



Act 1240 District Waiver Request Extension

District:	Hamburg
LEA Number:	0203
Superintendent:	Tracy Streeter
Email:	tstreeter@hSDLions.org
Contact for Waiver:	Karen Eoff
Contact Email:	Karen.eoff@searkcoop.com
Contact Phone:	870-723-2074
Date Received by DESE:	

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

Topic:	Teacher Licensure
Standards/Statutes/Rules:	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
Duration Requested:	Five Year Waivers 2022-2027
Name of Open-Enrollment Charter Holding the Waiver	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
Schools, Grades or Classes the Waiver Will Apply To	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.

Hamburg School District recognizes that a highly qualified teacher in each classroom is the single most important factor influencing student learning. Hamburg 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 Hamburg School District has had 33 openings since 2016 that we could not find licensed teachers to fill regardless of how many recruitment activities we conducted. We have hired 33 Act 1240 teachers and 22 of the college graduates hired have completed a licensure program and now hold an Arkansas Teaching License. Several more are in the process of finishing their requirements for licensure. Nineteen of the licensed teachers are still teaching in our district. When Act 1240 teachers are hired in our district they are put on a 1240 Teacher Licensure Plan and must meet the specified requirements toward licensure to be rehired. The best rationale of how the waiver enhances student learning opportunities, increase equitable access to effective teachers can be shared through three examples of what the waivers help our district overcome.

The Act 1240 waivers have been critical in helping our district recruit minority teachers. Of the 33 teachers hired 9 have been minorities. We would absolutely not have these teachers without the Act 1240 waivers. One of our minority hires is Darrick Tucker, an African American young man that has found his calling in life in teaching. He is a successful teacher, coach, and dean of students. It took Darrick a few years to get his license and to get everything completed. However, he has been a great asset to our school district and our students. He currently serves as a teacher, interim head football coach, head softball coach and high school dean of students. He has stepped up this year serving as our head football coach under hard times and because we needed him. He is doing an amazing job. He works well with our community and they like him and respect him. We are so thankful for him and for his example to all of our students.

Another of our minority hires is Kenna Kennedy. Kenna was a sub before going into the MAT program at UAM and being hired as an Act 1240 teacher. Kenna struggled to pass her Praxis tests and unfortunately did not make the progress needed to be rehired after three years with the district. Kenna did not give up. While being off work her fourth year, she was able to pass her Praxis test and we were able to rehire her. She is rocking in the classroom! Mrs. Kennedy is an example of NEVER giving up. She understands when students struggle and she does not give up on them! She is an excellent teacher that displays grit and determination and a great asset to our school district.

Another outstanding minority hire for the district has been Esgar Jiminez. Esgar is a graduate of Hamburg High School. His score on the AP Chemistry Exam still stands as the record highest score in our district. He was highly recruited by colleges as a result. When Esgar moved back to the area after college, he was unsure of what he wanted to do with his life. The district provided him a strong support team to become a teacher by working with the local college, school administrators, and DESE to enroll in a MAT program and get his licensure completed. He is now serving as a high

school chemistry teacher and science department chair. He is a great role model for our diverse population. Esgar is an excellent teacher and a great asset to our school district.

These three are living examples of why we are asking you to continue our Act 1240 waivers. With the waivers we will continue to “Grow Our Own Teachers.” These teachers are from our area and are vested in our community and hopefully will be teaching in our district until they retire.

The University of Arkansas at Monticello (UAM) has provided/produced only 58 student teachers from fall 2016 to spring 2021. UAM supplies the majority of traditionally trained teachers to our Co-op area schools. Southeast Co-op schools have had 430 open positions from 2016-2021 for which no licensed teacher could be recruited to fill the position. 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 principal evaluates the teachers using TESS Model, does walk through observations, drop in observations, instructional rounds, and provides feedback to ensure that the teachers are using appropriate teaching strategies and have appropriate classroom management. The teachers are assigned a buddy teacher who assists them with procedures, questions, and district information. Act 1240 teachers are provided instructional rounds in each building and the teachers do peer observations with feedback forms available. The teachers have monthly meetings with central office staff and the building administrations. The Act 1240 teachers are given additional supplies and are provided additional professional development they need or request. If this puts the teachers over the required professional development hours they are compensated for the additional training. The district content specialists and the Co-op content specialists model engaging lessons, instructional strategies, and observe the Act 1240 teachers and provide feedback through the peer observation forms and the instructional rounds documentation. The teachers are encouraged to attend the Praxis tutoring sessions provided by the ADE and Southeast Co-op. The teachers are given time off to study for and take the required Praxis exams. The building principal and two members of the central office staff meet monthly with the Act 1240 teachers to review progress toward licensure. The Act 1240 teachers are active members of a PLC team. In the first year of teaching, the Act 1240 teachers are shielded from committee assignments and sponsorships of clubs to protect their learning time.

The district recognizes that the Act 1240 teachers must be supported in the journey toward licensure otherwise the journey becomes overwhelming! It is often stated that the first year of teaching is the hardest so you can imagine what it is like with the added requirements of obtaining a license through an alternate route.

We understand that this avenue for growing our own qualified teachers is a hard journey for both the college graduates and the administrators and teachers 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 the Hamburg 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 and a mentor at their school, provide daily support, outline the three-year timeline to obtaining a teacher licensure, and support each Act 1240 teacher on their journey to licensure, we enhance student learning. This approach provides a more qualified and committed teacher in the classroom than a long term substitute could ever provide. The Act 1240 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. 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.

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

In our four year report summary to the State Board of Education on July 8, 2021 the following data was shared. Of the 237, Act 1240 teachers hired thru May 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. The Act1240 teachers bring content knowledge and real world work experiences to their students.

The effectiveness of the waiver can be shown by the following. We have filled all of the district's open positions posted on our website. We have printed and placed a copy of the Arkansas License of the Act 1240 teachers who have acquired a license. We have buddy teacher assignment records by year. The principals have documentation of observations of the teachers. We have professional leave records for prep sessions and time off to take the Praxis exams. We have sign-in sheets of the principals/central office staff meetings to review with the teachers progress toward licensure. We have documentation of the extracurricular duty list and stipend list showing that no year one Act 1240 teachers were paid a stipend for sponsoring a club or extracurricular activity. We have eFinance records of payments for additional staff training.

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 your own teacher program provided for us by Act 1240 waivers is working for Hamburg School District. 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, Hamburg 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 22 ACT1240 hires that have already completed the requirements to earn an Arkansas license while being employed by our district. In our Co-op area 169 teachers have already acquired an Arkansas license with many more in the process of finishing the requirements.

From 2016-2021 the Southeast Co-op schools had 430 open positions that we could not recruit a licensed teacher to fill regardless of how hard we recruited. 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 our 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

Topic:	Teacher Licensure (Library Media Program & Library Media Specialists)
Standards/Statutes/Rules:	Ark. Code Ann §6-17-309 Certification to teach grade or subject matter
Duration Requested:	July 1, 2022 Through June 30, 2027
Name of Open-Enrollment Charter Holding the Waiver	Ark. Code Ann §6-25-103, Held by Ark. Virtual Academy Ark. Code Ann §6-25-104, Held by Ark. Connections Academy
Schools, Grades or Classes the Waiver Will Apply To	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 specialists 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 6th, 7th, and 8th 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 You 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.

Hamburg

**Title I and Federal Programs Report to the Public
Monday, October 11, 2021
5:15 p.m.**

Administrators of the Hamburg School District presented the Annual Report to the Public and the Title I and Federal Programs Report on Monday, October 11, at 5:15 p.m. The agenda and sign-in sheet are attached.

MINUTES OF THE MEETING

**Hamburg School Board
Allbritton Gymnasium
Monday, October 11, 2021**

The Hamburg School Board met at the Allbritton Gymnasium Monday, October 11, 2021, at 6:13 p.m. for its regular meeting. The meeting was called to order by the President, Jim Wells. The roll was called. Present were Jim Wells, Suzanne Singleton, Maggie Ware, Shawn Carpenter, James Hartshorn, Trey Tubbs, and Debbie Jackson. Wells welcomed the persons present. Streeter thanked all the administrators for the work on the Report to the Public. Particularly, the updates on 1240 employees and recruitment efforts.

MINUTES OF SEPTEMBER 13, 2021, REGULAR BOARD MEETING AND SEPTEMBER 16 & 27, 2021, SPECIAL CALLED BOARD MEETINGS:

M/S (Singleton/Hartshorn) to approve, accept and file the minutes of the September 13, 2021, Regular Board Meeting and September 16 and 27, 2021, Special Called Board meeting minutes. Motion passed 7-0.

FINANCIAL REPORTS FOR PERIOD 3 OF 2022:

Spradlin reviewed fund balances and other financial reports for Period 3 of 2022.

M/S (Jackson/Carpenter) to approve, accept and file the financial reports for Period 3 of 2022. Motion passed 7-0.

SPECIAL RECOGNITION BY THE BOARD:

Streeter congratulated Portland Elementary for being selected as a Blue Ribbon School.

REPORTS AND RECOGNITION BY SUPERINTENDENT:

A. Presentation from HUB students, Martin

Penny Martin brought William Holloway, HHS HUB student, to talk to the Board about the HUB program and his journey through high school and how the program is allowing him to graduate on time.

B. PPC and Administrator meeting minutes

Minutes have been included in packets for review.

Recruiting Teachers and Staff—

ACT 1240

Discussion with Stakeholders

Rotary Meeting on
Thursday, August 5, 2021



Sign-In Sheet:

Name	Location
John Spindler	C.O.
Thomas Adams	
Georganna Cossuz	
Stephanie Terry	district court
Reid Hurrell	district court
Heather Brena Smith	district court
Jana Williams	BOUM INDUSTRIES
Drez Barnes	ECO DEV
Jacy Brett	C.O.

"Somebody once said that in looking for people to hire, you look for three qualities: integrity, intelligence, and energy. And if you don't have the first, the other two will kill you. You think about it; it's true. If you hire somebody without [integrity], you really want them to be dumb and lazy."

— Warren Buffett

Hamburg Public Schools
January 23, 2020

1240/MAT Progress Meeting 2020

Agenda

✓ Esc Works
✓ AR Ideas

Opening Remarks

Tracy Streeter, Supt.
Michelle S. Dunbar
Doretta A. Griffin

Agreement

✓ Review Agreement for Current Year, New Agreement ,
Signatures Required Yearly, Progress REQUIRED
YOU need to keep a copy of ALL your paperwork.

Graduate Program

Apply for MAT Program. Print MAT Packet/Organizational Info
Check off items completed. Continue work. Keep copies of all info.

Content Test

Subject Area hired to teach – have you registered? When?
Did you pass the test/s? Scores given to CO?

Internship

Did you alert UAM that you are employed – Internship I/II?
Did you get a Letter of Hire signed by the Supt.?

A Jackson
email

Coursework

Did you register for classes? Passing grades are VITAL
to your employment. Complete assignments!!!

PLT

Did you take/register for the correct one? Check w/UAM to see
which PLT to take.

Entry/Exit Test

Complete at end of journey if you did not take tests @ first of year.

Graduation

Did you apply? Did you pay graduation fees?
Did you pay fees needed for license?

License

Did you complete the application for licensure?
If you enter MAT and pass Content – apply for license !!!

Documentation is not by word of mouth. We need a paper trail of info from college and/or ADE. It is a must for our files to continue to list you as Teacher of Record.

Announcements: Follow up @ Coop is in February for Year 1 Teachers.

Hamburg School District

1240/MAT/ALP/APPEL Candidates Sign-in Sheet



January 23, 2020

Name	Building	Subject/s	Year Hired	Program (1240/MAT)	# of Years in Teaching	Program Completion Date
allie millb	HMS	Science	2019-20	MAT	1	Dec 2020
Almeta Jackson	HMS	ICT/Keyboard	2019-20	MAT	1	Dec 2020
Richard Wallace	HHS	Math	2017-2018	MAT	3	Dec 2020
Brittney Harrod	HHS	Business	2019-20	MAT	1	Summer 2020
Chony Jackson	HMS	Math	2018-2019	1240	2	Summer 2020
Jasmyn Dunbar	HMS	Business	2019-20	MAT	1	May 2020
Sarah Brokaw	HHS	physical science	18-19	MAT	2	2018 course work
Randi Burchfield	HHS	English	2019-2020	MAT	1	May 2020
Tracy Streeter	C.O.					
Michelle Dunbar						
9/2020						
Jamila Johnson	AES					
Michelle Jackson	HES	MUSIC	2019-2020	MAT	1	May 2020

Facilitators: Michelle S. Dunbar, Doretta A. Griffin, Tracy Streeter

Hamburg Public Schools
ASPIRING EDUCATORS

December 4, 2018

Printed Name	Signature	Building	E-mail Address
Jacob Holland	Jacob Holland	Hamburg Middle School	jacob.holland@hsdlions.org
Ebony Jackson	Ebony Jackson	HHS	ebony.jackson@hsdlions.org
Christian Malone	Christian Malone	NAES	christian.malone@hsdlions.org
Joy N. Garner	Joy N. Garner	HHS	ngarner@hsdlions.org
Sandra L Mann	Sandra L. Mann	HHS	sandra.mann@hsdlions.org
Richard Mattice	Richard Mattice	HHS	rmattice@hsdlions.org
Donna Hunnicutt	Donna K. Hunnicutt		hunnicuttd@uamont.edu
Angela Maize	Angela Maize	NAES	amaize@hsdlions.org
Taylor Montgomery	Taylor Montgomery	NAES	taylor.montgomery@hsdlions.org
Mary Ashleigh Harper	Mary Ashleigh Harper	NAES	mary.harper@hsdlions.org
Sarah Brockwell	Sarah Brockwell	HHS	sarah.brockwell@hsdlions.org
Trey Hawkins	Trey Hawkins	HHS	thawkins@hsdlions.org
Doretta A. Griffin	Doretta A. Griffin	CO	dgriffin@hsdlions.org
Michelle Dunbar	Michelle Dunbar	CO	mdunbare@hsdlions.org

hsdlions.org

Hamburg School District
 1240/MAT Meeting
 Nov 6, 2019

Name	Building
Richard Mattice	HHS
Rachelle Atkins	AES/PES
alex milka	
Britney Harnod	HHS
Angela Rosen	HHS
Rauli Burchfield	HHS
Tricia Johnson	AES
Tom Woods	HMS
Cecily Jackson	HMS
Jacob Holland	HMS
Christian McCreary	AES
Sandra May	HHS
Sara Brubaker	HHS

Nov. 6, 2019

Mattice 12:35 PM Wednesday
Math @ HHS

- * October tested & didn't practice
- * will test Friday again, Nov. 8
- * studying
- finished coursework
- PLT needed
- must do internship - 1 semester needed for Grand Canyon University

Randi Burchfield
 Rachelle Adkins
 Angela Rosen
 Brittany Harrod
 Alex Mills

Yr 1

Wednesday 1:01 pm

- * Hours
- * Discipline
- * Attendance
- * Professionalism/Dress

Jasmyne Kukpaj - absent
2 pm Wednesday

Jacob Holland
 Christian McClure
 Ebony Jackson
 Sandra Mann

Yr. 2

- PLT - taking Saturday
- Found. of Rdg. took - did not pass
- 2 content tests, PLT Nov, Jan - Feb take 2nd
- finished Internship + Course work
- PLT, Content, Internship, Coursework - 6 hrs. by Jan.
- 5511 - Nov. 20 Registered

2:30 pm Sarah Brockwell

R 2

Progress

- Tested Chemistry - October 22 12/150
- Dr. Brammet assisting
- PLT - completed 7-12

Nov. 4 @ 12:30 Principals ONLY

YEAR 1

1240/MAT/ADE Programs Regu Mtg

Must have Bachelor's Degree

Meet Entry Requirements before end of 1st semester of work/hire date
Core (Approval from UAM) Praxis's Req 162
e ACT-
Math 163
Writing 165

UAM
Danna
Dr. Hummick
460-1962
Kim & Kimberly
460-1062

- Letter of Hire
- Complete Admissions Application to College
- Submit transcripts, background checks (state/FBI/civil MATR)
- Complete MAT pgm Applic w/ 3 hrs Recommendation
- Attempt Content exam by end of 1st sem. of hire
- Must Complete a minimum of 6 hrs per semester

Discipline Areas
K-6
4-8 (requires 2 semesters)
9-12

- Complete Application for Internship course
- Complete ProEthica (see Requirements for your Pgm)
- Maintain GPA required (3.0@UAM)
- TESS Evals Acceptable

- End of 1st sem grades copy to bldg Prin. who will forward w/forms to CO
- Print Plan of Study to give to bldg Prin + Keep Copy for your records + guidance for course offerings * ^{All} Courses are not offered each semester

ETS - www.ets.org/praxis/ar/requirements (PRAXIS Exams)
* Be Sure to select Arkansas for State Req.

Office of Professional Standards
Jackson Mann 2:30

YEAR 2

Pass Content (All Areas) for hire ✓

Internship must be completed for graduation
+ by 2 sem. of hire ✓

Attempt PLT ✓

Complete All Coursework needed for Prgm ✓

✓ K-12 grads - Found. of Tchg Rtg Attempt

Tess Evls - Acceptable ✓

Must have license by end of Yr 2 ✓

~~PLT~~

Yr 3

Pass PLT ✓

Pass Found. of Tchg Rtg ✓

Acceptable Tess Eval ✓

* Complete Applic for Std Licensure w/ Prgm + Pay
License Fee \$75 ✓



Hamburg School District New Employee Orientation

August 1, 2019

	Printed Name		Building	Position & Grade Level	Email Address
* 1	Suzanne Marie Banett 1240	2	HMS	Camp Tech / Asst. Girls B-Ball / Softball	slagala.banett@hscdlions.org
* 2	Corin Reed	2	Allbritton	5 th Math & Science	corin.reed@hscdlions.org
* 3	Emily Johnston	2	Allbritton	5 th Literacy & S.S.	ejohnston@hscdlions.org
4	Jose Latigo	1	HHS	Special Education Para-pro	mlatigo@outlook.com
* 5	Angela Rosen	2	HHS	Business Ed	arosen@hscdlions.org
* 6	Kathleen Acikins - 1240	2	Allbritton	K-5 MUSIC	kacikins@hscdlions.org
* 7	Jasmyrn Dunbar ✓	2	HMS	Career Dev 8 th	Jasmyrn.Dunbar@hscdlions.org
8	JESSI FOSTER	2	HHS	Math Spec	jessica.foster@hscdlions.org
9	Adrienne Reynolds	2	HMS	7 th /8 th Math	adrienne.reynolds@hscdlions.org
10	Wanda Buck	1	HHS	Special Ed para	wanda.buck@hscdlions.org
* 11	Sherry Piller	2	HMS	Girls Basketball coach	sherry.piller@hscdlions.org
12	Anna Henderson	2	PreK	PreK Teacher	ahenderson@hscdlions.org
* 13	Britney Harnod	2	HHS	Business Ed	bharnod@hscdlions.org
14	Alexandra Danielson 1/2	2	Noble	1 st grade	adanielson@hscdlions.org
* 15	Kenna Kennedy	2	Noble	1 st grade Teacher	kkennedy@hscdlions.org
16	Jamie Janice Higginbotham	1	noble	Lunch room	
17	Michael Spencer Hartley	2	HMS	Jr High Football / 7+9 soccer	shartley@hscdlions.org
18	Heather Myers	1	Allbritton	Parapro 5 th	myer.heather.myers@hscdlions.org
19	Ashley Pugh	2	Portland	Kindergarten	apugh@hscdlions.org

RESOLUTION OF THE HAMBURG SCHOOL DISTRICT BOARD OF DIRECTORS

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

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

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

WHEREAS, the Hamburg 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 Hamburg 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 charter school that draws students from Hamburg 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.

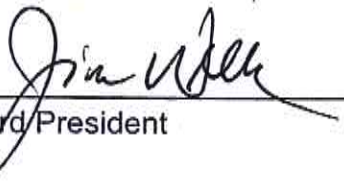
NOW, THEREFORE, BE IT RESOLVED BY THE HAMBURG SCHOOL DISTRICT BOARD OF DIRECTORS THAT:

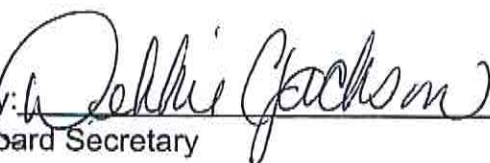
1. Pursuant to Act 1240 of 2015, codified at Ark. Code Ann. § 6-15-103, the Hamburg School District Board of Directors is hereby authorized to request the following waivers from the Arkansas State Board of Education be entered through 2027;
 - a. Section 15.03 and 16.02 of the Arkansas Department of 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 Hamburg School District seeks these waivers for July 1, 2022 through June 30, 2027.

3. The Hamburg School District Board of Directors agreed upon this resolution by vote on 6-0, during an open, regularly scheduled meeting.

By: 
Board President

By: 
Board Secretary