



ARKANSAS DEPARTMENT OF EDUCATION

DISTRICT WAIVER ANNUAL PROGRESS REPORT

District Name: Warren School District

Superintendent: Bryan Cornish

Email Address: bryan.cornish@warrensd.org

Phone Number: 870-226-8500 **Date Waivers Granted:** 1/3/2017

School Year Waivers Implemented: 16/17

Name of Charter School(s) Attended by District Students

Arkansas Virtual Academy

Waiver Topic: Teacher Licensure

Briefly explain the original rationale used when the waivers were requested and describe how the use of the waivers have impacted the district, specifically the teachers, by waiver topic. Consider including any unintended benefits or consequences that have developed from the district's utilization of its waivers and any teacher feedback that the district has received. Please attach any data collected that demonstrates changes in the district.

The Warren School District recognizes that a highly qualified teacher is the single most important factor influencing student learning in the classroom. Our greatest desire is to hire a fully licensed, highly qualified teacher for each opening that exists in our district. Along with twelve districts in the Southeast Co-op that were eligible for waivers under Act 1240 continue to face a major challenge when attempting to hire licensed teachers to fill vacancies created by retirement, attrition, and the severe teacher shortage in our areas of the state. Over the course of the last five years, the challenge to find, recruit and retain licensed teachers in our area has not improved. The number of candidates in the teacher preparation programs at the colleges that supply the majority of Co-op area teachers continues to decrease. Act 1240 waivers approved by the Arkansas Board of Education in July 2016 have allowed the school to hire employ non-traditional teachers that possess the most knowledge in the position(s). In 2016, the Warren School District hired 27 teachers. Of the 27 hired 4 were under Act 1240. Since 2017-2018, we have continued to utilize the Act 1240 waiver in the following ways:

- 1) In 2017-2018, 6 teachers were hired under the ACT 1240 Waiver.
In 2018-2019, 8 teachers were hired under the ACT 1240 Waiver.
In 2019-2020, 9 teachers were hired under the ACT 1240 Waiver.

To fully capture the intent of the Act 1240 waiver, the school district has developed a tiered approach for supporting teachers hired under the waiver. All novice teachers are partnered with a veteran teacher in a mentor/mentee program. Both partner teachers are provided with mentor/mentee training and expectations to ensure professional growth for the novice teachers. In addition, the school tiered support includes:

- 1) Year 1: Successfully complete the Novice Teacher Academy
Complete ProEthica
Receive an acceptable TESS evaluation
Take appropriate Praxis exam and/or other required tests
- 2) Year 2: Secure a provisional license from the state of Arkansas
Receive an acceptable TESS evaluation
Take appropriate Praxis exam and/or other required test

- 3) Year 3: Pass all appropriate Praxis Exams: core or other specified ADE assessment, content, and PLT
Complete an alternative licensure program to obtain full licensure
Receive an acceptable TESS evaluation

Briefly explain the original rationale used when the waivers were requested and describe how the use of the waivers have impacted the district, specifically the students, by waiver topic. Consider including any unintended benefits or consequences that have developed from the district's utilization of its waivers and any student feedback that the district has received. Please attach any data collected that demonstrates changes in the district.

Through this waiver, we have been able to partner with the UAM Masters of Arts in Teaching (MAT) program and the state's APPEL program to ensure teachers hired under the waiver can enter a quality pathway to become a licensed teacher. We have been able to secure all open positions since the waiver has been granted. This has allowed us to continue to offer learning opportunities that are most effective: smaller class sizes, safe learning environments, and culture that values learning. By providing Act 1240 teachers professional development and support, we have been able to ensure all classes are taught at high levels. Data to support the impact of the waivers had on the district has been reflected by the following:

- 1) All four of the district's schools recently received Level 1 certification as meeting the requirements for providing a "Safe, Supportive, and Collaborative Culture". This would not have been possible without the ability to secure quality teachers in all areas.
- 2) In addition to teachers attending the Novice Teacher Academy at our local educational cooperative and being partnered with a mentor, we have been able to provide each of the the ACT 1240 teachers the following professional development.
 - High-Reliability Schools- this past year we have secured a coach for Marzano's professional development and coaching in Level 1, Safe and Collaborative Culture, and Level 2, Effective Teaching. This professional development includes intensive training on The Art and Science of Teaching.
 - Curriculum and Assessment- each teacher is provided professional development and support from the district's school improvement specialist in the following areas:
 - District's Model of Instruction
 - Development of units of instruction and lesson plans
 - Development of formative and summative assessments
 - Classroom management
 - Delivering effective instruction
 - Effective teaching strategies

It is the district's intent to provide professional development and support the Act 1240 teachers in becoming fully licensed that will continue to grow and develop in the teaching profession for many years to come. The use of the waiver goes far beyond securing a person for a position for us. We take this opportunity to fully grow and develop high-quality teachers who can provide high levels of learning for all our students.

Provide a description of how the waivers have impacted school growth including the graduation rate. Please attach any data collected that demonstrates changes in the district.

We are proud of the growth in our ESSA report for all of our school campuses. The chart below indicates each campus' value-added growth trend data. We are seeing our value-added growth scores to consistently be around the 80-82 range which indicates that a majority of your students are meeting their expected growth. We feel confident that being able to secure teachers in all areas has a positive impact on student growth.

Value-Added Growth- ESSA Report

School	16/17	17/18	18/19
Warren High	80.6	80.35	77.9
Warren Middle	80.33	80.93	80.50
Brunson Elementary	80.81	80.44	82.61
Eastside Elementary	82.76	80.76	80.28

In addition, our schools have been recognized by the Office of Education Policy growth awards over the last few years. Below are the area and year each school was recognized:

Eastside Elementary-	2017-High Overall Growth: Elementary Level (Southeast Region)
	2017-High Math Growth: Elementary Level (Southeast Region)
	2018- High Overall Growth: Elementary Level (Southeast Region)
	2018-High ELA Growth: Elementary Level (Southeast Region)
Brunson Elementary-	2018 High Overall Growth: Elementary Level (Southeast Region)
	2018-High Math Growth: Elementary Level (Southeast Region)
	2019 Elementary Level High Overall Growth(Southeast Region)
	2019 Level math(Southeast Region)
Warren Middle:	2019- High Overall Growth and High Math Growth(Southeast Region)
	2018- Beating the Odds Math and ELA Growth (Southeast Region)
	High Overall Growth, High Math and ELA Growth (Southeast Region)
	2017- High Overall Growth, High Math and ELA Growth(Southeast Region)
	2016- Beating the Odds- Math, ELA and Overall (Southeast Region)

We have seen a trend in our high school graduation rate is above or right at the state's average graduation rate. Our high school graduation rate trend data for the past three years is as follows: SY 16-17- 90.3%, SY 17-18-91.18%, SY 18-19- 87.5% (4-year cohort); 92.08% (5-year cohort).

Provide a description of how the waivers have impacted student achievement. Please attach any data collected that demonstrates changes in the district.

As a district, we have not seen overall gains in our student achievement. However, we have seen individual schools make gains in different content areas. Math has seen gains in student achievement. To increase student achievement, we will continue to provide professional development and coaching in the High-Reliability Schools Model, the Art, and Science of Teaching and Science of Reading. The Act 1240 waiver has helped the district hire non-traditional teachers who possess the most knowledge in positions that WSD was unable with qualified applicants. We feel without the waivers would have a negative impact on our student achievement growth and our ability to achieve certification as a High-Reliability School.

Submit completed forms to Kelly McLaughlin by email at kelly.mclaughlin@arkansas.gov.

Questions should be directed to Kelly McLaughlin by email at kelly.mclaughlin@arkansas.gov or by phone at (501) 682-2130.