



Act 1240 District Waiver Request

District:	Bryant Public Schools
LEA Number:	6303
Superintendent:	Dr. Karen Walters
Email:	kwalters@bryantschools.org
Contact for Waiver:	Dr. Angie Dischinger
Contact Email:	adischinger@bryantschools.org
Contact Phone:	501-847-5600
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**
 - [Internship Performance Review](#)
 - [Internship Teacher/Student One-on-One Conference Form](#)

Internship Stakeholder Involvement

Bryant High School hosts a Business and Industry Advisory Council meeting twice a year to gather stakeholder input for our Career Houses, CTE programs and our Internship program. Our Career House Leaders, teachers and students discuss upcoming events and invite our business partners to offer insights on how to better prepare our students for career and college.

Bryant High School's Internship Coordinators communicate with supervisors/Internship partners at least four times per semester via phone and email, as well as one site visit or more per semester. Additionally, we distribute performance reviews to partners once per semester.

Student Statements

A student who pursued an internship in a career field of interest: *"My internship experience has really allowed me to test my passion for my future career, revalidating the interest I have for electrical*

engineering. It has also allowed me to take a dip into the workplace and connect the schoolwork to its application at a professional level. The unseen problems and incorporation of budgeting has really opened my eyes to what the work of an engineer truly is, which wouldn't be possible without my internship."

An Internship student who pursued employment: "My internship experience at Chick-fil-A Otter Creek has benefitted my future in ways I never could have anticipated. While working in fast-food has never been my "dream," this high-school job has illuminated my desire to serve and care for others. Working at Chick-fil-A has provided me with so many opportunities for growth--the biggest one being my promotion from a regular Team Member to a high school Team Leader. Being a young leader in the restaurant was initially intimidating, but because of this experience I now am able to relate to others in a whole new dimension, taking on the title of "Drive-Thru Specialist." By focusing my shifts in the drive thru, I have learned how to intentionally serve the community in a timely manner. This leadership opportunity has helped me to overcome my introverted personality, gain confidence in my ability to effectively serve the community, and develop communication skills that I never could have learned apart from Chick-fil-A. The life skills that I have acquired through this experience have completely changed my perspective on the world around me, helping me see people for who they truly are instead of who people may expect them to be. Through this opportunity, I have learned that whatever my future career may be, I want to be serving others wholeheartedly."

Business/Organization/Employer Statements

Stephanie Griffin, Executive Director of Habitat for Humanity of Saline County: "We have had several interns from Bryant High School and each of them have brought unique talents and their own future goals to our organization. We have even hired a couple of them temporarily through the summer before they go off to college. We often joke that the interns are really the ones teaching us...because usually they are!"

Supervisor at Boys & Girls Club of Saline County (quote from a performance check): "[Student] has really taken a lead role here at the club. She is amazing with kids and parents and situations here. We will be offering her a team leader position this summer as well. She has a huge heart for the club and kids and it really shows. She is a treat to work with."

Bethel Middle School Band Director (quote from a performance check): "He [student] is an amazing young man who is going to be a wonderful band director. Goes above and beyond. We have been thankful to have his help!"

Waiver Request #1

Topic:	Class-size and Teaching Load
Standards/Statutes/Rules:	1-A.5, A.C.A §§ 6-17-812
Duration Requested:	2022-23 through 2026-2027
Name of Open-Enrollment Charter Holding the Waiver	Arkansas Virtual Academy
Schools, Grades or Classes the Waiver Will Apply To	Bryant High School, Grades 11-12, Internship (696000 only)

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 internship program is a cooperative effort between the school and business partners in the community. The student receives training/experience through part-time employment, unpaid internships, paid internships and/or volunteer work. Students selected for participation in this program take regular courses in high school in order to meet all graduation requirements, along with working/interning/volunteering a minimum of 10 hours per week. Students may be released from school to report to work either during periods 1-3 or during periods 5-7. Students receive one local credit per period of internship/work (up to three credits).

Internship is designed to assist students in their specific career focus areas and gain work skills and experience to help them successfully transition from school to career. All students will benefit from this course regardless of their chosen career path. Internships have allowed students the flexibility to pursue career interests, work to earn money, participate in student organizations, and complete their studies simultaneously.

This waiver is necessary because it will allow Bryant High School to continue to offer internships to all students who are interested in this opportunity, providing real-world experiences and job skills. Without the waiver, the number of internship slots will be limited and some students would not have this opportunity.

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

The class size and teaching load waiver will allow for our Internship Program teachers to serve all students who have chosen to do an internship. The program will allow students relevant and meaningful experiences to help them develop skills related to careers they are interested in pursuing.

These students do not meet with their facilitator daily. The teachers serve as a facilitator for the internship program by evaluating the student contracts, monitoring documentation, and evaluating the culminating project.

Our students can receive .5 - 3 credits each year for internship depending on their placement. This allows for maximum flexibility for our students which we feel is very important in meeting our students' needs.

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

The district will monitor the effectiveness of the waiver through academic achievement, participation, and enrollment of general education and subpopulations.

Internship Academic Achievement

	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Pass Rate	96%	93%	95%	95%	96%

Internship Enrollment

	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Enrollment #s	175	200	245	223	182
Internships (unpaid)	35%	40%	23%	30%	23%
Internships (paid)	65%	60%	77%	70%	77%
SPED	10	10	14	11	6

Internship Subpopulations 2019-2020

	2018-2019	2019-2020	2020-2021
Free & Reduced Lunch	20%	19%	17%
African-American	15%	15%	13%
Hispanic	5%	6%	3%
SPED	15%	16%	13%

[Bryant High School Internship website](#)

[Bryant High School Internship Student/Parent Contract](#)

BRYANT HIGH SCHOOL Internship Student/Parent Contract 2021-2022 School Year

The Internship program is a cooperative effort between the school and business partners in the community. The student receives training/experience through part-time employment, internships, and/or volunteer work. Students selected for participation in this program take regular courses in high school in order to meet all graduation requirements, along with working/interning/volunteering a minimum of 10 hours per week. Students may be released from school to report to work either during periods 1-3 or during periods 5-7. Students will be present on campus for advisory period each day. A student is not allowed to leave campus for work purposes unless he/she is enrolled in a work/ internship-supervised program. Students receive one local credit per period of internship/work (up to three credits). By signing this contract, student and parent/guardian understand that the Bryant School District will only provide limited transportation to the internship location for extenuating circumstances, on a case by case basis. The Bryant School District will not provide transportation to and from the internship location. The privilege of being in the program carries with it responsibilities each student and his/her parent(s)/guardian must understand and agree to.

1. I understand that my place of employment is considered an "internship site". I understand that I must have an approved training station in the fall semester by the deadline for school schedule changes (four days after school starts), or I will not be able to participate in the Internship program. This may require communication with the coordinator during the summer months.

2. I will attend all training required by my employer. Required training during the regular school day may be authorized if I notify my internship coordinator in advance and if approved by the principal.

3. The internship experience should encompass aspects of a career pathway the student is interested in pursuing. If I enroll in the Internship program and plan to use a current job as my internship site, I understand my job is subject to the rules of this contract.

4. I will not leave a position without notification to and approval of the Internship coordinator. I will make all

necessary arrangements to then leave the position with satisfactory notice and a satisfactory work record. If I quit my job or change training stations without discussing the situation with the coordinator, I understand I may receive an "F" for all internship credits and may be rescheduled into a full class schedule.

5. If I lose my job for reasons beyond my control (such as a reduction-in-force), I will not be penalized. I will then be placed in an alternate suitable internship training station or possible job shadow site within a reasonable time frame.

6. I understand that Internship is a part of my school schedule; therefore, attendance is critical. I should make all attempts to report to my training station for my scheduled periods/work schedule. However, if I will be absent for Internship, whether excused or unexcused, I will do the following:

a. Contact my supervisor/employer IMMEDIATELY to inform him/her of my absence
b. Contact the Internship coordinator to inform him/her of my absence

7. I will maintain an accurate and up-to-date record of the hours worked at my training station using the log provided by the coordinator. I understand that this log may be reviewed by the coordinator at any time. Falsifying information on the time log in any way could result in receiving an "F" and being removed from the program.

8. I understand that I will be evaluated by my employer each semester. While on the job, I am expected to abide by company policy. A portion of my grade in this course will be based on the employer evaluations/student reflections of the evaluations.

9. I understand that I will be responsible for assignments including, but not limited to (1) End of course project detailing my experience in my internship(s), (2) Performance evaluations, (3) Time logs, (4) One-on-One meetings with coordinator

10. I understand that my behavior, appearance, and conduct at my internship site are a reflection of my school; therefore, I will endeavor to conduct myself in a polite and courteous manner and be a good representative of my school and the Internship program. I will comply with all state and federal legislation concerning employment, Internship program guidelines, and school district guidelines.

11. I will cooperate with my coordinator and keep him/her informed of anything that might have a bearing upon my work. I recognize the coordinator as the primary authority for guidance and counseling of the Internship program.

12. I understand that failure to comply with the requirements of this contract may result in receiving an "F" for the semester, being dropped from the Internship program, and being assigned to another class for the remainder of the semester.

13. I understand participation in the internship program is not required and I am choosing to participate voluntarily and of my own free will. I also understand that my participation in the internship program, including, without limitation, at the internship site and internship-related sites, during travel to and from the internship site and internship-related sites, and the use of any facilities at the internship site or internship-related sites, shall be undertaken by me at my sole risk and that the Bryant School District will not be liable for any claims, demands, injuries, damages, actions, or causes of actions, either to me or to my property, arising from, or in any way connected with, the internship. As part of my voluntary participation in the internship program, I release, discharge (and covenant not to sue) the Bryant School District, its board of directors, administrators, employees or agents from all liability that may arise out of injury to me or my property. I understand that the laws of the State of Arkansas grant the Bryant School District statutory immunity from suits for damages. I also understand that if I perform an internship with a county, city, public charter school, special improvement district, or other political subdivision of the State of Arkansas, Arkansas laws grant statutory immunity from suits for damages from those entities as well.

14. Any exceptions to this contract will be handled on an individual basis as the need arises. Such exceptions will be documented in writing.

I, (STUDENT), AGREE TO UPHOLD THIS CONTRACT TO THE BEST OF MY ABILITY. I, (PARENT), GIVE MY SON/DAUGHTER PERMISSION TO PARTICIPATE IN THE INTERNSHIP PROGRAM AND WILL ENCOURAGE MATURE, RESPONSIBLE ACTIONS FROM HIM/HER WHILE ENROLLED.

Student Name (please print) Student Signature (date)

_____ Parent Signature (date)

Spring 2021 4th Nine Weeks One-on-One Conference

 adischinger@bryantschools.org (not shared) [Switch account](#)



* Required

Student Name *

Your answer

Morning or Afternoon Student *

Morning

Afternoon

Today's Date *

Date

mm/dd/yyyy

Internship Site / Job Title *

 [Request edit access](#)



Your answer

Main job duties *

Your answer

Likes/Positive skills or experience you will take away from this internship or job *

Your answer

Dislikes/Challenges - this can be something you have overcome or something you are currently working through. *

Your answer

How you overcome challenge/Plans to overcome challenge *

Your answer

Strengths *

Your answer

 Request edit access



Opportunities (ways to improve as an employee or grow within your

Opportunities (ways to improve as an employee or grow within your internship/job) *

Your answer

Considering this for long-term/as a career? *

- YES
- NO
- MAYBE

Plans after graduation *


Your answer

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Internship Performance Review

Bryant High School



Student Name _____ Date ____/____/____

Student's Title/Position _____

Internship Site _____

Review Period:

1. **Quality of Work** Consider the quality of work produced and the promptness with which it is completed.

Outstanding Very Good Good Below Average Unsatisfactory

Notes: _____

2. **Productivity** Consider the ability to produce a quantity of accepted work which meets company standards

Outstanding Very Good Good Below Average Unsatisfactory

Notes: _____

3. **Knowledge of Job** Consider the knowledge of present job of other work closely related to it, and of the equipment necessary to perform job functions.

Outstanding Very Good Good Below Average Unsatisfactory

Notes: _____

4. **Reliability and Dependability** Consider the amount of supervision required, and job performance.

Outstanding Very Good Good Below Average Unsatisfactory

Notes: _____

5. **Attendance** Consider overall attendance record and punctuality.

Outstanding Very Good Good Below Average Unsatisfactory

Notes: _____

6. **Initiative** Consider the extent to which new work assignments and additional duties one sought out when necessary.

Outstanding Very Good Good Below Average Unsatisfactory

Notes: _____

Notes from the Evaluator:



Internship Performance Review

Bryant High School



What particular skills that are important to your business/organization does this intern need to further develop?

How do you suggest the student improve these skills?

Evaluator's Signature _____

Student Reflection on the Employer's Evaluation:

Do you agree with the evaluation? Why or why not?

Based on the evaluation and your employer's comments, what actions will you take to improve your performance in this role?

If you received "outstanding" in every category, how will you maintain your high level of performance?

List a goal or something you want to learn/improve the rest of this semester related to your job or internship

Student's Signature _____



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Creating Opportunities for Success

BRYANT PUBLIC SCHOOLS // BHS INTERNSHIP

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[Internship Opportunities](#)

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Welcome to Bryant High School's Internship Program

Bryant High School offers a unique experience for students. This program allows students to explore jobs or internships that they may be interested in and gain valuable experience for their career paths.

Learn More!

Testimonials

Bridging the Gap

“My internship experience has really allowed me to test my passion for my future career, revalidating the interest I have for electrical engineering. It has also allowed me take a dip into the workplace and connect the schoolwork to its application at a professional level. The unseen problems and incorporation of budgeting has really opened my eyes to what the work of an engineer truly is, which wouldn’t be possible without my internship.”

Dallas Blank
Intern
Whiting Systems Inc.



Developing Leadership Skills & Passion for Serving Others

Change in Direction

“My internship at Habitat has lead me down a path I never thought I would be on. Habitat is such an amazing environment to work in. The people there are amazing and the things they do to help others are true blessings. This internship I was involved in has led me to change my major for college so I can work with more organizations like them. Although I was only in this program for a semester, Habitat has offered me a part-time job to continue working for them and the amazing families they serve. “

Caitlyn Guthrie
Marketing and Development Intern
Habitat for Humanity
Saline County



Broadening Horizons

“Being in Internship has helped me to broaden my horizons in a field I love. Not only am I able to do

My internship experience at Chick-fil-A Otter Creek has benefitted my future in ways I never could have anticipated. While working in fast-food has never been my “dream,” this high-school job has illuminated my desire to serve and care for others. Working at Chick-fil-A has provided me with so many opportunities for growth—the biggest one being my promotion from a regular Team Member to a high school Team Leader. Being a young leader in the restaurant was initially intimidating, but because of this experience I now am able to relate to others in a whole new dimension, taking on the title of “Drive-Thru Specialist.” By focusing my shifts in the drive thru, I have learned how to intentionally serve the community in a timely manner. This leadership opportunity has helped me to overcome my introverted personality, gain confidence in my ability to effectively serve the community, and develop communication skills that I never could

hands-on work painting and building sets, I am also growing as a person and actor by being around mentors who push me and encourage me and put trust in me to do tasks that I never thought I would be doing. Having the opportunity to watch professional actors rehearse is amazing. I am really grateful we have the internship program because it has pushed me to be a more efficient and versatile worker.”

Rylee Bolls
Intern
Arkansas Arts Center
Children's Theatre



have learned apart from Chick-fil-A. The life skills that I have acquired through this experience have completely changed my perspective on the world around me, helping me see people for who they truly are instead of who people may expect them to be. Through this opportunity, I have learned that whatever my future career may be, I want to be serving others wholeheartedly.”

Abbi Reece
Team Leader
Chick Fil A - Otter Creek



Making Connections

“Internship has allowed me to connect with kids in a way that has ensured my career path of going into Pediatric Nursing. I have built an amazing and strong bond with the kids at Park Place Preschool. Internship has given me the opportunity to be able to work with young kids and explore my career options for after high school. From

working at the preschool,
I have strengthened my
communication and
problem-solving skills.”

Khushi Uppal
Intern
Park Place Preschool



Bryant Public Schools

Bryant Public Schools

200 NW 4th St.

Bryant, AR 72022

501-847-5600

501-847-5695

District Links

State Required Information

Job Opportunities

RESOLUTION OF THE BRYANT SCHOOL DISTRICT
BOARD OF DIRECTORS

WHEREAS, Bryant High School offers an internship program that consists of a cooperative effort between Bryant High School and business partners in the community; and

WHEREAS, the internship program provides high school students with training and experience through part-time employment, internships, and/or volunteer work; and

WHEREAS, the internship program continues to grow in popularity among high school students; and

WHEREAS, a waiver of Arkansas law is necessary to allow Bryant High School to continue to offer the internship program to all students who are interested in the program; and

WHEREAS, without a waiver of class size and teaching load requirements, the number of internship slots will be limited and some students would not have the opportunity to participate; and

WHEREAS, due to the addition of a Computer Science graduation requirement, Bryant High School will remove a local graduation requirement, which is a stand-alone Personal Finance course and will, instead, offer state-approved courses which embed personal finance standards in existing courses; and

WHEREAS, the shift in courses and graduation requirements will allow Bryant High School to shift existing staff to teach the Economics with Personal Finance (474300) course instead of the local course; and

WHEREAS, Bryant High School wishes to allow current Personal Finance teachers, with a Business Technology License (250) to teach an Economics with Personal Finance course (474300) and count the course towards the Social Studies graduation requirement; and

WHEREAS, a waiver of the laws and rules herein would allow the Bryant School District to better accommodate the educational needs of its students, and

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

WHEREAS, Arkansas Virtual Academy is an open-enrollment public charter schools that draws students from the Bryant School District; and

WHEREAS, the Arkansas State Board of Education granted the Arkansas Virtual Academy a series of waivers, including the waivers requested by Bryant Public Schools herein.

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

1. Pursuant to Act 1240 of 2015, codified at Ark. Code Ann. § 6-15-103, the Bryant School District administration is hereby authorized to request the following waiver from the Arkansas State Board of Education:

a. Standards 1-A5 (Class Size and Teaching Load) and 4-D (Teachers) of the Arkansas Division of Elementary and Secondary Education Rules Governing Standards for Accreditation of Arkansas Public Schools and School Districts;

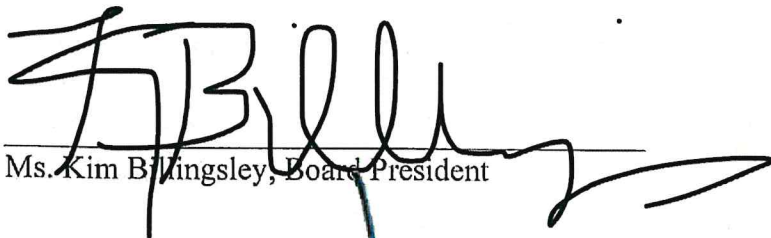
b. Arkansas Division of Elementary and Secondary Education Rules Governing Educator Licensure;

c. Ark. Code Ann. §§ 6-15-1004; 6-17-401; 6-17-812; and

d. Any such other waivers as may legally be required and granted by the Arkansas State Board of Education to give effect to the goals and purposes listed herein.

2. The Bryant School District administration may seek these waivers to take effect beginning in the 2022-2023 school year.

3. The Bryant School District Board of Directors agreed upon this resolution by vote on January 20, 2022, during an open, special meeting.

By: 
Ms. Kim Billingsley, Board President

By: 
Mr. Craig Leone, Board Secretary