



## Act 1240 District Waiver Request Extension

<b>District:</b>	<b>Hermitage</b>
<b>LEA Number:</b>	1601
<b>Superintendent:</b>	Dr. Tracy Tucker
<b>Email:</b>	Tracy.tucker@hermitageschools.org
<b>Contact for Waiver:</b>	Karen Eoff
<b>Contact Email:</b>	Karen.eoff@searkcoop.com
<b>Contact Phone:</b>	870-723-2074
<b>Date Received by DESE:</b>	

The following documents must be submitted with the waiver request:

1. School Board Resolution approving the waiver request
2. Evidence of stakeholder involvement, including teachers and student families

### Waiver Extension Request #1

<b>Topic:</b>	Teacher Licensure
<b>Standards/Statutes/Rules:</b>	Ark. Code Ann §6-15-1004 Qualified teachers in every public classroom Ark. Code Ann §6-17-309 Certification to teach grade or subject matter Ark. Code Ann §6-17-401 Teacher Licensure Requirement Ark. Code Ann §6-17-902 Definition (definition of a teacher as licensed) Ark. Code Ann §6-17-908 Teacher Salary Fund Ark. Code Ann §6-17-919 Warrants void without valid certification Standard 4-D.1 Teacher licensure requirement of Arkansas Law Standard 4-F.1 Teacher licensure requirement of Arkansas Law Section 7 of Ark. Dept. of Education rules governing education licensure
<b>Duration Requested:</b>	Five Year Waivers 2022-2027
<b>Name of Open-Enrollment Charter Holding the Waiver</b>	Ark. Code Ann §6-15-1004, Ark. Code Ann §6-17-309, Ark. Code Ann §6-17-401, Ark. Code Ann §6-17-902, Ark. Code Ann §6-17-919, Standard 4-D.1, Held by Ark. Arts Academy Ark. Code Ann §6-17-908 & Standard 4-F.1, Held by Ark. Virtual Academy

	Section 7 of Ark. Dept. of Education rules governing education licensure, Held by Ark. Connections Academy
<b>Schools, Grades or Classes the Waiver Will Apply To</b>	K-12

**1. Provide a detailed rationale explaining how the waiver will enhance student learning opportunities, promote innovation or increase equitable access to effective teachers. Include information about the problem or obstacle, if any, the waiver will help the district overcome.**

Hermitage School District recognizes that a highly qualified teacher in each classroom is the single most important factor influencing student learning. Hermitage School District's greatest desire is to hire a fully licensed highly qualified teacher for each open position that exists in the district. However, the demand for fully licensed highly qualified teachers far exceeds the number of licensed teachers in our Co-op area. The Hermitage School District has had 29 openings since 2016 that we could not find licensed teachers to fill regardless of how many recruitment activities we conducted. We have hired 29 Act 1240 teachers and 17 of the college graduates hired have completed a licensure program and now hold an Arkansas Teaching License. The Kasey Johnson story below summarizes the power and impact that an outstanding Act 1240 teacher can provide to students.

Kasey Johnson was valedictorian of her high school class at Hermitage. However, she had no career plan and no financial support for college. However, she wanted to be a teacher even though she knew so little about how this could possibly happen! Kasey went to work as a paraprofessional at a preschool. Her desire to become a teacher grew and grew. Next, she completed the para to teacher program at UAM while working and was accepted into the MAT program at UAM. Next, she was hired to teach mathematics at Hermitage Elementary School on an Act 1240 waiver. Next, she became a fully licensed teacher in Arkansas.

Rosalynnda Ellis, Kasey's principal, analyzes the impact of Kasey Johnson. "Kasey Johnston was born to teach students! She has such a loving heart for kids and a passion for student learning and growth! As soon as Kasey was hired, she immediately began to learn and grow as an educator all the while helping students to grow in mathematics. Year after year, Kasey's data shows growth and high achievement! Kasey is a real change agent in our school! She is a true teacher leader due to her growth mindset, ability to positively influence students and adults, and always demonstrating high quality teaching and learning. Kasey graduated from the Arkansas Leadership Academy's Teacher Institute two years ago and now serves on our Building Leadership Team. Kasey also serves as a mentor to a novice teacher; a role she requested because she has such a passion for helping new teachers. Kasey is truly respected by her colleagues. They are often found in her room asking for advice or just talking about student learning. Kasey is currently in the process of becoming National Board Certified further sharpening her skills. All of the students love Mrs. Kasey and want to be in her classroom. She makes learning relevant and fun. Every time I walk into her classroom, I am snapping pictures or taking videos to share with others. Kasey's classroom is an ideal classroom. Kasey works well with our families and community. She is well respected and works to maintain positive and productive relationships. I cannot imagine Kasey doing anything other than teaching. She was made for this! I am so happy for our kids, our school, and our community that Kasey is at Hermitage Elementary."

Several more Act 1240 teachers are in the process of finishing their requirements for licensure. We have two teachers who went the para to teacher route while working full time and acquiring a degree. Kasey Johnson has a standard teaching license, another teacher is in the process, and we have another para starting the program in January 2022. When Act 1240 teachers are hired in our district they are put on a 1240 Teacher Licensure Plan and must meet the specified requirements toward licensure to be rehired. We intend to grow our own, not just hire college graduates to fill a teaching spot.

The University of Arkansas at Monticello (UAM) has provided/produced only 58 student teachers from fall 2016 to spring 2021. UAM supplies the majority of traditionally trained teachers to our Co-op area schools. Southeast Co-op schools have had 429 open positions from 2016-2021 for which no licensed teacher could be recruited to fill the position. As you can see the number of vacant teaching positions far exceeds the number of teachers graduating from teacher education programs. We have a severe teacher shortage in our Co-op area and do not have enough licensed teachers to fill our open positions.

When we cannot find a licensed teacher to fill a vacant teaching position we then try to recruit a capable college graduate, preferably from our area and preferably with eighteen hours of college coursework in the area they will be teaching.

The Act 1240 teacher's principal evaluates the teachers using TESS Model, does walk through observations, drop in observations, instructional rounds, and provides feedback to ensure that the teachers are using appropriate teaching strategies and have appropriate classroom management. The teachers are assigned a mentor teacher paid by the district. The district mentoring is one on one mentoring to support the Act 1240 teacher in the day to day business of being a teacher. All of our Act 1240 teachers participate in PLCs focused on instruction in their content weekly. As part of this process, teachers participate in peer-to-peer observations, as well as receive support, clarification, direction, and guidance from the instructional facilitators. Using ESSER funds we have purchased a new curriculum for our teachers, so much of the PLC time is spent talking through expectations for instruction and how to assess student learning. Our facilitators do model exemplary lessons for teachers, but our teachers also have support from their principals, watch videos of exemplary instruction, and have opportunities outside of the district through PD opportunities to grow as a teacher.

The district pays for teachers to attend any study session to help them pass the required assessments. Current Hermitage School District staff also help tutor Act 1240 teachers for the Praxis exams. The district provides school business leave for teachers to take the Praxis exam and will work with teachers if other testing sessions are needed. Hermitage School District has hired a consultant to work with all teachers not yet licensed. This is in addition to the support from the Co-op and the mentor teacher. The focus of the consultant's work is on development in the delivery of instruction and creating a classroom environment conducive to student learning. The main role of the consultant is to support teachers so that they can support and facilitate student learning.

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

We understand that this avenue for growing our own qualified teachers is a hard journey for both the college graduates and the administrators and teachers that support the Act 1240 teachers' journey. However, this innovative approach to growing our own teachers works in our area. We

have produced far more licensed teachers in our Co-op area than our preferred route of teacher education programs.

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

Student learning opportunities are enhanced when Hermitage School District utilizes Act 1240 teachers instead of long term substitutes in our classrooms for vacancies we cannot fill. When we place highly capable college graduates in a classroom, enroll them in the three-year Novice Teacher Program at Southeast Co-op, assign them a one on one mentor at their school, provide daily support, outline the three-year timeline to obtaining a teacher licensure, and support each Act 1240 teacher on their journey to licensure, we enhance student learning. This approach provides a more qualified and committed teacher in the classroom than a long term substitute could ever provide. The Act 1240 teacher is vested in completing a licensure program. The Act 1240 teacher is vested in the learning gains of the students they teach. The Act 1240 teacher is vested in our community. Our Grow Your Own teachers come from our communities. This program puts educators in the classroom that know the reality the students experience at home. The relationship between the teacher and student is incredibly important to student outcomes. Teachers who know their students' lived reality can support them in academic learning strategies/structures and emotional support systems needed to ensure their students success.

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

In our four year report summary to the State Board of Education on July 8, 2021 the following data was shared. Of the 237, Act 1240 teachers hired thru May 2020 in our Co-op area, 131 teachers have become licensed teachers in Arkansas. Seventy one percent of these teachers are still teaching in a Co-op school district. As compared to education major teachers, 61 of the 237 were ranked above average teachers, 155 of the 237 were ranked average teachers as compared to education major teachers and only 9% or 21 were ranked below average teachers as compared to education major teachers. The Act1240 teachers bring content knowledge and real world work experiences to their students.

The effectiveness of the waiver can be shown by the following. We have filled all of the district's open positions posted on our website. We have printed and placed a copy of the Arkansas License of the Act 1240 teachers who have acquired a license. We have mentor/teacher assignment records. The principals have documentation of observations of the teachers. We have school business leave records for prep sessions and time off to take the Praxis exams. We have documentation of the principals/consultant meetings to review with the teachers their progress toward licensure. The Co-op specialists have signed records of their visits.

**4. Describe how the waiver has ensured success in the school or district over the past five years. Provide data or evidence to support your answer.**

The grow your own teacher program provided for us by Act 1240 waivers is working for Hermitage School District. We will hire fully licensed teachers if we can find them for every classroom but we just do not have enough licensed teachers in our area to do that each year. Because of the Act 1240 waiver, Hermitage School District has been able to begin school for the past five years with all positions filled, as allowed by the waiver, thus providing our students with teachers that have completed a Bachelor's degree, are committed to the district and are committed to earning their Arkansas Teaching License versus a long term substitute who may not feel the same commitment to the district and students. Also, the waiver has allowed the district to impact the teacher

shortage in our area as noted by the 17 Act1240 teachers that have already completed the requirements to earn an Arkansas license while being employed by our district.

From 2016-2021 the Southeast Co-op schools had 429 open positions that we could not recruit a licensed teacher to fill regardless of how hard we recruited. Please continue to give our students the opportunity and access to have a highly qualified college graduate who wants to complete a teacher licensure program and become a fully licensed teacher in our classroom during this shortage time. These teachers are enhancing the student learning opportunities of our students and we are adding to the licensed teacher pool yearly in our area. We will continue to recruit and fill any open position with a fully licensed teacher if we can find them! However, the demand exceeds the supply so please continue to let us grow our own teachers by continuing our waivers for five years.

### Waiver Extension Request #2

<b>Topic:</b>	Teacher Licensure (Library Media Program & Library Media Specialists)
<b>Standards/Statutes/Rules:</b>	Ark. Code Ann §6-17-309 Certification to teach grade or subject matter
<b>Duration Requested:</b>	July 1, 2022 Through June 30, 2027
<b>Name of Open-Enrollment Charter Holding the Waiver</b>	Ark. Code Ann §6-25-103, Held by Ark. Virtual Academy Ark. Code Ann §6-25-104, Held by Ark. Connections Academy
<b>Schools, Grades or Classes the Waiver Will Apply To</b>	K-12

- 1. Provide a detailed rationale explaining how the waiver will enhance student learning opportunities, promote innovation or increase equitable access to effective teachers. Include information about the problem or obstacle, if any, the waiver will help the district overcome.**

Because of our severe teacher shortage in the Southeast Co-op area we must be creative and innovative in recruiting possible library media specialists when an opening does occur. We do not have many openings in this area. Once a teacher becomes a library media specialist they usually stay in this position until retirement or move out of our area. To fill the position, we basically have to “Grow Our Own” when one of our media specialists informs us of retirement or moving out of our area. Even when we advertise the position on our website, Co-op website, AAEA Job Board, and social media we have no candidates. However, we have learned to be creative and innovative in our Co-op area. We follow the examples of Dr. Billy Adams at Lakeside, Linda Tullos of McGehee, Dr. Nick Hill of Dewitt, and Kristi Ridgell at Dermott. When we have no applicants, we start looking for someone already in our system or in our community with a degree that has expressed a love for reading, literature, and wants to inspire students to read. Many of our experienced staff members are not willing to return to school to acquire this rigorous program of study and incur the expense involved. Dr. Adams recruited a career coach to work for the Lakeside School District. This career coach inspired her students to set goals, and to read great literature. The career coach wanted to become a teacher. Because of her strong learning attributes, the career coach was accepted in the MAT program at the University of Southern Mississippi. While finishing her masters of education degree in library media the teacher was hired as the library media specialist for the Lakeside Middle School on an Act 1240 waiver. This teacher quickly went to work passing all of the required tests and is now licensed in library media. What a success story this has turned out to be. The teacher is creative, dedicated, and has found her calling. Because she is so creative she has inspired students to love to read! She hosts Saturday morning book clubs at the public library and has

virtual book talks posted on her library webpage. She is willing to team up with any teacher in the school district to promote reading and critical thinking in or out of school. She is creative in her approaches and has become a driving force in her school district and community to develop a culture for reading. By her sheer determination, inspiration, and creativity she is developing a culture of reading and a community of readers in a disadvantaged area.

We will seek to hire a fully licensed library media specialist when we have an opening. We will only use this waiver when we have exhausted all avenues of creative, innovative recruitment and have no licensed applicants. However, the library media specialists are almost impossible to find in our area of the state without our "Grow Our Own" program you have provided us with these waivers. Please continue our waiver extension for library media specialists. We will not abuse this much appreciated route to providing a stable workforce for our school district.

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

Student learning opportunities are enhanced when we recruit and utilize an Act 1240 teacher who has a passion and a desire to motivate students to read great literature, think critically, make the school library a learning hub for homework and provide a safe and nurturing climate for students. Please do not force us to go back to using long term subs in our library media center when we have a vacancy we cannot fill. When we place a highly capable college graduate in a library media center, enroll them in the three year Novice Teacher Program at Southeast Co-op, assign them a buddy teacher at their school, outline the three year timeline to obtaining a licensure, and support, support, support them on their journey to licensure--we enhance student learning! This approach provides a more qualified teacher in the library media center than a long term substitute can ever provide. First of all, we look for passion to be a library media specialist. The teacher is then vested in completing a licensure program. The Act 1240 teacher is vested in the reading gains and critical thinking of all their students that enter the door of the library media center. The Act 1240 teacher is vested in their community. Our "Grow Our Own" teachers come from our communities. This program puts educators in the classroom that know the reality the students experience at home. The relationship between the teacher and student is incredibly important to student outcomes. Teachers who know their students' lived reality can support them in academic learning strategies/structures and emotional support systems needed to ensure their students success. We only hire teachers for library media specialists that have the passion we describe and want to share their passion for reading with students.

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

The principal will evaluate the library media specialist using the TESS Model and the rubric for library media specialist. The principal will do walk-throughs to ensure that the program fosters critical thinking, instills confidence in reading in multiple formats, and provides a safe and nurturing climate for all. The principal will ensure that the library media specialist partners with all teachers to provide print and digital materials to meet the diverse needs of the students. The principal will ensure that the school library is a hub for supporting students and staff in our quest to improve the reading scores of all our students.

**4. Describe how the waiver has ensured success in the school or district over the past five years. Provide data or evidence to support your answer.**

We have only used the library media waivers four times in our Co-op area since the waivers were granted. All four times the waivers have been used have been extremely successful. Some of the indicators of success include: the library/media center becoming the beehive/learning hub of the school, an increase in books read and tests proficient in the Accelerated Reading Program, observation of an increase in critical thinking skills used in the classroom, an increase in the number of books being checked in and out of the library/media center, an increase in the number of students with accounts/usage for digital libraries, and an increase in numbers of teachers scheduling research/collaboration sessions with the library media specialists in the library/media center.

Dewitt used the waiver for a library media specialist when they absolutely could not recruit a licensed library media specialist for the small rural campus of Gillett with a town population of 763. The Act 1240 teacher recruited exceeded all expectations. The teacher had a love of teaching and learning, and READING! The teacher was passionate about sharing her knowledge and passionate about kids. The teacher received Talents Unlimited training to develop the students creative and critical thinking skills. Because of the teacher's intense desire for every student to read on grade level she also was trained to provide literacy interventions during unscheduled time. Due to a declining population, Gillett Elementary was closed at the end of the 2020-2021 school year. The teacher was so outstanding, hardworking, and passionate about helping students learn that the district moved the teacher to an opening teaching art at Dewitt Elementary School. Passion for helping students learn is the magic ingredient she possesses and she is doing an excellent job now as an art teacher.

The Dermott School District advertised on local and state websites and social media for a library media specialist and had **not one** licensed applicant for the position. None of the current faculty were interested in returning to school to acquire the license. The district did receive two applicants that had a degree and were very interested in becoming a library media specialist. Both Act 1240 candidates agreed that if hired they would return to school to complete a library media program of study and take the required Praxis exams. After intensive interviews a candidate was chosen. The Act 1240 teacher has completed all coursework for the Master of Teaching Program (MAT) at UAM and only needs to pass his Praxis exam to be able to finish a license. He can then move into a Library Media Program of Study. The district only used the library waiver when no licensed applicant could be found.

Let me share McGehee's real life example of what we must go through when an opening for a Library Media Specialist occurs. Kathryn Chastain moved to McGehee in 2020 due to marriage to the director of the McGehee Boys and Girls Club. She has a Bachelor of Arts degree in Christian Ministry. She has a **passion** for working with youth. When the high school library paraprofessional position became available Mrs. Chastain applied for the position. Mrs. Chastain was hired and quickly displayed exemplary skill in her daily work. She was so outstanding that it was difficult for people to distinguish between the library media specialist and the library media paraprofessional. Mrs. Chastain transformed the library into an area that was welcoming, inviting, and a place where students wanted to be!

McGehee School District has been in a construction project and a grade reconfiguration to create a middle school concept that would house 6<sup>th</sup>, 7<sup>th</sup>, and 8<sup>th</sup> grade students in the new Conner Middle School. When construction was completed the district advertised for a Conner Middle School Library Media Specialist. The district had **no** licensed applicants regardless of recruitment ads posted on social media and websites far and near.

When McGehee could not find a licensed applicant to fill this position they turned to the "Grow Our Own Model." Mrs. Chastain was hired under the Act 1240 Library Media Waivers. She agreed to

return to school for an additional degree or to complete an additional program of study. However, Mrs. Chastain met the requirements for an Arkansas Ancillary License and agreed to enroll and complete a Library Media Program at the University of Mississippi.

Now for the rest of this success story! Mrs. Chastain has implemented STEM Fridays where students participate in STEM activities in the library every other Friday. Mrs. Chastain has reinvigorated the Accelerated Reading program with a series of monthly challenges. The October Challenge was Harry Potter themed and students earned points in order to catch the Golden Snitch. Starting November 1, the challenge will be "Which Was Better Book vs Movie." There will be 30 different book/movie combinations set up like a basketball tournament bracket. The library/media center has become a bee hive of activity and it starts with this teacher's **passion** for helping students read.

The final example of usage of the Library Media waivers is the Lakeside School District Act 1240 teacher described in detail in question one. This is a young Act 1240 teacher deeply rooted in the community. This teacher is not only impacting the school library media program but also impacting the reading program in the community. This teacher will probably be in the district until she retires. A high starting salary schedule is not the issue with this teacher! The issue is she now has the opportunity to make a difference in the lives of her students and her community.



# HERMITAGE HIGH SCHOOL



Mistie McGhee, Principal  
312 North School Drive  
Hermitage, AR 71647  
(870)462-2235

10/8/2021

## Agenda:

- Celebrations
- iReady Diagnostic 1 Data
- Advisory Expectations
- Waivers:
  - What are 1240 Waivers? Why does HSD use them?
  - Feedback from teachers about utilizing waivers in our school.

## Minutes:

- \* pizza, popcorn, movie for students in green on iReady
- \* Set up a time to have a conversation about why they are working on iReady
- \* give advisory teachers access to their grade level iReady
- \* 1240 Waivers / ALP
  - Some stated they couldn't afford to work under an internship
  - hired because the teacher quit
  - subs and the shortage of subs
  - teachers do not learn in 4 yrs of college - teachers must be in the classroom to learn
  -

# HERMITAGE HIGH SCHOOL



Mistie McGhee, Principal  
 312 North School Drive  
 Hermitage, AR 71647  
 (870)462-2235

Staff Team Meeting

Date:10/8/2021

Time:11:12 AM

**Members Present:**

Name:	Position:	Signature:
Tyler Caruthers	Teacher	Tyler Caruthers
Cristy Cathey	Teacher	Cristy Cathey
Jamie Corker	Teacher	Jamie Corker
Chase Ellis	Dean of Students	Chase Ellis
Bradley Englerth	Teacher	Bradley Englerth
LaReina Grundy	Teacher	LaReina Grundy
Bonnie Halbert	Teacher	Bonnie Halbert
Weston Haynes	Teacher	Weston Haynes
Lisa Higgins	Teacher	Lisa Higgins
Ron Hoskins	Teacher	Ron Hoskins
Nevada Johnson	Teacher	Nevada Johnson
Carla McDougald	Library Media Specialist	Carla McDougald
Lori McDougald	Teacher	Lori McDougald
Mistie McGhee	Principal	Mistie McGhee
Tracie Richard	Literacy Facilitator	Tracie Richard
Susie Scott	Teacher	Susie Scott
Ginnie Sellers	Teacher	Ginnie Sellers
Kala Thornton	Teacher	Kala Thornton
Christy Rowell-Trotter	Teacher	Christy Rowell-Trotter
Collin Wilkerson	Teacher	Collin Wilkerson
Shaun Wilson	Teacher	Shaun Wilson
Tim Whitney	Teacher	Tim Whitney
Shelly Wolfe	Counselor	Shelly Wolfe

**Action Team: Faculty Meeting**

**Date:** September 28, 2021

**Time:** 3:25 PM - 4:00 PM

**Location:** HES Cafeteria

**Minutes:**

- Susanne Grice showed a picture of Roman Martinez and explained his allergy to wasps. She stated that he does not have an EpiPen right now, and a sting would mean a hospital transfer. Amy Evans told Susanne that she knows of a program where you can get one free EpiPen free per year. Amy agreed to send the information to Susanne.
- Rosalynda reminded the staff that we are working on updating the curriculum documents. Everyone should be examining their pacing according to what they set at the beginning of the year and making notes on all things that are working and not working. October 11, 2021 PD day will be used to get the next quarter ready.
- Rosalynda explained the alternative licensure purpose and process in Arkansas. She told that staff that she herself got into the profession as a non-traditional teacher through the NTLP (now APPEL). Several of the staff members shared they have been or currently are non-traditional educators. A show of hands revealed over half of the certified staff was non-traditionally trained. Rosalynda discussed that five years ago, the state allowed schools to hire teachers on waivers through ACT 1240. Several of the teachers in the building were hired using ACT 1240. Teachers hired through ACT 1240 raised their hands and discussed where they were in licensing. Several of them were already licensed. Rosalynda explained that the waivers were almost over and opened up the floor for discussion on the waivers and non-traditional licensure.
  - Tiffany Curtis explained that she never wanted to be a teacher, so she got a degree in something else. Then, a friend of hers who is a principal asked her to long-term sub. Tiffany reported that she absolutely fell in love with teaching and wanted to do it so bad. However, Tiffany says she would not have went back to school for four years. The waiver helped her to become a teacher. It was a viable option for her since she had small children at home. Rosalynda pointed out what a great teacher Tiffany is and that we are glad she joined the profession. She also pointed out that Tiffany is fully licensed now.
  - Christy Rowell-Trotter reported that she was an education major first, but changed her mind while in college. She ended up getting an art degree. After she started working, she realized she wanted to be in a classroom. The MAT program was the only way for her to do that. She was a single mom and needed to be able to work that first year instead of having to go back to college. She did not have time to wait to pass the art Praxis. Rosalynda pointed out that Christy is fully licensed now and a great teacher.
  - Cristy Cathy reported that she is a traditionally trained teacher, but she and her family really struggled for her to do an entire year of student teaching.
  - Shelly Wolfe stated that she is also a non-traditional teacher and she feels like the waivers offer people at a different stage in life a way into the classroom.
  - Leah Smith is a traditionally trained teacher and stated how much value add she got from student teaching. Rosalynda pointed out that student teaching is super

valuable and that is why we do Peer-to-Peer observations so much. Tiffany Curtis stated that she loves observing others teach and she is glad we do that regularly.

- Brenda Nolan said, "We need to promote teaching as a profession to our seniors, but don't eliminate the opportunity for the older generation. We need to keep the waivers for them. We must also actively recruit."
  - Shelby Gardner said she went the traditional route, but could not pass her test. She stated that she wished she had passed it before she began working, because teaching is a hard job and she wishes she did not have to worry about that right now.
  - Kristi Best reported that her daughter is going to school to be an educator and plans to go the traditional route. She also pointed out that her daughter has teachers here like Mr. Greenwood who are mentoring her through it, so she feels supported.
  - Kasey Johnston says that enrolling in MAT gave her the opportunity to spend some time in Pre-K and various grade levels before making a decision about what grade level she wants to teach. Rosalynda pointed out that Kasey is a lead teacher who is fully certified.
  - Tiffany Curtis stated that she is so glad she had an in-house mentor teacher, but she thinks they need to get paid. Tracie Richard seconded this stating that it takes a lot of time off contract to mentor new teachers and the new teachers need it.
  - Cristy Cathey stated that she thinks we need to encourage our young people considering education to get into the AmeriCorps program. She pointed out that Randi McDougald did that and it was very much like student teaching. Rosalynda pointed out that Randi McDougald is definitely one of our AmeriCorps success stories.
  - Brenda Nolan stated that she did not realize MAT candidates got hours in observing different grade levels, and she is glad to hear that.
- The next faculty meeting date will be Monday, October 25, 2021.

## Hermitage Elementary School

P.O. Box 38 Hermitage, AR 71647

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Hermit's L.E.A.D the Way! Learning, Excelling, Achieving, Developing

### Faculty Meeting Sign-in

Date: September 27, 2021

Time: 3:25 PM - 4:00 PM

Location: HES Cafeteria

Last Name	First Name	Job Title	Signature
Acuchi	Erandi	Point of Contact	
Best	Kristi	ISS Supervisor	<i>Kristi Best</i>
Black	Katrina	Teacher - Kindergarten	
Blankinship	Charish	Custodian	
Carroll	Mary	Custodian	
Caruthers	Tyler	Teacher - P.E.	
Cathey	Cristy	Instructional Facilitator - Math	<i>Cristy Cathey</i>
Curtis	Tiffany	Teacher - 1st	<i>Tiffany Curtis</i>
Delezeon	Lizzette	Migrant Aide	<i>Lizzette Delezeon</i>
Ellis	Rosalynnda	Principal	<i>Rosalynnda Ellis</i>
Ellis	Chase	Dean of Students and Football Coach	
Evans	Amy	Teacher - 2nd	<i>Amy Evans</i>
Ferrell	Rhonda	Teacher - 3rd ELA	<i>Rhonda Ferrell</i>
Gage	Brandi	Paraprofessional	
Gardner	Shelby	Teacher - 6th ELA	<i>Shelby Gardner</i>
Gibson	Kirby	Teacher - 5th ELA	<i>Kirby Gibson</i>
Gorman	Krystal	Secretary	<i>Krystal Gorman</i>
Grice	Susanne	Nurse	<i>Susanne Grice</i>
Haire	Melinda	Teacher - 2nd	<i>Melinda Haire</i>
Halbert	Bonnie	Teacher-Interventionist for Literacy	
Johnston	Kasey	Teacher - 5th & 6th Math	<i>Kasey Johnston</i>
Johnston	Melba	Cafeteria	
Jurado	Selena	Migrant Aide	
Kidwell	Sydney	Teacher - GT	
McDougald	Carla	Library/Media Specialist	
McDougald	Randi	Teacher 3rd Math	<i>Randi McDougald</i>
Nolan	Brenda	Instructional Facilitator - Literacy K-3	<i>Brenda Nolan</i>
Pedroza	Dallia	Teacher - SpEd	
Richard	Sarah	Teacher - 1st	<i>Sarah Richard</i>
Richard	Tracie	Instructional Facilitator - Literacy 3-8	<i>Tracie Richard</i>

Rogers	Laynie	Teacher - 4th ELA	Laynie Rogers
Rowell-Trotter	Christy	Art	Christy Rowell-Trotter
Saunders	Christy	ParaProfessional	Christy Saunders
Smith	Leah	Teacher 4th Math	Leah Smith
Smith	Deanna	ParaProfessional 1/2 Time	
Stanley	Travis	Computer Lab Parapro	T-S
Stratton	Kimberly	Teacher - 5th and 6th Science/History	
Whitney	Tim	Teacher - Music	
Wilkerson	Gena	Speech Language Pathologist	Gena Wilkerson
Wolfe	Shelly	Counselor	Shelly Wolfe

**Agenda:**

1. Roman Martinez
2. Curriculum Documents
3. Non-Traditional Licensure at HES
4. Next Meeting Date

**RESOLUTION OF THE HERMITAGE SCHOOL DISTRICT**  
**BOARD OF DIRECTORS**

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

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

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

WHEREAS, the Hermitage School District is facing extreme challenges employing licensed teachers for all classrooms; and,

WHEREAS, waivers of certain state laws and administrative rules would allow the Hermitage School District more flexibility in placing teachers in classrooms; and,

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

WHEREAS, Arkansas Virtual Academy, Arkansas Arts Academy, and Arkansas Connections Academy are open-enrollment public charter schools that draw students from Hermitage School District; and,

WHEREAS, the Arkansas State Board of Education granted a series of waivers, including waivers from:

- (1) The Arkansas Department of Education Rules Governing Standards of Accreditation of Arkansas Public Schools and School Districts, inclusive of standards 4-D.1 to Arkansas Arts Academy; 4.F.1 to Arkansas Virtual Academy;
  - (2) The Arkansas Department of Education Rules Governing Educator Licensure (Arkansas Connections Academy); and
  - (3) Title 6 of the Arkansas Code Annotated, including:
    - (1) Ark. Code Ann. § 6-15-1004; (Arkansas Arts Academy)
    - (2) Ark. Code Ann. § 6-17-309; (Arkansas Arts Academy)
    - (3) Ark. Code Ann. § 6-17-401; (Arkansas Arts Academy)
    - (4) Ark. Code Ann. § 6-17-902; (Arkansas Arts Academy)
    - (5) Ark. Code Ann. § 6-17-908; (Arkansas Virtual Academy)
    - (6) Ark. Code Ann. § 6-17-919; (Arkansas Arts Academy)
    - (7) Ark. Code Ann. § 6-25-103, (Arkansas Virtual Academy) and,
    - (8) Ark. Code Ann. § 6-25-104 (Arkansas Connections Academy).
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NOW, THEREFORE, BE IT RESOLVED BY THE HERMITAGE SCHOOL DISTRICT BOARD OF DIRECTORS, THAT:

1. Pursuant to Act 1240 of 2015, codified at Ark. Code Ann. § 6-15-103, the Hermitage School District Board of Directors is hereby authorized to request the following waivers from the Arkansas State Board of Education:
  - (a) The Arkansas Department of Education Rules Governing Standards of Accreditation of Arkansas Public Schools and School Districts, inclusive of standards 4-D.1 and 4-F.1;
  - (b) The Arkansas Department of Education Rules Governing Educator Licensure; and
  - (c) Title 6 of the Arkansas Code Annotated, including:
    - (1) Ark. Code Ann. § 6-15-1004;
    - (2) Ark. Code Ann. § 6-17-309;
    - (3) Ark. Code Ann. § 6-17-401;
    - (4) Ark. Code Ann. § 6-17-902;
    - (5) Ark. Code Ann. § 6-17-908;
    - (6) Ark. Code Ann. § 6-17-919;
    - (7) Ark. Code Ann. § 6-25-103, and,
    - (8) Ark. Code Ann. § 6-25-104.
2. The Hermitage School District seeks these waivers effective from July 1, 2022 through June 30, 2027.
3. The Hermitage School District Board of Directors agreed upon this resolution by vote on July 12, 2021, during an open, regularly scheduled meeting.

By:   
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Russell Richard, Board President

By:   
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Mary Hamilton, Board Secretary

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