



DIVISION OF ELEMENTARY
& SECONDARY EDUCATION

Act 1240 Waiver Request

District:	Camden Fairview
LEA Number:	5204000
Superintendent:	Johnny Embry
Email:	jembry@cfsd.k12.ar.us
Contact for Waiver:	Javana McCall
Contact Email:	jmccall@cfsd.k12.ar.us
Contact Phone:	(870) 836-4193
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

*****Revised July 7, 2022*****

Waiver Request #1

Topic:	Teacher Internship Program
Standards/Statutes/Rules:	*DESE Rules Governing Class Size * A.C.A 6-17-812 "Compensation for teaching more than the maximum number of student permitted." *Arkansas Standards for Accreditation 1-A.6 *Standard for Accreditation 1-A.5 (class size)
Duration Requested:	Five Years
Name of Open-Enrollment Charter Holding the Waiver	
Schools, Grades or Classes the Wavier Will Apply To	Fairview Elementary (K-3)
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 Camden Fairview School District is seeking an ACT 1240 waiver in order to participate in the RESIDENCY MODEL Program administered through Southern Arkansas University (SAU). By partnering with SAU and participating in the RESIDENCY MODEL Program, the Camden Fairview School District hopes to increase our capacity to recruit and retain highly effective elementary teachers while addressing the current teacher shortage issues.

With the approval of this waiver request, the Camden Fairview School District will partner with SAU to place interns (Kelsay Morgan and Bailey Reynolds) at Fairview Elementary. Both Kelsay and Bailey have been vetted by SAU to ensure they are ready to fill the positions. Interns will fill vacant teaching positions, due to retiring teachers and teachers transferring to other districts. The highly qualified mentor teacher will work directly with the interns providing support and feedback through coaching,

modeling and observation. Interns will be compensated with a .5 first year teaching contract for the duration of a standard school year (2 semesters). There will be one teacher per intern per semester, with the lead teacher also having her own class. Neither the teacher's class nor the intern's class will exceed the allowable class size in the Standards for Accreditation. The lead teacher will receive a stipend of \$1000 and the intern will be paid daily rate of pay for the first semester, and may then be paid in accordance with contract (if hired) for the second semester. Teachers are not required to serve as lead teachers.

In order to provide a more focused, hands-on experience, the interns and the mentor teacher will be provided multiple layers of support from school, district and university leadership. Interns will participate in administrator led weekly grade level team meetings with teachers. Additional time will be scheduled for the intern and mentor teacher to discuss content, instructional strategies, student data, unit planning and other related topics. The mentor teacher will be provided university support to provide strategies for coaching and reflective practice. In addition to the assigned university supervisor, interns and the mentor teacher will receive consistent support from the Director of the School of Education and of the SAU Educational Renewal Zone (ERZ) Director. The building principal along with the Director and the ERZ Director will make regular visits to the intern's classrooms and will hold support meetings as needed.

The SAU RESIDENCY MODEL Program is a model of internship which strengthens and grows not only the intern's instructional practice, but also the district's qualified teacher pool, the mentor teacher's leadership capacity and the partnership between school districts and higher education. The Camden Fairview School District looks forward to the opportunity of implementing the RESIDENCY MODEL at Fairview Elementary now and in other schools in the future.

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

Students will have the benefit of being in a classroom with an intern who is consistently supported and monitored by an instructional team and administrators. The mentor teacher along with the interns will be focused on strong instructional practices and measuring student achievement. A highly collaborative team will be created as the mentor and interns plan, practice and reflect together. Additionally, the mentor teacher will be available to create a more personalized learning experience for students by having the time to provide individual and small group instruction for students.

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

The Camden Fairview School District and Fairview Elementary will monitor the effectiveness of the SAU RESIDENCY MODEL Program, through multiple sources of data including:

*Regular and timely feedback from the mentor teacher, interns, SAU's Director of Education and

ERZ Director

*Classroom student achievement data including formative assessment data, observational data, and reading levels

*Survey data from teachers, students, parents

*Staffing data

*****Documentation of SAU's RESIDENCY MODEL and CFSD's Lead Teacher qualifications are included in this waiver request.**

SAU Mulerider Learning Educators Advanced Practicum Residency Model

Program Description

The Mulerider Learning Educators Advanced Practicum Track is proposed as an embedded option in the existing undergraduate teacher preparation programs that would allow the opportunity to apply for licensure in:

- Elementary Education, K-6
- Middle Childhood Education, Grades 4-8
- Secondary (Grades 7-12) and Broad Range Content Areas

Candidates may make arrangements to RESIDENCY MODEL before their student teaching assignment begins. Candidates may also RESIDENCY MODEL during their student teaching assignment; however, they will only be allowed to RESIDENCY MODEL at their original school placement. Both cases will require meeting the same checklist criteria.

Candidates in undergraduate Elementary Education (K-6), Middle Childhood Education (4-8), Secondary Education (7 – 12), and Broad Range Education (K-12), if eligible, will have the option to complete their licensure program via the Mulerider RESIDENCY MODEL Track. This track would allow partner districts to apply for long-term substitute waivers through the Arkansas Department of Education (ADE). It will also enable para-professionals to complete the student teaching experience while continuing employment in the district. With the waiver, districts will be eligible to hire Mulerider RESIDENCY MODEL candidates as long-term substitutes/para-professionals during their final semester of student teaching prior to graduation. Mulerider RESIDENCY MODEL candidates will have a classroom schedule reflective of their intended licensure area and be provided with a mentor by the district to provide additional support and development throughout the experience. The mentor will provide equivalent support to that of a cooperating teacher assigned in conventional student teacher placements.

Admission Requirements:

Elementary Education Mulerider RESIDENCY MODEL Candidate Requirements: Candidates admitted into the Mulerider RESIDENCY MODEL track in Elementary Education will have:

- successfully completed all previous coursework (pedagogy and content specific) with a B or higher,
- passed all Praxis subject and pedagogy assessments required for their intended licensure area*, or demonstrate proficiency in content and pedagogy through Impact Project I assignment. Students must have scored proficient on all of the following competencies: 1A Knowledge of Content and Pedagogy, 1B Demonstrate Knowledge of Students, 1C Setting Instructional Outcomes, 1E Designing Coherent Instruction, and 1F Designing Student Assessments.
- have a 3.0 or higher cumulative GPA, and
- a record free of dispositional concerns.

- K-6 candidates are eligible for RESIDENCY MODEL without having passed FOR exam

Middle Childhood Education, Secondary Education, or Broad Range Education Mulerider RESIDENCY MODEL Candidate Requirements: Candidates admitted into the Mulerider RESIDENCY MODEL track in Middle School, Secondary, or Broad Range Education will have:

- successfully completed all previous coursework (pedagogy and content specific) with a C or higher,
- passed one Praxis subject and pedagogy assessments required for their intended licensure area, **or** demonstrate proficiency in content and pedagogy through Impact Project I assignment. Students must have scored proficient on all of the following competencies: 1A Knowledge of Content and Pedagogy, 1B Demonstrate Knowledge of Students, 1C Setting Instructional Outcomes, 1E Designing Coherent Instruction, and 1F Designing Student Assessments.
- a cumulative GPA of 3.0 or above, and
- a record free of dispositional concerns.

The completion of a program of study through the Mulerider RESIDENCY MODEL Track is contingent on an offer of employment as a long-term substitute/paraprofessional in the student's intended licensure area.

Programs of Study

No program of study included in the Mulerider RESIDENCY MODEL Track will deviate from degree plans approved and on file with the ADE. Candidates will complete all student teaching requirements while employed as a long-term substitute/para-professional. RESIDENCY MODEL Candidates, based on district partnerships, are ensured equivalent experiences as other student teachers. Requirements will not conflict with the duties outlined in the employment contract except for the three days that candidates are required to attend student teaching seminars on the SAU campus. The school district will grant professional leave for the three days of student teaching seminar. Every effort will be made by the university to accommodate candidates' schedules as outlined in their employment contract. RESIDENCY MODEL Candidates will honor dates and responsibilities outlined in district contracts.

Support System for Students Enrolled in Mulerider RESIDENCY MODEL Track

As outlined in the attached sample Affiliation Agreement, districts that employ candidates in the Mulerider RESIDENCY MODEL Track will provide a mentor for additional support and development throughout the experience. The mentor will provide equivalent support to that of a cooperating teacher assigned in conventional student teacher placements.

SAU will support the Mulerider RESIDENCY MODEL Track candidates by providing a program adviser and a university supervisor. The university supervisor will provide guidance and feedback to the candidate in the field.

Program Partnership

SAU is committed to supporting partner districts with the RESIDENCY MODEL program. Once candidates are approved, they will become eligible for employment. To support the RESIDENCY MODEL program, the Educator Effectiveness/Licensure unit has added the option, Student Teacher Intern, to the Long-Term Substitute request form.

- The district shall first communicate with the Institution of Higher Education (IHE) to ensure student intern has met program requirements for the student internship semester. The IHE must approve the student intern based upon readiness and competence. This request should be generated by a district's need and not driven by an IHE or Intern.
- The district shall apply for a long-term substitute with the Office of Educator Licensure using the long-term substitute request form.
- The Office of Educator Preparation will follow up with the Institution of Higher Education to ensure all program requirements are met for pre-approval prior to going on SBE agenda.
- The requests shall be subject to approval of the State Board of Education (SBE) each month. Requests shall be submitted to educator licensure approximately one month before the SBE meeting.
- Each approval is good for one semester.
- Districts shall ensure additional supports are provided to the Intern serving as a Long-Term Substitute which must include a partner teacher. Suggested supports include assigned subject area specialist, co-op support, common planning periods, and additional planning time.

Substitutes may be in a classroom for 29 days before being considered a long-term substitute.

The district and the university work together to develop the supports that will be put in place. The district then will submit the online request at:

<https://dese.ade.arkansas.gov/Offices/educator-effectiveness/educator-licensure/licensure-exceptionals/palcp>

Other districts across the state will have the opportunity to enter into similar Affiliation Agreements as the program expands and district needs arise.

It is understood by the Educator Preparation Provider (EPP) and its partners that teaching positions may be more abundant in the Fall semester than they will be in the Spring semester of each academic year and employment in the partner district is not guaranteed.

Application Process

Candidates interested in participating in the RESIDENCY MODEL program must complete the following process to become eligible for employment. The RESIDENCY MODEL committee will meet as needed to facilitate eligibility reviews.

- Candidate must submit evidence of meeting checklist criteria 1- 6 to the RESIDENCY MODEL committee chair. See checklist below.

RESIDENCY MODEL Checklist Criteria	Meets	Does Not Meet
1. Candidate has passed all required licensure tests to participate in Mulerider Residency Model or demonstrate proficiency in content and pedagogy through Impact Project I assignment. Students must have scored proficient on all of the following competencies: 1A Knowledge of Content and Pedagogy, 1B Demonstrate Knowledge of Students, 1C Setting Instructional Outcomes, 1E Designing Coherent Instruction, and 1F Designing Student Assessments.		
2. Candidate has met required grades in all pedagogy/content courses as outlined in the Mulerider RESIDENCY MODEL Agreement		
3. Candidate is free of dispositional concerns		
4. Candidate is rated as effective in all dispositions in Field II		
5. Candidate Scores Proficient in 13 of the 17 components on the Modified Impact Project I		
6. Advisor confirms meeting with candidate to discuss fitness for position		

- Once chair confirms criteria eligibility from checklist 1 – 6, they will schedule an interview with the candidate. The interview committee will be composed of the RESIDENCY MODEL committee members, the hiring administrator, and the candidate.
- The interview will consist of the following:
 - 1. The candidate will present artifacts from Field II to demonstrate pedagogical knowledge and fitness for position.
 - 2. The candidate will then answer the following questions:
 - 1. How would you manage the time and stress while fulfilling this position during student teaching?
 - 2. Explain why you will be successful in this position while also fulfilling the student teaching requirements?
 - 3. Tell us about your Field II experience and how it has prepared you for this position?
 - 4. Tell us about your teaching strengths and weaknesses, and how you will address your weaknesses while in this position.
 - 5. What kind of support will you need from your principal?
 - After the interview, the chair will read the requirements and expectations of the candidate, the hiring administrator, and the university.
 - If the hiring administrator is unavailable, the committee will proceed with the interview.

- Candidates who do not meet eligibility criteria and are denied RESIDENCY MODEL may appeal to the Dean of the College of Education.

Reporting Assurance

Each semester, the School of Education will share data with ADE's Educator Effectiveness office, regarding the success of the program, including the number of SAU graduates who are hired and remain in their Mulerider RESIDENCY MODEL track position after graduation and licensure.

Note: This version revised on June 24, 2022.



**CAMDEN FAIRVIEW SCHOOL DISTRICT
OFFICE OF THE SUPERINTENDENT**

Johnny Embry, Superintendent
jembry@cfsd.k12.ar.us

(870) 836-4193
625 Clifton Street
Camden, AR 71701

Criteria for Selecting Building Support Teachers:

- Teachers must have taught a minimum of three years (extenuating circumstances may negate this requirement in the event that other criteria are met).
- Teacher is working toward DESE Master Teacher Designation. Preference is given to those who have completed the process. Teacher should be enrolled or completed one of the following:
 - A master's degree in your content area; plus, ADE Micro-credential
 - BloomBoard's Master Professional Educator Micro-Endorsement
 - The High-Reliability Teacher Program (Level 1, Level 2)
 - NBCT Certification
 - Arkansas Teacher of the Year Award; Milken Award for Educators; Presidential Award for Excellence in Math and Science

or

- Teacher is working toward DESE Lead Teacher Designation. Preference is given to those who have completed the process. Teacher should be enrolled or completed one of the following:
 - BloomBoard's Lead Professional Educator Micro-endorsement
 - Boundless Learning's Co-teaching Microcredential
 - Teaching Matters
 - The Arkansas Leadership Academy: Teacher Leader Institute
 - The High-Reliability Teacher Level 3 and High-Reliability Coaching
 - Other DESE Approved Pathways to Designation for LEAD or Master Teacher
- An Effective or Highly Effective rating on a summative evaluation conducted within the previous 4 years.
- Recommendation to serve as a Building Support Teacher by a peer, supervisor, or other educational professionals.
- Completion of Science of Reading Awareness or Phase I of Science of Reading Proficiency (after 2022-2023 SY, Awareness or Proficiency must be achieved).

*****Teachers working toward the above criteria shall be considered in the event of extenuating circumstances.***



**DIVISION OF ELEMENTARY
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Act 1240 Waiver Request

District:	Camden Fairview
LEA Number:	5204000
Superintendent:	Johnny Embry
Email:	jembry@cfsd.k12.ar.us
Contact for Waiver:	Javana McCall
Contact Email:	jmccall@cfsd.k12.ar.us
Contact Phone:	(870) 836-4193
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:	Teacher Internship Program
Standards/Statutes/Rules:	*DESE Rules Governing Class Size and Teaching Load * A.C.A 6-17-812 "Compensation for teaching more than the maximum number of student permitted." *Arkansas Standards for Accreditation 1-A.6 *Standard for Accreditation 1-A.5 (class size)
Duration Requested:	Five Years
Name of Open-Enrollment Charter Holding the Waiver	
Schools, Grades or Classes the Wavier Will Apply To	Fairview Elementary (K-3), Ivory Intermediate (4-5), Camden Fairview Middle (6-8), and Camden Fairview High School (9-12)
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 Camden Fairview School District is seeking an ACT 1240 waiver in order to participate in the RESIDENCY MODEL Program administered through Southern Arkansas University (SAU). By partnering with SAU and participating in the RESIDENCY MODEL Program, the Camden Fairview School District hopes to increase our capacity to recruit and retain highly effective elementary teachers while addressing the current teacher shortage issues.

With the approval of this waiver request, the Camden Fairview School will partner with SAU to place interns in elementary grades and secondary classrooms. Interns will fill vacant teaching positions, due to retiring teachers and teachers transferring to other districts. The highly qualified mentor teacher will work directly with the interns providing support and feedback through coaching, modeling and observation. Interns will be compensated with a .5 first year teaching contract for the duration of a

standard school year (2 semesters). There will be one teacher to one intern per semester, with the lead teacher also having her own class. Neither the teacher's class nor the intern's class will exceed the allowable class size in the Standards for Accreditation. The lead teacher will receive a stipend of \$1000 and the intern will be paid daily rate of pay for the first semester, and may then be paid in accordance with contract (if hired) for the second semester. Teachers are not required to serve as lead teachers.

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

The Camden Fairview School District and Fairview Elementary will monitor the effectiveness of the SAU RESIDENCY MODEL Program, through multiple sources of data including:

- *Regular and timely feedback from the mentor teacher, interns, SAU's Director of Education and ERZ Director

- *Classroom student achievement data including formative assessment data, observational data,

and reading levels

*Survey data from teachers, students, parents

*Staffing data

*****Documentation of SAU's RESIDENCY MODEL and CFSD's Lead Teacher qualifications are included in this waiver request.**

SAU Mulerider Learning Educators Advanced Practicum Residency Model

Program Description

The Mulerider Learning Educators Advanced Practicum Track is proposed as an embedded option in the existing undergraduate teacher preparation programs that would allow the opportunity to apply for licensure in:

- Elementary Education, K-6
- Middle Childhood Education, Grades 4-8
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Candidates may make arrangements to RESIDENCY MODEL before their student teaching assignment begins. Candidates may also RESIDENCY MODEL during their student teaching assignment; however, they will only be allowed to RESIDENCY MODEL at their original school placement. Both cases will require meeting the same checklist criteria.

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Admission Requirements:

Elementary Education Mulerider RESIDENCY MODEL Candidate Requirements: Candidates admitted into the Mulerider RESIDENCY MODEL track in Elementary Education will have:

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- have a 3.0 or higher cumulative GPA, and
- a record free of dispositional concerns.
- K-6 candidates are eligible for RESIDENCY MODEL without having passed FOR exam

Middle Childhood Education, Secondary Education, or Broad Range Education Mulerider RESIDENCY MODEL Candidate Requirements: Candidates admitted into the Mulerider RESIDENCY MODEL track in Middle School, Secondary, or Broad Range Education will have:

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3. Candidate is free of dispositional concerns		
4. Candidate is rated as effective in all dispositions in Field II		
5. Candidate Scores Proficient in 13 of the 17 components on the Modified Impact Project I		
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 - 2. The candidate will then answer the following questions:
 - 1. How would you manage the time and stress while fulfilling this position during student teaching?
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 - 5. What kind of support will you need from your principal?
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 - If the hiring administrator is unavailable, the committee will proceed with the interview.
- Candidates who do not meet eligibility criteria and are denied RESIDENCY MODEL may appeal to the Dean of the College of Education.

Reporting Assurance

Each semester, the School of Education will share data with ADE's Educator Effectiveness office, regarding the success of the program, including the number of SAU graduates who are hired and remain in their Mulerider RESIDENCY MODEL track position after graduation and licensure.

Note: This version revised on June 24, 2022.



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OFFICE OF THE SUPERINTENDENT**

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Criteria for Selecting Building Support Teachers:

- Teachers must have taught a minimum of three years (extenuating circumstances may negate this requirement in the event that other criteria are met).
- Teacher is working toward DESE Master Teacher Designation. Preference is given to those who have completed the process. Teacher should be enrolled or completed one of the following:
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 - BloomBoard's Master Professional Educator Micro-Endorsement
 - The High-Reliability Teacher Program (Level 1, Level 2)
 - NBCT Certification
 - Arkansas Teacher of the Year Award; Milken Award for Educators; Presidential Award for Excellence in Math and Science

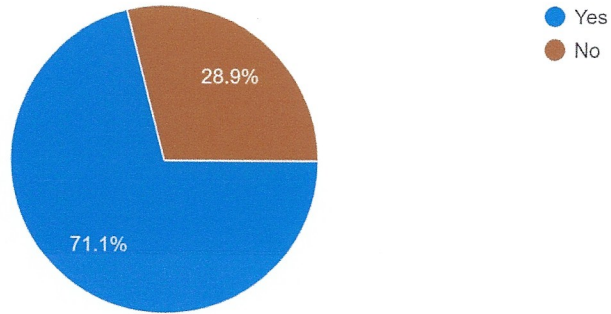
or

- Teacher is working toward DESE Lead Teacher Designation. Preference is given to those who have completed the process. Teacher should be enrolled or completed one of the following:
 - BloomBoard’s Lead Professional Educator Micro-endorsement
 - Boundless Learning’s Co-teaching Microcredential
 - Teaching Matters
 - The Arkansas Leadership Academy: Teacher Leader Institute
 - The High-Reliability Teacher Level 3 and High-Reliability Coaching
 - Other DESE Approved Pathways to Designation for LEAD or Master Teacher
- An Effective or Highly Effective rating on a summative evaluation conducted within the previous 4 years.
- Recommendation to serve as a Building Support Teacher by a peer, supervisor, or other educational professionals.
- Completion of Science of Reading Awareness or Phase I of Science of Reading Proficiency (after 2022-2023 SY, Awareness or Proficiency must be achieved).

*****Teachers working toward the above criteria shall be considered in the event of extenuating circumstances.***

I support the Camden Fairview School District's proposal to allow teacher interns to complete their internship as paid interns under the direction of a...d in partnership with Southern Arkansas University.

38 responses



**CERTIFIED COPY OF THE RESOLUTION OF THE BOARD OF EDUCATION
OF CAMDEN FAIRVIEW SCHOOL DISTRICT NO. 16 OF OUACHITA COUNTY
ADOPTED AT THE BOARD'S REGULAR MEETING OF MAY 17, 2022**

WHEREAS, the Board of Education of Camden Fairview School District (school board and CFSD) met in regular session May 17, 2022, at 6:30 p.m. in Garrison Auditorium in Camden, Arkansas; and,

WHEREAS, Arkansas Code Annotated § 6-17-812 and Standard 1.A.6 of the Standards for Accreditation of Arkansas Public Schools and School Districts a set class size for each classroom or subject area as well as allowing for compensation for teachers when class sizes exceed set limits.

WHEREAS, due to a shortage of certified teachers, CFSD proposes a waiver of laws and regulations governing class size, teaching load, and compensation for teaching more than the maximum number of students and working in conjunction with Southern Arkansas University to allow student interns to assume the responsibilities of a classroom teacher.

WHEREAS, Act 1240 of 2015 allows a school district to petition the State Board of Education for some or all of the waivers granted to an open-enrollment public charter school; and,

WHEREAS, districts may only request waivers that enhance student learning opportunities, promote innovation, or increase access to effective teachers;

WHEREAS, CFSD is seeking a waiver of laws and regulations governing class size, teaching load, and compensation to work in conjunction with Southern Arkansas University to allow student interns to assume the responsibilities of a classroom teacher. This will take place while working with a certified partner teacher who serves as teacher of record and provides additional supports beyond the Novice Teacher program, college classwork, and other district supports.

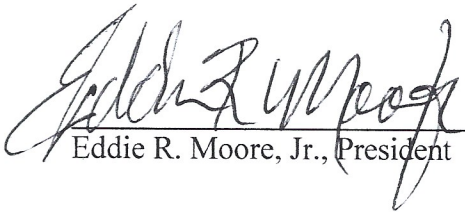
WHEREAS, CFSD will monitor and evaluate the effectiveness of the waiver through

multiple means, including teacher observation, staffing data, survey data, and feedback from SAU Education Preparation Program.

WHEREAS, CFSD will be able to utilize the Southern Arkansas University interns to address staffing issues, train, and retain qualified staff members.

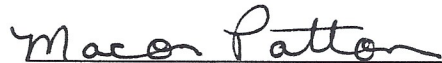
NOW THEREFORE, BE IT RESOLVED that the Camden Fairview School District Board of Education endorses the Superintendent's waiver request affecting the allowable class size, teacher load and teacher compensation and recommends its approval by the Arkansas State Board of Education.

Adopted this 17th of May 2022.


Eddie R. Moore, Jr., President

CERTIFICATION

The undersigned, Macon Patton, Secretary of the Board of Education of Camden Fairview School District No. 16 of Ouachita County, Arkansas, hereby certifies that the above and foregoing resolution was considered and adopted by said board at its regular meeting of May 17, 2022.


Macon Patton
Macon Patton