



## Act 1240 District Waiver Request Extension

<b>District:</b>	<b>Crossett</b>
<b>LEA Number:</b>	0201
<b>Superintendent:</b>	Gary Williams
<b>Email:</b>	Gary.williams@crossettschools.org
<b>Contact for Waiver:</b>	Karen Eoff
<b>Contact Email:</b>	Karen.eoff@searkcoop.com
<b>Contact Phone:</b>	870-723-2074
<b>Date Received by DESE:</b>	

The following documents must be submitted with the waiver request:

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

### Waiver Extension Request #1

<b>Topic:</b>	Teacher Licensure
<b>Standards/Statutes/Rules:</b>	Ark. Code Ann §6-15-1004 Qualified teachers in every public classroom Ark. Code Ann §6-17-309 Certification to teach grade or subject matter Ark. Code Ann §6-17-401 Teacher Licensure Requirement Ark. Code Ann §6-17-902 Definition (definition of a teacher as licensed) Ark. Code Ann §6-17-908 Teacher Salary Fund Ark. Code Ann §6-17-919 Warrants void without valid certification Standard 4-D.1 Teacher licensure requirement of Arkansas Law Standard 4-F.1 Teacher licensure requirement of Arkansas Law Section 7 of Ark. Dept. of Education rules governing education licensure
<b>Duration Requested:</b>	Five Year Waivers 2022-2027
<b>Name of Open-Enrollment Charter Holding the Waiver</b>	Ark. Code Ann §6-15-1004, Ark. Code Ann §6-17-309, Ark. Code Ann §6-17-401, Ark. Code Ann §6-17-902, Ark. Code Ann §6-17-919, Standard 4-D.1, Held by Ark. Arts Academy  Ark. Code Ann §6-17-908 & Standard 4-F.1, Held by Ark. Virtual Academy

	Section 7 of Ark. Dept. of Education rules governing education licensure, Held by Ark. Connections Academy
<b>Schools, Grades or Classes the Waiver Will Apply To</b>	K-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.**

Crossett School District recognizes that a highly qualified teacher in each classroom is the single most important factor influencing student learning. Crossett School District's greatest desire is to hire a fully licensed, highly qualified teacher for each open position that exists in the district. However, the demand for fully licensed highly qualified teachers far exceeds the number of licensed teachers in our Co-op area. The Crossett School District has had 54 openings since 2016 that we could not find licensed teachers to fill regardless of how many recruitment activities we conducted. We have hired 54 Act 1240 teachers and 21 of those college graduates have completed a licensure program and now hold an Arkansas Teaching License. Several more are in the process of finishing their requirements for licensure. When Act 1240 teachers are hired in our district they are put on a 1240 Teacher Licensure Plan and must meet the specified requirements to be rehired for the next year. If they do not meet the yearly requirements they are NOT rehired.

Aaron Jones is an example of how Act 1240 teachers enhance student learning opportunities and provide an effective teacher to students. Aaron Jones was hired as an Act 1240 teacher in August of 2016 to teach science at the high school. He had a Bachelor of Science Degree in Chemistry. He immediately entered the Master of Arts program at UAM and completed this non-traditional program in 2017. He earned his standard teaching license that very same year. Aaron started as the chemistry teacher at the high school. He then attended College Board training and began teaching Advanced Placement Chemistry. He soon became the lead teacher for the Engineering Pathway at the high school. Aaron is always looking for ways to engage his students in real world applications. Next, he attended training in California to learn to use a FANUC robotics arm in his classes. Over the last three years Aaron has attended six weeks of summer training(two weeks per summer) through Project Lead the Way to become certified to teach Introducing to Engineering Design, Principles of Engineering, and Computer Integrated Manufacturing.

Next, Aaron attended training provided by the Arkansas Department of Education so he could add computer science licensure. He then started the robotics program at the high school. He currently coaches both the VEX Robotics along with the First Robot Team. To say that Aaron offers our students innovation, expanded learning opportunities, and real world learning opportunities that they would not have if you had not given our school Act 1240 waivers, is an understatement! He is vested in our community and he is vested in the learning of our rural students. He is wonderful for our district. Not only is he wonderful, he married another Act 1240 teacher who is now teaching art in the elementary school.

Sarah, Aaron's wife, has now completed the Masters of Art in Teaching (MAT) program and recently received her provisional teaching license. She quickly became an integral part of the Fine Arts team at her school that developed and implemented a community event called Picnic with the Arts. This yearly event features fine arts activities and performances that involve students,

parents, and community members. This event has expanded the opportunity for our students to showcase their art and perform in avenues that were not previously available to them. This Act 1240 teacher has expanded the learning opportunities of her students outside the classroom to a much larger venue.

The students in the Crossett School District have you to thank for expanding their learning opportunities by providing the district the opportunity to hire highly capable, innovative and creative college graduates that have found their passion teaching in our district.

The University of Arkansas at Monticello (UAM) has provided/produced only 58 student teachers from fall 2016 to spring 2021. Southeast Co-op schools have had 430 open positions since 2016 for which no licensed teacher could be recruited to fill the position. UAM supplies the majority of traditionally trained teachers to our Co-op area schools. As you can see the number of vacant teaching positions far exceeds the number of teachers graduating from teacher education programs. We have a severe teacher shortage in our Co-op area and do not have enough licensed teachers to fill our open positions. When we cannot find a licensed teacher to fill a vacant teaching position we then try to recruit a capable college graduate, preferably from our area and preferably with eighteen hours of college coursework in the area they will be teaching. The Act 1240 teacher's employment contract states that they must make adequate yearly progress toward licensure each year and must become licensed within three years. The Act 1240 teacher's principal evaluates the teacher using TESS, does classroom observations to ensure that the teacher is using appropriate teaching strategies and has appropriate classroom management. The teachers are assigned a buddy teacher by the district and the buddy teacher and the principal meet with the teacher every other month to make sure the ACT 1240 teacher is making adequate teaching progress, listen to the teacher's questions and concerns, and talk with the teachers about the progress they are making toward licensure. Crossett School District has promoted six teachers to the position of Multi-Classroom Leaders who are assigned to provide daily support to novice teachers, which include teachers hired under the ACT1240 waiver. This support includes guidance in the knowledge of curriculum programs, delivery of instruction, classroom management, planning and preparation and social/emotional support.

We understand that this avenue for growing our own qualified teachers is a hard journey for both the college graduates and the administrators that support the Act 1240 teachers' journey. However, this innovative approach to growing our own teachers works in our area. We have produced far more licensed teachers in our Co-op area than our preferred route of teacher education programs.

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

Student learning opportunities are enhanced when Crossett School District utilizes Act 1240 teachers instead of long term substitutes in our classrooms for vacancies we cannot fill. When we place highly capable college graduates in a classroom, enroll them in the three-year Novice Teacher Program at Southeast Co-op, assign them a buddy teacher at their school, provide daily support through Multi-Classroom leaders, outline the three-year timeline to obtaining a teacher licensure, and support each Act 1240 teacher on their journey to licensure we enhance the student learning. This approach provides a more qualified and committed teacher in the classroom than a long term substitute can ever provide. The Act1240 teacher is vested in completing a licensure program. The Act 1240 teacher is vested in the learning gains of the students they teach. The Act 1240 teacher is vested in our community.

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

In our **four year report** to the State Board of Education on July 8, 2021 the following data was shared. Of the 237, Act 1240 teachers hired thru 2020 in our Co-op area, 131 teachers have become licensed teachers in Arkansas. Seventy one percent of these teachers are still teaching in a Co-op school district. As compared to education major teachers 61 of the 237 were ranked above average teachers, 155 of the 237 were ranked average teachers as compared to education major teachers and only 9% or 21 were ranked below average teachers as compared to education major teachers.

Each Act 1240 teacher in Crossett School District is evaluated by the principal of the building using TESS. Each Act 1240 teacher is observed by the principal to assess the teacher's classroom management strategies and teaching effectiveness. Each ACT 1240 in Crossett is assigned a Multi-Classroom Leader that observes their lessons, models' lessons for them, and collaboratively plans lessons with them. Each teacher must meet the yearly requirement of their 1240 Teacher Licensure Plan. Each Act 1240 teacher must meet the yearly requirements of the Novice Teacher Mentoring Program at the Southeast Co-op each year to complete the Novice Program.

**4. Describe how the waiver has ensured success in the school or district over the past five years. Provide data or evidence to support your answer.**

The "Grow Our Own" teacher program provided for us by Act 1240 waivers is working for Crossett School District and our Co-op area. We now have produced 169 licensed teachers and many more are in the pathway to a license. We have excellent teachers that have finished all coursework and only like passing a Praxis exam. We have other teachers that are completing micro-credentialing to be licensed. We have recruited all of the willing para professionals that would return to school through the para to teacher program. We have utilized all recruiting pathways known to us. We will hire fully licensed teachers if we can find them for every classroom but we just do not have enough licensed teachers in our area to do that each year. Because of the ACT1240 waiver, Crossett School District has been able to begin school for the past five years with all positions filled, as allowed by the waiver, thus providing our students with teachers that have completed a bachelor's degree, are committed to the district and are committed to earning their Arkansas Teaching License versus a long term substitute who may not feel the same commitment to the district and students. Also, the waiver has allowed the district to impact the teacher shortage in our area as noted by the twenty-one ACT1240 hires that have completed the requirements to earn their Standard Arkansas license while being employed by Crossett School District.

Please continue to give our students the opportunity and access to have a highly qualified college graduate who wants to complete a teacher licensure program and become a fully licensed teacher in their classroom during this shortage time. These teachers are enhancing the student learning opportunities of our students and we are adding to the licensed teacher pool yearly in our area. We will continue to recruit and fill any open position with a fully licensed teacher if we can find them! However, the demand exceeds the supply so please continue to let us grow our own teachers by continuing our waivers for five years.

**Waiver Extension Request #2**

<b>Topic:</b>	Teacher Licensure	
<b>Standards/Statutes/Rules:</b>	Ark. Code Ann §6-25-103 Library Media Services Program Ark. Code Ann §6-25-104 Library Media Specialists	
<b>Duration Requested:</b>	July 1, 2022 Through June 30, 2027	
<b>Name of Open-Enrollment Charter Holding the Waiver</b>	Ark. Code Ann §6-25-103, Held by Ark. Virtual Academy Ark. Code Ann §6-25-104, Held by Ark. Connections Academy	
<b>Schools, Grades or Classes the Waiver Will Apply To</b>	K-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.**

Because of our severe teacher shortage in the Southeast Co-op area we must be creative and innovative in recruiting possible library media specialists when an opening does occur. We do not have many openings in this area. Once a teacher becomes a library media specialist they usually stay in this position until retirement or move out of our area. To fill the position, we basically have to “Grow Our Own” when one of our media specialists informs us of retirement or moving out of our area. Even when we advertise the position on our website, Co-op website, AAEA Job Board, and social media we have no candidates. However, we have learned to be creative and innovative in our Co-op area. We follow the examples of Dr. Billy Adams at Lakeside, Linda Tullos of McGehee, Dr. Nick Hill of Dewitt, and Kristi Ridgell at Dermott.

When we have no applicants, we start looking for someone already in our system or in our community with a degree that has expressed a love for reading, literature, and wants to inspire students to read. Many of our experienced staff members are not willing to return to school to acquire this rigorous program of study and incur the expense involved. Dr. Adams recruited a career coach to work for the Lakeside School District. This career coach inspired her students to set goals, and to read great literature. The career coach wanted to become a teacher. Because of her strong learning attributes, the career coach was accepted in the MAT program at the University of Southern Mississippi. While finishing her masters of education degree in library media the teacher was hired as the library media specialist for the Lakeside Middle School on an Act 1240 waiver. This teacher quickly went to work passing all of the required tests and is now licensed in library media. What a success story this has turned out to be. The teacher is creative, dedicated, and has found her calling. Because she is so creative she has inspired students to love to read! She hosts Saturday morning book clubs at the public library and has virtual book talks posted on her library webpage. She is willing to team up with any teacher in the school district to promote reading and critical thinking in or out of school. She is creative in her approaches and has become a driving force in her school district and community to develop a culture for reading. By her sheer determination, inspiration, and creativity she is developing a culture of reading and a community of readers in a disadvantaged area.

We will seek to hire a fully licensed library media specialist when we have an opening. We will only use this waiver when we have exhausted all avenues of creative, innovative recruitment and have no licensed applicants. However, the library media specialists are almost impossible to find in our area of the state without our “Grow Our Own” program you have provided us with these waivers. Please continue our waiver extension for library media specialists. We will not abuse this much appreciated route to providing a stable workforce for our school district.

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

Student learning opportunities are enhanced when we recruit and utilize an Act 1240 teacher who has a passion and a desire to motivate students to read great literature, think critically, make the school library a learning hub for homework and provide a safe and nurturing climate for students. Please do not force us to go back to using long term subs in our library media center when we have a vacancy we cannot fill. When we place a highly capable college graduate in a library media center, enroll them in the three year Novice Teacher Program at Southeast Co-op, assign them a buddy teacher at their school, outline the three year timeline to obtaining a licensure, and support, support, support them on their journey to licensure--we enhance student learning! This approach provides a more qualified teacher in the library media center than a long term substitute can ever provide. First of all, we look for passion to be a library media specialist. The teacher is then vested in completing a licensure program. The Act 1240 teacher is vested in the reading gains and critical thinking of all their students that enter the door of the library media center. The Act 1240 teacher is vested in their community. Our "Grow Our Own" teachers come from our communities. This program puts educators in the classroom that know the reality the students experience at home. The relationship between the teacher and student is incredibly important to student outcomes. Teachers who know their students' lived reality can support them in academic learning strategies/structures and emotional support systems needed to ensure their students success. We only pick teachers for library media specialist that have the passion we describe and want to share their passion for reading with students

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

The principal will evaluate the library media specialist using the TESS Model and the rubric for library media specialist. The principal will do walk-throughs to ensure that the program fosters critical thinking, instills confidence in reading in multiple formats, and provides a safe and nurturing climate for all. The principal will ensure that the library media specialist partners with all teachers to provide print and digital materials to meet the diverse needs of the students. The principal will ensure that the school library is a hub for supporting students and staff in our quest to improve the reading scores of all our students.

**4. Describe how the waiver has ensured success in the school or district over the past five years. Provide data or evidence to support your answer.**

We have only used the library media waivers four times in our Co-op area since the waivers were granted. All four times the waivers have been used have been extremely successful. Some of the indicators of success include: the library/media center becoming the beehive/learning hub of the school, an increase in books read and tests proficient in the Accelerated Reading Program, observation of an increase in critical thinking skills used in the classroom, an increase in the number of books being checked in and out of the library/media center, an increase in the number of students with accounts/usage for digital libraries, an increase in numbers of teachers scheduling research/collaboration sessions with the library media specialists in the library/media center.

Dewitt used the waiver for a library media specialist when they absolutely could not recruit a licensed library media specialist for the small rural campus of Gillett with a town population of 763. The Act 1240 teacher recruited exceeded all expectations. The teacher had a love of teaching

and learning, and READING! The teacher was passionate about sharing her knowledge and passionate about kids. The teacher received Talents Unlimited training to develop the students creative and critical thinking skills. Because of the teacher's intense desire for every student to read on grade level she also was trained to provide literacy interventions during unscheduled time. Due to a declining population, Gillett Elementary was closed at the end of the 2020-2021 school year. The teacher was so outstanding, hardworking, and passionate about helping students learn that the district moved the teacher to an opening teaching art at Dewitt Elementary School. Passion for helping students learn is the magic ingredient she possesses and she is doing an excellent job now as an art teacher.

The Dermott School District advertised on local and state websites and social media for a library media specialist and had **not one** licensed applicant for the position. None of the current faculty were interested in returning to school to acquire the license. The district did receive two applicants that had a degree and were very interested in becoming a library media specialist. Both Act 1240 candidates agreed that if hired they would return to school to complete a library media program of study and take the required Praxis exams. After intensive interviews a candidate was chosen. The Act 1240 teacher has completed all coursework for the Master of Teaching Program (MAT) at UAM and only needs to pass his Praxis exam to be able to finish a license. He can then move into a Library Media Program of Study. The district only used the library waiver when no licensed applicant could be found.

Let me share McGehee's real life example of what we must go through when an opening for a Library Media Specialist occurs. Kathryn Chastain moved to McGehee in 2020 due to marriage to the director of the McGehee Boys and Girls Club. She has a Bachelor of Arts degree in Christian Ministry. She has a **passion** for working with youth. When the high school library paraprofessional position became available Mrs. Chastain applied for the position. Mrs. Chastain was hired and quickly displayed exemplary skill in her daily work. She was so outstanding that it was difficult for people to distinguish between the library media specialist and the library media paraprofessional. Mrs. Chastain transformed the library into an area that was welcoming, inviting, and a place where students wanted to be!

McGehee School District has been in a construction project and a grade reconfiguration to create a middle school concept that would house 6<sup>th</sup>, 7<sup>th</sup>, and 8<sup>th</sup> grade students in the new Conner Middle School. When construction was completed the district advertised for a Conner Middle School Library Media Specialist. The district had **no** licensed applicants regardless of recruitment ads posted on social media and websites far and near.



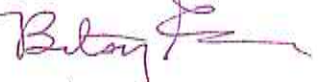
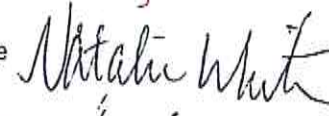
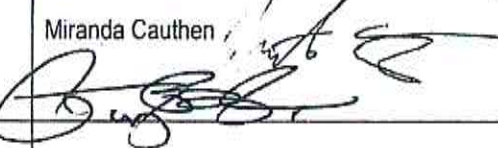
When McGehee could not find a licensed applicant to fill this position they turned to the "Grow Our Own Model." Mrs. Chastain was hired under the Act 1240 Library Media Waivers. She agreed to return to school for an additional degree or to complete an additional program of study. However, Mrs. Chastain met the requirements for an Arkansas Ancillary License and agreed to enroll and complete a Library Media Program at the University of Mississippi.

Now for the rest of this success story! Mrs. Chastain has implemented STEM Fridays where students participate in STEM activities in the library every other Friday. Mrs. Chastain has reinvigorated the Accelerated Reading program with a series of monthly challenges. The October Challenge was Harry Potter themed and students earned points in order to catch the Golden Snitch. Starting November 1, the challenge will be "Which Was Better Book vs Movie." There will be 30 different book/movie combinations set up like a basketball tournament bracket. The library/media center has become a bee hive of activity and it starts with this teacher's **passion** for helping students read.

The final example of usage of the Library Media waivers is the Lakeside School District Act 1240 teacher described in detail in question one. This is a young Act 1240 teacher deeply rooted in the community. This teacher is not only impacting the school library media program but also impacting the reading program in the community. This teacher will probably be in the district until she retires. A high starting salary schedule is not the issue with this teacher! The issue is she now has the opportunity to make a difference in the lives of her students and her community.



Crossett

<b>Math Running Agenda</b> 2021/2022			
<b>(Hyperlinked Documents)</b>			
<b>Date</b>	<b>Critical Question Focus (highlight focus)</b>	<b>Meeting Notes Summary</b>	<b>For Future Meeting</b>
9/9	n/a	<p>ACT 1240</p> <ul style="list-style-type: none"><li>o Understand the need for the ACT1240 Waiver</li><li>o Explore recruitment efforts</li><li>o Understand the need to grow our own teachers through the Educator Rising Program at CHS; Reach University (MRoberts)</li><li>o Understand the lack of candidates for teaching positions</li></ul> <p>Anthony Boykin </p> <p>Stephanie Brooks</p>	<p><b><u>SIGN-IN</u></b></p> <p>Vicki Dodd - Absent Connie Brown - Absent Gwen Shores </p> <p>Betsy Gee </p> <p>Natalie White </p> <p>Miranda Cauthen </p>
9/7	<p>#1 Expectation of learning? #2 How will we know? #3 Intervention? #4 Extension</p>	<p>Small SMART Goal: at least 50% student passing (D or above) on unit tests</p> <p>Discussion on usage of IM workbooks</p>	
9/2-9/3	<p>#1 Expectation of learning? #2 How will we know? #3 Intervention?</p>	<p>PD with Dr. Nanci Smith Unit Planning - KUD Assessment Creation</p>	

Crossett

## English Team Running Agenda

[SMART goal](#)

[Norms](#)

[CFA Data Sheet](#)

[9th-10th Essential Standards/I Can Statements](#)

[11th - 12th Essential Standards/I Can Statements](#)

[Tight-Loose Elements](#)

[Summary of Collaborative Teams Work](#)

[Unit Pacing Guide \(Example\)](#)

[Work of Collaborative Teams \(what are we supposed to be doing in team meetings\)](#)

[9-12 Year at a Glance](#)

### Hyperlinks to Documents

[English 9 CFU](#)

[English 10 CFU](#)

[English 11 CFU](#)

[English 12 CFU](#)

[English 9 FA](#)

[English 10 FA](#)

[English 11 FA](#)

[English 12 FA](#)

[English 9 SA](#)

[English 10 SA](#)

[English 11 SA](#)

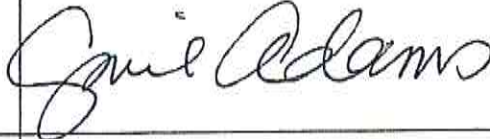




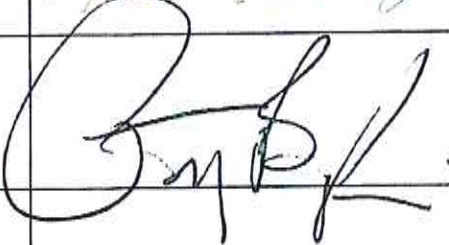
[English 12 SA](#)

[CHS Pacing Guides](#)

[Redux: 9th & 10th Essential Standards](#)  
(Suggestions from Tony on current work)

Date	Critical Question Focus	Meeting Notes	For Next Meeting
9/9/21	<ul style="list-style-type: none"> <li><input type="checkbox"/> #expectation of learning?</li> <li><input type="checkbox"/> #2 How will we know?</li> <li><input type="checkbox"/> #3 Intervention?</li> <li><input type="checkbox"/> #4 Extension?</li> </ul>	<ul style="list-style-type: none"> <li>• CFA Data</li> <li>• ACT 1240               <ul style="list-style-type: none"> <li>○ Understand the need for the ACT1240 Waiver</li> <li>○ Explore recruitment efforts</li> <li>○ Understand the need to grow our own teachers through the Educator Rising Program at CHS; Reach University (MRoberts)</li> <li>○ Understand the lack of candidates for teaching positions</li> </ul> </li> </ul>	
9/2/21	<ul style="list-style-type: none"> <li><input type="checkbox"/> #expectation of learning?</li> <li><input type="checkbox"/> #2 How will we know?</li> <li><input type="checkbox"/> #3 Intervention?</li> <li><input type="checkbox"/> #4 Extension?</li> </ul>	<ul style="list-style-type: none"> <li>• Establish more manageable SMART goals based on essential standards.</li> </ul>	

Crossett High School  
English Team Meeting  
September 9, 2021

April Adams	
Cristin Dubose	
Melinda Harris	
Alicia Mann	
Lisa McCaughan	
Anthony Boykin	
Stephanie Brooks	

CROSSETT

Science Team Running Agenda			
<p><b>*CHS Science SMART Goal Worksheet 2020*</b></p> <p><u>Team Norms</u></p> <p><u>Priority Standards/Learning Targets</u></p> <p><u>Aspire/CFA Data used for Advisory Team</u></p> <p><u>Science Intervention Plan 1</u></p> <p><u>Summary of Collaborative Teams Work</u></p> <ul style="list-style-type: none"> <li><u>Unit Pacing Guide</u> (Example)</li> <li><u>Work of Collaborative Teams</u></li> </ul> <p><b>Question 1</b></p> <ul style="list-style-type: none"> <li><u>Essential Standard Plan template</u></li> <li><u>Unit Plan</u></li> </ul> <p><b>Question 2:</b></p> <ul style="list-style-type: none"> <li><u>Analyze a CFA to a target</u></li> </ul>			
	<p><u>Physical Science CFU</u></p> <p><u>Biology CFU</u></p> <p><u>Chemistry CFU</u></p> <p><u>Physical Science SA</u></p> <p><u>Biology SA</u></p> <p><u>Chemistry SA</u></p>	<p><u>Physical Science FA</u></p> <p><u>Biology FA</u></p> <p><u>Chemistry FA</u></p> <p><u>CHS Unit Plan Guides</u></p> <p><u>CHS Essential Standards</u></p> <p><u>Redux: Biology Priority Standards</u> <i>(Tony's suggestions on current work)</i></p>	
Date	Critical Question Focus	Meeting Notes	For Next Meeting
9/9/21	<p><b>ACT 1240</b></p> <ul style="list-style-type: none"> <li><b>Understand the need for the ACT1240 Waiver</b></li> <li><b>Explore recruitment efforts</b></li> <li><b>Understand the need to grow our own teachers through the Educator Rising Program at</b></li> </ul>	<ul style="list-style-type: none"> <li>- Discussed ap site access</li> <li>- Discussed new textbooks</li> <li>- Discussed act 1240</li> </ul>	

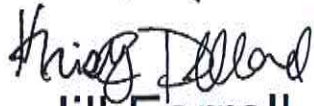


Sign in sheet  
9/9/2021

-Aaron Jones

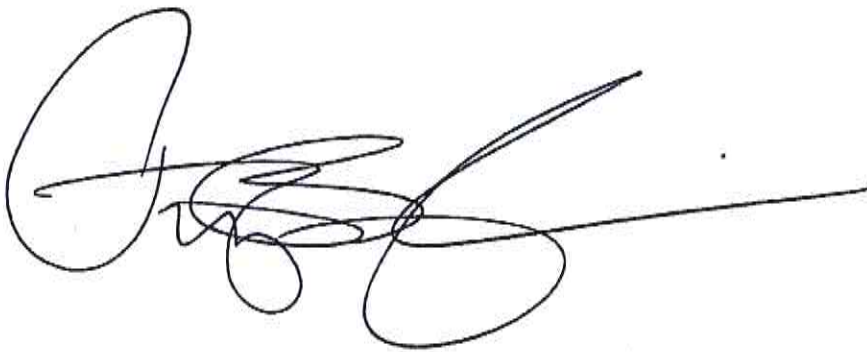


-Kristy Dillard



-Jill Ferrall

-Reagan DeBelieux



CROSSETT

## 21/22 Electives Running Agenda

**SMART Goal**

**Campus Goals**

**Norms:**

Be in meeting 5 minutes after tardy bell rings

No cell phones

Thumbs up, thumbs down for consensus

Date	Critical Question Focus	Meeting Notes	Comments/For Next Meeting
9/9	<input type="checkbox"/> #1 Expectation of learning? <input type="checkbox"/> #2 How will we know? <input type="checkbox"/> #3 Intervention? <input type="checkbox"/> #4 Extension?	<ol style="list-style-type: none"> <li>1. ACT 1240             <ol style="list-style-type: none"> <li>a. Understand the need for the ACT1240 Waiver</li> <li>b. Explore recruitment efforts</li> <li>c. Understand the need to grow our own teachers through the Educator Rising Program at CHS; Reach University (MRoberts)</li> <li>d. Understand the lack of candidates for teaching positions</li> </ol> </li> <li>2. Smart goal for next year             <ol style="list-style-type: none"> <li>a. Attendance                 <ol style="list-style-type: none"> <li>i. Tracking: ATTENDANCE TRA...</li> <li>ii. Rewards/student voice: (survey) <a href="https://docs.google.com/forms/d/19eU11WULaQK492WxEUSIfANU0WLI8e4YKk02bPbznU/edit?usp=sharing">https://docs.google.com/forms/d/19eU11WULaQK492WxEUSIfANU0WLI8e4YKk02bPbznU/edit?usp=sharing</a></li> <li>iii.</li> </ol> </li> </ol> </li> </ol>	<ol style="list-style-type: none"> <li>1. Boykin explained ACT 1240             <ol style="list-style-type: none"> <li>a. Anthony Boykin</li> <li>b. Kristi Clanton-McDuff</li> <li>c. Audwin Bradford</li> <li>d. Sammy Cox</li> <li>e. Janla Gardner</li> <li>f. James Hatridge</li> <li>g. Peyton Huffstetter</li> <li>h. John McLaren</li> </ol> </li> <li>2. Attendance data:             <ol style="list-style-type: none"> <li>a. Review next week</li> <li>b. Individual teachers entering daily numbers</li> <li>c. Each teacher review data and will all discuss next week what we "see"</li> </ol> </li> <li>3. Certifications</li> </ol>

CTE TEAM MEETING  
SEPTEMBER 9, 2021 4<sup>TH</sup>

Anthony Boykin \_\_\_\_\_

Stephanie Brooks \_\_\_\_\_

Kristi Clanton-McDuff Kristi Clanton

Janla Gardner Janla Gardner

James Hatridge James Hatridge

Peyton Huffstetler Peyton Huffstetler

Brandy Thomas \_\_\_\_\_

CTE TEAM MEETING

SEPTEMBER 9, 2021 2<sup>ND</sup>

Kristi Clanton-McDuff

*Kristi Clanton-McDuff*

Audwin Bradford

*Audwin Bradford*

Sammy Cox

*Sammy Cox*

Anthony Boykin

*Anthony Boykin*

John McLaren

*John McLaren*

*[Signature]*




Social Studies PLC

Sign In Sheet

9/9/2021


Nick Adams

  
\_\_\_\_\_

Josh Cook

\_\_\_\_\_

Kolby Stewart

  
\_\_\_\_\_

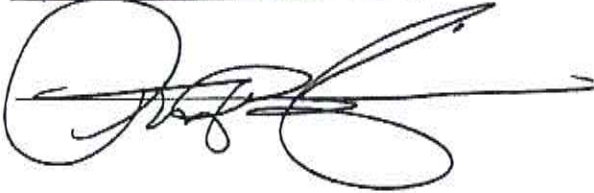
Ladale Collins

  
\_\_\_\_\_

Alicia Mann

  
\_\_\_\_\_

Anthony Boykin

  
\_\_\_\_\_

# Meeting Agenda

CROSSETT

Date: 9/10/2021

Time: All Day

<b>Team Members Present:</b> All certified staff	<b>Absent:</b>	<b>Roles:</b> Facilitator Time Keeper Recorder* <small>*copies to missing team members</small>
---	----------------	--

AGENDA:	Time Limit:
1. RISE Proficiency/Awareness- Where are we?	
2. ACT 1240- Recruiting teachers	
3.	
4.	

Notes	Person Responsible
- Need for ACT 1240 Waiver so teachers on alternate plans can receive a Provisional/Standard License	
- Recruitment efforts- We have a shortage of teachers in Arkansas	
- Reach University at CHS	
- Lack of candidates for teaching positions: As of July 26, 2021, 37 vacancies in K-6, 41 vacancies for SPED teachers	
- <i>Teachers said higher pay bonuses videos</i>	
- <i>to promote the great things about living in Crossett</i>	

Agenda Items to follow up on Next Meeting:

1.



**Crossett Middle School  
Sign-In Sheet  
2021-2022**

**Purpose:** Science of Reading Clarification Meeting/Act 1240 Teachers

**Date:** 9/10/2021

Certified Employees		Signature	Certified Employees		Signature	Classified Employees		Signature
1.	Abney, J.		34.	Newton, V.		1.	Bethea, S.	
2.	Adkins, H.	<i>H. Adkins</i>	35.	Pippen, S.	<i>S. Pippen</i>	2.	Blissett, A.	
3.	Austin, T.		36.	Pruett, B.	<i>B. Pruett</i>	3.	Guin, R.	
4.	Bailey, M.	<i>M. Bailey</i>	37.	Rial, H.	<i>H. Rial</i>	4.	Gregorio, L.	
5.	Blakeley, S.	<i>S. Blakeley</i>	38.	Rice, L.	<i>L. Rice</i>	5.	Jenkins, N.	
6.	Canady, AN		39.	Riley, A.	<i>A. Riley</i>	6.	Henderson, W.	
7.	Canady, AUS		40.	Smith, P.	<i>P. Smith</i>	7.	Johnson, S.	
8.	Carruth, K.	<i>K. Carruth</i>	41.	Spradlin, K.	<i>K. Spradlin</i>	8.	Lane, A.	
9.	Carter, B.	<i>B. Carter</i>	42.	Stephenson, K.	<i>K. Stephenson</i>	9.	Matheny, D.	
10.	Cawthon, E.	<i>E. Cawthon</i>	43.	Stone, T.	<i>T. Stone</i>	10.	Walker, J.	
11.	Collins, G.	<i>G. Collins</i>	44.	Thomas, A.	<i>A. Thomas</i>			
12.	Collins, Z.	<i>Z. Collins</i>	45.	Thornton, L.	<i>L. Thornton</i>			
13.	Cotton, S.	<i>S. Cotton</i>	46.	Tucker, S.				
14.	Davis, T.	<i>T. Davis</i>	47.	White, J.	<i>J. White</i>			
15.	Fuller, A.	<i>A. Fuller</i>	48.	Whited, D.	<i>D. Whited</i>		CAFETERIA	
16.	Goodwin, J.		49.	Wilson, A.	<i>A. Wilson</i>	1.	Barnett, K.	
17.	Griffis, K.					2.	Hollins, T.	
18.	Hale, E.	<i>E. Hale</i>				3.	Paskel, T.	
19.	Hariston, N.	<i>N. Hariston</i>				4.	Reynolds, B.	
20.	Hollis, C.	<i>C. Hollis</i>		MCLs		5.	Wilson, D.	
21.	Iverson, K.	<i>K. Iverson</i>	1.	Boykin, H.				
22.	Jackson, A.	<i>A. Jackson</i>	2.	Bradshaw, A.			CUSTODIANS	
23.	Jackson, J.	<i>J. Jackson</i>	3.	Dodd, V.		1.	Burks, E.	
24.	Jones, P.	<i>P. Jones</i>	4.	Mann, A.		2.	Hampton, L.	
25.	Kilcrease, K.	<i>K. Kilcrease</i>				3.	Ward, B.	
26.	Lawson, R.	<i>R. Lawson</i>				4.		
27.	Lloyd, M.					5.		
28.	Martar, M.	<i>M. Martar</i>						
29.	Martin, A.	<i>A. Martin</i>					NURSE	
30.	Martin, S.	<i>S. Martin</i>				1.	Huntsman, J.	
31.	Mays, K. (LTS)							
32.	McFarland, K.	<i>K. McFarland</i>					SRO	
33.	McLaren, J.	<i>J. McLaren</i>				1.	Wells, C.	



## **RESOLUTION OF THE CROSSETT SCHOOL DISTRICT BOARD OF DIRECTORS**

WHEREAS, the Crossett School District is a public school district in Ashley County in the great state of Arkansas; and;

WHEREAS, the Crossett School District recognizes that teachers are the greatest single factor in the learning of the students; and,

WHEREAS, the Crossett School District has enlisted many partners to assist in placing teachers in classrooms; and,

WHEREAS, the Crossett School District is facing extreme challenges employing licensed teachers for all classrooms; and,

WHEREAS, waivers of certain state laws and administrative rules would allow the Crossett School District more flexibility in placing teachers in classrooms; and,

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

WHEREAS, Arkansas Virtual Academy is an open-enrollment public character school that draws students from Crossett School District; and,

WHEREAS, the Arkansas State Board of Education granted Arkansas Virtual Academy a series of waivers, including waivers from the Arkansas Department of Education Rules Governing Standards of Accreditation of Arkansas Public Schools and School Districts, inclusive of section 15.03 and 16.03; and, Title 6 of the Arkansas Code Annotated, including: (1) Ark. Code Ann. § 6-15-1004; (2) Ark. Code Ann. § 6-17-309; (3) Ark. Code Ann. § 6-17-401; (4) Ark. Code Ann. § 6-17-902; (5) Ark. Code Ann. § 6-17-908; (6) Ark. Code Ann. § 6-17-919; (7) Ark. Code Ann. § 6-25-103, and, (8) Ark. Code Ann. § 6-25-104.

NOW, THEREFORE, BE IT RESOLVED BY THE CROSSETT SCHOOL DISTRICT BOARD OF DIRECTORS THAT:

1. Pursuant to Act 1240 of 2015, codified at Ark. Code Ann. § 6-15-103, the Crossett School District Board of Directors is hereby authorized to request the following waivers from the Arkansas State Board of Education be entered through 2027;
  - a. Section 15.03 and 16.02 of the Arkansas Department of Education Rules Governing Standards of Accreditation of Arkansas Public Schools and School Districts;
  - b. Ark.Code Ann. § 6-15-1004;

- c. Ark.Code Ann. § 6-17-309;
- d. Ark.Code Ann. § 6-17-401;
- e. Ark.Code Ann. § 6-17-902;
- f. Ark.Code Ann. § 6-17-908;
- g. Ark.Code Ann. § 6-17-919;
- h. Ark.Code Ann. § 6-25-103;
- i. Ark. Code Ann. § 6-25-104; and;
- j. Any other such waivers as may legally be required and granted by the Arkansas licensed teachers in classrooms.
- k. Standard 4-D.1 Teacher license requirement of Arkansas Law granted to Arkansas Arts Academy
- l. Standard 4-F. 1 Library media specialist licensure requirement of Arkansas law Arkansas Virtual Academy
- m. Ark. Dept. of Education rules governing education licensure granted to Arkansas Connections Academy

2. The Crossett School District seeks these waivers for July 1, 2022 through June 30, 2027.

3. The Crossett School District Board of Directors agreed upon this resolution by vote on September 13, 2021, during an open, regularly scheduled meeting.

By:   
Board President

9/13/21  
Date

By:   
Board Secretary

9/13/21  
Date