



DIVISION OF ELEMENTARY  
& SECONDARY EDUCATION

## Act 1240 District Waiver Request Extension

<b>District:</b>	<b>Helena-West Helena School District</b>
<b>LEA Number:</b>	5403000
<b>Superintendent:</b>	Linda English
<b>Email:</b>	<a href="mailto:lenglish1@hwhschools.org">lenglish1@hwhschools.org</a>
<b>Contact for Waiver:</b>	Linda English
<b>Contact Email:</b>	<a href="mailto:lenglish1@hwhschools.org">lenglish1@hwhschools.org</a>
<b>Contact Phone:</b>	870-338-4425
<b>Date Received by DESE:</b>	3/1/21

The following documents must be submitted with the waiver request:

1. Evidence of the local school board's approval of the waiver request(s)
2. Evidence of stakeholder involvement, including teachers and student families

## Waiver Extension Request #1

<b>Topic:</b>	Teacher Licensure
<b>Standards/Statutes/Rules:</b>	6-15-1004 – Qualified teachers in every classroom 6-17-309 – Teacher licensure waivers 6-17-401 – Licensure requirements 6-17-418 – Arkansas History requirement 6-17-902 – Definition of teacher 6-17-908 – Teachers’ salary fund 6-17-919 – Warrants void without license and contract Standard 4-D.1 – Teacher Licensure DESE Rules Governing Educator Licensure – Section 7
<b>Duration Requested:</b>	5 years – through the 2025-26 school year
<b>Name of Open-Enrollment Charter Holding the Waiver</b>	KIPP
<b>Schools, Grades or Classes the Wavier Will Apply To</b>	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.**

By having a person with a degree and in a pathway program that is receiving training to become licensed will help to improve learning outcomes for students. Eighty- six (86%) of the initial waiver teachers listed in the chart are from the local community and all of the initial waiver (2 are now licensed) teachers are vested in helping students to develop academically to matriculate to graduate and become productive, responsible and caring citizens.

We have a difficult time recruiting licensed teachers to the Delta and retaining those teachers. Mainly because of lack of housing, social recreational opportunities (bowling alleys, theaters, upscale restaurants; high economic disparity in the area; prone to social issues and COVID-19. Additionally, the waiver request is for future needs to fill needed teaching positions.

The waivers will allow the necessary opportunity for committed persons to become licensed and help to eliminate the shortage of licensed teachers in critical areas and more importantly for students to have a certified teacher. Although we do have a Teacher Cadet Program, it will take some time to reap the benefits of students continuing into post-secondary teacher prep programs to become degreed and licensed.

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

Students will have a degreed person that is working towards licensure to support them with their academic needs. The waiver teachers will play a viable role in students' learning because often they already have the content hours in their undergraduate degrees or they have been a substitute teacher/assistant. With these teachers in a pathway and or seeking to test in the content area, they are operating in a real classroom environment. Actually, they can better relate to educational theory and practice because they are able to execute the instructional methods in their assigned classrooms.

As they learn and apply pedagogy and research best practices, waiver teachers can better deliver instruction to better impact students' skill gaps and critical learning goals/standards.

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

Working collaboratively with Ms. Kelsey Riley, Recruitment and Retention Facilitator (GRESK); Ms. Ann Crosser, (APPEL) and Dr. Luci Jackson (PPTL) and Master of Arts in teaching (MAT) through the University at Monticello, has helped to steer the current teachers on a successful path of becoming licensed.

In-district, we will continue to monitor waiver teachers through face to face, Zoom and email checkups. Also, bi-monthly surveys will be administered to gauge support needed, building level principals will ensure that their PGPs are being fulfilled and closely monitored. These teachers are also monitored and coached through PLCs participation, Lead Teachers, and Department Chairs support. Provided Professional development and support by Great Rivers Educational Cooperative and the district will continue to be geared towards their needs. The district will begin its own support to waivers teachers as have been identified and requested by the waiver teachers to assist with test taking strategies in an effort to help them have success with passing their assessments to become licensed.

At the end of the 2019-2020 school year, the district effectively began to diligently work with Great Rivers Educational Cooperative, DESE, and Monticello to ensure that our waiver teachers were in a pathway program to become licensed as depicted in the attached chart.

We will monitor their Professional Development as PGP needs are addressed. Mentoring is done through the weekly PLCs and Lead teachers' meetings. Bi-monthly surveys to waiver teachers to gauge support needed and progress made in their specified programs. Updates are provided by Ms. Riley on the progress of those teachers in attendance in the APPLE program and contact with DESE as needed to check on their progress in completing necessary paperwork.

The district level Professional Development/ Curriculum designee closely monitors and ascertain corrective action needs, to ensure the waiver teachers currently and in the future remain in the pathway with provided support. Debriefing of the progress of the teachers' pathway status are communicated out at District Leadership Team meetings. Which includes test results and student academic progress.

**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 waivers have provided our students with degreed staff in the classrooms that meet the Arkansas Qualified Teaching Standards and meet the daily instructional needs of students. Employing teachers on a waiver ensures that students have a teacher available consistently to meet their needs every day. Substitute teachers do not provide the necessary stability to establish routines, procedures, or to connect with students because of the constant substitute teaching assignment rotations to various grade levels and/or different schools. The only other option would be to utilize Virtual Arkansas which is costly and the best opportunity for learning attainment for students is face to face.

Over the five (5) years of having the waivers, four (4) teachers became licensed (Secondary Science and Keyboarding-Secondary; and at the Elementary level two (2) became licensed with one (1) who moved away). Two (2) waiver secondary teachers (Math and 7<sup>th</sup> -12<sup>th</sup> Music) are scheduled to complete their Arkansas Professional Pathway to Educator Licensure-APPEL this 2020 - 2021 school year.

J. F. Wahl Elementary has three (3) teachers in the Arkansas Professional Pathway to Educator Licensure-APPEL and one (1) former waiver teacher that is now fully licensed at the elementary level.

Central High School has seven (7) teachers in the Arkansas Professional Pathway to Educator Licensure-APPEL and three (3) teachers seeking a three-year provisional educator license Provisional Professional Teaching License-PPTL

The Helena-West Helena School District has developed its own mentoring program (Helping Our Peers Excel-HOPE). The HOPE program is required participation by waiver teachers with an assigned subject/grade specific level mentor, to assist with instructional support and testing preparations. Each waiver teacher that has not tested will be required to test within 90 days of participation in HOPE.

Additionally, the mentoring program (HOPE) will be implemented beginning in April. An accountability piece has been added through the waiver teachers' contracts to ensure that the teacher matriculate through the pathway program.

The Helena-West Helena School District is dedicated to providing our students with effective and well trained teaches. We are committed to growing our teachers and we are seeing positive growth in the form of our waiver teachers becoming licensed. A high percentage of our waiver teachers are from this community and graduated from Central High School. These licensed teachers and future licensed teachers are vested in our schools and community.

A stronger investment is in our high school students who have the opportunity to participate in the Teacher Cadet program, which is now Educator's Rising. We are serious about growing our own home grown educators, to ensure our students have the best and brightest licensed teachers in the classrooms.



**H-WHSD Board Agenda  
Special Call Meeting  
January 28, 2021  
6:00 P.M.  
CHS Auditorium**

- I. Call to Order/Roll Call**
- II. Moment of Silence**
- III. Action Items**
  1. Act 1240 Waivers (Action)
- IV. Adjournment**



## HELENA- WEST HELENA SCHOOL DISTRICT

January 28, 2021

The following Act 1240 Waivers will be requested by the Helena-West Helena School District:

1. Class Size and Teaching Load
2. Library Media
3. Counselor (student ratio)
4. Teacher Licensure

**Helena-West Helena School District**  
**Special Called Meeting Minutes**  
**January 28, 2021**  
**6:00 P.M.**

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**I. Call to Order (Roll Call)**

Board President Sanetta Davis called the meeting to order at 6:01 p.m. Earnest Simpson, Jr., Lynn Boone, Daniel Strickland and Janice Williams were present. Loistyne Burrell called in by phone. Troy Bobo arrived at 6:02. Daniel Strickland had to leave at 6:04 p.m.

**II. Pledge of Allegiance**

President Davis asked for a moment of silence for our city, state, and nation.

**III. New Business**

**1. Act 1240 Waivers**

A motion was made by Earnest Simpson, Jr., and seconded by Janice Williams and Troy Bobo to accept Superintendent English's recommendation to approve Act 1240 Waivers which includes: (7th -12th) Class Size and Teaching Load, Library Media, Counselor (student ratio) and Teacher Licensure.

**Vote Unanimous/6-0**

**IV. Adjournment**

A motion was made by Janice Williams and seconded by Troy Bobo and Earnest Simpson, Jr., to adjourn the meeting.

**Meeting adjourned at 6:36 p.m.**

  
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Superintendent

  
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Board President

  
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Board Secretary



**ACT 1240 Waivers Committee Meeting  
January 12, 2021  
4:00 - 5:00 pm  
CHS Cafeteria**

- I. Review Waivers Annual Progress Report**
  - A. Handout**
  
- II. Waivers**
  - A. Sub-grouping of committee**
  
- III. Questions/Answers**
  
- IV. Adjournment**

**Next Committee Meeting CHS Cafeteria:**

**Tuesday, January 19<sup>th</sup> at 4:00 p.m.**

**Thursday, January 21, 2020 at 4:00 p.m.**



# ACT 1240 Waivers Committee Meeting

## Sign In Form



### DETAILS

Date: 01/12/2021 Time: 4:00 PM Place: Central High School Cafeteria

Organizer: [Handwritten Name]

No	Name (Print)	Signature	Location/School
1	Brenda Brown	Brenda Brown	J.F. Wahl Elem
2	Jewel Hamilton	Jewel Hamilton	J.F. Wahl
3	Amanda S. Fears	Amanda S. Fears	J.F. Wahl
4	Adrian Watkins	Adrian Watkins	Dist. Office
5	Ernest Simpson III	Ernest Simpson III	Central
6	Dionne Britton	Dionne Britton	Central
7	Lina Simoes	Lina Simoes	Parent
8	Latrenda Mills	Latrenda Mills	District Office
9	Linda English	Linda English	District Office
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**ACT 1240 Waivers Committee Meeting  
January 19, 2021  
2:00 -3:00 pm  
CHS Cafeteria**

- I. Review Waivers Annual Progress Report**
  - A. Handout**
  
- II. Waivers**
  - A. Begin Drafting Response**
  
- III. Questions/Answers**
  
- IV. Adjournment**

**Next Committee Meeting CHS Cafeteria:  
Thursday, January 21, 2020 at 2:00 pm at JFWE**

# ACT 1240 Waivers Committee Meeting

## Sign In Form



### DETAILS

Date: **01/19/2021** Time: **2:00 PM** Place: **Central High School Cafeteria**  
 Organizer: **ACT 1240 Waivers**

No	Name (Print)	Signature	Location/School
1	Jewel Hamilton	Jewel Hamilton	JFWES
2	Adrian Watkins	Adrian Watkins	District Office
3	Tina Simies	Tina Simies	Parent
4	Dionne Britton	Dionne Britton	CHS
5	Latrenda Mills	Latrenda Mills	Adams
6	Millicent A. Johnson	M.A. Johnson	CHS
7	Brenda Brown	Brenda Brown	Wahl
8	Earnest Simpson, III	E. Simpson	CHS
9	Amanda Fears	A. Fears	District Office
10	Linda English	Linda English	District Office
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Helena West Helena School District  
305 Valley Dr.  
Helena, AR 72342

*ACT 12 40 Waiver Committee Meeting  
1/19/21*

<b>Name</b>	<b>Signature</b>	<b>Title/School</b>
Shelby Simes	<i>Shelby Simes</i>	Student Central High School
<i>Tina Simes</i>	<i>Tina Simes</i>	<i>Parent</i> Central High