrollment public charter school will take to encourage ~~minority~~ students to pursue a career in education including steps specific to students of minority races and ethnicities;

~~(7) The number and percentage of members of racial minorities~~

~~who were employed as teachers or administrators in each of the last five (5) years~~ Public school district or open-enrollment public charter school teacher and administrator recruitment and retention data to show the:

(A) Racial and ethnic composition of teachers and administrators employed by the public school district or open-enrollment public charter school for each of the previous three (3) years; and

(B) Effectiveness of the plan; and

(8) The racial and ethnic composition of the student body and the racial and ethnic composition of the residents of the ~~school district~~ public school district or open-enrollment public charter school.

(d) The State Board of Education may promulgate rules necessary for implementation of this subchapter.

SECTION 3. Arkansas Code Title 6, Chapter 17, Subchapter 19, is amended to add an additional section to read as follows:

6-17-1903. Department of Education – Minority Teacher and Administrator Preparation and Recruitment Strategic Plan.

(a)(1) The Department of Education shall set goals for increasing the number of teachers and administrators of minority races and ethnicities in this state.

(2)(A) The Division of Higher Education shall collaborate with the State Board of Education, local universities, colleges, public school districts, and open-enrollment public charter schools to develop a strategic plan for increasing the number of teachers and administrators of minority races and ethnicities in this state.

(B) The Minority Teacher and Administrator Preparation and Recruitment Strategic Plan shall include without limitation recommendations to institutions with educator preparation programs on ways to:

(i) Identify methods for increasing the percentage of teachers and administrators of minority races and ethnicities in proportion to the number of students of minority races and ethnicities in this state; and

(ii) Establish programs to identify and recruit individuals of minority races and ethnicities who have already earned college degrees in other job fields to become teachers and administrators.

(b) The division shall:

(1) Promote educator preparation programs that increase the percentage of individuals of minority races and ethnicities who enter and successfully complete a four-year educator preparatory program and provide support to students of minority races and ethnicities who meet the requirements for entering educator preparation programs; and

(2) Submit a report no later than July 1, 2022, and every two (2) years following to the House Committee on Education and the Senate Committee on Education.

**APPROVED: 4/12/21**