



DIVISION OF ELEMENTARY
& SECONDARY EDUCATION

Act 1240 Waiver Request

District:	Bauxite Schools
LEA Number:	63011000
Superintendent:	Matt Donaghy
Email:	donaghym@bauxiteminers.org
Contact for Waiver:	Matt Donaghy
Contact Email:	donaghym@bauxiteminers.org
Contact Phone:	501-557-5453
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:	ACT 1240 Request – Benny Arnold Teacher, Teaching Load
Standards/Statutes/Rules:	AR 6-17-812, Rules Governing Teaching Load, Standard 1A.5
Duration Requested:	August 2023 - December 2023
Name of Open-Enrollment Charter Holding the Waiver	Bauxite Schools
Schools, Grades or Classes the Waiver Will Apply To	8 th Grade Social Studies at Bauxite Middle School
PURPOSE OF THE WAIVER (Must check at least one)	<input type="checkbox"/> Enhance Student Learning Opportunities <input type="checkbox"/> Promote Innovation <input checked="" type="checkbox"/> Increase Equitable Access to Effective Teachers

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 June, our 8th grade science teacher moved to the high school leaving a vacancy. The position was immediately posted on School Spring, our district's website, and advertised on multiple social media sites and only had one person apply. That applicant was not qualified. Due to the teacher shortage and not being able to fill the position, we are moving a certified science teacher from our Miner Academy to fill the position. This will create a vacancy in 8th grade social studies.

Blake Garrett is in his student internship semester at ATU. We interviewed Mr. Garrett and were impressed with his knowledge, drive, and eagerness to begin teaching. We are willing to hire Mr. Garrett. The district will appoint Mr. Benny Arnold as Mr. Garrett's mentor and teacher of record for his students while Mr. Garrett does his internship at Bauxite Schools. A letter from Mr. Arnold is included. We are also working closely with ATU and Dawson Cooperative to ensure Mr. Garrett receives the support he needs so that our students receive equitable access to learning. Mr. Garrett plans to have a standard educator license in January 2024.

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

Mr. Garrett will be working with students coded as Mr. Arnold's students. Mr. Garrett will provide all the services of a classroom teacher under the supervision of Mr. Arnold. Mr. Arnold will plan daily with Mr. Garrett to support him.

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

Mr. Arnold will serve as Mr. Garrett's district mentor, and they will plan and meet daily as they will have the same planning time. Mr. Garrett will also meet weekly with his PLC. The building principal, Kimberly Arnold, will meet with Mr. Garrett to support him as needed. Mr. Garrett will also work with Ms. Tina Hobbs at the Dawson Cooperative in the Novice Mentoring Program.

Waiver Request #2

Topic:	Act 1240 Request - Courtney Southard, Teaching Load
Standards/Statutes/Rules:	AR 6-17-812, Rules Governing Teaching Load, Standard 1A.5
Duration Requested:	August 2023 - December 2023
Name of Open-Enrollment Charter Holding the Waiver	Bauxite Schools
Schools, Grades or Classes the Waiver Will Apply To	Kindergarten at Pine Haven Elementary School (Bauxite)
PURPOSE OF THE WAIVER (Must check at least one)	<input type="checkbox"/> Enhance Student Learning Opportunities <input type="checkbox"/> Promote Innovation <input checked="" type="checkbox"/> Increase Equitable Access to Effective Teachers

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.

The district experienced a high number of late enrollments for Kindergarten. Our class sizes in Kindergarten are at 22 per teacher, which is a standards violation. Our district posted a position to find a Kindergarten teacher, but we did not have any certified applicants. Mrs. McPhail was set to be a student intern this semester from UALR. However, with the teacher shortage and the need to hire another Kindergarten teacher and school starting in 6 days, a resolution is needed quickly. Mrs. McPhail interned with us in the spring semester as well and we were very impressed with her passion for working with students and organizational skills. We are willing to hire Mrs. McPhail. The district will appoint Mrs. Courtney Southard as Mrs. McPhail's mentor and teacher of record for her students while Mrs. McPhail does her internship at Bauxite Schools this semester. We are working with Dr. Leslie Sharp at UALR to ensure Mrs. McPhail gets the support she needs. A letter from Mrs. Southard is included. She is willing to take on this responsibility because it reduces class sizes for all Kindergarten classes. Mrs. McPhail plans to have a standard educator license in January 2024.

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

Mrs. McPhail will be working with students coded as Mrs. Southard's students. Mrs. McPhail will provide all the services of a classroom teacher under the supervision of Mrs. Southard. Mrs. Southard will plan daily with Mrs. McPhail to support her.

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

Mrs. Southard will serve as Mrs. McPhail's district mentor, and they will plan and meet daily as they will have the same planning time. Mrs. McPhail will also meet weekly with her PLC. The building principal, Becky Reynolds, will also meet with Mrs. McPhail to support her as needed. Mrs. McPhail will also work with Ms. Tina Hobbs at the Dawson Cooperative in the Novice Mentoring Program.

Fwd: Appeal

1 message

Matt Donaghy <donaghym@bauxiteminers.org>
To: Kim Arnold <arnoldk@bauxiteminers.org>

Wed, Oct 25, 2023 at 9:46 AM

----- Forwarded message -----

From: **David Bell** <dbell@atu.edu>
Date: Thu, Aug 3, 2023 at 3:37 PM
Subject: Appeal
To: Matt Donaghy <donaghym@bauxiteminers.org>

Matt,

Please call me concerning the appeal. I am leaving the office at 4, but you can call my cell [REDACTED]. Initially the decision was no because he does not have the score, but because of the support promised by the school he will allow the placement at Bauxite to teach secondary social studies.

Please send Ms. Veronica Smith a schedule of his teaching duties. She will let him know his placement is in Bauxite.

David Bell

Dr. David Bell

Director of Educator Licensure & Support Services

479-964-0583 extension 2350 (office)

479-964-0811 (fax)



**MINER
MAIL**

POWERED BY GOOGLE

Kim Arnold <arnoldk@bauxiteminers.org>

Fwd: Kristi McPhail

Becky Reynolds <reynoldsb@bauxiteminers.org>

Wed, Oct 25, 2023 at 2:52 PM

To: Kim Arnold <arnoldk@bauxiteminers.org>

Here is what I sent to her.

----- Forwarded message -----

From: **Becky Reynolds** <reynoldsb@bauxiteminers.org>

Date: Sun, Aug 20, 2023 at 9:53 PM

Subject: Re: Kristi McPhail

To: Rachel Eells <reells@ualr.edu>

Dr. Eells,

In looking at options to help our district and continue to support Mrs. McPhail, we are going to ask DESE for Act 1240. That way we still support her and she is allowed to teach at the same time. She has signed up for her Foundations of Reading Praxis and if she doesn't pass it, we already have some support through Dawson coop training set up for her.

As for assisting in planning for Aspiring Educator License in the future for your program, I would be happy to help. Reach out with any meetings/zooms dates that you set up, I will gladly do my best to assist any way I can.

Thank you!

[Quoted text hidden]

[Quoted text hidden]



**MINER
MAIL**

POWERED BY GOSDLE

Kim Arnold <arnoldk@bauxiteminers.org>

Fwd: Kristi McPhail

Becky Reynolds <reynoldsb@bauxiteminers.org>
To: Kim Arnold <arnoldk@bauxiteminers.org>

Wed, Oct 25, 2023 at 2:53 PM

Here is her response, in case it all doesn't go to you.

----- Forwarded message -----

From: **Rachel Eells** <reells@ualr.edu>
Date: Mon, Aug 21, 2023 at 12:22 PM
Subject: Re: Kristi McPhail
To: Becky Reynolds <reynoldsb@bauxiteminers.org>

Becky:
Let me know how this process goes with the district.
Kristi will be great for you!
Rachel
[Quoted text hidden]
[Quoted text hidden]



BAUXITE SCHOOL DISTRICT

Matt Donaghy
Superintendent
Office: 501-557-5453
Fax: 501-557-2235

800 School St. Bauxite, AR 72011

September 27, 2023

An Act 1240 request was made and approved at the August 23, 2023, board meeting for the following:

Waiver Request #1

Benny Arnold - Teacher Load, Increase Equitable Access to Effective Teachers
8th Grade Social Studies, Bauxite Middle School

Blake Garrett was hired to teach 8th grade social studies due to a vacancy that we were unable to fill with a certified teacher. Mr. Garrett will be working with students coded as Mr. Arnold's students. Mr. Garrett will provide all the services of a classroom teacher under the supervision of Mr. Arnold.

Waiver Request #2

Courtney Southard - Teacher Load, Increase Equitable Access to Effective Teachers
Kindergarten, Pine Haven Elementary

Kristi McPhail was hired to teach kindergarten after enrollment exceeded 22 students per class. Mrs. McPhail will be working with students coded as Mrs. Southard's students. Mrs. McPhail will provide all the services of a classroom teacher under the supervision of Mrs. Southard.



Michael Vocque, Board President



Ashley Davis, Vice-President


Ryan Jacks, Secretary




Jeremy McDade, Board Member



Brandon Futch, Board Member



Charlotte Tarver, Board Member



Katrina Southwell, Board Member

Minutes of Regular Board Meeting
Bauxite Board of Education
August 23, 2023

When & Where August 23, 2023
Bauxite Middle School PD Room

Members Present: Ashley Davis
Brandon Futch
Ryan Jacks
Jeremy McDade
Katrina Southwell
Charlotte Tarver
Michael Vocque

Others Present See Attached Sign-in Sheet

IN THE MATTER OF: The meeting was called to order at 5:31 p.m.
Call to Order/Quorum with seven members present.

IN THE MATTER OF: Those present recited the Pledge of Allegiance
Pledge of Allegiance

IN THE MATTER OF: The board voted to approve the minutes for
Financial the July 26, 2023 regular board meeting.

Motion by: Ashley Davis
Second by: Jeremy McDade

Voting for: Ashley Davis
Brandon Futch
Ryan Jacks
Jeremy McDade
Katrina Southwell
Charlotte Tarver
Michael Vocque

The board members approved the expenditures made in the district in the month of July 2023.

Motion by: Ashley Davis
Second by: Jeremy McDade

Voting for: Ashley Davis
Brandon Futch
Ryan Jacks
Jeremy McDade
Katrina Southwell
Charlotte Tarver
Michael Vocque

IN THE MATTER OF:
Informational

Mr. Donaghy shared the current enrollment for the district.

Mr. Donaghy and Leigh Ann Biernat from Stephens, Inc. shared the Bond Sale Summary with the board members.

Ms. Reynolds, Ms. Arnold, Ms. Webb, and Mr. Driggers shared with the board members a review of their academic data from last year and how they are motivating students with reward systems to motivate students to strive for high level academic achievement on the state assessments.

Matt Baxley shared with the board members an Activities Director's Report that highlighted the achievement for each activity group from the 2022-2023 school year and discussed ongoing efforts to improve the baseball/softball Complex.

IN THE MATTER OF:
Board Action Items

The board members approved the 20% of Net Legal Balance to Fund 3200.

Motion by: Ryan Jacks
Second by: Ashley Davis

Voting for: Ashley Davis
Brandon Futch
Ryan Jacks
Jeremy McDade
Katrina Southwell

Charlotte Tarver
Michael Vocque

The board members approved the ACT 1240 Waiver Requests.

Motion by: Ashley Davis
Second by: Katrina Southwell

Voting for: Ashley Davis
Brandon Futch
Ryan Jacks
Jeremy McDade
Katrina Southwell
Charlotte Tarver
Michael Vocque

The board members approved the Resolution to Allow Superintendent to Approve Board to Board Transfers

Motion by: Katrina Southwell
Second by: Brandon Futch

Voting for: Ashley Davis
Brandon Futch
Ryan Jacks
Jeremy McDade
Katrina Southwell
Charlotte Tarver
Michael Vocque

The board members approved the Resolution to Appoint Superintendent to Serve as a Representative for the Board of Directors on the Dawson Education Service Cooperative Board of Directors.

Motion by: Ryan Jacks
Second by: Ashley Davis

Voting for: Ashley Davis
Brandon Futch
Ryan Jacks
Jeremy McDade
Katrina Southwell
Charlotte Tarver
Michael Vocque

The board members approved the Resolution for 2023
School Board Election.

Motion by: Ashley Davis
Second by: Katrina Southwell

Voting for: Ashley Davis
Brandon Futch
Ryan Jacks
Jeremy McDade
Katrina Southwell
Charlotte Tarver
Michael Vocque

The board members approved the Resolution for Bond.

Motion by: Jeremy McDade
Second by: Ryan Jacks

Voting for: Ashley Davis
Brandon Futch
Ryan Jacks
Jeremy McDade
Katrina Southwell
Charlotte Tarver
Michael Vocque

The board members approved the Carpenter/Painter
Classified Position for the Salary Schedule

Motion by: Jeremy McDade

Second by: Ryan Jacks

Voting for: Ashley Davis
Brandon Futch
Ryan Jacks
Jeremy McDade
Katrina Southwell
Charlotte Tarver
Michael Vocque

The board members approved the LPN Salary Schedule.

Motion by: Jeremy McDade
Second by: Ryan Jacks

Voting for: Ashley Davis
Brandon Futch
Ryan Jacks
Jeremy McDade
Katrina Southwell
Charlotte Tarver
Michael Vocque

The board members approved the board to board transfer requests.

Hersall Williams, Bauxite to Benton
Caden Pickens, Bauxite to Bryant
Addison Kirtley, Bauxite to Bryant
Haven Wilson, Benton to Bauxite
Paisley Harper, Benton to Bauxite
Laken and Laine Harris, Sheridan to Bauxite
Logan Williams and Atley Chunn, Bauxite to Benton
Clayton and Conner Ford, Dustin and Dylan Fajardo,
Benton to Bauxite
MaKenzie and Bentley Gordon, Malayah Martin,
Bryant to Bauxite
Gunner Edmonds, Bryant to Bauxite
Karlee and Jace Johnston, Bryant to Bauxite
Emily Mitchell, Bryant to Bauxite

Easton Lyle, Bryant to Bauxite
Zoey Baker, Bryant to Bauxite
Landon and Lynnlea Morton, Bryant to Bauxite
Maverik Cox, Bryant to Bauxite
Jayden Cordell, Bryant to Bauxite

Motion by: Ryan Jacks
Second by: Jeremy McDade

Voting for: Ashley Davis
Brandon Futch
Ryan Jacks
Jeremy McDade
Katrina Southwell
Charlotte Tarver
Michael Vocque

The board members approved the board to board transfer request.

Gracie Worley and Daisy Swiney, Benton to Bauxite

Motion by: Ashley Davis
Second by: Brandon Futch

Voting for: Ashley Davis
Brandon Futch
Ryan Jacks
Jeremy McDade
Katrina Southwell
Charlotte Tarver
Michael Vocque

IN THE MATTER OF: The board opted not to enter Executive Session
Executive Session

IN THE MATTER OF: The board approved the resignations of the following:
Personnel

Jaclyn Sherrod as Paraprofessional
Christian Scudder as Paraprofessional

Monica Gordon as Food Service
Wanda Donahue as CTE Bus Driver
Jessica Raila as School Nurse

Motion by: Jeremy McDade
Second by: Ryan Jacks

Voting for: Ashley Davis
Brandon Futch
Ryan Jacks
Jeremy McDade
Katrina Southwell
Charlotte Tarver
Michael Vocque

The board approved the reassignment of:
Marsha Watson from Food Service to Paraprofessional

Motion by: Ashley Davis
Second by: Katrina Southwell

Voting for: Ashley Davis
Brandon Futch
Ryan Jacks
Jeremy McDade
Katrina Southwell
Charlotte Tarver
Michael Vocque

The board approved the hirings of the following:

Blake Garrett as Classroom Teacher
McKenzie Reyna as Classroom Teacher and Head
Jr. High Girls' Basketball Coach and Assistant Varsity
Girls' Basketball Coach and Receive the days and
Stipends Associated with these positions.
Kristi McPhail as Classroom Teacher
Aubrey Morris as Classroom Teacher
Garrison Jensen as Bus Driver
Lesley Pettit as Bus Driver

Tabitha Hanson as Food Service
Jessica Raila as School Nurse (worked 3 days)

Motion by: Jeremy McDade
Second by: Brandon Futch

Voting for: Ashley Davis
Brandon Futch
Ryan Jacks
Jeremy McDade
Katrina Southwell
Charlotte Tarver
Michael Vocque

IN THE MATTER OF: The board did not address any other matters.
Other Matters

IN THE MATTER OF: The board meeting was adjourned at 7:42 p.m.
Adjournment

Motion by: Ryan Jacks
Second by: Jeremy McDade

Voting for: Ashley Davis
Brandon Futch
Ryan Jacks
Jeremy McDade
Katrina Southwell
Charlotte Tarver
Michael Vocque



Michael Vocque, Board President



Ashley Davis, Vice-President

Ryan Jacks, Secretary



Jeremy McDade, Board Member



Brandon Futch, Board Member



Charlotte Tarver, Board Member

Katrina Southwell, Board Member

Parent/Student Survey for Act 1240

Waiver

The district as well as the state is experiencing a shortage of fully certified teachers. Mr. Blake Garrett is currently in his student internship semester at ATU and should be a fully certified teacher by January 2024. The district was impressed with his maturity for a college senior and has hired Mr. Garrett as a paid intern for your student's social studies class. The district will appoint Mr. Benny Arnold as Mr. Garrett's mentor and teacher of record for his students while Mr. Garrett completes his internship at Bauxite Schools this semester.

Mr. Garrett will be working with students that are officially coded in eSchool (HAC/TAC) as Mr. Arnold's students. Mr. Garrett will provide all the services of a classroom teacher, under the supervision of Mr. Arnold. Mr. Arnold, as well as the other eighth grade teachers, will plan daily with Mr. Garrett to support him and make sure his students receive quality, standards-aligned instruction.

Mr. Arnold and Mr. Garrett have the same planning period and will meet regularly to plan. Mr. Garrett will also work in PLCs with his grade level and content teams weekly. Mr. Arnold will serve as his district mentor. The building principal, Mrs. Kimberly Arnold, will meet with Mr. Garrett to support him as needed. Mr. Garrett will also work with Ms. Tina Hobbs at the Dawson Cooperative in the Novice Teacher Mentoring Program and ATU's Veronica Scott, Director of Teacher Education Student Services, to ensure he receives all the training he should receive.

The district would like your input as we seek this waiver, and we always want to hear from you about any concerns you may have.

* Indicates required question

1. Email *

2. Do you support the district seeking an ACT 1240 waiver to allow Mr. Garrett to serve as a teacher under Mr. Arnold's support from Aug. 2023-Dec. 2023? *

Mark only one oval.

Yes

No

3. Do you have any comments you would like to share with the District or the State Board related to this waiver request?

This content is neither created nor endorsed by Google.

Google Forms

Timestamp	Email Address	Do you support the district seeking an ACT 1240 waiver to allow Mr. Garrett to serve as a teacher under Mr. Arnold's support from Aug. 2023-Dec. 2023?	Do you have any comments you would like to share with the District or the State Board related to this waiver request?
8/22/2023 15:13:07	2028burchfield.ka@bauxi	Yes	No thank you
8/22/2023 15:13:31	2028ingle.el@bauxitemin	Yes	no ma'am
8/22/2023 15:52:44	2028hodges.ma@bauxite	Yes	No
8/22/2023 17:31:35	2028ferrell.ry@bauxitemii	Yes	No
8/22/2023 17:39:45	2028turchi.le@bauxitemir	Yes	
8/23/2023 7:53:03	2028mitchell.ch@bauxitei	Yes	I think hes a very good teacher ad is fun, kind, and caring.
8/23/2023 9:09:37	2028payne.ja@bauxitemi	Yes	
8/23/2023 9:13:22	ammonsk@bauxiteminers	Yes	
8/23/2023 9:25:06	hilderbrandj@bauxitemin	Yes	
8/23/2023 13:07:11	staceygracey1@gmail.co	Yes	
8/23/2023 13:07:49	mjraar0003@gmail.com	No	
8/23/2023 13:08:59	cstacy2531@yahoo.com	Yes	None
8/23/2023 13:09:12	clayton_ferrell@yahoo.co	Yes	Mr. Garrett is a Bauxite alumni and he will do great by continuing the tradition of alum returning as an educator.
8/23/2023 13:10:49	kandacestriegel100@gm	Yes	
8/23/2023 13:18:29	watsonb@bauxiteminers.	Yes	
8/23/2023 13:20:53	albertfamily.ta@gmail.con	Yes	N/A
8/23/2023 13:25:12	ingle1089@gmail.com	Yes	N/a
8/23/2023 13:29:03	richardkristie720@gmail.c	Yes	
8/23/2023 13:30:16	danielle.white@jmbzem	Yes	
8/23/2023 13:30:53	keashamosley@sheridan	Yes	No
8/23/2023 13:33:22	djsteele@ualr.edu	Yes	Mr. Garrett was very personable at open house and expressed an excitement to be teaching this year. I believe with his enthusiasm he will be able to connect with his students and make this a successful year.
8/23/2023 13:36:36	paynemeygan4@gmail.cc	Yes	
8/23/2023 13:39:22	em90elder@gmail.com	Yes	None
8/23/2023 13:44:52	McCammon.Kelsie@gma	Yes	
8/23/2023 14:13:01	aloneranger223@yahoo.c	Yes	
8/23/2023 14:20:09	ruff22282@gmail.com	Yes	
8/23/2023 14:22:56	khulsey3@gmail.com	Yes	
8/23/2023 14:35:25	ammonsk@bauxiteminers	Yes	
8/23/2023 14:39:56	amanda41791@gmail.co	Yes	
8/23/2023 14:45:31	sferrell@mnbbank.com	Yes	no
8/23/2023 14:58:23	jbh-bps@icloud.com	Yes	No
8/23/2023 15:05:21	ashleywood643@gmail.	Yes	
8/23/2023 15:08:30	roneal1@cub.uca.edu	Yes	
8/23/2023 15:12:14	enstovall@gamil.com	Yes	
8/23/2023 15:25:47	caseyburchfield86@yaho	Yes	
8/23/2023 15:38:56	timmydfj@yahoo.com	Yes	
8/23/2023 17:38:25	aearnest64@yahoo.com	Yes	
8/23/2023 17:54:12	minermomma15@gmail.c	Yes	

Parent Survey for Act 1240 Waiver Re: Mr. Garrett (Responses)

Timestamp	Email Address	Do you support the district seeking an ACT 1240 waiver to allow Mr. Garrett to serve as a teacher under Mr. Arnold's support from Aug. 2023-Dec. 2023?	Do you have any comments you would like to share with the District or the State Board related to this waiver request?
8/23/2023 19:01:46	bshankins2@yahoo.com	Yes	No
8/23/2023 19:04:43	melgstacy@yahoo.com	Yes	
8/23/2023 23:22:39	jennsnow88@yahoo.com	Yes	
8/24/2023 5:36:10	norabug10@yahoo.com	Yes	
8/24/2023 6:57:21	CandaceReade@yahoo.c	Yes	
8/24/2023 9:36:57	2028bennett.ma@bauxite	Yes	none
8/24/2023 12:09:55	ellington.melissa@yahoo.	Yes	
8/24/2023 13:02:59	perryc@bauxiteminers.or	Yes	no
8/24/2023 13:03:21	perryc@bauxiteminers.or	Yes	no
8/24/2023 15:08:08	jennifersearcyjohnson@y	Yes	Mr.Garrett is an outstanding role model. I am thrilled he is teaching my girls.
8/24/2023 17:31:11	lauracrouch75@yahoo.co	Yes	No
8/25/2023 7:17:50	kandthickey032713@gmε	Yes	
8/25/2023 7:28:19	candacesbennett@gmail.	Yes	None
8/25/2023 12:38:37	kristimcphail143@gmail.c	Yes	I think it's great!
8/25/2023 19:46:43	sdtemple99@gmail.com	Yes	

August 3, 2023

To Whom It May Concern,

I am writing to recommend Blake Garrett, who will be my mentee for the upcoming school year, to be allowed to teach under the ACT 1240 Waiver. I have known Mr. Garrett since he was a student in our district. Based on my experience, Mr. Garrett is an exceptional individual with the qualities and skills needed to succeed at being a classroom teacher. He is highly motivated, always seeking challenges and expanding his knowledge. I am committed to working closely with Mr. Garrett and his Arkansas Tech University supervisor to ensure he is successful and our students receive a quality education. Thank you for your consideration.

Respectfully,
Benny Arnold

Parent/Student Survey for Act 1240 Waiver

The district as well as the state is experiencing a shortage of fully certified teachers. Mrs. Kristi McPhail is currently in her student internship semester at UALR and should be a fully certified teacher by January 2024. The district was impressed with her maturity for a college senior and has hired Mrs. McPhail as a paid intern for your student's kindergarten class. The district will appoint Mrs. Southard as Mrs. McPhail's mentor and teacher of record for his students while Mrs. McPhail completes her internship at Bauxite Schools this semester.

Mrs. McPhail will be working with students that are officially coded in eSchool (HAC/TAC) as Mrs. Southard's students. Mrs. McPhail will provide all the services of a classroom teacher, under the supervision of Mrs. Reynolds. Mrs. Southard, as well as the other kindergarten teachers, will plan daily with Mrs. McPhail to support her and make sure her students receive quality, standards-aligned instruction.

Mrs. Southard and Mrs. McPhail have the same planning period and will meet regularly to plan. Mrs. McPhail will also work in PLCs with her grade level and content teams weekly. Mrs. Southard will serve as her district mentor. The building principal, Mrs. Becky Reynolds, will meet with Mrs. McPhail to support her as needed. Mrs. McPhail will also work with Ms. Tina Hobbs at the Dawson Cooperative in the Novice Teacher Mentoring Program and UALR's Rachel Eels, Director of Teacher Education Student Services, to ensure she receives all the training he should receive.

The district would like your input as we seek this waiver, and we always want to hear from you about any concerns you may have.

* Indicates required question

1. Email *

2. Do you support the district seeking an ACT 1240 waiver to allow Mrs. McPhail to serve as a teacher under Mrs. Southard's support from Aug. 2023-Dec. 2023? *

Mark only one oval.

Yes

No

3. Do you have any comments you would like to share with the District or the State Board related to this waiver request?

Parent Survey for Act 1240 Waiver Re_ Mrs. McPhail (Responses)

Timestamp	Username	Do you support the district seeking an ACT 1240 waiver to allow Mrs. McPhail to serve as a teacher under Mrs. Southard's support from Aug. 2023-Dec. 2023?	Do you have any comments you would like to share with the District or the State Board related to this waiver request?
2023/08/29 10:19:20 AM	cmbenson07@yahoo.com	Yes	
2023/08/29 10:41:27 AM	melissaburrows21@aim.com	Yes	No questions
2023/08/29 11:01:16 AM	ashleymporterfield@gmail.com	Yes	
2023/08/29 11:07:11 AM	Marayzor@gmail.com	Yes	
2023/08/29 11:22:47 AM	funderburgjessica@gmail.com	Yes	No
			Mrs McPhail has communicated very well since the beginning of school and has made our child feel very comfortable and excited about learning.
2023/08/29 2:15:22 PM	willporterfield@gmail.com	Yes	
2023/08/29 2:49:59 PM	jordanrenee272@gmail.com	Yes	She's an amazing teacher
2023/08/29 3:07:56 PM	bricheese99@gmail.com	Yes	She's very sweet my daughter loves her
2023/08/29 4:50:21 PM	lcarlisle.rn@gmail.com	Yes	We have been so impressed with her!

I am writing to recommend that Kristi McPhail, who will be my mentee for the upcoming school year, be allowed to teach under the ACT 1240 Waiver.

I have known Mrs. McPhail as a sub in our district. Based on this knowledge I believe that she is an exceptional individual with the qualities and skills needed to be successful as a classroom teacher.

She is highly motivated, displays an excellent work ethic, and seeks to expand her knowledge of our grade level curriculum and of teaching in general.

I am committed to working closely with Mrs. McPhail and her UALR supervisor to ensure she is successful at helping her students receive a quality education.

Thank you for your consideration.

Courtney Southard

Pine Haven Elementary,

Bauxite School District