



Act 1240 District Waiver Request Extension

District:	Woodlawn
LEA Number:	1304
Superintendent:	Dr. Kevin Hancock
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Contact for Waiver:	Karen Eoff
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Date Received by DESE:	

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

Topic:	Teacher Licensure
Standards/Statutes/Rules:	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
Duration Requested:	Five Year Waivers 2022-2027
Name of Open-Enrollment Charter Holding the Waiver	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
Schools, Grades or Classes the Waiver Will Apply To	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.

Woodlawn School District recognizes that a highly qualified teacher in each classroom is the single most important factor influencing student learning. Woodlawn 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 Woodlawn School District has had 6 openings since 2016 that we could not find licensed teachers to fill regardless of how many recruitment activities we conducted. We have hired 6 Act 1240 teachers and one of the college graduates hired has completed a licensure program and now holds an Arkansas Teaching License. Hannah Slaughter is now a fully licensed second grade teacher who lives in our community. She started her career at our school as a paraprofessional. She completed a degree in the Para to Teacher Program at UAM while working full time. Once she completed a degree we hired her as an Act 1240 teacher. She is proving to be an absolutely outstanding young teacher and exemplifies why our "Grow Our Own" teachers' method is working in our area. We also try to encourage all of our AmeriCorps Members assigned to our school to consider teaching since they truly understand the nuisances of working in a school setting. Destiny Phillips was an AmeriCorps Member at our school while also completing a college degree. We hired Destiny this year as an Act1240 teacher to fill a fifth grade literacy position we could not fill. Destiny has acquired wonderful innovative teaching strategies and is methodical in her planning and data analysis. She lives in our community and we expect that she will be teaching with us until she retires. Several more of our Act 1240 teachers are in the process of finishing their requirements for licensure. We also have learned to hire only para professionals that endeavor to become teachers. Both of our newly hired para professionals are enrolled in programs to acquire a degree and then become teachers. 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 are very serious about our Act 1240 teachers completing a licensure. We invest heavily in their training, mentoring, and coaching and we expect them to complete a program.

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 430 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 teacher using the 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 buddy teacher who provides support, insight and resources. The Act 1240 teachers are given extra support, supplies, training and mentoring. The Woodlawn math and literacy interventionists and the Co-op content specialists model lessons for the Act 1240 teachers. The teachers are encouraged to attend the Praxis tutoring sessions provided by the ADE and Southeast Co-op. The teachers are given professional leave to take the required Praxis exams. Each Act 1240 teacher has a one on one conference with the superintendent and their principal to discuss their progress on their personal plan to achieve licensure. Progress toward licensure is monitored monthly. Advice/support is provided as needed. Those teachers who need resources and are not able to find what they need independently are offered resources on an individual basis. Mentoring is part of the culture in the Woodlawn School District.

The Act 1240 teachers are provided time for peer observations as needed. Peer observations are coordinated with the buddy teacher. The Act 1240 teacher takes notes during the observation and a debrief discussion occurs so the best practices observed can be put into action in the Act 1240 teacher's classroom. Act 1240 teachers are shielded from class sponsorship of clubs and extracurricular activities in their first year.

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 Woodlawn 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 buddy teacher and or a 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. Act 1240 teachers bring a wealth of real world applications and passion to the teaching industry. Act 1240 teachers make a conscious, informed choice to enter the education field rather than continue in their previous profession. 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.

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 at that time had 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 a copy of the Arkansas License of the Act 1240 teachers who have acquired a license in their personnel file. We have buddy teacher assignment documentation records. The principals have documentation of observations of the teachers. We have professional leave records for the teacher's time off to take the Praxis exams. We have documentation of the extracurricular duty list and stipend list showing that no year one Act 1240 teachers were paid a stipend for sponsoring a club or extracurricular activity.

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 Woodlawn 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 ACT1240 waiver, Woodlawn 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 one ACT1240 hire that has already completed the requirements to earn an Arkansas license while being employed by our district.

From 2016-2021 the Southeast Co-op schools had 430 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

Topic:	Teacher Licensure (Library Media Program & Library Media Specialists)	
Standards/Statutes/Rules:	Ark. Code Ann §6-25-103 Library Media Services Program Ark. Code Ann §6-25-104 Library Media Specialists	
Duration Requested:	July 1, 2022 Through June 30, 2027	

Name of Open-Enrollment Charter Holding the Waiver	Ark. Code Ann §6-25-103, Held by Ark. Virtual Academy Ark. Code Ann §6-25-104, Held by Ark. Connections Academy
Schools, Grades or Classes the Waiver Will Apply To	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 pick 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, 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 6th, 7th, and 8th 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 You 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.

Teacher Recruitment Survey

Woodlawn School District
Google Forms

The Southeast Arkansas Cooperative service area is currently experiencing a shortage of certified teachers. The number of candidates entering teacher education programs is also inadequate to address this need.

Please indicate in the survey below ideas you may have to recruit more certified teachers to this area and ways more students can be encouraged to complete education programs leading to certification.

Question #1

What do you perceive to be factors keeping certified teachers from seeking employment in the Southeast Arkansas Cooperative service area? (Check all that apply)

- A. Salaries
- B. Rural Location
- C. Housing
- D. Lack of job opportunities
- E. School Safety
- F. Lack of advancement opportunities
- G. Lack of Recreation/Entertainment
- H. Other

Question #2

If you indicated "Other" in Question #1, please explain here:

Question #3

From the list in Questions #1 and #2 above, indicate the one factor that you believe is MOST important in contributing to the certified teacher shortage.

Question #4

Provisions such as Act 1240 waivers, the MAT program and ALP's have been utilized extensively in the Southeast Arkansas Cooperative service area. Do you believe these have been helpful in providing quality education to students by filling certified teaching positions that would otherwise remain unfilled?

- A. Definitely helpful
- B. Somewhat helpful
- C. Not helpful at all

Question #5

Which of the following do you believe would be more attractive to potential teachers?

- A. Higher beginning teacher salary
- B. More steps added to the salary schedule for experienced teachers

Question #6

Do you believe that teacher "burnout" or feeling "overwhelmed" is a SIGNIFICANT reason teachers are leaving the profession?

- A. Definitely
- B. Somewhat
- C. Not at all

Question #7

Which of the following do you believe would be helpful in recruiting more teachers to the Southeast Service Cooperative area?

- A. Higher salaries
- B. Easier access to teacher education programs
- C. Financial Assistance for Education
- D. Incentives or signing bonuses
- E. Other

Question #8

If you selected "Other" in Question #7 please explain here:

Question #9

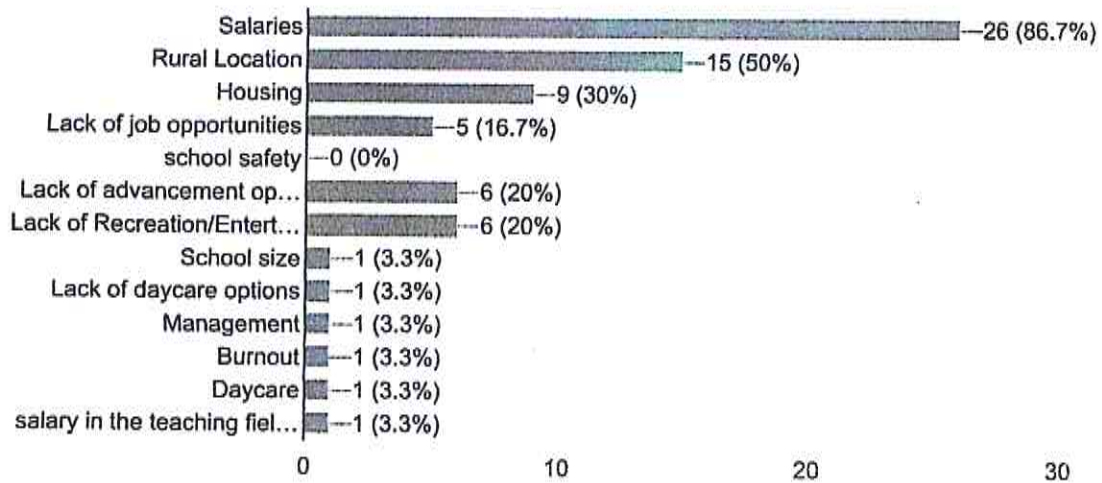
Enter any additional comments or suggestions that might be helpful in recruiting certified teachers to the Southeast Arkansas Cooperative service area.

30 responses

Publish analytics

What do you perceive to be factors keeping certified teachers from seeking employment in the Woodlawn School District area? (check all that apply)

30 responses



If you indicated "other" in Question #1, please explain here:

9 responses

Internet access in the surrounding area is not the best. I myself struggle to find internet access that reaches where I live. I have a small hotspot through AT&T, because the internet out this way is not great and the other option is too expensive.

Some teachers only want to teach in one specific area. Being in a small school you wear multiple hats which puts a lot more on teachers. (Class sponsors, FCCLA, beta, Fbla, k-12 teachers, multiple grades in the same subject, etc)

The only daycare in Woodlawn is full. They are giving people the time frame of one year. Additionally, they do not accept people in certain tax brackets. If an employee of the school has a spouse that also has a career type job, it is likely they will not accept the child. This makes it difficult to find childcare.

We didn't have a high turn over rate until the last 2 years. Before that, there were rarely new positions open.

I believe salaries are the main reason teachers don't stay. I also believe that teachers from here get a job here and stay, thus job openings become scarce.

From the list in Questions #1 and #2 above, the indicate one factor you believe is MOST important in contributing to the certified teacher shortage.

26 responses

Salaries

Salaries

Salary

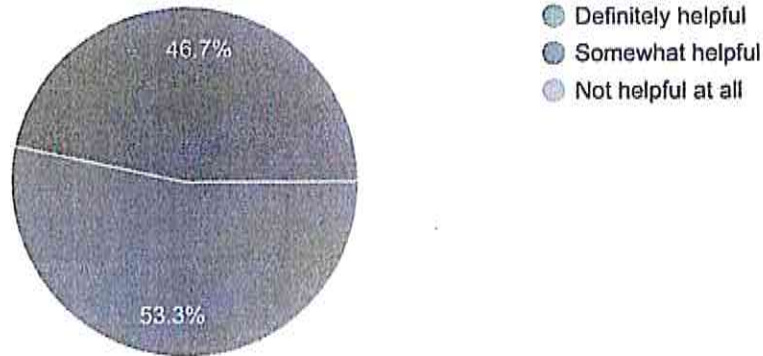
Teacher's salaries do not reflect the work that they put into their jobs. They feel underappreciated because the workload is big but the salary (compared to other jobs that require a college degree) is not enough to support a family.

Housing

Salaries are not competitive when compared to schools in other regions of the state. For example, Springdale, Arkansas, has a starting salary well above ours; further, experienced teachers are very well compensated which is a fabulous incentive for new teachers. (A higher beginning salary with a more lucrative future is extremely motivational.)

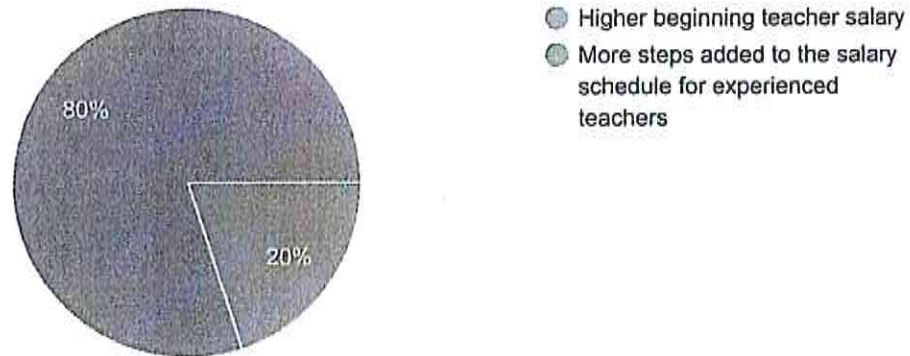
Provisions such as ACT 1240 waivers, the MAT (Master's of Art in Teaching) program and ALP's (Alternative Learning Plans) have been utilized extensively in the Southeast Arkansas area and in Woodlawn School District. Do you believe these have been helpful in providing quality education to students by filling certified teaching positions that would otherwise remain unfilled?

30 responses



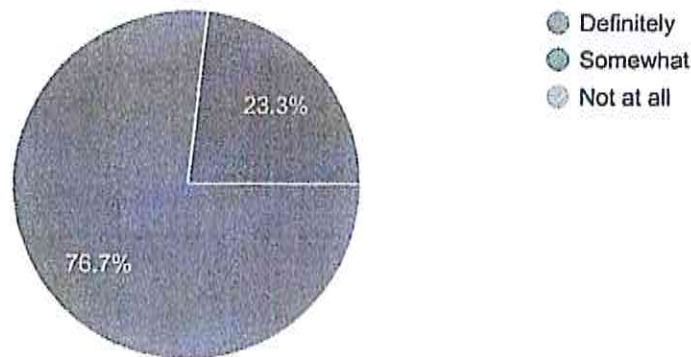
Which of the following do you believe would be more attractive to potential teachers?

30 responses



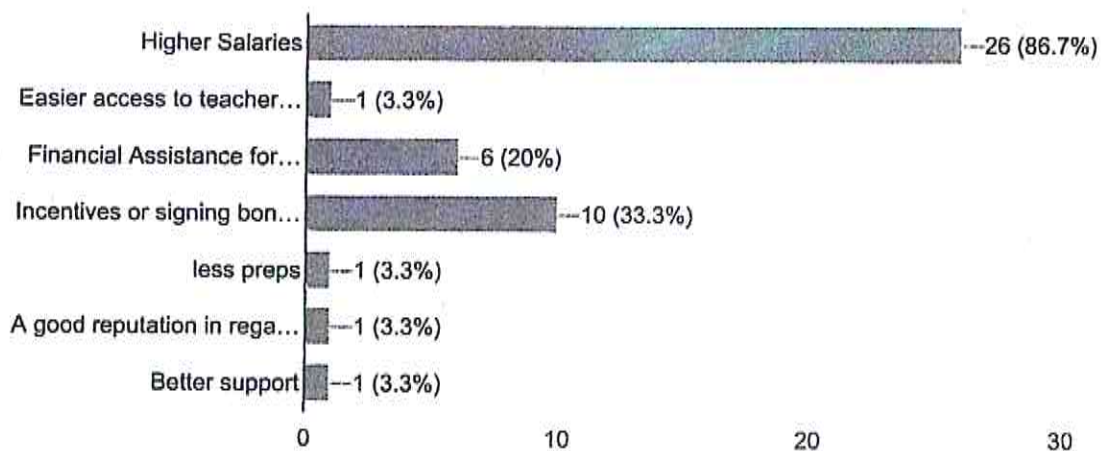
Do you believe that teacher "burnout" or feeling "overwhelmed" is a SIGNIFICANT reason teachers are leaving the profession?

30 responses



Which of the following do you believe would be helpful in recruiting more teachers to Woodlawn School District?

30 responses



Woodlawn

If you selected other in Question 7 above, please explain here.

5 responses

N/A

I think in the high school at WHS we are overwhelmed by the number of preps that we have to do. I think we never feel like we can adequately cover each prep. Someday simply feel like survival.

A good reputation in regards to supportive administration and a culture for learning

These new teachers and MAT program teachers come in with little to no experience on what students really need, how to identify that, and how to meet those needs.

Enter any additional comments or suggestions that might be helpful in recruiting certified teachers to the Southeast Arkansas Cooperative service area.

7 responses

Too many times, teachers are overly criticized and ridiculed by the media, on social media, and in the community. As an educator, I wish teachers were respected and appreciated more by parents, community members, the media, and school staff members. Teacher morale needs to be lifted and potential teachers need to know they will be valued. What can we do to "shine a light" on teachers and choosing teaching as a career?

N/A

Money!!

less prep periods and/or an extra conference period in order to complete master's program while at school.

A higher beginning salary would be attractive to younger generation. As well as financial assistance for their education, or help paying loans.

We have an excellent school district and the small town environment is a bonus.

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AGENDA
WOODLAWN PUBLIC SCHOOL
BOARD OF EDUCATION
SEPTEMBER 13, 2021

- (1.) Call to order.
- (2.) Roll Call and recognition of guests.
- (3.) Consent Agenda: *All of the following items, which concern reports and items of a routine nature normally approved at a board meeting, will be approved by one board vote, unless any board member desires to have a separate vote on any or all of these items. The consent agenda consists of the discussion, consideration, and approval of the following items:*
 - a. Approval of Agenda
 - b. Minutes of the August 9, 2021 regular board meeting.
 - c. Approval of the Financial Report.
 - d. Superintendent's Report:
 1. School facilities progress/updates.
 2. Act 1240 Waiver information to public and Feedback Survey.
 3. Reminder of future school board member training:
For Region 11 virtual meeting discuss and submit concerns and/or interest for the upcoming legislative session, then submit to ASBA.
 4. Schedule special board meeting for budget approval.
 5. Mr. Hill to discuss homecoming procedures.
- (4.) Discussion and possible action to approve the Minority Teacher and Administrator Recruitment Plan.
- (5.) Discussion and possible action to approve the ASBA Unemployment Compensation Account.
- (6.) Discussion and possible action to approve the following policy changes recommended by the ASBA Model Policies: 1.2, 1.11, 1.21, 3.1, 3.4, 3.6, 3.7, 3.19, 3.32.1, 3.40, 3.42, 3.44, 3.49, 4.1, 4.2, 4.3, 4.5, 4.6, 4.7, 4.11, 4.13, 4.17, 4.35, 4.35F6, 4.35F7, 4.37, 4.41, 4.44, 4.45, 4.45.1, 4.46, 4.52, 4.56, 4.56.1, 4.57, 4.60, 5.2, 5.3, 5.5, 5.6, 5.6F, 5.6F2, 5.8, 5.11, 5.17, 5.18, 5.20, 5.27, 5.28, 5.29, 6.4, 6.10, 6.11, 6.12, 7.5, 7.15, 7.17.1, 7.19, 7.23, 8.1, 8.4, 8.13, 8.23.1, 8.30, 8.34, 8.35, 8.36, 8.37.
- (7.) Discussion and possible action to approve the following athletic budgets for the SY 2022:
 - a. Lady Bears Basketball
 - b. Boys Basketball
 - c. Cheerleading
 - d. Cross Country
- (8.) Discussion and possible action to approve the following athletic volunteers:

Football:	a. Trent Young		
Basketball:	a. No Request		
Baseball:	a. Brian Miller	b. Steve Boyd	c. Brian Stover
Cheerleading:	a. Heather Hargis		
- (9.) Discussion and possible action to approve the following "Buddy Teachers":
Destiny Phillips- Misty Davis
Hannah Watt - Heather Reynolds

**MINUTES
SEPTEMBER 13, 2021
REGULAR BOARD OF EDUCATION
WOODLAWN PUBLIC SCHOOL**

- (1.) Call to order at 7:00 p.m.
- (2.) Roll call and recognition of guests.
Present: Shane Dixon, Jason Aud, David Stover, Larry Reynolds
Guests:
- (3.) Approved by acclamation.
 - a. Approval of Agenda
 - b. Minutes of the August 9, 2021 regular board meeting.
 - c. Approval of the Financial Report.
 - d. Superintendent's Report:
 1. School facilities progress/updates.
 2. Act 1240 Waiver information to public and Feedback Survey. (Dr Hancock district information and discussed survey- 6 current 1240 teachers in the district)
 3. Reminder of future school board member training:
For Region 11 virtual meeting discuss and submit concerns and/or interest for the upcoming legislative session, then submit to ASBA.
 4. Schedule special board meeting for budget approval.(Meeting set for Sept. 27th, 2021)
 5. Mr. Hill to discuss homecoming procedures.(Ms. Varnell discussed plans in Mr Hill's absence)
- (4.) Motion was made by Larry Reynolds and seconded by David Stover to approve the Minority Teacher and Administrator Recruitment Plan.
Voting yes: Shane Dixon, Jason Aud, David Stover, Larry Reynolds
Voting no:
- (5.) Motion was made by Larry Reynolds and seconded by David Stover to approve the ASBA Unemployment Compensation Account.
Voting yes: Shane Dixon, Jason Aud, David Stover, Larry Reynolds
Voting no:
- (6.) Motion was made by Larry Reynolds and seconded by David Stover to approve the ASBA policy changes with amendments to policies 3.32.1, and 4.45.1.
Voting yes: Shane Dixon, Jason Aud, David Stover, Larry Reynolds
Voting no:
- (7.) Motion was made b to approve the following athletic budgets as submitted for SY 2022:
a Motion was made David Stover and seconded Larry Reynolds by to approve the. Lady Bears Basketball athletic budgets for SY 2022
Voting yes: Shane Dixon, Jason Aud, David Stover, Larry Reynolds
Voting no:
 - b. Motion was made Larry Reynolds and seconded by David Stover to approve the Boys

Rachel Vinson - Dana Gavin
Hannah Slaughter- Bonnie Gavin
Mr. Carmeans - Mrs. Britt and Varnell
Rose Beck - Natalie Scharf
Angel Knight- Leslie Young
Sydney Adair - Bethany Gere
Monica Dunn - Jaime Hunter
Selena Jacks - Melissa Stover
Brittney Sipes - Sandra Blasengame
Kyle Thaxton - Tommy Richardson
Meredith Wilkins -Rebecca Richardson

- (10.) Discussion and possible action to approve the resolution to move funds from the Operating Fund to the Building Fund up to Three-Hundred Eight Thousand Dollars (\$308,000.00).
- (11.) Discussion and possible action to consider student transfer.
- (12.) Discussion and possible action concerning any new business.
- (13.) Discussion and possible action to convene or not convene into executive session. *Executive session will be permitted only for the purpose of considering employment, appointment, promotion, demotion, disciplining, or resignation of any public officer or employee.* Proposed Executive session to discuss any unforeseen personnel items.
- (14.) Discussion and possible action on any other unforeseen personnel items from executive session which are permitted for the purpose of an executive session.
- (15.) Vote to adjourn.

FYI: The next Regular Board Meeting is Monday, October 18, 2021.

Basketball athletic budgets for SY 2022

Voting yes: Shane Dixon, Jason Aud, David Stover, Larry Reynolds

Voting no:

c. Motion was made Larry Reynolds and seconded by David Stover to approve the Cheerleading athletic budgets for SY 2022

Voting yes: Shane Dixon, Jason Aud, David Stover, Larry Reynolds

Voting no:

d. Motion was made David Stover and seconded by Larry Reynolds to approve the Cross Country athletic budgets for SY 2022

Voting yes: Shane Dixon, Jason Aud, David Stover, Larry Reynolds

Voting no:

(8.) Motion was made by Larry Reynolds and seconded by David Stover to approve the following athletic volunteers:

Football: a. Trent Young

Basketball: a. No Request

Baseball: a. Brian Miller b. Steve Boyd c. Brian Stover

Cheerleading: a. Heather Hargis

Voting yes: Shane Dixon, Jason Aud, David Stover, Larry Reynolds

Voting no:

(9.) Motion was made by Larry Reynolds and seconded by David Stover to approve the following "Buddy Teachers":

Destiny Phillips- Misty Davis
Hannah Watt - Heather Reynolds
Rachel Vinson - Dana Gavin
Hannah Slaughter- Bonnie Gavin
Mr. Carmeans - Mrs. Britt and Varnell
Rose Beck - Natalie Scharf
Angel Knight- Leslie Young
Sydney Adair - Bethany Gere
Monica Dunn - Jaime Hunter
Selena Jacks - Melissa Stover
Brittney Sipes - Sandra Blasengame
Kyle Thaxton - Tommy Richardson
Meredith Wilkins -Rebecca Richardson

Voting yes: Shane Dixon, Jason Aud, David Stover, Larry Reynolds

Voting no:

(10.) Motion was made by Larry Reynolds and seconded by Shane Dixon to approve the resolution to move funds from the Operating Fund to the Building Fund up to Three-Hundred Eight Thousand Dollars (\$308,000.00).

Voting yes: Shane Dixon, , Jason Aud, David Stover, Larry Reynolds

Voting no:

- (11.) Motion was made by Larry Reynolds and seconded by David Stover to approve the student transfer of Randi Rae Vest and Kolton George to Warren School District.

Voting yes: Shane Dixon, Jason Aud, David Stover, Larry Reynolds

Voting no:

- (12.) New business: Item not needed. There was no new business.

- (13.) The Board convened into executive session at 9:16 p.m., and then the Board reconvened into open session at 10:17p.m.

- (14.) a. Motion was made by Larry Reynolds and seconded by David Stover to approve Robert Outlaw for full-time custodial position.

Voting yes: Shane Dixon, Jason Aud, David Stover, Larry Reynolds

Voting no:

- b. Motion was made by Shane Dixon and seconded by Larry Reynolds to approve Linda Ballinger for full-time custodial position.

Voting yes: Shane Dixon, Jason Aud, David Stover, Larry Reynolds

Voting no:

- c. Motion was made by Larry Reynolds and seconded by David Stover to approve Rose Beck as an Elementary Teaching position.

Voting yes: Shane Dixon, Jason Aud, David Stover, Larry Reynolds

Voting no:

- d. Motion was made by Larry Reynolds and seconded by David Stover to approve Missy Parker as an Elementary Paraprofessional position.

Voting yes: Shane Dixon, David Stover, Larry Reynolds

Voting no:

Abstained: Jason Aud

- e. Motion was made by Larry Reynolds and seconded by David Stover to approve Christa Pittman as an Elementary Paraprofessional position.

Voting yes: Shane Dixon, David Stover, Larry Reynolds, Jason Aud,

Voting no:

- f. Motion was made by Larry Reynolds and seconded by David Stover to approve Paula Cowart as a High School Paraprofessional.

Voting yes: Shane Dixon, Jason Aud, David Stover, Larry Reynolds

Voting no:

- g. Motion was made by Larry Reynolds and seconded by David Stover to approve Faye Spear as a Bus Driver.

Voting yes: Shane Dixon, Jason Aud, David Stover, Larry Reynolds

Voting no:

h. Motion was made by Larry Reynolds and seconded by David Stover to accept the resignation of Deana Dickey.

Voting yes: Shane Dixon, Jason Aud, David Stover, Larry Reynolds

Voting no:

i. Motion was made by Larry Reynolds and seconded by David Stover to accept the resignation of Misti Estrada.

Voting yes: Shane Dixon, Jason Aud, David Stover, Larry Reynolds

Voting no:

j. Motion was made by Larry Reynolds and seconded by David Stover to the resend contract offer of Brittiany Vasques-soto due to non-appearance.

Voting yes: Shane Dixon, Jason Aud, David Stover, Larry Reynolds

Voting no:

(15.) Adjourned by acclamation at 10:24 p.m.

Board Approval this _____ day of _____, 2021.

President: _____

Secretary: _____

AGENDA
WOODLAWN PUBLIC SCHOOL
BOARD OF EDUCATION
SEPTEMBER 13, 2021

- (1.) Call to order.
- (2.) Roll Call and recognition of guests.
- (3.) Consent Agenda: *All of the following items, which concern reports and items of a routine nature normally approved at a board meeting, will be approved by one board vote, unless any board member desires to have a separate vote on any or all of these items. The consent agenda consists of the discussion, consideration, and approval of the following items:*
 - a. Approval of Agenda
 - b. Minutes of the August 9, 2021 regular board meeting.
 - c. Approval of the Financial Report.
 - d. Superintendent's Report:
 1. School facilities progress/updates.
 2. Act 1240 Waiver information to public and Feedback Survey.
 3. Reminder of future school board member training:
For Region 11 virtual meeting discuss and submit concerns and/or interest for the upcoming legislative session, then submit to ASBA.
 4. Schedule special board meeting for budget approval.
 5. Mr. Hill to discuss homecoming procedures.
- (4.) Discussion and possible action to approve the Minority Teacher and Administrator Recruitment Plan.
- (5.) Discussion and possible action to approve the ASBA Unemployment Compensation Account.
- (6.) Discussion and possible action to approve the following policy changes recommended by the ASBA Model Policies: 1.2, 1.11, 1.21, 3.1, 3.4, 3.6, 3.7, 3.19, 3.32.1, 3.40, 3.42, 3.44, 3.49, 4.1, 4.2, 4.3, 4.5, 4.6, 4.7, 4.11, 4.13, 4.17, 4.35, 4.35F6, 4.35F7, 4.37, 4.41, 4.44, 4.45, 4.45.1, 4.46, 4.52, 4.56, 4.56.1, 4.57, 4.60, 5.2, 5.3, 5.5, 5.6, 5.6F, 5.6F2, 5.8, 5.11, 5.17, 5.18, 5.20, 5.27, 5.28, 5.29, 6.4, 6.10, 6.11, 6.12, 7.5, 7.15, 7.17.1, 7.19, 7.23, 8.1, 8.4, 8.13, 8.23.1, 8.30, 8.34, 8.35, 8.36, 8.37.
- (7.) Discussion and possible action to approve the following athletic budgets for the SY 2022:
 - a. Lady Bears Basketball
 - b. Boys Basketball
 - c. Cheerleading
 - d. Cross Country
- (8.) Discussion and possible action to approve the following athletic volunteers:

Football:	a. Trent Young		
Basketball:	a. No Request		
Baseball:	a. Brian Miller	b. Steve Boyd	c. Brian Stover
Cheerleading:	a. Heather Hargis		
- (9.) Discussion and possible action to approve the following "Buddy Teachers":
Destiny Phillips- Misty Davis
Hannah Watt - Heather Reynolds

RESOLUTION OF THE WOODLAWN SCHOOL DISTRICT BOARD OF DIRECTORS

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

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

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

WHEREAS, the Woodlawn 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 Woodlawn 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 is an open-enrollment public charter school that draws students from Woodlawn School District; and,

WHEREAS, the Arkansas State Board of Education granted Arkansas Virtual Academy a series of waivers, including waivers from the Arkansas Department of Education Rules Governing Standards of Accreditation of Arkansas Public Schools and School Districts, inclusive of section 15.03 and 16.02; and, 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. § 625-103, and, (8) Ark. code Ann. § 6-25-104.


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

1. Pursuant to Act 1240 of 2015, codified at Ark. Code Ann. § 6-15-103, the Woodlawn School District Board of Directors is hereby authorized to request the following waivers from the Arkansas State Board of Education be entered through 2027:

- a. Section 15.03 and 16.02 of the Arkansas Department of Education Rules Governing Standards of Accreditation of Arkansas Public Schools and

School Districts;

- b. Ark. Code Ann. § 6-15-1004;
 - c. Ark, Code Ann. § 6-17-309;
 - d. Ark. Code Ann. § 6-17-401;
 - e. Ark. Code Ann. § 6-17-902;
 - f. Ark. code Ann. § 6-17-908;
 - g. Ark. Code Ann. § 6-17-919;
 - h. Ark. Code Ann. § 6-25-103,
 - i. Ark. Code Ann. § 6-25-104; and,
 - j. Any other such waivers as may legally be required and granted by the Arkansas State Board of Education to give effect to the efforts to place licensed teachers in classrooms.
 - k. Standard 4-D.1 Teacher license requirement of Arkansas Law granted to Arkansas Arts Academy
 - l. Standard 4-F. 1 Library media specialist licensure requirement of Arkansas law Arkansas Virtual Academy
 - m. Ark. Dept. of Education rules governing education licensure granted to Arkansas Connections Academy
2. The Woodlawn School District seeks these waivers for July 1, 2022 through June 30, 2027.
3. The Woodlawn School District Board of Directors agreed upon this resolution by vote on August 9, 2021, during an open, regularly scheduled meeting.

By: , Board President

By: , Board Secretary