



**DIVISION OF ELEMENTARY
& SECONDARY EDUCATION**

Act 1240 District Waiver Request

District:	Fayetteville Public Schools
LEA Number:	7203000
Superintendent:	Dr. John L Colbert
Email:	johnl.colbert@g.fayar.net
Contact for Waiver:	Mary Claire Hyatt
Contact Email:	Maryclaire.hyatt@fayar.net
Contact Phone:	479-973-8640
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

Waiver Request #1

Topic:	Class Size and Teaching Load
Standards/Statutes/Rules:	Standard 1-A.5 DESE Rules Governing Class Size and Teaching Load, Section 4 Ark. Code Ann. § 6-17-812
Duration Requested:	3 years
Name of Open-Enrollment Charter Holding the Waiver	Arkansas Virtual Academy
Schools, Grades or Classes the Wavier Will Apply To	Grades 5-12: Holt Middle School, Owl Creek Middle School, McNair Middle School, Ramay Jr. High School, Woodland Jr. High School, Fayetteville High School, ALLPS (ALE) All courses, including core content

- 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.**

In the past, FPS has partnered with University of Arkansas and Harding to allow students in their internship to get classroom experience at FPS. Although the district could employ long term substitute teachers, FPS recognizes that students who have completed all teacher preparation program course-work are better trained to teach students. FPS would like the class size and teaching load waiver to allow intern teachers to become apprentice teachers. Each apprentice teacher would be assigned to a mentor teacher. That mentor teacher would be the teacher of record, necessitating the waiver of teaching load. The apprentice teacher would be responsible for delivering instruction to students in class, but would work under the close supervision of the mentor teacher. In addition to supports by the mentor teacher, FPS plans to support these teachers by offering support of our science of reading coaches, building-level PLCs, and additional supports as necessary. The University of Arkansas and Harding provide additional supports. FPS and the local institutions of higher education have a long-standing partnership that is mutually beneficial. Participating in this program allows these institutions and FPS to continue to grow effective teachers that can achieve full licensure and be hired as a classroom teacher by FPS upon graduation.

Currently, FPS intends to use the waiver for only one apprentice teacher. The apprentice has completed all coursework for the undergraduate teacher preparation program. The only remaining requirement for their diploma is to complete their student teaching. The apprentice teacher has an associate's degree in teaching from NWACC and has been a paraprofessional in the district previously.

UofA and/or Harding and FPS will have detailed conversations regarding individual students and whether they would be suitable candidates for the apprentice program. FPS does not intend to offer this opportunity to all intern teachers and will maintain a robust unpaid internship program. FPS will have UofA/Harding approval for any placement in the program and each candidate will be vetted by FPS administration before placement.

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

No student services are being waived. Additionally, the district does not seek to increase class size. The sole purpose of the waiver is to allow apprentice teachers to deliver instruction while the mentor teacher will be the teacher of record.

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

FPS will have on-going conversations with the UofA/Harding teacher preparation program to ensure student and district needs and goals are being met. The district will also monitor student achievement in the courses taught by apprentice teachers. It will also have regular check-ins with the mentor teacher to ensure the teacher is not over-burdened and to get progress reports on the apprentice teacher. We will have frequent check-ins with the apprentice teacher, by the mentor teacher, to see if any additional supports are necessary. At the end of three years, we will see how many apprentice teachers have obtained full licensure and been hired by the district.

RESOLUTION

WHEREAS the Fayetteville Public Schools Board of Education met in a regular, open, and properly-called board meeting on October 28, 2021, at 1000 W Bulldog Blvd. in Fayetteville, Arkansas.

WHEREAS (7) members were present, a quorum was declared by the chair.

WHEREAS the Board of Directors received a recommendation to adopt a resolution to allow the District to request an Act 1240 Waiver from the Arkansas State Board of Education related to teaching load.

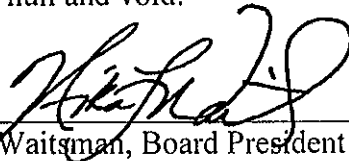
WHEREAS the Board of Directors approved the district to request the Act 1240 waiver so that the district may employ apprentice teachers in partnership with the University of Arkansas.

WHEREAS the Board, after serious consideration, moved to allow the district to request the waiver for teaching load for all courses and classes in grades 5-12 for three years, limited to teachers participating in the apprenticeship program.

As is required by the Division of Elementary and Secondary Education Rules Governing Act 1240 Waivers, the waiver is contingent upon approval by the Arkansas State Board of Education. If approval is denied, this approval by the Board would be null and void.



Dr. John L. Colbert, Superintendent



Nika Waitsman, Board President

10/28/2021

Date

10/28/2021

Date

From: **Meredith Young** <mryoung@harding.edu>

Date: Mon, Oct 25, 2021 at 11:45 AM

Subject: Harding NWA Interns - Subbing

To:

Good Morning,

Due to the sub shortage that is happening in many districts, Harding has decided to adjust our internship/substitution policy to be more flexible and hopefully help you. Previously, we said that interns were not allowed to substitute during their internship semester and if their mentor teacher was out, there needed to be a substitute or another adult in the room with them. Now, if you feel the intern is capable:

- An intern can be a substitute in the classroom where they are interning if the mentor teacher needs to be out.
- An intern can be a substitute in the classroom where they are interning if the school decides to pull the mentor teacher to substitute or cover another class in the building.
- We ask that the intern not be moved around to different classrooms so that the intern still gets the full experience of the internship through building relationships with students in the class, learning curriculum, planning, practicing classroom management, participating in PLCS, etc.
- If an intern is used as a substitute, the intern can be paid as a substitute per the individual district's guidelines.

We have had several schools/districts reach out about long-term substitute opportunities for our interns, as well. We are looking at those on a case by case basis. Please let me know if you have any questions or if we can help in other ways. We appreciate your partnership.

Meredith

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Meredith Young, Ed.D., Director, Assistant Professor

Harding University Northwest Arkansas

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HARDING

UNIVERSITY

NORTHWEST ARKANSAS

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Monday, November 1, 2021

To Whom It May Concern:

RE: EVANS JAYE JOHNSON

This letter is to confirm that Evans Jaye Johnson was given permission via the Cannon-Clary College of Education to complete his student teaching internship through a long-term substitute position in a 5th grade English Language Arts classroom at McNair Middle School in Fayetteville, Arkansas during the Fall 2021 semester. While in this position, Jaye was provided a mentor from McNair Middle School, and he was observed and provided feedback by a Harding University supervisor a minimum of four times throughout the semester.

Evans Jaye Johnson will be recommended for Arkansas state licensure in K-6 Elementary Education from Harding University's Bachelor of Arts in Education program upon the successful completion of the Teacher Preparation Program, which includes but is not limited to a student internship semester, appropriate Praxis and Pearson Reading assessments, appropriate Arkansas IDEAS professional development, and degree conferral.

Evans Jaye Johnson will have completed the student internship semester through his long-term substitute placement at McNair in December 2021. He should complete all degree requirements by Saturday, December 18, 2021, and be awarded a Bachelor of Arts in Education degree on that date. Jaye is still working to complete the unfilled boxes below required for Arkansas state licensure.

Required Licensure Exams		Professional Development	
	Praxis Elementary Subtest - Mathematics	X	Child Maltreatment
	Praxis Elementary Subtest - Reading & Language Arts	X	Youth Suicide Prevention
	Praxis Elementary Subtest - Science	X	Dyslexia
	Praxis Elementary Subtest - Social Studies	X	Human Trafficking
	Pearson Foundations of Reading Assessment	X	Family & Community Involvement

Sincerely,



Meredith Young, Ed.D.
Director, Assistant Professor
Harding University Northwest Arkansas