



**DIVISION OF ELEMENTARY
& SECONDARY EDUCATION**

Act 1240 District Waiver Request Extension

District:	Helena West Helena School District
LEA Number:	5403000
Superintendent:	Linda English
Email:	lenglish1@hwhschools.org
Contact for Waiver:	Superintendent Linda English
Contact Email:	lenglish1@hwhschools.org
Contact Phone:	870-338-4434
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



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Act 1240 District Waiver Request Extension

Topic:	Teacher Licensure
Standards/Statutes/Rules:	A.C.A §§ 6-15-1004 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 Standard 4-D.1 DESE Rule - Educator Licensure
Duration Requested:	YES
Name of Open-Enrollment Charter Holding the Waiver	KIPP
Schools, Grades or Classes the Wavier Will Apply To	Central High School, 7-12 and J.F. Wahl Elementary, K-6

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**

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 Helena West Helena School District is challenged on a yearly basis of recruiting licensed teachers to the district. The teacher shortage in our area is due to many factors, including many teachers retiring, many teachers leaving the profession before retirement, a low number of teacher education graduates, a low number of alternative teacher program candidates, a low teacher pay scale as compared to other parts of the state, and a lack of teachers willing to relocate in our area.

The Helena West Helena School district recognizes that the teacher in the classroom is the most important factor that affects student learning in the classroom. We try extremely hard to attract and retain the most highly qualified, licensed teachers for our students, we are faced with the grim reality of the teacher shortage. Therefore, we are requesting a waiver for teacher licensure. The waivers we are requesting will allow us to fill classrooms with people who have the passion and the commitment to be a teacher but are not yet licensed. These prospective teachers have a bachelor's degree, which allows them to meet the definition of highly qualified under ESSA requirements.

Over the life of the current waiver, we were able to fill numerous positions. Obtaining an Act 1240 waiver will allow us to be innovative in recruiting and training effective professionals and assisting them in becoming licensed teachers. The Act 1240 is an excellent recruitment tool which allows school districts to recruit college graduates willing to enter a non-traditional education program to become a fully licensed teacher. Our district is committed to supporting these teachers so that hopefully they will retire from our school.

Helena West Helena School District is requesting that you give us your utmost consideration and grant us an extension of our current Act 1240 waiver. The current waiver has been very helpful when it comes to recruiting and hiring quality staff to teach our students. We are a very high poverty school district in a low-income area. The decline in the economy of Phillips County and the surrounding areas has caused a hardship when attempting to convince qualified candidates to choose our district. The district competes for teachers with surrounding areas that have higher salary schedules and housing. The current waiver has allowed us to recruit teacher candidates with content knowledge to fill teaching positions that live in our community. The benefit to students is that they have a teacher with knowledge in the content area. These teachers are community members and have a vested interest in our students. We strive to attract the best teachers for our students so that they can learn.

Additionally, the Act 1240 waiver for licensure will give us the opportunity to recruit and work with individuals, who want to become teachers and be a part of our school and community. If our Act 1240 waiver is extended, it will allow us to hire staff with content area expertise which will in turn enhance student learning opportunities by providing real life experiences in the subject area. It will allow the district to promote innovation by "growing our own" teachers. We have three Act 1240 teachers who were previously instructional assistants and is now in the process of becoming licensed teacher. Because of their prior work experience in our district with all levels of students, we can increase equitable access to effective teachers.

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

The students will have access to educators with content knowledge, experience, and community ties. The district will provide professional learning opportunities. Most of our current teachers hired under our Act 1240 waiver live in our area and have established relationships within the community. Familiarity with our culture and community will help teachers build rapport with students and is beneficial to student achievement.

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

Teachers will be monitored for progress toward licensure. The district will continue to monitor waiver teachers through face to face, Zoom and email check-ins. Also, bi-monthly surveys will be administered to gauge support needed. They will be expected to complete all specified requirements yearly. Teachers will be provided support from the district and through Great Rivers Cooperative Mentoring Program for Novice Teachers. The principal will help to monitor and evaluate teaching and learning and assist the teacher in areas of need. The teacher's principal and the Deputy Superintendent for the district will provide support and additional resources for the teacher to increase the teacher's success in the classroom.

New Teacher Orientation will be offered by the district and all newly licensed and Act 1240 teachers will have to attend. In addition, all Act 1240 teachers will attend professional development trainings that address their content areas, instructional strategies and classroom management.

Throughout the school year, the Act 1240 teachers will work in collaborative Professional Learning Communities to create common assessment and scoring rubrics to be used to measure student achievement, review achievement data, and develop plans of actions to increase student achievement. Data from these assessments will be used to monitor the degree to which the students are learning the standards and the degree of the teachers' effectiveness in the classroom.

The effectiveness of the waiver will be evaluated by the effectiveness of the teachers. Teachers will be trained in TESS and after the first semester of teaching, the principal will work with the teachers and help them develop a professional growth plan. The teachers will be evaluated annually according to the TESS model and the aggregate data will be reviewed annually.

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.

At the beginning of the 2021-2022 school year, the Helena West Helena School District renewed contracts for ten waiver teachers. During that same year the HWHSD hired 9 new waiver teachers. We had a total of 19 waiver teachers on staff. Four waiver teachers resigned, leaving 15 waiver teachers.

A. The number of positions filled by a teacher employed under the waiver over the course of the (1Year) waiver:

Act 1240 Waiver Teacher Status Report for the 2021-2022 School Year	
13	Number of Waiver Teacher Contract Renewals
15	Number of Waiver Teachers Hired During the 2021-2022 School Year
28	Total Number of Waiver Teachers Employed 2021-2022
5	Number of Waiver Teachers Who Resigned During the 2021-2022 School Year
23	Total Number of Waiver Teachers on Staff Spring 2022

B. The number of teachers employed under the waiver that have obtained licensure:

Spring 2022 Waiver Teacher Licensure Status Update Report	
Number of Teachers	Licensure Type
2	Standard Teaching License
8	Provisional Teaching License

C. The number of teachers employed under the waiver that are actively engaged in a licensure pathway: Currently, we have three (3) people in the program. 5 are expected to get in a program.

Spring 2022 Waiver Teacher Licensure Program Status Update Report		
Number of Teachers	Pathway/Program	Notes
3	International Reciprocity	(These 3 teachers are international teachers who are certified in their own country and seeking reciprocity to obtain an Arkansas Standard Teaching License
1	APPEL (Year 2 Participant)	Program Completed No License Yet
4	Masters of Arts In Teaching UAM	All 4 have completed MAT Program, however, have not been able to obtain a provisional nor a standard license due to testing requirements
5		These teachers are not in a program

2021-2022 Overall Progress Summary

- **As of Spring 2022, the Helena West Helena School District has 23 teachers at the elementary hired under the Act 1240 waiver. During the 2021-2022 school year, 8 teachers have obtained their provisional license, and 2 have obtained their standard teaching license.**
- **1 teacher is in Year 2 of the APPEL program and does not have a license yet, 4 teachers graduated from the MAT program at UAM. (But have not been able to obtain licensure due to testing requirements). 3 teachers are certified international teachers who are seeking reciprocity in the U.S., 5 teachers are expected to get in a program during the summer of 2022.**

HWHS Act 1240 Teachers Extension in the District

52 responses

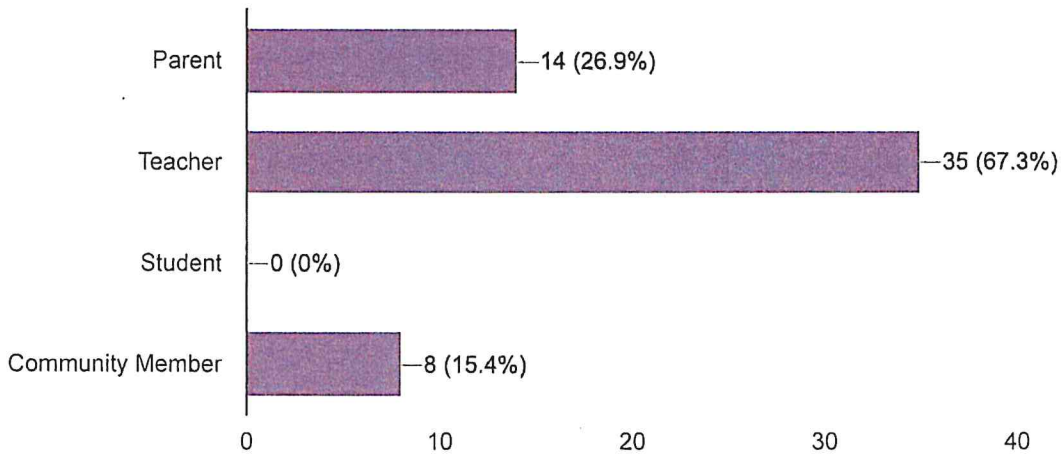
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Act 1240 Teacher Survey

Please choose the category that best fits you.

 [Copy](#)

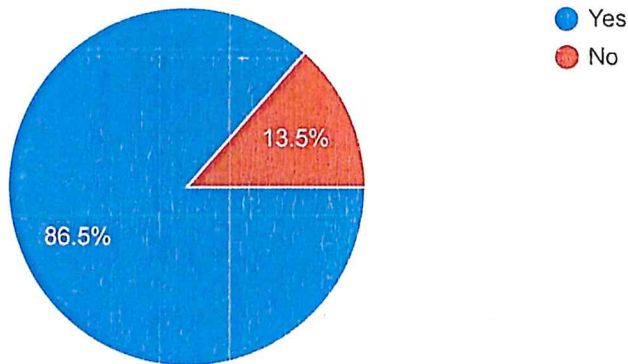
52 responses



Should the district seek an Act 1240 Teacher Waiver extension in an effort to provide a degreed and aspiring teacher in the classrooms at our schools?

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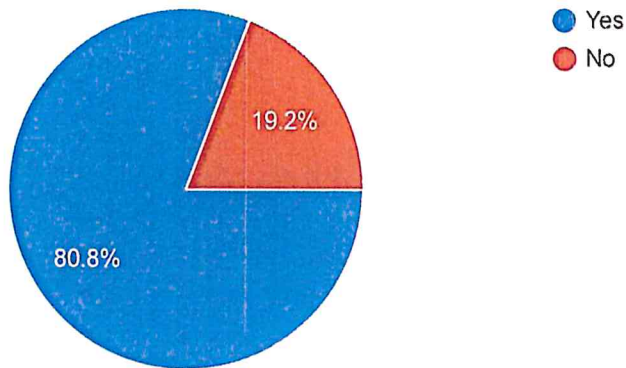
52 responses



Do you feel that Act 1240 Teachers are beneficial?



52 responses



If you chose yes, please explain why Act 1240 Teachers are beneficial?

29 responses

They help to fill voids and decrease teacher shortage.

need teachers in the classroom

We would not have enough teachers without them.

Because the school really needs them

If an individual has expertise in content our students need to learn, I believe this person would be beneficial, as long as he/she is committed to learning how to be the best teacher he/she can be.

Students need degreed adults

Thry help provide support to other teachers

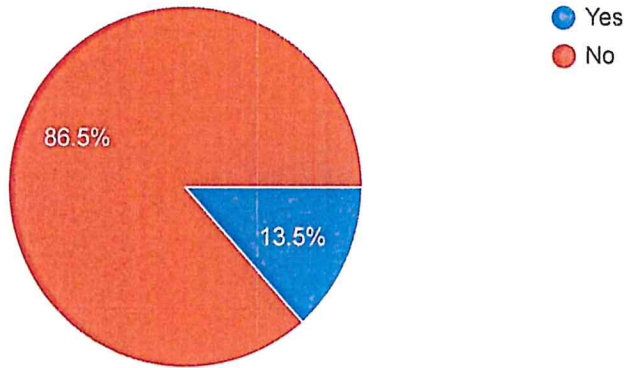
Teachers are needed in the classroom and the shortage is critical.



Are you now employed by the HWHS as an Act 1240 Teacher?



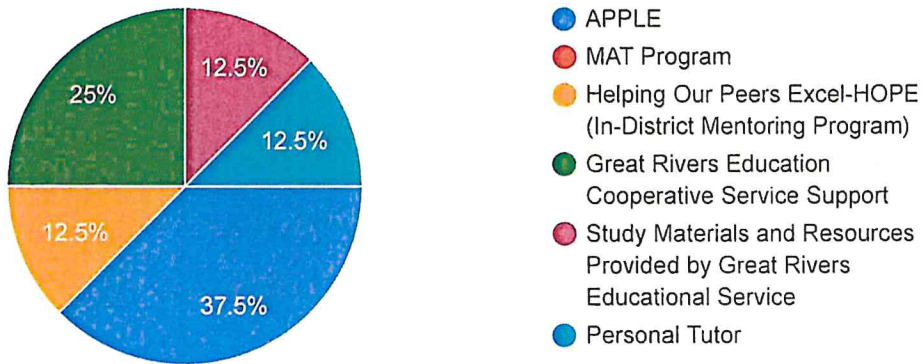
52 responses



If you are an Act 1240 Teacher, which program/support have you received assistance from?



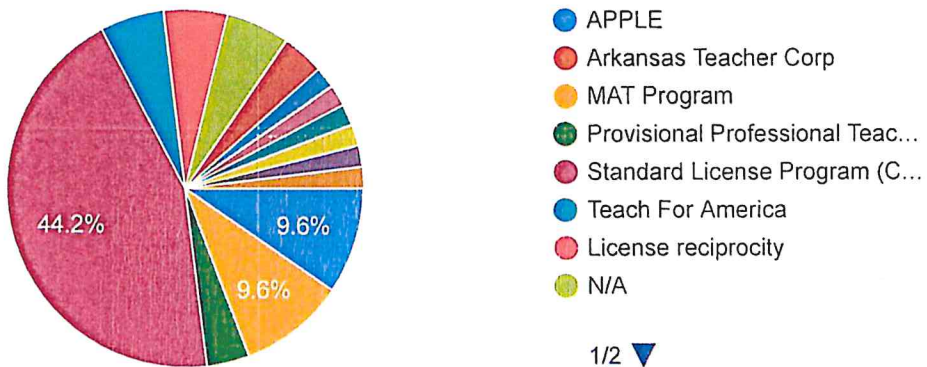
8 responses



What Pathway was taken to become a Licensed Teacher?



52 responses



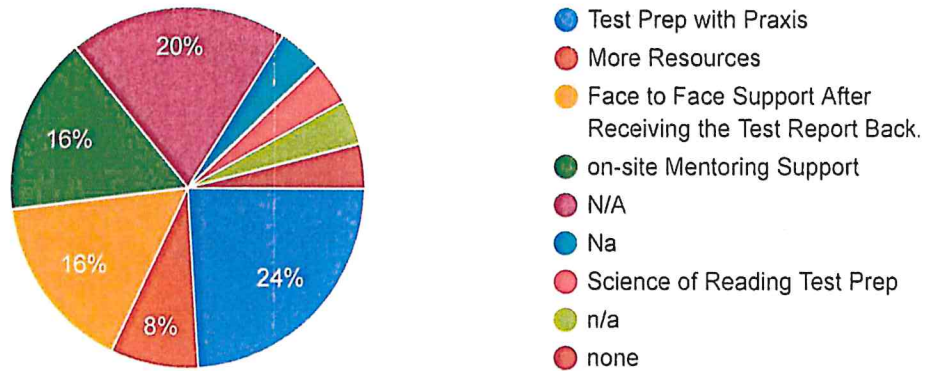
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As an Act 1240 Teacher, what assistance is needed by You?



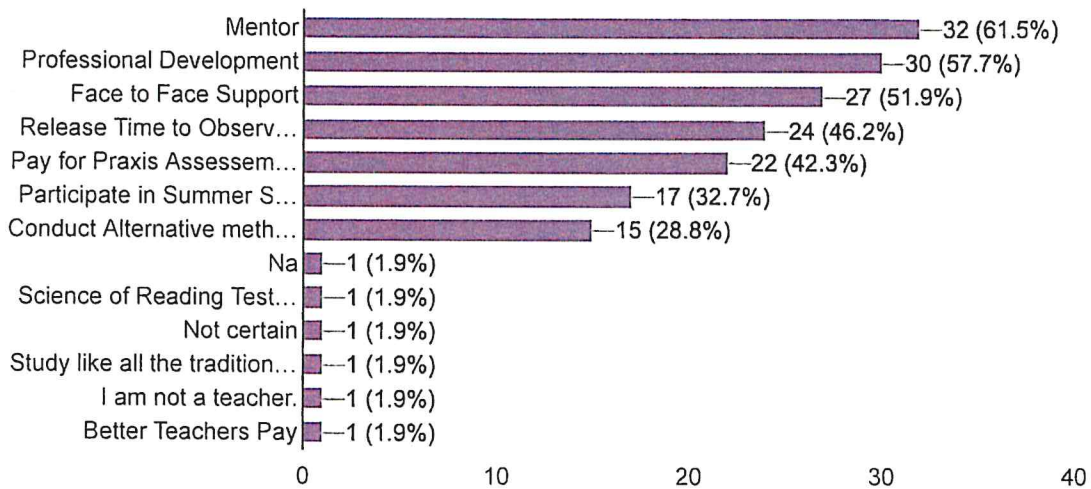
25 responses



What additional assistance/support should be provided to teachers seeking alternative methods of becoming a licensed teacher?



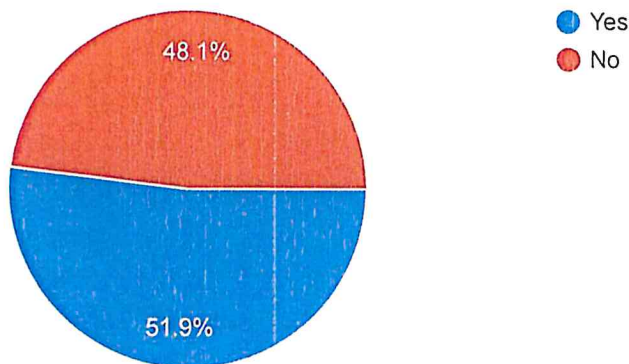
52 responses



If you are a Licensed Teacher, would you be interested in Mentoring an Act 1240 Teacher



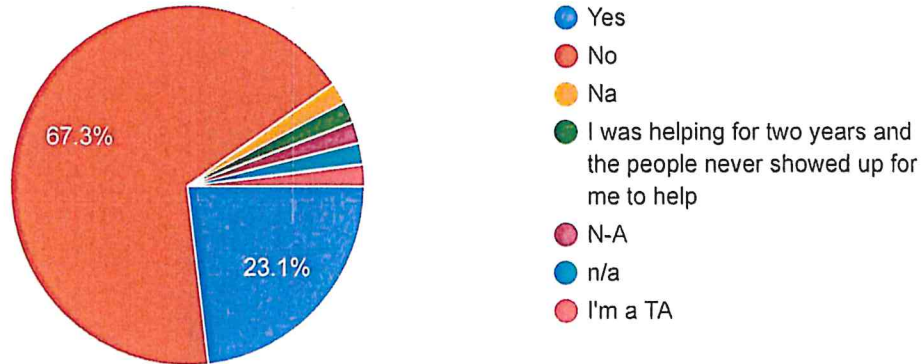
52 responses



Have you been a mentor for an Act 1240 Teacher in the Helping Our Peer Excel In-District mentoring Program?



52 responses



Any other comments or suggestions (Optional)

12 responses

1240 teachers don't need to be paid on a licensed teacher scale. MAT teachers were not so we worked fast and hard to get our licenses.

Paid Mentoring

Why not post the job throughout the state and get some teachers in here that has taught before? This is ridiculous to see you all hiring people out of the community and making them a teacher. Hire people that are certified and offer them a bonus instead of paying uneducated people from the community.

Act 1240 teacher should be paid at 80% of salary until certification is complete and provide proof

If someone can not pass the Praxis 1 & 2 they should not be allowed to teach.

I'm not a teacher so some questions do not require an answer.

The biggest disadvantage in this program is, the school will have a huge turnover of teaching

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Helena-West Helena School District

Resolution of Approval to Apply for Act 1240 Waiver Request Extension

Linda English
Superintendent

Laura Strickland
Deputy Superintendent

School Board Members

Sanetta Davis
Board President

Earnest Simpson
Vice President

Daniel Strickland
Board Secretary

Sandra Bagley

Troy Bobo

Loistyne Burrell

Janice Williams

WHEREAS, the Board of Directors of the Helena-West Helena School District which is a public school district in Phillips County, Arkansas; and,

WHEREAS, the Helena-West Helena School District acknowledges that teachers are the greatest factor which affects student achievement and educational outcomes; and,

WHEREAS, the Helena-West Helena School District has solicited and involved participation of partners to recruit, hire, and retain licensed teachers for all classrooms; and,

WHEREAS, the Helena-West Helena School District may encounter challenges and difficulties employing licensed staff members for vacant positions; and

WHEREAS, in accordance with Ark. Code Ann. §§ 6-11-105, 6-15-103, and 25-15-201 Act 1240 Waivers allow a district to petition the State Board of Education for all or some of the waivers granted to open - enrollment public charter schools and request waivers that enhances student learning opportunities, promote innovation, or increase equitable access to effective teachers; and,

Now, Therefore, Let It Be Resolved by the District Board of Directors, that:

1. **The District wishes to petition the Arkansas State Board of Education to grant Act 1240 Waivers for Teachers in accordance with:**
 - a. **Standard 4-D.1 Teacher licensure requirement of DESE Rule-Educator Licensure**
 - b. A.C.A §§ 6-15-1004
 - c. A.C.A §§ 6-17-309
 - d. A.C.A §§ 6-17-401
 - e. A.C.A §§ 6-17-418
 - f. A.C.A §§ 6-17-902
 - g. A.C.A §§ 6-17-908
 - h. A.C.A §§ 6-17-919
2. **The Helena-West Helena is seeking these waivers for a period of three (3) years from the date approved.**
3. **The Helena-West Helena School District Board of Directors, voted to approve the district to seek the extension on the Act 1240 Waivers on March 14, 2022. Therefore, the Helena-West Helena School District is submitting this Resolution with an Act 1240 Waiver Request Extension to ensure students equitable access to licensed teachers.**

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Board President, Sanetta Davis 

Board Secretary, Daniel Strickland 