



**DIVISION OF ELEMENTARY  
& SECONDARY EDUCATION**

## **Act 1240 District Waiver Request Extension**

<b>District:</b>	<b>Brinkley School District</b>
<b>LEA Number:</b>	4801000
<b>Superintendent:</b>	Dr. Brenda Poole
<b>Email:</b>	bpoole@btigers.org
<b>Contact for Waiver:</b>	Brenda Poole
<b>Contact Email:</b>	bpoole@btigers.org
<b>Contact Phone:</b>	870-734-5105
<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>	A.C.A. § 6-17-309 A.C.A. § 6-17-401 A.C.A. § 6-17-418 A.C.A. § 6-17-902 A.C.A. § 6-17-908 A.C.A. § 6-17-919 A.C.A. § 6-15-1004 Standard 4-D.1 DESE Rules Governing Nutrition and Physical Activity – Sections 7.09.1, 7.09.2, and 7.10  DESE Rules Governing Educator Licensure –Section 7.00 only
<b>Duration Requested:</b>	2021-2022 school year through 2025-26
<b>Name of Open-Enrollment Charter Holding the Waiver</b>	Arkansas Virtual Academy
<b>Schools, Grades or Classes the Wavier Will Apply To</b>	C.B. Partee K-6; Brinkley High School 7-12

- 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.**

Employing qualified teachers continues to be the goal and desire of the Brinkley School District. Our first effort is to hire traditionally certified teachers. Unfortunately, barriers such as base salary, availability of community housing, social and recreational opportunities, high economic disparities, stigma placed on schools by public ratings, and access to certified teachers in the Delta prevent us from reaching this goal. Therefore, ACT 1240 waivers allow us to employ committed, qualified individuals with a degree and a background in the subject areas they are hired while they work on completing their certification. The waivers will help us eliminate the shortage of licensed teachers in critical areas now and in the future.

New teachers have been assigned mentors that are effective educators. Additionally, we have a social and emotional learning loss specialist to meet with new teachers once a month as part of our retention of teachers' efforts. They are reading *180 Days of Self-Care for Busy Educators*. Working in high-poverty schools and communities can be a challenging experience for a new teacher. Therefore, we wanted to provide wrap-around support for our novice teachers.

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

Students will have a degreed person working towards licensure to support their academic needs. The waiver teachers are being mentored, receiving intensive training or schooling depending on their alternate path, are from the community or surrounding area, have content hours in the subject area they are teaching, and are committed to the students they serve; therefore, the

students learning will not suffer as a result of being taught by a waiver teacher. Waiver teachers are held to the same expectation as traditionally certified teachers.

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

**The Brinkley School District Participates in the Marigold teacher mentor program to ensure that novice and waiver teachers are receiving the instructional support.**

I check in with the waiver teacher quarterly, and the socially and emotional learning loss specialist meets with them monthly. They attend the novice teacher training and Ms. Kelsey Riley, the Recruitment and Retention Facilitator at Great Rivers Education Service Cooperative, provides updates on teacher progress. Ms. Riley has also gone over with the novice teachers tutoring available through DESE and given them access to tutoring through study.com. Teachers who have gone through the APPEL program received guidance from those facilitators and Ms. Ann Crosser at the Division of Elementary and Secondary Education.

Our teachers are also coached and engaged in the PLC process. Any new learning acquired from professional development is monitored for implementation by the principals. Pre-COVID, I met once monthly with novice teachers. I used the National Board Professional Teaching Standards Five Core Propositions and Architecture of Accomplished Teaching to assist teachers in understanding what teachers should know and be able to do and what is under the surface of teaching. Deficit areas in one of the five core propositions are (Teachers are committed to students and their learning, teachers know the subjects they teach and how to teach those subjects to students, teachers are responsible for managing and monitoring student learning, teachers think systematically about their learning and learn from experience, and teachers are members of learning communities) and the architecture of accomplished teaching, will result in a weak core instructional program.

Currently, we have twenty students participating in our Educator's Rising program and one paraprofessional to apply for the Reach University educator prep program. We are committed to growing our own teachers.

**4. Describe how the waiver has ensured success in the school or district over the period the waiver was in effect. Provide data or evidence to support your answer.**

Over the last five years, we have been able to fill classroom vacancies using ACT 1240 waiver teachers. Of the ten original teachers hired under the waiver, three have gotten certified, and only one is still in the district (30%). Four of the ten have taken jobs closer to home, moved for more pay, or have left the profession (40%). Three teachers remain in the district and have completed the APPEL Program, but still, need to pass the content assessments. They are using the Praxis study materials provided by Ms. Kelsey Riley. All teachers have been provided opportunities to attend the DESE Praxis support sessions to bridge the gap from practice to practicum hopefully. Because of the high staff turnover last year, we hired seven teachers on a waiver for the 21-22 school year.

C.B. Partee Elementary has four teachers in grades K-6 that have completed the APPEL or a program of study and now need to take the Praxis assessment.

Brinkley High School has five teachers that have completed the APPEL program or are currently in an alternate program of study. They are working on passing the Praxis assessment.

These teachers are vested in the students and community. Brinkley School District is committed to providing our students with highly trained teachers. We are seeing positive professional growth with our waiver teachers and are working with them to become licensed educators. Staff turnover mentioned earlier poses a problem for teacher retention. Therefore, we are committed to growing our own teachers and are providing opportunities for our paraprofessionals to receive tuition assistance to become teachers through the REACH program.

To further support new teachers, they have monthly meetings with the social and emotional learning loss specialist to mitigate the emotional overload and stress that causes teachers to leave the profession.

The ESSA School Index Score three-year trend for C.B. Partee Elementary remained relatively steady until the pandemic. Last year we saw an 8.65-point regression in our ESSA score. We saw only a 1.57-point regression in our ESSA Score at the high school.

Even though we are not where we want to be, we understand our challenges and are working to address them.

\*See attachment for teacher progress and comments & ESSA academic data.

## Waiver Extension Request #2

<b>Topic:</b>	Instructional Day
<b>Standards/Statutes/Rules:</b>	A.C.A. § 6-16-102, except (a)(5) Standard 1-A.4.1 and 1.A.4.2
<b>Duration Requested:</b>	2021-2022 school year through 2025-26
<b>Name of Open-Enrollment Charter Holding the Waiver</b>	Arkansas Virtual Academy
<b>Schools, Grades or Classes the Wavier Will Apply To</b>	C.B. Partee K-6; Brinkley High School 7-12

- 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.**

Brinkley School District has a single teacher for most content areas in each grade band, making it difficult to have shared planning periods to conduct job-embedded professional development, create common vertical formative assessments, and build collective efficacy. The weekly one-hour early release has allowed vertical content-specific and interdisciplinary teams to collaborate on the curriculum, formative assessments, and teaching and learning. Collaborative time has also created a positive school culture. Without this time, we would not be able to address the ongoing professional learning needed to increase teacher effectiveness, which is extremely important for our waiver, novice, and struggling teachers. As teachers grow, our students grow.

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

Our goal is for students to have an effective teacher in every classroom. The one-hour weekly early release will provide teachers uninterrupted time to collaborate, acquire new learning, and plan for quality instruction. We have trained staff to identify the appropriate student need, identify teacher problems of practice, and leader problems of practice using the data. Standards for formative assessments and teacher professional development are identified during these collaborative sessions. The through line to positive student impact only happens when teacher and leader problems of practice and student learning needs are accurately identified and addressed.

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

The superintendent does professional learning community audits and provides the building leaders with written feedback to move the work forward. All collaborative meetings have written agendas, minutes, and student work and data. Our ten-day formative assessments also gauged the effectiveness of professional learning acquired during the PLC process and applied in the classroom. The building leaders are also a part of the meetings to ensure that the discussions are meaningful.

**5. Describe how the waiver has ensured success in the school or district over the period the waiver was in effect. Provide data or evidence to support your answer.**

The one-hour early release weekly waiver has given us the time to learn and implement the five steps of an effective PLC process (Identify student needs & teacher needs, obtain new learning, develop new learning, apply new learning, evaluate new learning impact, provide professional learning that builds collective efficacy and plan for unfinished learning. Without this uninterrupted time, additional support could not be provided to novice teachers. We had a high teacher turnover last year. In addition to the seven waiver teachers employed, we hired three traditionally certified teachers. In December of 2021, we had two teachers resign right before the holiday break. This waiver has been effective in helping us to meet the needs of teachers caused by teacher turnover and the changing educational landscape due to COVID (blended learning in every classroom). As noted in the data submitted, the elementary school had a 12.5-point regression in their ESSA Score. This was mainly due to students receiving virtual instruction and teachers having difficulty managing on-site and virtual students.

**Waiver Extension Request #3**

<b>Topic:</b>	Library Media Specialist
<b>Standards/Statutes/Rules:</b>	A.C.A. § 6-25-103 A.C.A. § 6-25-104 Standard 4.F.1
<b>Duration Requested:</b>	2021-2022 school year through 2025-26
<b>Name of Open-Enrollment Charter Holding the Waiver</b>	Arkansas Virtual Academy
<b>Schools, Grades or Classes the Wavier Will Apply To</b>	Brinkley High School 10-12.

- 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.**

We have not been able to hire a certified library media specialist. The elementary librarian who recently obtained her certification took a job in another district closer to home and for higher pay. A teacher certified in history has completed all the library media specialist certification coursework but has not passed the library media specialist Praxis assessments. Under the waiver, we have used her as a K-12 library media specialist. She keeps missing the test by one or two points, and I have reached out to Andy Sullivan to apply for the alternate assessment plan because her scores fit in the alternate score category. Having this waiver will help us continue to meet standards and have a librarian on both campuses. The library media specialist position for the elementary is posted. Ms. Barnett has been contacted to post the position on the library list serve that she is a part of.

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

I believe that the library is the learning hub of the school. All students will continue to have access to the library and high-quality services. The K-12 librarian ensures that the library is open on both campuses and that the curriculum is taught. We have a paraprofessional that assists in the elementary library to ensure that the library is available at all times, which is essential to cultivating a love of reading.

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

At the superintendent's request, Barbara Barnett, DESE Program Advisory for School Libraries, has provided support and monitoring as needed. The superintendent and the recruitment and retention specialist Ms. Riley will continue to provide resources and practicum support to the teacher. Additionally, the school administrators monitor the implementation of the library standards. The K-12 library media specialist also monitors the paraprofessional assigned to the library. The superintendent will continue to connect the waiver teacher with classroom and practicum support for the Praxis assessment.

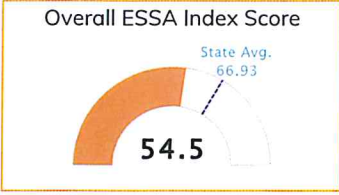
- 4. Describe how the waiver has ensured success in the school or district over the period the waiver was in effect. Provide data or evidence to support your answer.**

Since the waiver has been in place, we have assigned certified teachers in the district who volunteered to go back to school to obtain the library media certification. One teacher completed all coursework and passed the Praxis exam, but she left the district at the end of the 20-21 school year. The history teacher who now serves as the K-12 library media specialist is from Brinkley and does not plan to move; she just needs to pass the Praxis or have her alternate score approved. The teacher's highest score is 147 and the passing score is 148.



2021 ESSA School Index: Overview

**4801001 - C.B. Partee Elementary School**  
4801000 - Brinkley School District

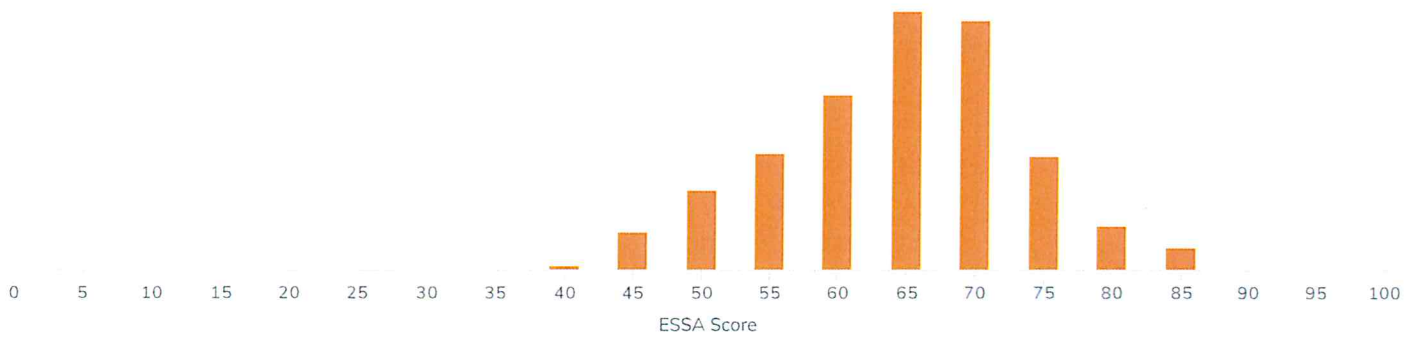


[ESSA Overview](#)

Grade Range  
Grade Span

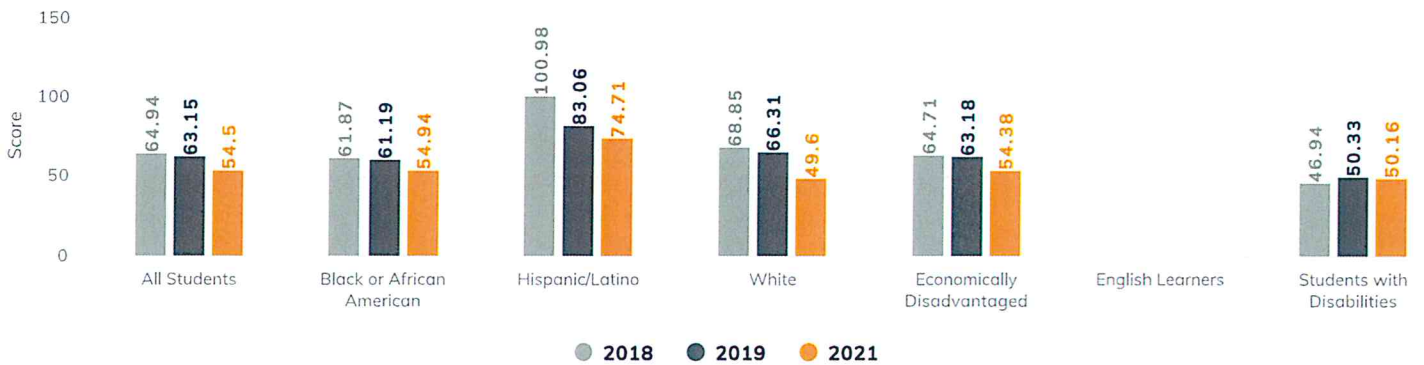
K-6  
1 - Elementary Level

State Distribution of Overall School ESSA Index Scores



The score 54.5 falls in the 50-55 bar of the state distribution of the overall ESSA index score for the Elementary Level grade span.

Three Year School ESSA Index Scores By Subgroup



Population	2018 Index Score	2019 Index Score	2021 Index Score
All Students	64.94	63.15	54.5
Black or African American	61.87	61.19	54.94
Hispanic/Latino	100.98	83.06	74.71
White	68.85	66.31	49.6
Economically Disadvantaged	64.71	63.18	54.38
English Learners	-	-	-
Students with Disabilities	46.94	50.33	50.16



2021 ESSA School Index: Overview

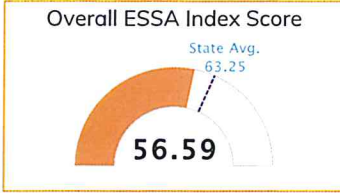
**4801003 - Brinkley High School**

4801000 - Brinkley School District

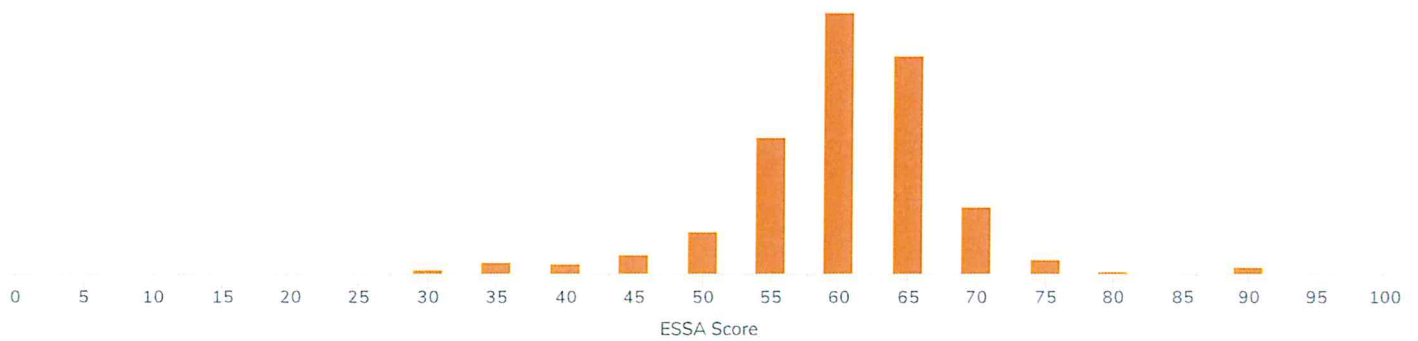
[ESSA Overview](#)

**Grade Range**  
**Grade Span**

7-12  
3 - High School Level

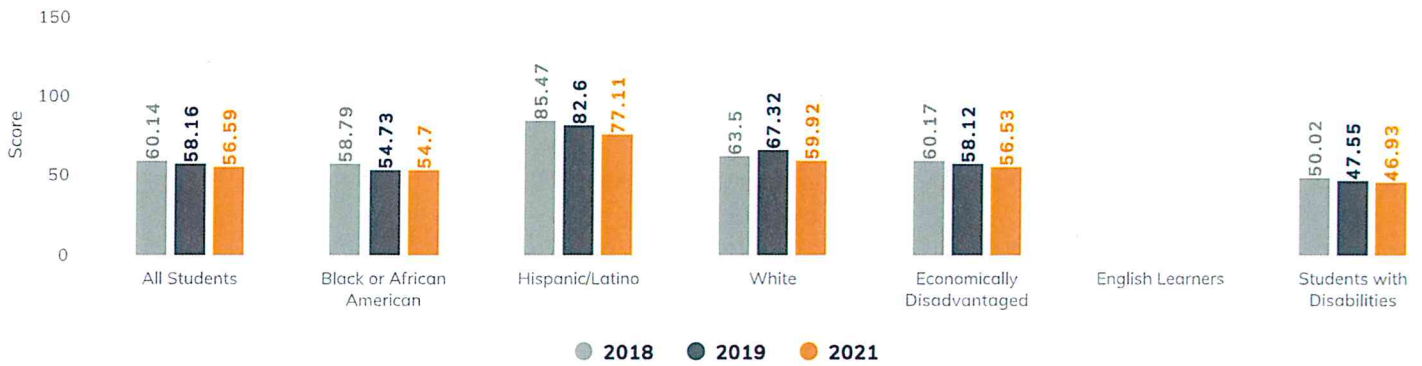


State Distribution of Overall School ESSA Index Scores



The score 56.59 falls in the 55-60 bar of the state distribution of the overall ESSA index score for the High School Level grade span.

Three Year School ESSA Index Scores By Subgroup



Population	2018 Index Score	2019 Index Score	2021 Index Score
All Students	60.14	58.16	56.59
Black or African American	58.79	54.73	54.7
Hispanic/Latino	85.47	82.6	77.11
White	63.5	67.32	59.92
Economically Disadvantaged	60.17	58.12	56.53
English Learners			
Students with Disabilities	50.02	47.55	46.93



**Brinkley School District Waiver Teachers (Current)**

Name	Teaching Position	Year Hired	Progress & Comments
Kaneshia Austin	PreK-Teacher & Director	21-22	<ul style="list-style-type: none"> <li>-Has Appropriate PreK-Credentials- (Preschool Director)</li> <li>-Degree in Early Childhood</li> <li>-Has passed the reading portion of Praxis</li> </ul>
Anna Bennett	K-12 Art	11-5-2018	<ul style="list-style-type: none"> <li>Degree in Art</li> <li>-Just needs to pass the assessment</li> </ul>
Emma Donegan	3 <sup>rd</sup> /4 <sup>th</sup> Grade	9-11-2017	<ul style="list-style-type: none"> <li>-Has completed the APPEL Program</li> <li>-Former paraprofessional with a master's degree</li> <li>-Working on passing the assessments.</li> <li>-The teacher has been moved by the building administrator 3 times since being hired (K, 3<sup>rd</sup>, &amp; 3/4<sup>th</sup> grade)</li> </ul>
Tony Jones	Elementary PE	21-22	<ul style="list-style-type: none"> <li>Has completed the APPEL Program-</li> <li>-Working on passing the assessment</li> </ul>
Erica Griffin	PreK-Teacher	21-22	<ul style="list-style-type: none"> <li>-Has Appropriate PreK-Credentials (Lead Teacher)</li> <li>-Degree-</li> <li>-Currently in the Master of Education Teaching Program</li> </ul>
Jennifer Maxwell	High School Business Teacher	21-22	<ul style="list-style-type: none"> <li>Hired through Arkansas Teacher Corps</li> <li>-Just needs to pass the assessment</li> </ul>
Jasmine McGoy	Kindergarten	21-22	<ul style="list-style-type: none"> <li>-Former Paraprofessional in the district with a degree in social work</li> </ul>

			-Currently in the MAT program
Mr. Namouna	Secondary Math	8-2-2018	-Math professor from EACC
Ashara Ramey	Secondary Science	3-12-2018	-Degree in Biology -Has completed the APPEL Program -Takes Assessment
Christopher Thompson	Secondary History	21-22	-Degree in History -Taught in Private Schools -In the PPTL Program -Working on passing the assessments
Shelby Williams	5 <sup>th</sup> Grade ELA	21-22 School Year	-Degree in elementary education –She has passed all assessments but Foundations of Reading

**Previous Waiver Teachers:**

- Former PreK teacher (while as a paraprofessional- moved in kindergarten position, kindergarten teacher, had a master’s in education, but could not pass the test; therefore, she left to open a daycare.
- History teacher took a job in West Memphis for more pay.
- Business teacher, moved back to Oklahoma, left the profession.
- Fourth Grade teacher took a job in Tennessee closer to home.

**Those who are now certified:**

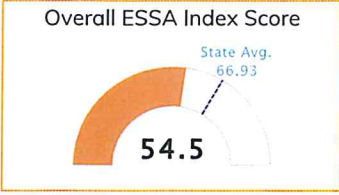
- One first grade teacher got certified, married, and moved away to Hot Springs
- Fourth grade teacher got certified, married & moved away to Little Rock
- Elementary Counselor, still in the district

Of the nine original teachers hired under a waiver for the last five years, three have gotten certified and only one is still in the District. Four of the nine have taken jobs closer to home, for more pay, or have left the profession. Two teachers remain in the district and have completed the APPEL Program, but still, need to pass the content assessments.



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4801000 - Brinkley School District

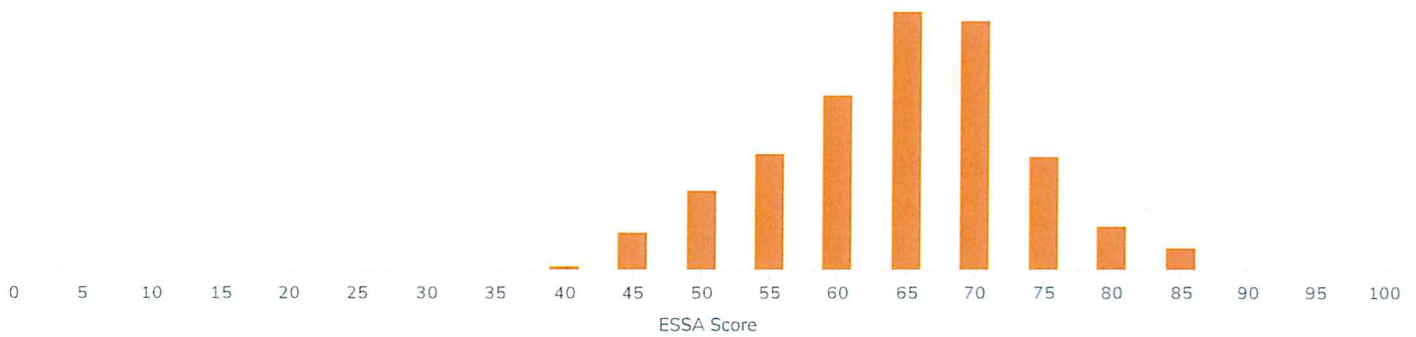


[ESSA Overview](#)

Grade Range  
Grade Span

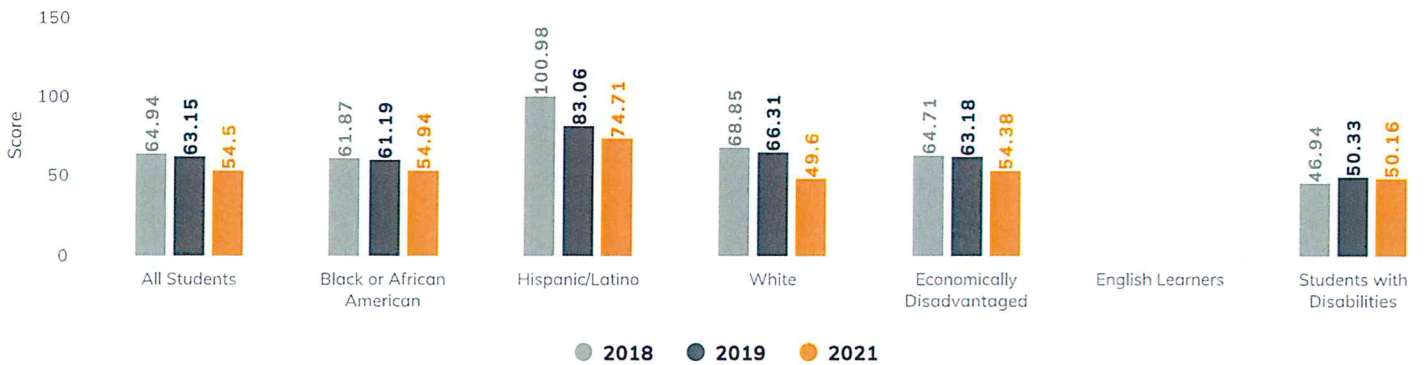
K-6  
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2021 ESSA School Index: Overview

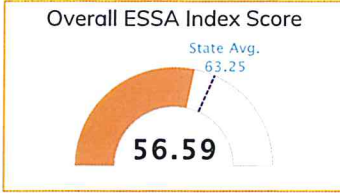
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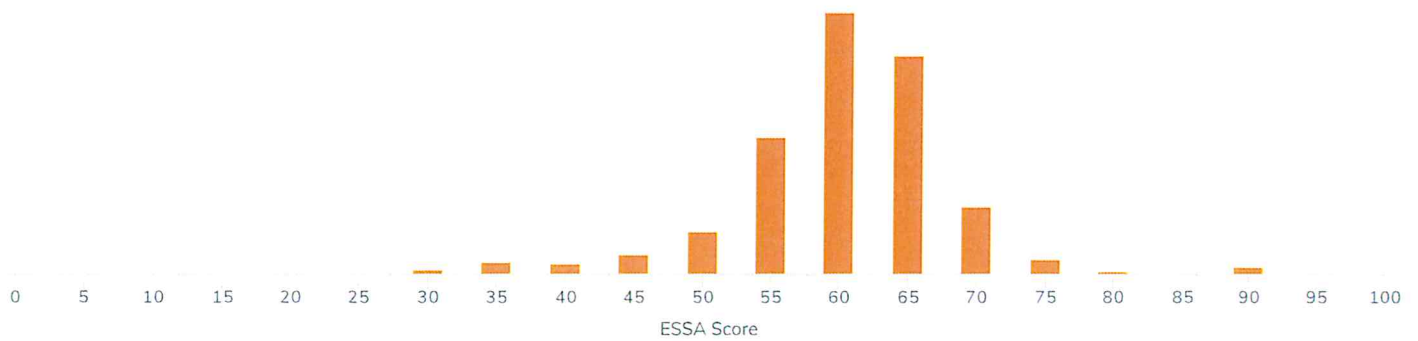
[ESSA Overview](#)

**Grade Range**  
**Grade Span**

7-12  
3 - High School Level

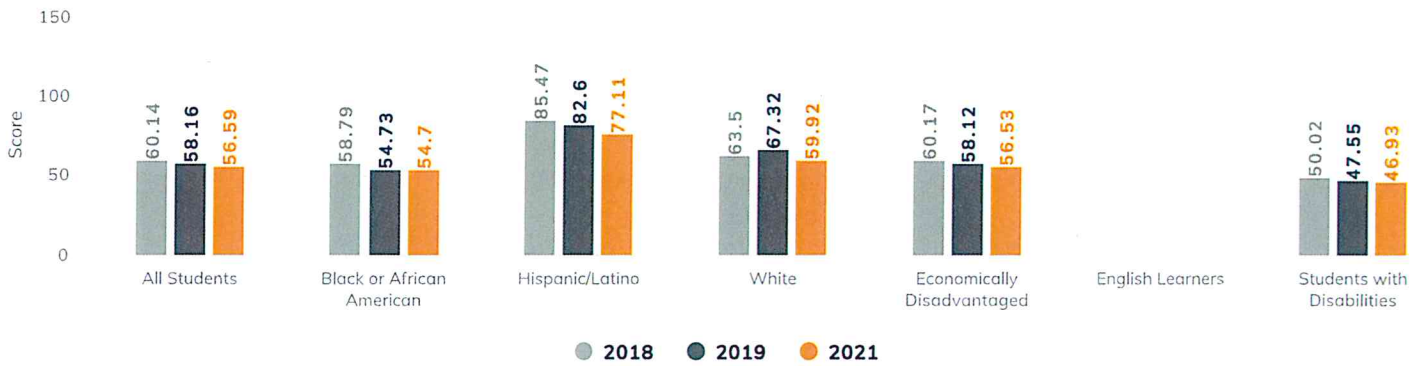


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RESOLUTION FOR LOCAL SUPPORT OF  
ACT 1240 Waiver Extension Requests  
Brinkley School District

WHEREAS the Brinkley Board of Directors has reviewed and fully supports the School District's need for the ACT 1240 Waivers;

and

WHEREAS the Brinkley Board of Directors understands that the Division of Elementary and Secondary Education will review and provide feedback to the District;

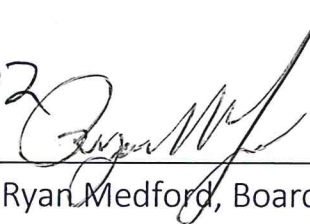
and

WHEREAS the Brinkley Board of Directors understands that final approval will be granted by the Arkansas State Board of Education.

BE IT RESOLVED that the Brinkley Board of Directors gives permission to the superintendent to act on behalf of the District in requesting an extension for the ACT 1240 Waivers and commits to dedicating local resources to ensure implementation of the waivers.

Signed:

  
Brenda Poole, Superintendent

1/24/22  
  
Ryan Medford, Board President

  
Gloria Conyears, Board Secretary

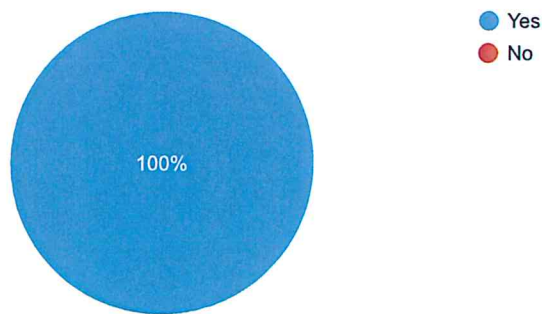
# Brinkley School District ACT 1240 Licensure Waiver Extentsion Staff Input

44 responses

[Publish analytics](#)

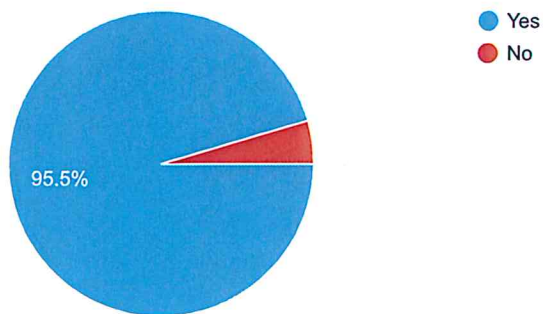
Do you think that the Brinkley School District should ask for an extension of the ACT 1240 Teacher Licensure Waiver? This waiver allows us the flexibility in hiring unlicensed individuals with a degree with so many hours of course work in the content area they would be employed. This includes flexibility in hiring a library media specialist as well. Once hired, the individual enrolls in an alternative pathway to become licensed.

44 responses



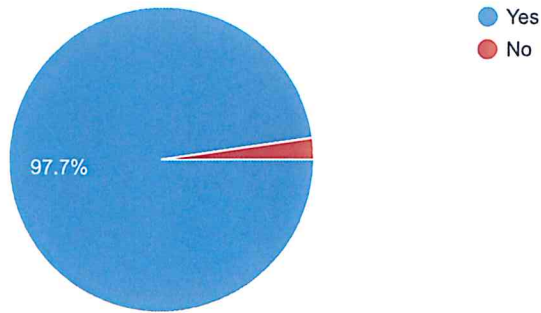
Do you think the Brinkley School District should apply for one hour weekly of early release time so that teachers can engage in uninterrupted collaboration time?

44 responses



Do you think that the Brinkley School District should apply for a seat time waiver so that our students can be transported by bus to EACC to take concurrent credit or career and technical courses?

44 responses



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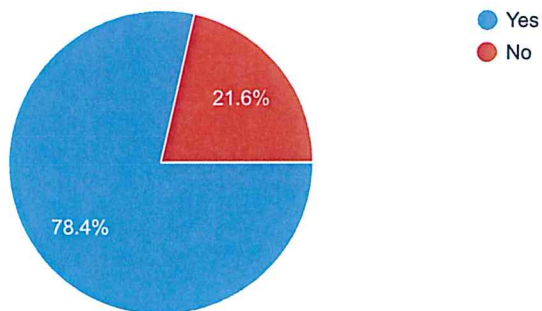
# Brinkley School District ACT 1240 Licensure Waiver Extentsion Community Input

51 responses

[Publish analytics](#)

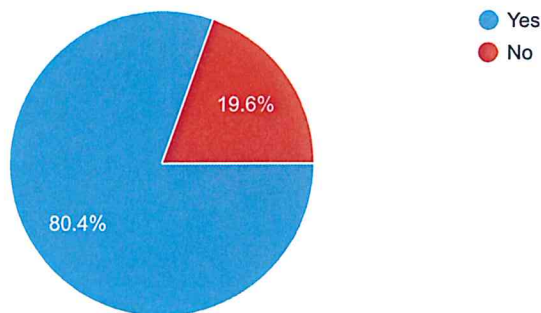
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51 responses



Do you think the Brinkley School District should apply for one hour weekly of early release time so that teachers can engage in uninterrupted collaboration time? (We currently do this every Wednesday now).

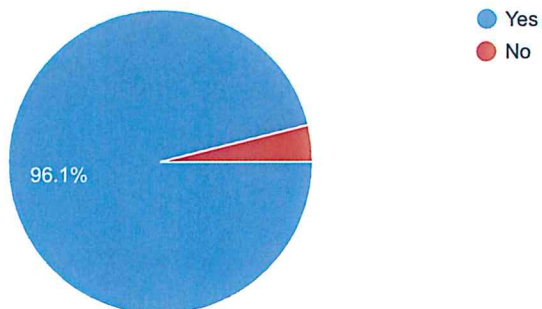
51 responses





Do you think that the Brinkley School District should apply for a seat time waiver so that our students can be transported by bus to EACC to take concurrent credit or career and technical courses?

51 responses



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