



Act 1240 District Waiver Request Extension

District:	Pine Bluff
LEA Number:	3505000
Superintendent:	Barbara Warren
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Contact for Waiver:	Wanda Van Dyke and Jackeline Hernandez
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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:	Licensure
Standards/Statutes/Rules:	4-D.1 6-15-1004 Qualified teacher in every classroom 6-17-309 Teacher licensure waivers 6-17-401 Licensure requirements 6-17-902 Definition of a teacher 6-17-301 Employment of Certified Personnel 6-17-919 Warrants void without valid certificate and contract 603 CMR 7.000 Educator licensure and preparation program approval regulations
Duration Requested:	5 years
Name of Open-Enrollment Charter Holding the Waiver	Arkansas Virtual Academy
Schools, Grades or Classes the Waiver Will Apply To	All schools and classes; grades 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.**

In years past, the Pine Bluff School District has not been able to acquire licensed teachers to employ in vacant positions. This waiver will assist the district in acquiring teachers to fill those vacancies and meet the Standards for Accreditation as well as academic growth for students.

Along with most of the state, we have a difficult time recruiting and retaining licensed teachers to accept positions in our district. Although we do offer sign-on bonuses for shortage areas this does not always attract the teachers that the district needs.

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

By waiving the licensure requirement the district will be able to fill vacancies and fit the needs of students by having a degreed person in the classroom. The teacher will be able to provide on-site instruction following all state statutes and DESE rules. This in turn will provide student learning opportunities as well as promote academic growth and for our students.

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

The district will ensure that every effort is made to employ licensed teachers. However for those vacancies that can't be filled the district will look to hire the best qualified applicant willing to obtain licensure.

Effectiveness of the waiver will ultimately be measured by student performance based on state assessments. The district will also require a Plan of Study to be completed by each waived teacher as

well as periodic updates regarding program progress and submission of current documentation reflecting coursework and/or PRAXIS tests.

A Recruitment and Retention Coordinator will be hired for the 20121-2022 School year. They will oversee all novice teachers (teachers in year 1-3 and any teacher teaching out of area). They will meet weekly with each teacher and provide monthly reports to the Assistant Superintendent. Teacher ratings will be compiled and reviewed. We examine the timeliness of completion of licensure pathways and look to establish trends in retention.

The District Cabinet will review the data from Waivered teachers quarterly and make any needed adjustments.

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 district has employed a total of 69 waivered teachers since 2016. Of these teachers 7 have acquired provisional licenses, 15 have acquired standard licenses, 12 are currently enrolled in an MAT or alternate route program. Of the 69 waivered teachers 35 are no longer employed with the district. As of today, we will have approximately 24 Act 1240 teachers for the 2021-22 school year.

Because of the previous waiver approval the district has not had to utilize as many long-term substitutes to fill our vacancies as we have in the past. By obtaining the waiver the district will have educators that meet the AQT standards in the classrooms with prospective candidates being afforded a pathway to ultimately obtain a teaching license as opposed to having a substitute in the classroom.

Waiver Extension Request #2

Topic:	
Standards/Statutes/Rules:	
Duration Requested:	
Name of Open-Enrollment Charter Holding the Waiver	
Schools, Grades or Classes the Waiver Will Apply To	

- 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.**

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

3. 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.

Waiver Extension Request #3

Topic:	
Standards/Statutes/Rules:	
Duration Requested:	
Name of Open-Enrollment Charter Holding the Waiver	
Schools, Grades or Classes the Waiver Will Apply To	

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.

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

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

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.

Waiver Extension Request #4

Topic:	
Standards/Statutes/Rules:	
Duration Requested:	
Name of Open-Enrollment Charter Holding the Waiver	
Schools, Grades or Classes the Waiver Will Apply To	

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.

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

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

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.

Waiver Extension Request #5

Topic:	
Standards/Statutes/Rules:	
Duration Requested:	
Name of Open-Enrollment Charter Holding the Waiver	
Schools, Grades or Classes the Waiver Will Apply To	

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.

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

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

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.

Waiver Extension Request #6

Topic:	
Standards/Statutes/Rules:	
Duration Requested:	
Name of Open-Enrollment Charter Holding the Waiver	
Schools, Grades or Classes the Waiver Will Apply To	

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.

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

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

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.