



## Act 1240 District Waiver Extension Request

<b>District:</b>	<b>Camden Fairview</b>
<b>LEA Number:</b>	5204000
<b>Superintendent:</b>	Fred Lilly
<b>Email:</b>	<a href="mailto:flilly@cfsd.k12.ar.us">flilly@cfsd.k12.ar.us</a>
<b>Contact for Waiver:</b>	Javanna McCall - Assistant Superintendent
<b>Contact Email:</b>	<a href="mailto:jmccall@cfsd.k12.ar.us">jmccall@cfsd.k12.ar.us</a>
<b>Contact Phone:</b>	870-836-4193 ext. 4215
<b>Date Received by DESE:</b>	12/11/20

The following documents must be submitted with the waiver request:

1. Evidence of the local school board's approval of the waiver request(s)
2. Evidence of stakeholder involvement, including teachers and student families

## Waiver Extension Request #1

<b>Topic:</b>	<b>Teacher Licensure</b>
<b>Standards/Statutes/Rules:</b>	4-D.1 6-15-1004 – Qualified teacher in every classroom 6-17-309 – Teacher licensure waivers 6-17-401 – Licensure requirements 6-17-902 – Definition of teacher 6-17-919 – Warrant void without license and contract
<b>Duration Requested:</b>	5 years
<b>Name of Open-Enrollment Charter Holding the Waiver</b>	Arkansas Virtual Academy
<b>Schools, Grades or Classes the Wavier Will Apply To</b>	Fairview Elementary K-1 Ivory Primary 2-3 Camden Fairview Intermediate 4-5 Camden Fairview Middle 6-8 Camden Fairview High 9-12

- 1. Provide a detailed rationale explaining how the waiver will enhance student learning opportunities, promote innovation or increase equitable access to effective teachers. Include information about the problem or obstacle, if any, the waiver will help the district overcome.**

Camden Fairview faces a major challenge in recruiting licensed teachers to the district. The teacher shortage in our area is due to many factors, including a large number of teachers retiring, a large number of teachers leaving the teaching profession before retirement, a low number of teacher education graduates, a low number of alternative teacher program candidates, a low teacher pay scale as compared to other parts of the state, and a lack of teachers willing to relocate to our area. The district recognizes that the teacher in the classroom is the single most important factor that influences learning in the classroom. While we strive to attract and retain the most highly qualified, licensed teachers for our students, we are faced with the reality of the teacher shortage. The waivers we are requesting will allow us to fill classrooms with individuals who have the passion and commitment to be a teacher, but are not yet licensed. Some of these teacher candidates fall into categories, such as having a bachelor's degree, which could allow them to meet the definition of highly qualified under ESSA requirements.

Under the previous waiver, we were able to fill seventeen positions. Currently, 10 of the 17 are enrolled in a pathway to licensure. (MAT-6, APPEL-4). Some of these teacher candidates need more time to complete a required assessment for acceptance into a licensing program of study. One employee has obtained a license and one is applying for a Provisional Professional Teaching License. We were able to employ an Athletic Trainer who teaches Anatomy and Physiology to students interested in a career as a trainer. We also used the waiver to hire an instructor of our

JROTC program. These are added benefits to our students who would otherwise not have these opportunities.

Obtaining a 1240 waiver will allow us to be innovative in recruiting and training effective professionals and assisting them in becoming licensed teachers. The ACT 1240 waiver is a great recruiting tool for college graduates willing to enter a non-traditional education program to become a fully licensed teacher. Our district is committed to supporting these teachers so that they will teach until they retire in our area. We want to invest in teachers that will provide stability in teaching to our students, our district, and our community. Please give us your utmost consideration for continued waivers under Act 1240.

The 1240 waiver has been very helpful when it comes to hiring teachers. We are a very high poverty school district in a low income area. The decline in the economics of Camden and the surrounding areas causes a hardship when attempting to convince qualified candidates to choose our district. We compete for teachers with surrounding areas that have higher salary schedules. The waiver has allowed us to recruit degreed professionals with content knowledge to fill teaching positions. The benefits to students is that they have a teacher with life experience in the content area. The benefit to staff and the district is that of collegiality. These teachers are community members and have a vested interest in our students. We strive to attract the best teachers for our students so that they have the opportunity to learn. These waivers will give us the opportunity to work with individuals who strive for excellence, who want to be teachers, who want to help our schools, and who are committed to our districts and communities.

If our 1240 waiver is extended, it will allow us to hire staff with content area expertise which will in turn enhance student learning opportunities by providing real life experiences in the subject area. It will allow the district to promote innovation by "growing our own" teachers. We have four 1240 teachers who were previously instructional assistants in the process of becoming certified. Because of their prior work with struggling students we have the ability to increase equitable access to effective teachers.

Granting a 1240 waiver extension to Camden Fairview will benefit the state by encouraging persons with degrees to enter the teacher profession. Providing an avenue for licensure while working full time could help with the teacher shortage in high poverty areas. CFSD informs potential candidates hired under a 1240 waiver of all the pathways to becoming a fully licensed Arkansas Teacher. CFSD also ensures that employees hired under the 1240 waiver are aware of the requirement to enroll in a program of licensure.

## **2. Provide a detailed explanation of how the services being waived will be provided for students.**

Students will have access to educators with content knowledge experience and communities ties. The majority of our current teachers hired under our 1240 waiver are life-long members of the community with experience as instructional aides in the building in which there are currently assigned. Building relationships and familiarity with employees is beneficial to student achievement.

**3. Provide a detailed explanation of how the district will monitor and evaluate the effectiveness of the waiver.**

The effectiveness of the waiver will be evaluated by the effectiveness of the teachers. Teachers hired under the 1240 waiver will be paired with mentors in their buildings as well as attending the new teacher institute at South Central Service Co-op. Teachers will work collaboratively with content area and/or grade level teachers in their buildings. They will be monitored by instructional facilitators and administrators to evaluate their progress. Teachers will be monitored for progress toward licensure. They will be expected to complete all specified requirements yearly.

**If the district is requesting an extension of teacher licensure waivers, the district must also provide the following information:**

- a. The number of positions filled by a teacher employed under the waiver: 17
- b. The number of teachers employed under the waiver that have obtained licensure: 3
- c. The number of teacher employed under the waiver that are actively engaged in a licensure pathway program: 7

**MINUTES OF THE CAMDEN FAIRVIEW BOARD OF EDUCATION  
REGULAR MEETING HELD ON TUESDAY, JUNE 16, 2020  
AT 6:30 P.M. AT GARRISON AUDITORIUM**

The Camden Fairview Board of Education met in regular session on Tuesday, May 19, 2020 at Garrison Auditorium at 6:30 p.m. Those present were Sean Dorey, Ben Goss, William McCoy, Eddie Moore, Jr., David Mosley, Macon Patton, Nick Tuberville, and Superintendent Fred Lilly.

1. President Moore called the meeting to order.
2. Motion made by David Mosley and seconded by Nick Tuberville to approve the regular Board meeting minutes of May 19, 2020. Motion carried unanimously.
3. Motion made by Macon Patton and seconded by William McCoy to accept the recommendation of Hiland Dairy Food Co., Inc. as provider of milk for the 2020-2021 school year as presented. Motion carried unanimously. Copy attached.
4. Motion made by David Mosley and seconded by Macon Patton to accept the recommendation of Flowers Baking Company as provider of bread for the 2020-2021 school year as presented. Motion carried unanimously. Copy attached.
5. Motion made by Sean Dorey and seconded by Ben Goss to accept the recommendation of Risk Management – Arkansas Insurance Department as provider of Property insurance as presented. Motion carried unanimously. Copy attached.
6. Motion made by David Mosley and seconded by William McCoy to accept the recommendation of Town & Country Lawns, Inc. as provider of mowing services as presented. Motion carried unanimously. Copy attached.
7. Motion made by Macon Patton and seconded by Sean Dorey to accept the recommendation of Dean's Heating & Air as provider of two generators as presented. Motion carried unanimously. Copy attached.
8. Motion made by Macon Patton and seconded by Sean Dorey to accept the recommendation to approve the extension request for 1240 waivers as presented. Motion carried unanimously.
9. Motion made by Macon Patton and seconded by Ben Goss to accept the recommendation to approve the LEA Assurance and Application for Arkansas Ready for Learning Model and Appropriate Waivers for the school year 2020-2021. Motion carried unanimously. Copy attached.

# Administrator's Retreat

Tuesday, July 21, 2020

8:00 – 8:30	Breakfast
8:30 – 8:40	Opening – Fred Lilly
8:40 – 9:40	Javana McCall <ul style="list-style-type: none"><li>• Federal Program</li><li>• Indistar</li></ul>
9:40 – 10:40	Pam Turner <ol style="list-style-type: none"><li>1. Special Ed Review</li></ol>
10:40 – 11:55	Break
11:55 – 11:20	Tammy Williams <ol style="list-style-type: none"><li>1. District Coding</li></ol>
11:20 – 11:30	Melanie Doss <ol style="list-style-type: none"><li>1. Time Clock/Time Sheet</li></ol>
11:30 – 12:30	Lunch
12:30 – 1:30	Andre Toney <ol style="list-style-type: none"><li>1. Maintenance</li><li>2. Custodial</li><li>3. Transportation</li></ol>
1:30 – 2:30	Personnel Issues McCall <ol style="list-style-type: none"><li>1. Hire for License and Classified</li><li>2. Professional Development Hours</li><li>3. 1240 Waiver Extension</li></ol>
2:30 – 2:45	Break
2:45 – 3:30	Discussion of PD Days
3:30 – 3:45	Closing Recap

CAMDEN FAIRVIEW SCHOOL DISTRICT

July 21, 2020

Administrator's Retreat

1. Jawana McCall Central office
2. J. E. J.
3. Meresa R. Thonler JES
4. Donna Khan CFIS
5. Wanda Davis Cherry
6. Garth Whiting FAS
7. Angela J. Avery
8. Patricia Howard
9. Nic Natt CFMS
10. Jul II
11. Samela L. Turner
12. Ann Bane CFMS
13. Joyce Flowers
14. Rodney Brazier