



## Act 1240 District Waiver Request

<b>District:</b>	<b>Hackett School District</b>
<b>LEA Number:</b>	6603000
<b>Superintendent:</b>	Eddie Ray
<b>Email:</b>	<a href="mailto:eddie.ray@hackettschools.org">eddie.ray@hackettschools.org</a>
<b>Contact for Waiver:</b>	Tura Bailey, Elementary Principal
<b>Contact Email:</b>	<a href="mailto:tura.bailey@hackettschools.org">tura.bailey@hackettschools.org</a>
<b>Contact Phone:</b>	479-638-8606
<b>Date Received by DESE:</b>	

The following documents must be submitted with the waiver request:

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

## Waiver Request #1

<b>Topic:</b>	Teacher Apprenticeship Program
<b>Standards/Statutes/Rules:</b>	*DESE Rules Governing Class Size and Teaching Load, Section 3.00 * A.C.A 6-17-812 "Compensation for teaching more than the maximum number of student permitted." *Arkansas Standards for Accreditation 1-A.6
<b>Duration Requested:</b>	2022-23 through 2026-27
<b>Name of Open-Enrollment Charter Holding the Waiver</b>	Future School of Fort Smith
<b>Schools, Grades or Classes the Wavier Will Apply To</b>	Hackett Elementary School Grades K-6

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 Hackett School District is seeking an ACT 1240 waiver in order to participate in the Teacher Apprenticeship Program administered through the University of Arkansas at Fort Smith (UAFS). By partnering with UAFS and participating in the Teacher Apprenticeship Program, the Hackett School District hopes to increase our capacity to recruit and retain highly effective elementary teachers while addressing the current teacher shortage issues.

With the approval of this waiver request, the Hackett School District and more specifically Hackett Elementary School, will partner with UAFS to place two apprentices in 5<sup>th</sup> grade. One intern will fill a vacant teaching position, due to a retiring teacher while the second intern will assume the teaching responsibilities of the mentor teacher's classroom. The highly qualified mentor teacher will work directly with both apprentices providing support and feedback through coaching, modeling and observation. Both apprentices will be compensated with a .5 first year teaching contract for the duration of a standard school year (2 semesters).

In order to provide a more focused, hands-on experience, the apprentices and the mentor teacher will be provided multiple layers of support from school, district and university leadership. Apprentices will participate in administrator led weekly grade level team meetings with other 5<sup>th</sup> grade teachers. Additional time will be scheduled for the apprentice and mentor teacher to discuss content, instructional strategies, student data, unit planning and other related topics. The mentor teacher will be provided university support to provide strategies for coaching and reflective practice. In addition to the assigned university supervisor, apprentices and the mentor teacher will receive consistent support from the Executive Director of the School of Education and of the UAFS Educational Renewal Zone (ERZ) Director. The building principal along with the Executive Director and the ERZ Director will make regular visits to the apprentices classrooms and will hold support meetings as needed.

The UAFS Teacher Apprenticeship Program is a model of internship which strengthens and grows not only the apprentice's instructional practice, but also the district's qualified teacher pool, the mentor teacher's leadership capacity and the partnership between school districts and higher education. The Hackett School District looks forward to the opportunity of implementing the apprenticeship model at Hackett Elementary now and in the future.

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

Students assigned to these apprenticeship model classrooms will have the benefit of having an additional teacher in their classroom for at least half of the school day. The mentor teacher along with the apprentices will be focused on strong instructional practices and measuring student achievement. A highly collaborative team will be created as the mentor and apprentices plan, practice and reflect together. Additionally, the mentor teacher will be available to create a more personalized learning experience for students by having the time to provide individual and small group instruction for students.

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

The Hackett School District and Hackett Elementary will monitor the effectiveness of the Teacher Apprenticeship Program through multiple sources of data including:

- \*Regular and timely feedback from the mentor teacher, apprentices, UAFS Executive Director and ERZ Director
- \*Classroom student achievement data including formative assessment data, observational data, and reading levels
- \*Survey data from teachers, students, parents
- \*Staffing data

**Waiver Request #2**

<b>Topic:</b>	
<b>Standards/Statutes/Rules:</b>	
<b>Duration Requested:</b>	



# HACKETT SCHOOL DISTRICT

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HACKETT, AR 72937

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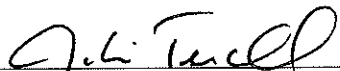
TO: Division of Elementary and Secondary Education  
FROM: Hackett School District  
DATE: April 11, 2022  
Regarding Board Support of ACT 1240 District Waiver Request

The Hackett Board of Directors recognizes the importance of the school district's ability to recruit and hire high quality teachers.

The Hackett Board of Directors recognizes the districts commitment to serve as a district dedicated to providing high quality mentoring of teacher candidates through internship.

The Hackett Board of Directors also recognizes the importance of a strong relationship between local districts and higher education.


For these reasons, the Hackett Board of Directors supports the decision of the Hackett School District and more specifically, Hackett Elementary's request for an ACT 1240 waiver governing class size and teaching load and compensation for teaching more than the maximum number of students, to participate in the Teacher Apprenticeship Program administered through the University of Arkansas at Fort Smith (UAFS) and respectfully partition that this waiver be granted.

  
Hackett Board of Directors, President

  
Hackett Board of Directors, Vice-President

  
Hackett Board of Directors, Secretary

  
Hackett Board of Directors, Member

  
Hackett Board of Directors, Member

Timestamp	Email Address	I support the request by Hackett Elementary for an ACT 1240 waiver governing class size and teaching load and compensation for teaching more than the maximum number of student
4/6/2022 15:38:54	wendy.james@hackettsch	Yes
4/6/2022 15:45:43	erica.lovei@hackettschoc	Yes
4/6/2022 15:59:20	madison.hearon@hackett	Yes
4/6/2022 16:00:05	judith.velosky@hackettsch	Yes
4/6/2022 16:00:18	jessica.lagle@hackettsch	Yes
4/6/2022 16:00:25	rachael.hamrick@hackett	Yes
4/6/2022 16:00:26	erica.cooper@hackettsch	Yes
4/6/2022 16:00:28	michelle.lasiter@hacketts	Yes
4/6/2022 16:00:33	gayla.edwards@hacketts	Yes
4/6/2022 16:00:37	heather.wall@hackettsch	Yes
4/6/2022 16:00:49	liesa.williams@hackettsch	Yes
4/6/2022 16:00:50	christina.bodin@hacketts	Yes
4/6/2022 16:00:57	shirley.davis@hackettsch	Yes
4/6/2022 16:01:03	ashley.adams@hackettsch	Yes
4/6/2022 16:01:04	chrystal.adams@hacketts	Yes
4/6/2022 16:01:08	jeanette.jamison@hackett	Yes
4/6/2022 16:01:12	vicki.jackson@hackettsch	Yes
4/6/2022 16:01:16	susan.collier@hackettsch	Yes
4/6/2022 16:01:19	gail.pelham@hackettsch	Yes
4/6/2022 16:01:19	val.harr@hackettschools.	Yes
4/6/2022 16:01:22	melissa.gilham@hacketts	Yes
4/6/2022 16:01:24	teresa.beam@hackettsch	Yes
4/6/2022 16:01:38	lacy.hosier@hackettschoc	Yes
4/6/2022 16:02:17	rhiannon.stiles@hacketts	Yes
4/6/2022 16:04:04	suzanne.neal@hackettsch	Yes
4/6/2022 20:03:37	vickie.webb@hackettsch	Yes
4/7/2022 7:44:58	angela.wilson@hackettsch	Yes