



DIVISION OF ELEMENTARY
& SECONDARY EDUCATION

Act 1240 District Waiver Request

District:	Greenwood
LEA Number:	6602000
Superintendent:	John Ciesla
Email:	john.ciesla@greenwoodk12.com
Contact for Waiver:	Suzy Wilson
Contact Email:	suzy.wilson@greenwoodk12.com
Contact Phone:	479-996-4142
Date Received by DESE:	

The following documents must be submitted with the waiver request:

1. Board resolution approving the waiver request
2. Evidence of stakeholder involvement, including teachers and student families

Waivers Requested:

- € Standard 1-A.5;
- € DESE Rules Governing Class Size and Teaching Load
- € Ark. Code Ann. § 6-17-812

Internal supports provided to the intern (check all that apply)

- Education service cooperative novice mentoring
- Classroom management and behavior
- Common planning time
- Additional Planning Time
- Frequent check-ins with university internship supervisor
- Other: Full time classroom mentor oversight
- Our School District is approved by the state to provide our own novice mentoring program - we will utilize that program for these interns as well

Waiver Request

Topic:	Class Size and Teaching Load
Standards/Statutes/Rules:	Standard 1-A.5; DESE Rules Governing Class Size and Teaching Load; Ark. Code Ann. § 6-17-812
Duration Requested:	January 3, 2022 to May 31, 2022
Name of Open-Enrollment Charter holding the waiver	Arkansas Virtual Academy
Schools, Grades or Classes the Waiver Will Apply To	5th/6th grade English at East Hills Middle School

- 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.**

Greenwood School District and East Hills Middle School will partner with the University of Arkansas Fort Smith and Arkansas Tech University to provide one intern from each of those institutions with an enhanced internship during the 2022 Spring semester. One intern will be placed as a 5th grade literacy teacher and the other will be a 6th grade literacy teacher. They will be supervised by a full time veteran literacy teacher whose only role will be to supervise and mentor the two interns. We believe the two interns are quality teacher candidates who could be long term employees of our school district. We would like to get a head start in training them with an effective teacher during their university internship experience by providing a full time mentor, PLC Coaching, and immersive teacher training.

The reason for the waiver and moving to this teaching format is a result of a teaching position that has opened mid semester. Our pool of certified applicants is weak, therefore this plan will yield better instruction and consistency for our students than to provide a long term sub or hire a sub par certified teacher.

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

The Act 1240 waiver will allow us to code the two classes to one certified teacher while she supervises the two interns for the Spring semester. The certified teacher is a veteran literacy teacher who has experience in 5th and 6th grade and has mentored student teachers and novice teachers throughout her career.

Rather than hiring a long term sub for these classrooms, we feel that the apprenticeship type model will benefit students who will learn from energetic student interns under the direction of a highly qualified teacher.

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

East Hills Middle School Administration as well as supervisors from Arkansas Tech University and University of Arkansas Fort Smith will provide monitoring of the Lead teacher for this assignment, as well as provide frequent observation and communication with the interns. School administrators will do weekly observations, participate in PLC discussions with the interns, and provide feedback as needed.

The Lead Teacher will provide daily opportunities for modeling lessons, observing the intern, providing feedback, reviewing lesson plans, classroom management strategies, parent communication, and peer to peer instructional rounds. The Lead Teacher will communicate with the building administrators, as well as University supervisors regularly and provide feedback for evaluations.

The Instructional Facilitator for Literacy will also provide coaching, PLC sessions to review student progress, guide intervention strategies, and training to better understand Essential standards and Standards based reporting. These coaching sessions will be at least one day a week for one hour at a minimum. The Instructional Facilitator for Literacy will provide the mentoring training as outlined in the Greenwood School District's Mentoring plan.

Arkansas Tech University will hold intern training dates on its campus on January 13th, January 27, February 17, and March 3rd. University of Arkansas Fort Smith will hold similar dates on its campus that their intern will be required to attend as well. The Greenwood School District will provide classroom coverage for both interns so they can fulfill their institutional program requirements. UAFS and ATU will provide support and supervision for the respective interns.

The Greenwood School District, University of Arkansas Fort Smith, under the direction of Dr. Monica Riley, and Arkansas Tech University, under the direction of Dr. Linda Bean and Dr. Agnes Cruz are excited about the opportunity to pilot an "enhanced internship" experience for these two students and will work together during the semester to ensure this is a positive experience that serves our students, our interns, and the school district effectively.

RESOLUTION OF THE GREENWOOD SCHOOL DISTRICT BOARD OF DIRECTORS

WHEREAS, The Greenwood School District/East Hills Middle School seeks the opportunity to provide two student interns with a veteran LEAD teacher who will provide leadership and coaching, while also sharing her extensive instructional skills with a larger number of students and;

WHEREAS, The Greenwood School District/East Hills Middle School seeks the ability to provide a LEAD teacher with a Class Size waiver as she supervises two interns who will instruct approximately 100 students per day and;

WHEREAS, this waiver will alleviate the issue of mid-semester teaching vacancies of which there are no viable candidates and;

WHEREAS, this waiver will facilitate the collaboration between Greenwood Public Schools, Arkansas Tech University, and University of Arkansas Fort Smith to conduct an enhanced internship program and,

WHEREAS, ACT 1240 of 2015, codified at Ark. Code Ann 6-15-103, allows the Greenwood School District to petition the State Board of Education for all or some of the waivers granted to an open-enrollment public charter school that draws from the Greenwood School District; and


WHEREAS, Arkansas Virtual Academy, an open enrollment charter school draws students from the Greenwood School District; and

WHEREAS, the Arkansas State Board of Education granted Arkansas Virtual Academy, a series of waivers, including a waiver from Standard 1-A.5 governing class size and teaching load;

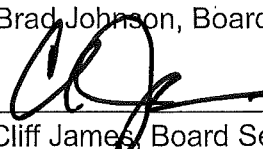
NOW, THEREFORE, BE IT RESOLVED BY THE GREENWOOD SCHOOL DISTRICT BOARD OF DIRECTORS, THAT;

1. Pursuant to Act 1240 of 2015, codified at Ark. Code Ann. 6-17-812, the Greenwood School District administration is hereby authorized to request the following waiver from The Arkansas State Board of Education:
 - a. Standard 1-A.5: DESE Rules Governing Class Size and Teaching Load;
2. The Greenwood School District Administration may seek this waiver for East Hills Middle School to take effect upon approval by the State Board of Education until May 31, 2022.

3. The Greenwood School District Board of Directors agreed upon this resolution by vote
During an open, regularly scheduled meeting on January 13, 2022.

By: 

Dr. Brad Johnson, Board President

By: 

Mr. Cliff James, Board Secretary

12/17/21

Dear State Board of Education Members:

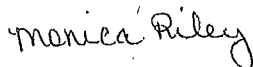
First, I would like to thank you for supporting the Teacher Apprenticeship partnership between the University of Arkansas-Fort Smith and the Fort Smith Public School District when the program was presented at the March 14, 2019 board meeting. The program has proven to be successful since its implementation. Students taught by Apprentices performed as well or better on summative assessments when compared with data from other teachers. Teacher candidates who participated in the first cohort of the Apprenticeship and who are beginning their 2nd year as certified teachers, have led statewide PD, worked on the Playbook for the state, and are participating in the High Reliability Teacher Initiative for the state. The program is a win-win for students, teacher candidates, and our profession.

This letter presents support for a shortened version of the Apprenticeship, an Enhanced Internship, to be piloted at Greenwood School District. Greenwood has an opening for the upcoming semester in a literacy classroom in East Hills Middle School. When the opening occurred, Ms. Wilson reached out to me and we worked together to develop a solution for filling the vacancy. Further, UAFS is excited to work with ATU as part of this exciting opportunity. Both participating interns and the mentor teacher will have the support of a university supervisor as well as the support of the Executive Director and the Director of the Educational Renewal Zone. The current director of the Educational Renewal Zone is the previous principal at Spradling Elementary where the apprenticeship has been implemented. Her expertise will provide great support for implementing the program in a new school district.

We look forward to supporting the work of the Greenwood School District and to piloting this opportunity. Thank you for supporting positive change for teacher preparation and for supporting the program as we impact student data.

I'm happy to answer any questions you may have about the program.

Better together,



Monica Riley, PhD
Executive Director-School of Education
College of Health, Education, and Human Sciences
Math-Science 111-A

"If you want to go fast, travel alone. If you want to go far, travel together!" Michael Shoulders

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January 3, 2022

Arkansas Department of Education
Board of Directors

Letter of Support

Arkansas Tech University College of Education has agreed to partner with Greenwood School District to provide an "enhanced internship" for Erica Ward during the Spring 2022 semester. Under the "enhanced internship", the student will be fully immersed as the classroom teacher under the direction of a full time lead teacher.

This type of immersion in the classroom and the oversight and mentoring from the veteran teacher, the on-site literacy facilitator, building administrators, and the ATU Campus Based Supervisor will result in a positive and far reaching experience for our intern. I have reviewed the waiver request that Greenwood Public Schools is seeking for the "enhanced internship" and am in support of this request.

We look forward to participating in this "enhanced internship" and the positive results that are expected. This is an excellent opportunity for our preservice teacher.



Dr. Linda Bean, Dean

To Whom It May Concern:

This letter is being written in support of the Act 1240 Waiver request for our school to support the "enhanced internship" program for the Spring semester of 2022.

Due to vacancies incurred at the end of the first semester of this school year and a low applicant pool for those vacancies, our school district is excited about the opportunity to work with UAFS and ATU to provide outstanding education candidates with a full immersion as a classroom teacher under my direction for the Spring semester.

The school district, my building administrators, and our literacy facilitator will be supporting me throughout this process. I am also consulting with Courtney Burdick, from the Fort Smith School District who is a full time lead mentor for apprentices. I look forward to learning from Mrs. Burdick and anticipate her guidance to be helpful in this endeavor. In addition, I look forward to working with the University supervisors during this semester.

Please feel free to contact me if you have any further questions regarding my role in the "enhanced internship" program at East Hills Middle School.

Sincerely,



Sherry Cleavenger

479-996-0504

Sherry.cleavenger@greenwoodk12.com