



DISTRICT WAIVER ANNUAL PROGRESS REPORT 2019-2020

District Name: Bryant Public Schools

Superintendent: Dr. Karen Walters

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Phone Number: 501-847-5600

Date Waivers Granted: 4/14/16 & 6/8/17

School Years Waivers Implemented 2016-2017

Name of Charter School(s) Attended by District Students

Arkansas Virtual Academy, Quest Middle School

Waiver Topic: Flexible Schedule (School Day), Attendance, and Credit Hours

Briefly explain the original rationale used when the waivers were requested and describe how to use 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 it waivers and any teacher feedback that the district has received. Please attach any data collected that demonstrates changes in the district.

Teachers are able to mentor students using internship and workforce experiences. With students engaging in career fields of interests, they are able to understand the demands of the job on a day-to-day basis, as well as, what steps it takes to achieve that career. On the other hand, students will come to us for advice on how to handle various circumstances on the job with their supervisor, other employees, customers, which enable us to help them obtain employability skills. Our community partners have provided positive feedback from their experience and they are appreciative of the opportunity to become involved with our students.

Houses and Advisory Period

As a result of the Internship program success, BHS researched a variety of ways to provide students with more relevant and personalized learning experiences. Through this innovation process, the leadership team decided that Career Houses and an Advisory Time would be the most beneficial for

our students. House leaders were chosen, students took the YouScience aptitude inventory and our campus is now grouped by Houses and Pathways. During the 2019-20 school year, we established a designated Advisory time and divided our students and teachers into houses. During the 2020-21 school year, our social studies teachers will begin working with the elective teachers in their house to incorporate cross-curricular lessons.

Teacher Statements

"This program offers students opportunities to have time during the school day to hear guest speakers, have a BUZZ time that they get to choose, and have time to discuss topics that they want to discuss. It also allows students time to get caught up on work and to receive interventions if needed. I think it is also important that students are held accountable to someone over their grades, and they are able to have a teacher to confide in. They also learn about college and career information that is vital for preparing them for the future."

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The district obtained the above waiver to provide additional learning opportunities for our high school students. A student's ability to complete required coursework in less than six hours a day could give the option for the student to enroll in post-secondary training (college or technical classes), participate in community projects (for college admissions or scholarship purposes), participate in job shadowing, complete an internship, or attain paid employment.

Internship is designed to assist students in their specific career focus areas and gain work skills and experience to help them successfully transition from school to career. All students will benefit from this course regardless of their chosen career path. Student internships have allowed them the flexibility to pursue career interest, work to earn money, participate in student organizations, and complete their studies simultaneously.

Student Statements

An Internship student who pursued an internship in a career field of interest: *"My internship experience has really allowed me to test my passion for my future career, revalidating the interest I have for electrical engineering. It has also allowed me take a dip into the workplace and connect the schoolwork to its application at a professional level. The unseen problems and incorporation of budgeting has really opened my eyes to what the work of an engineer truly is, which wouldn't be possible without my internship."*

An Internship student who pursued employment: *"My internship experience at Chick-fil-A Otter Creek has benefitted my future in ways I never could have anticipated. While working in fast-food has never been my "dream," this high-school job has illuminated my desire to serve and care for others. Working at Chick-fil-A has provided me with so many opportunities for growth--the biggest one being my promotion from a regular Team Member to a high school Team Leader. Being a young leader in the restaurant was initially intimidating, but because of this experience I now am able to relate to others in a whole new dimension, taking on the title of "Drive-Thru Specialist." By focusing my shifts in the drive thru, I have learned how to intentionally serve the community in a timely manner. This leadership opportunity has helped me to overcome my introverted personality, gain confidence in my ability to effectively serve the community, and develop communication skills that I never could have learned apart from Chick-fil-A. The life skills that I have acquired through this experience have completely changed my perspective on the world around me, helping me see people for who they truly are instead of who people may expect them to be. Through this opportunity, I have learned that whatever my future career may be, I want to be serving others wholeheartedly."*

Business/Organization/Employer Statements

Stephanie Griffin, Executive Director of Habitat for Humanity of Saline County: *"We have had several interns from Bryant High School and each of them have brought unique talents and their own future goals to our organization. We have even hired a couple of them temporarily through the summer before they go off to college. We often joke that the interns are really the ones teaching us...because usually they are!"*

Supervisor at Boys & Girls Club of Saline County (quote from a performance check): *"[Student] has really taken a lead role here at the club. She is amazing with kids and parents and situations here. We will be offering her a team leader position this summer as well. She has a huge heart for the club and kids and it really shows and she is a treat to work with."*

Bethel Middle School Band Director (quote from a performance check): *"He [student] is an amazing young man who is going to be a wonderful band director. Goes above and beyond. We have been thankful to have his help!"*

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.

Internship Enrollment

	2016-2017	2017-2018	2018-2019	2019-2020
Enrollment #s	175	200	245	223
True	35%	40%	23%	30%

Internships				
Joined Workforce	65%	60%	77%	70%
SPED	10	10	14	11

Note: In 2019-2020, the 11 SPED students were enrolled in the OWL Program, Opportunities for Work-based Learning

- The OWL program is a partnership between school districts and AR Rehabilitation Services. In collaboration with AR Transition Services, opportunities are created for students to participate in work-based learning. Internship allows OWL students to earn credit while gaining job skills and a paycheck.
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Provide a description of how the waivers have impacted student achievement. Please attach any data collected that demonstrates changes in the district.

Internship Academic Achievement

	2016-2017	2017-2018	2018-2019	2019-2020
Pass Rate	96%	93%	95%	95%

Internship Subpopulations 2019-2020

Year	Free and Reduced Lunch	African American	Hispanic	SPED
2018-2019	20%	15%	5%	15%
2019-2020	19%	15%	6%	16%

Waiver Topic: Class Size & Teaching Load

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Over the past several school years, our district experienced a situation in which middle school students wish to become enrolled in certain Pre-AP classes but could not do so due to scheduling conflicts and lack of available seats in the Pre-AP classes. Pre-AP teachers voluntarily agreed to take on additional students in exchange for compensation. Because of the waiver, we have been able to provide our students open access to Pre-AP courses.

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The waiver allowed up to 33 students per Pre-AP class in Grade 6 and 35 students per Pre-AP class in Grades 7-12.

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At this time, Bryant High School, Bethel Middle School, or Bryant Middle School has not needed to utilize the Class Size Waiver; correlation data to graduation rate is not applicable.

Student Enrollment in Pre-AP (not duplicated)

	Bryant High School	Bryant Middle School	Bethel Middle School
2017-2018	1,052	453	408
2018-2019	1,145	461	390
2019-2020	1,086	392	304

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The waivers provided additional seats in Pre-AP classrooms so that more students may have access to advanced curriculum, thus resulting in higher student achievement.

	Bryant High School (# of students ELA/Math Exceeding)	Bryant Middle School (# of students ELA/Math Exceeding)	Bethel Middle School (# of students ELA/Math Exceeding)
2016-2017	740	820	884

2017-2018	752	669	947
2018-2019	776	725	928