



Act 1240 District Waiver Request Extension

District:	Monticello
LEA Number:	2203
Superintendent:	Sandy Lanehart
Email:	Sandra.lanehart@billies.org
Contact for Waiver:	Karen Eoff
Contact Email:	Karen.eoff@searkcoop.com
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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:	Teacher Licensure
Standards/Statutes/Rules:	Ark. Code Ann §6-15-1004 Qualified teachers in every public classroom Ark. Code Ann §6-17-309 Certification to teach grade or subject matter Ark. Code Ann §6-17-401 Teacher Licensure Requirement Ark. Code Ann §6-17-902 Definition (definition of a teacher as licensed) Ark. Code Ann §6-17-908 Teacher Salary Fund Ark. Code Ann §6-17-919 Warrants void without valid certification Standard 4-D.1 Teacher licensure requirement of Arkansas Law Standard 4-F.1 Teacher licensure requirement of Arkansas Law Section 7 of Ark. Dept. of Education rules governing education licensure
Duration Requested:	Five Year Waivers 2022-2027
Name of Open-Enrollment Charter Holding the Waiver	Ark. Code Ann §6-15-1004, Ark. Code Ann §6-17-309, Ark. Code Ann §6-17-401, Ark. Code Ann §6-17-902, Ark. Code Ann §6-17-919, Standard 4-D.1, Held by Ark. Arts Academy Ark. Code Ann §6-17-908 & Standard 4-F.1, Held by Ark. Virtual Academy

	Section 7 of Ark. Dept. of Education rules governing education licensure, Held by Ark. Connections Academy
Schools, Grades or Classes the Waiver Will Apply To	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.

Monticello School District recognizes that a highly qualified teacher in each classroom is the single most important factor influencing student learning. Monticello School District's greatest desire is to hire a fully licensed highly qualified teacher for each open position that exists in the district. However, the demand for fully licensed highly qualified teachers far exceeds the number of licensed teachers in our Co-op area. The Monticello School District has had 15 openings since 2018 that we could not find licensed teachers to fill regardless of how many recruitment activities we conducted. We have hired 14 Act 1240 teachers and seven of the college graduates hired have completed a licensure program and now hold an Arkansas Teaching License. One more Act 1240 teacher has completed all class work and passed all Praxis exams and is waiting on a license to be issued. When Act 1240 teachers are hired in our district they are put on a 1240 Teacher Licensure Plan and must meet the specified requirements toward licensure to be rehired.

One of our Act 1240 teachers, Ms. Linsey Burris, was hired in 2016 as an 8th grade English teacher. She has been immersed in the professional learning community (PLC) process. As a result, she has become a PLC leader. Through her PLC experience, she has served as a mentor to new teachers because she knows their struggles. This led to her appointment as content level chair, building leadership member, and Master Educator. Linsey has been instrumental in leading her team to a new Science of Reading curriculum as well as establishing interventions for all struggling readers with progress monitoring. Current data shows that through her leadership, reading interventions are moving middle school students closer to reading on grade level. In addition, she is a wonderful role model for her students. She is dedicated and works diligently to ensure that her students receive the A-one education that they deserve. She has also proven to be an asset working with parents and our community

Imani Riley is another success story. He completed his MAT program and acquired full certification within three years. He has proven to be a great role model for all students but especially for minority students. He has taught at the alternative learning environment and was able to motivate and encourage students to be their best self. He is highly respected by his peers and our community.

I think that the greatest success story involving Act 1240 teachers is that the Monticello School District has been able to put bright college graduates who had the content background and a desire to teach into a classroom that might otherwise have been empty or at best occupied by a long term sub.

The University of Arkansas at Monticello (UAM) has provided/produced only 58 student teachers from fall 2016 to spring 2021. UAM supplies the majority of traditionally trained teachers to our Co-op area schools. Southeast Co-op schools have had 429 open positions from 2016-2021 for which no licensed teacher could be recruited to fill the position. As you can see the number of vacant teaching positions far exceeds the number of teachers graduating from teacher education

programs. We have a severe teacher shortage in our Co-op area and do not have enough licensed teachers to fill our open positions. Thank you for these Act 1240 waivers that have allowed us to put content strong college graduates into classrooms that otherwise would have had only long term subs,

The Act 1240 teacher's principal evaluates the teacher using TESS, does classroom walk through observations and provides feedback to ensure that the teacher is using appropriate teaching strategies and has appropriate classroom management. The teachers are assigned a buddy teacher that provides an orientation to the teachers on policies and procedures of the district and offers advice as needed. The teachers are also provided time to observe other teachers especially for help with routines and classroom management. The district content specialists and the Co-op content specialists, model engaging lessons and high yield instructional strategies. The Professional Learning Community (PLC) teams' members help the Act 1240 teachers with understanding the standards and creating lesson and unit plans. The teachers are allowed professional time to attend the Praxis tutoring sessions provided by the Southeast Co-op and online tutoring sessions. The teachers are given professional leave time to take their Praxis exams. All Act 1240 teachers are provided the support they need. Teachers receive training within their PLC time and take advantage of training opportunities at the Southeast Co-op; especially in 504, special education, ethics, and classroom management.

The Monticello School District has an administrator who oversees the status of all Act 1240 teachers. This administrator communicates with emails on progress and asks for documentation to review their progress toward licensure. The Act 1240 teachers are active members of a PLC team. In the first year of teaching, the Act 1240 teachers are shielded from committee assignments and sponsorships of clubs to protect their learning time. The district recognizes that the Act 1240 teachers must be supported in the journey toward licensure otherwise the journey becomes overwhelming! It is often stated that the first year of teaching is the hardest so you can imagine what it is like with the added requirements of obtaining a license through an alternate route.

We understand that this avenue for growing our own qualified teachers is a hard journey for both the college graduates and the administrators and teachers that support the Act 1240 teachers' journey. However, this innovative approach to growing our own teachers works in our area. We have produced far more licensed teachers in our Co-op area than our preferred route of teacher education programs.

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

Student learning opportunities are enhanced when Monticello School District utilizes Act 1240 teachers instead of long term substitutes in our classrooms for vacancies we cannot fill. When we place highly capable college graduates in a classroom, enroll them in the three-year Novice Teacher Program at Southeast Co-op, assign them a buddy teacher and a mentor at their school, provide daily support, outline the three-year timeline to obtaining a teacher licensure, and support each Act 1240 teacher on their journey to licensure, we enhance student learning. This approach provides a more qualified and committed teacher in the classroom than a long term substitute could ever provide. The Act 1240 teacher is vested in completing a licensure program. The Act 1240 teacher is vested in the learning gains of the students they teach. The Act 1240 teacher is vested in our community. Our "Grow Our Own" teachers come from our communities. This program puts educators in the classroom that know the reality the students experience at home. The relationship between the teacher and student is incredibly important to student outcomes. Teachers who know their students' lived reality can support them in academic learning

strategies/structures and emotional support systems needed to ensure their students success. One of our Act 1240 teachers has been so successful with content knowledge and student learning that she is now a department chair.

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

In our four year report summary to the State Board of Education on July 8, 2021 the following data was shared. Of the 237, Act 1240 teachers hired thru May 2020 in our Co-op area, 131 teachers have become licensed teachers in Arkansas. Seventy one percent of these teachers are still teaching in a Co-op school district. As compared to education major teachers, 61 of the 237 were ranked above average teachers, 155 of the 237 were ranked average teachers as compared to education major teachers and only 9% or 21 were ranked below average teachers as compared to education major teachers. The Act1240 teachers bring content knowledge and real world work experiences to their students.

The effectiveness of the waiver can be shown by the following. We have filled all of the district's open positions posted on our website, AAEA, Facebook, and district email. We have printed and placed a copy of the Arkansas License of the Act 1240 teachers who have acquired a license. We have buddy teacher assignment documentation. The principals have documented observations of the teachers. We have professional leave records for Praxis prep sessions and time off to take the Praxis exams. We have sign-in sheets of the administrator meetings to review the teachers progress toward licensure. We have documentation of the district stipend schedule list showing sponsoring of a club or extracurricular activity.

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 grow your own teacher program provided for us by Act 1240 waivers is working for Monticello School District. We will hire fully licensed teachers if we can find them for every classroom. However, we just do not have enough licensed teachers in our area to do that each year. Because of the ACT1240 waiver, Monticello School District has been able to begin school for the past five years with all positions filled, as allowed by the waiver, thus providing our students with teachers that have completed a Bachelor's degree, are committed to the district and are committed to earning their Arkansas Teaching License versus a long term substitute who may not feel the same commitment to the district and students. Also, the waiver has allowed the district to impact the teacher shortage in our area as noted by the seven ACT1240 teachers that have already acquired an Arkansas license, one teacher awaiting their license to be issued, and three teachers in their first or second year of the program.

From 2016-2021 the Southeast Co-op schools had 429 open positions that we could not recruit a licensed teacher to fill regardless of how hard we recruited. Please continue to give our students the opportunity and access to have a highly qualified college graduate who wants to complete a teacher licensure program and become a fully licensed teacher in our classroom during this shortage time. These teachers are enhancing the student learning opportunities of our students and we are adding to the licensed teacher pool yearly in our area. We will continue to recruit and fill any open position with a fully licensed teacher if we can find them! However, the demand exceeds the supply so please continue to let us grow our own teachers by continuing our waivers for five years.

Waiver Extension Request #2

Topic:	Teacher Licensure (Library Media Program & Library Media Specialists)	
Standards/Statutes/Rules:	Ark. Code Ann §6-25-103 Library Media Services Program Ark. Code Ann §6-25-104 Library Media Specialists	
Duration Requested:	July 1, 2022 Through June 30, 2027	
Name of Open-Enrollment Charter Holding the Waiver	Ark. Code Ann §6-25-103, Held by Ark. Virtual Academy Ark. Code Ann §6-25-104, Held by Ark. Connections Academy	
Schools, Grades or Classes the Waiver Will Apply To	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.**

Because of our severe teacher shortage in the Southeast Co-op area we must be creative and innovative in recruiting possible library media specialists when an opening does occur. We do not have many openings in this area. Once a teacher becomes a library media specialist they usually stay in this position until retirement or move out of our area. To fill the position, we basically have to “Grow Our Own” when one of our media specialists informs us of retirement or moving out of our area. Even when we advertise the position on our website, Co-op website, AAEA Job Board, and social media we have no candidates. However, we have learned to be creative and innovative in our Co-op area. We follow the examples of Dr. Billy Adams at Lakeside, Linda Tullos of McGehee, Dr. Nick Hill of Dewitt, and Kristi Ridgell at Dermott.

When we have no applicants, we start looking for someone already in our system or in our community with a degree that has expressed a love for reading, literature, and wants to inspire students to read. Many of our experienced staff members are not willing to return to school to acquire this rigorous program of study and incur the expense involved. Dr. Adams recruited a career coach to work for the Lakeside School District. This career coach inspired her students to set goals, and to read great literature. The career coach wanted to become a teacher. Because of her strong learning attributes, the career coach was accepted in the MAT program at the University of Southern Mississippi. While finishing her masters of education degree in library media the teacher was hired as the library media specialist for the Lakeside Middle School on an Act 1240 waiver. This teacher quickly went to work passing all of the required tests and is now licensed in library media. What a success story this has turned out to be. The teacher is creative, dedicated, and has found her calling. Because she is so creative she has inspired students to love to read! She hosts Saturday morning book clubs at the public library and has virtual book talks posted on her library webpage. She is willing to team up with any teacher in the school district to promote reading and critical thinking in or out of school. She is creative in her approaches and has become a driving force in her school district and community to develop a culture for reading. By her sheer determination, inspiration, and creativity she is developing a culture of reading and a community of readers in a disadvantaged area.

We will seek to hire a fully licensed library media specialist when we have an opening. We will only use this waiver when we have exhausted all avenues of creative, innovative recruitment and have no licensed applicants. However, the library media specialists are almost impossible to find in our area of the state without our “Grow Our Own” program you have provided us with these

waivers. Please continue our waiver extension for library media specialists. We will not abuse this much appreciated route to providing a stable workforce for our school district.

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

Student learning opportunities are enhanced when we recruit and utilize an Act 1240 teacher who has a passion and a desire to motivate students to read great literature, think critically, make the school library a learning hub for homework and provide a safe and nurturing climate for students. Please do not force us to go back to using long term subs in our library media center when we have a vacancy we cannot fill. When we place a highly capable college graduate in a library media center, enroll them in the three year Novice Teacher Program at Southeast Co-op, assign them a buddy teacher at their school, outline the three year timeline to obtaining a licensure, and support, support, support them on their journey to licensure--we enhance student learning! This approach provides a more qualified teacher in the library media center than a long term substitute can ever provide. First of all, we look for passion to be a library media specialist. The teacher is then vested in completing a licensure program. The Act 1240 teacher is vested in the reading gains and critical thinking of all their students that enter the door of the library media center. The Act 1240 teacher is vested in their community. Our "Grow Our Own" teachers come from our communities. This program puts educators in the classroom that know the reality the students experience at home. The relationship between the teacher and student is incredibly important to student outcomes. Teachers who know their students' lived reality can support them in academic learning strategies/structures and emotional support systems needed to ensure their students success. We only pick teachers for library media specialists that have the passion we describe and want to share their passion for reading with students.

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

The principal will evaluate the library media specialist using the TESS Model and the rubric for library media specialist. The principal will do walk-throughs to ensure that the program fosters critical thinking, instills confidence in reading in multiple formats, and provides a safe and nurturing climate for all. The principal will ensure that the library media specialist partners with all teachers to provide print and digital materials to meet the diverse needs of the students. The principal will ensure that the school library is a hub for supporting students and staff in our quest to improve the reading scores of all our students.

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.

We have only used the library media waivers four times in our Co-op area since the waivers were granted. All four times the waivers have been used have been extremely successful. Some of the indicators of success include: the library/media center becoming the bee hive/learning hub of the school, an increase in books read and tests proficient in the Accelerated Reading Program, observation of an increase in critical thinking skills used in the classroom, an increase in the number of books being checked in and out of the library/media center, an increase in the number of students with accounts/usage for digital libraries, an increase in numbers of teachers scheduling research/collaboration sessions with the library media specialists in the library/media center.

Dewitt used the waiver for a library media specialist when they absolutely could not recruit a licensed library media specialist for the small rural campus of Gillett with a town population of 763. The Act 1240 teacher recruited exceeded all expectations. The teacher had a love of teaching

and learning, and READING! The teacher was passionate about sharing her knowledge and passionate about kids. The teacher received Talents Unlimited training to develop the students creative and critical thinking skills. Because of the teacher's intense desire for every student to read on grade level she also was trained to provide literacy interventions during unscheduled time. Due to a declining population, Gillett Elementary was closed at the end of the 2020-2021 school year. The teacher was so outstanding, hardworking, and passionate about helping students learn that the district moved the teacher to an opening teaching art at Dewitt Elementary School. Passion for helping students learn is the magic ingredient she possesses and she is doing an excellent job now as an art teacher.

The Dermott School District advertised on local and state websites and social media for a library media specialist and had **not one** licensed applicant for the position. None of the current faculty were interested in returning to school to acquire the license. The district did receive two applicants that had a degree and were very interested in becoming a library media specialist. Both Act 1240 candidates agreed that if hired they would return to school to complete a library media program of study and take the required Praxis exams. After intensive interviews a candidate was chosen. The Act 1240 teacher has completed all coursework for the Master of Teaching Program (MAT) at UAM and only needs to pass his Praxis exam to be able to finish a license. He can then move into a Library Media Program of Study. The district only used the library waiver when no licensed applicant could be found.

Let me share McGehee's real life example of what we must go through when an opening for a Library Media Specialist occurs. Kathryn Chastain moved to McGehee in 2020 due to marriage to the director of the McGehee Boys and Girls Club. She has a Bachelor of Arts degree in Christian Ministry. She has a **passion** for working with youth. When the high school library paraprofessional position became available Mrs. Chastain applied for the position. Mrs. Chastain was hired and quickly displayed exemplary skill in her daily work. She was so outstanding that it was difficult for people to distinguish between the library media specialist and the library media paraprofessional. Mrs. Chastain transformed the library into an area that was welcoming, inviting, and a place where students wanted to be!

McGehee School District has been in a construction project and a grade reconfiguration to create a middle school concept that would house 6th, 7th, and 8th grade students in the new Conner Middle School. When construction was completed the district advertised for a Conner Middle School Library Media Specialist. The district had **no** licensed applicants regardless of recruitment ads posted on social media and websites far and near.

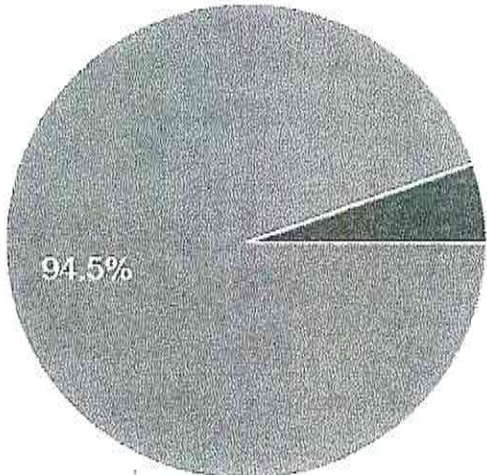
When McGehee could not find a licensed applicant to fill this position they turned to the "Grow Our Own Model." Mrs. Chastain was hired under the Act 1240 Library Media Waivers. She agreed to return to school for an additional degree or to complete an additional program of study. However, Mrs. Chastain met the requirements for an Arkansas Ancillary License and agreed to enroll and complete a Library Media Program at the University of Mississippi.

Now for the rest of this success story! Mrs. Chastain has implemented STEM Fridays where students participate in STEM activities in the library every other Friday. Mrs. Chastain has reinvigorated the Accelerated Reading program with a series of monthly challenges. The October Challenge was Harry Potter themed and students earned points in order to catch the Golden Snitch. Starting November 1, the challenge will be "Which Was Better Book vs Movie." There will be 30 different book/movie combinations set up like a basketball tournament bracket. The library/media center has become a bee hive of activity and it starts with this teacher's **passion** for helping students read.

The final example of usage of the Library Media waivers is the Lakeside School District Act 1240 teacher described in detail in question one. This is a young Act 1240 teacher deeply rooted in the community. This teacher is not only impacting the school library media program but also impacting the reading program in the community. This teacher will probably be in the district until she retires. A high starting salary schedule is not the issue with this teacher! The issue is she now has the opportunity to make a difference in the lives of her students and her community.

Please make a choice.

55 responses



- Yes, I am in favor of a 1240 waiver for MSD.
- No, I am not in favor of a 1240 waiver for MSD.

- Bonuses, advertise at UAM
- sign on bonus for committing to stay 4-5 years
- Increase teacher pay and pay all teachers, not just beginning teachers, fairly to entice college students to pursue careers in the teaching profession. When people are hired that have not made teaching their FIRST choice and truly have a heart for it, the students suffer. Yes they can occupy a classroom but are they REALLY trained to teach? NO. We put a teacher patch on them and say good enough. Teaching is a low paying job and students can earn a better living choosing almost ANY OTHER FIELD of study. Under appreciated and under paid teachers will never benefit the students. What other field do they recruit ANYBODY who is willing? I would never go to a doctor, dentist, lawyer, contractor, plumber, etc. who was not qualified, but somehow it is o.k. for the teaching profession. When we water it down, by hiring unqualified people, our profession will never be respected, like so many others.
- When I started teaching, the state had a mentor program that had guidelines to help new teachers. I think that is something that MSD should implement for the first 2-3 years for new teachers. I think we should offer something for the first year to experienced teachers that are new to our district. This mentor program should have some guidelines that provide support to these new teachers and help them feel successful. It must be more than just naming someone as a "mentor." The requirements of this program may or may not look the same at each campus depending on what is needed. I also think that there should be an incentive for the mentors. Mentor teachers should be chosen based on their willingness to collaborate with peers and successful teaching strategies in the classroom. A program like this would set MSD apart from other schools.
- Not currently. I think when available teachers find out that classrooms are packed, they will not be willing to apply.
- Salary increase, guaranteed mentorship/support from assigned teacher who also receives a stipend

- Work with UAM, specifically their education department and their MAT program.
- Have a table at career fairs at college campuses not just UAM for example Henderson, SAU, AR tech... This would help promote our district to college graduates who are looking for employment.
- Raise salaries and lower class size.
- Post jobs at UAM, in all departments. Have UAM email students each graduation quarterly.
- Send representatives to job fairs when they are offered by colleges and or ADE.
- Raise In salary
- Promote MSD online more, advertising including billboards, attend college career fair or set up booth at UAM, video segments with personal interviews of current teachers, etc.
- MSD is a wonderful place to work. It's the fact that people don't want to move to/stay in SE Arkansas that makes it hard to find and keep good teachers. It may sound negative, but the reality is if a teacher is a woman, there's likely not a job in the area for her husband. If a teacher is a man, he's got to go where the pay can support a family and his wife can find a decent job. I don't think it's an MSD problem- it's a SeArk issue. But we could be the bright spot! Maybe more competitive pay, and more courses/programs at MHS and the OEC (non-athletics).
- More pay of course. One way to do this and keep solid teachers would be if we offered a nice increase in pay for teachers that stay in our district. Loyalty Raise? ex) at 5 years in district they would get an extra \$1,000 increase on contract. At 10 years in district they would get an increase of \$1,500. At 15 years, they would get \$2,000. At 20 years they could get \$2,500. That would also help on their retirement, and we would definitely be able to recruit and keep teachers with that incentive. That number might be a tad optimistic, but we need something in SE AR.
- I compare our salaries often to other districts around the state..... that's one reason why we have a teacher shortage.
- Attend a lot of career day opportunities at colleges and schools



Sandra Lanehart <sandra.lanehart@billies.org>

1240 Waiver Survey

1 message

keturah.rush@billies.org <keturah.rush@billies.org>
Reply-To: keturah.rush@billies.org
To: sandra.lanehart@billies.org

Fri, Aug 27, 2021 at 1:51 PM

Subject: 1240 Waiver Survey

f

1240 Waiver Survey

1240 Waiver Survey

55 Responses - See Forms by Timestamp ENCLOSED

Pursuant to Act 1240 of 2015, codified at Ark. Code Ann. 6-15-103, the Cleveland County, Crossett, Dermott, Dewitt, Drew Central, Dumas, Hamburg, Hermitage, Lakeside, Monticello, Star City and Warren School Districts hereby authorized to request the waiver from the Arkansas State Board of Education for a five year period. Our current waiver is scheduled to expire at the end of this SY. The above mentioned school District partner to petition the ADE Board of Education to grant us a five year waiver. That waiver was granted.

This waiver will give the District the opportunity to lace the most qualified person with the greatest content knowledge in the positions that we can fill because of the lack of licensed teachers in our area.

At present we have six highly trained teachers hired through the 1240 Waiver.


Please make a choice. *

- Yes, I am in favor of a 1240 waiver for MSD.
- No, I am not in favor of a 1240 waiver for MSD.

Do you have any suggestions how we might be able to recruit and hire certified teachers?

Submit

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Timestamp	Please make a choice. Do you have any suggestions how we might be able to recruit and hire certified teachers?
9/7/2021 15:57:36	Yes, I am in favor of a 12 ⁴ Work with UAM, specifically their education department and their MAT program.
9/7/2021 15:58:46	Yes, I am in favor of a 1240 waiver for MSD.
9/7/2021 15:59:12	Yes, I am in favor of a 1240 waiver for MSD.
9/7/2021 15:59:34	Yes, I am in favor of a 12 ⁴ Have a table at career fairs at college campuses not just UAM for example Henderson, SAU, AR tech... This would help promote our district to college graduates who are looking for an
9/7/2021 16:01:15	Yes, I am in favor of a 1240 waiver for MSD.
9/7/2021 16:01:32	Yes, I am in favor of a 1240 waiver for MSD.
9/7/2021 16:06:14	Yes, I am in favor of a 1240 waiver for MSD.
9/7/2021 16:06:55	Yes, I am in favor of a 1240 waiver for MSD.
9/7/2021 16:09:30	Yes, I am in favor of a 12 ⁴ Raise salaries and lower class size.
9/7/2021 16:15:11	Yes, I am in favor of a 1240 waiver for MSD.
9/7/2021 16:17:09	Yes, I am in favor of a 1240 waiver for MSD.
9/7/2021 16:30:45	Yes, I am in favor of a 1240 waiver for MSD.
9/7/2021 16:49:30	Yes, I am in favor of a 12 ⁴ Post jobs at UAM, in all departments. Have UAM email students each graduation quarterly.
9/7/2021 16:50:25	Yes, I am in favor of a 1240 waiver for MSD.
9/7/2021 16:53:31	Yes, I am in favor of a 1240 waiver for MSD.
9/7/2021 16:54:59	Yes, I am in favor of a 1240 waiver for MSD.
9/7/2021 17:11:39	Yes, I am in favor of a 1240 waiver for MSD.
9/7/2021 17:20:24	No, I am not in favor of a . Send representatives to job fairs when they are offered by colleges and or ADE.
9/7/2021 17:41:06	Yes, I am in favor of a 1240 waiver for MSD.
9/7/2021 19:01:43	Yes, I am in favor of a 12 ⁴ N/a
9/7/2021 19:03:29	Yes, I am in favor of a 12 ⁴ N/A
9/7/2021 19:58:31	No, I am not in favor of a Raise in salary
9/7/2021 20:34:30	Yes, I am in favor of a 1240 waiver for MSD.
9/7/2021 21:13:59	Yes, I am in favor of a 12 ⁴ Promote MSD online more, advertising including billboards, attend college career fair or set up booth at UAM, video segments with personal interviews of current teachers, etc.
9/7/2021 22:18:38	Yes, I am in favor of a 1240 waiver for MSD.
9/7/2021 22:28:36	Yes, I am in favor of a 12 ⁴ MSD is a wonderful place to work. It's the fact that people don't want to move to/stay in SE Arkansas that makes it hard to find and keep good teachers. It may sound negative, but the r
9/8/2021 6:56:55	Yes, I am in favor of a 1240 waiver for MSD.
9/8/2021 7:18:43	Yes, I am in favor of a 1240 waiver for MSD.
9/8/2021 7:24:20	Yes, I am in favor of a 1240 waiver for MSD.
9/8/2021 7:36:01	Yes, I am in favor of a 1240 waiver for MSD.
9/8/2021 7:39:59	Yes, I am in favor of a 1240 waiver for MSD.
9/8/2021 7:52:43	Yes, I am in favor of a 1240 waiver for MSD.
9/8/2021 7:53:10	Yes, I am in favor of a 1240 waiver for MSD.
9/8/2021 7:54:01	Yes, I am in favor of a 1240 waiver for MSD.
9/8/2021 8:10:17	Yes, I am in favor of a 1240 waiver for MSD.
9/8/2021 8:10:37	Yes, I am in favor of a 12 ⁴ More pay of course. One way to do this and keep solid teachers would be if we offered a nice increase in pay for teachers that stay in our district. Loyalty Raise? ex) at 5 years in dist
9/8/2021 8:13:47	Yes, I am in favor of a 1240 waiver for MSD.
9/8/2021 8:35:12	Yes, I am in favor of a 12 ⁴ Attend a lot of career day opportunities at colleges and schools
9/8/2021 8:36:26	Yes, I am in favor of a 1240 waiver for MSD.
9/8/2021 9:00:28	Yes, I am in favor of a 1240 waiver for MSD.
9/8/2021 9:13:43	Yes, I am in favor of a 12 ⁴ Bonuses, advertise at UAM
9/8/2021 9:29:02	Yes, I am in favor of a 1240 waiver for MSD.
9/8/2021 10:10:47	Yes, I am in favor of a 12 ⁴ sign on bonus for committing to stay 4-5 years
9/8/2021 10:22:22	Yes, I am in favor of a 1240 waiver for MSD.

Timestamp	Please make a choice. Do you have any suggestions how we might be able to recruit and hire certified teachers?
9/8/2021 11:02:34	Yes, I am in favor of a 1240 waiver for MSD.
9/8/2021 11:13:13	Yes, I am in favor of a 1240 waiver for MSD.
9/8/2021 11:58:54	Yes, I am in favor of a 1240 waiver for MSD.
9/8/2021 12:02:14	Yes, I am in favor of a 1240 waiver for MSD.
9/8/2021 12:05:53	No, I am not in favor of a increase teacher pay and pay all teachers, not just beginning teachers, fairly to entice college students to pursue careers in the teaching profession. When people are hired that have
9/9/2021 7:26:51	Yes, I am in favor of a 1240 waiver for MSD.
9/9/2021 7:59:46	Yes, I am in favor of a 1240 waiver for MSD. When I started teaching, the state had a mentor program that had guidelines to help new teachers. I think that is something that MSD should implement for the first 2-3 years for new teachers.
9/9/2021 8:18:27	Yes, I am in favor of a 1240 waiver for MSD. Not currently. I think when available teachers find out that classrooms are packed, they will not be willing to apply.
9/9/2021 10:40:14	Yes, I am in favor of a 1240 waiver for MSD.
9/9/2021 18:25:04	Yes, I am in favor of a 1240 waiver for MSD.
9/12/2021 20:07:36	Yes, I am in favor of a 1240 waiver for MSD. Salary increase, guaranteed mentorship/support from assigned teacher who also receives a stipend

District Administrator's Meeting

Ready for Learning

August 8, 2021

- I. Discuss August 12th All staff Day MHS Gym
9 am Activities Accounts/Tier Norman Hill
Banks Present Staff Year Awards


- II. August 16
Simmons bank will deliver Goodie Bags

COVID Protocols

- Screen
- Trust Parents to Screen
- Mask or no Mask
- No Rapid Test
- Staff with Symptoms

- III. District Paid COVID Leave

- IV. ESSER Funds Budget

-  IV. 1240 Waiver Update and Survey *8 Responses Included*
- V. Dr. Jones
- VI. Concerns/Issues

1240 Waiver Survey

Name Randy Lay

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This waiver will give the District the opportunity to place the most qualified person with the greatest content knowledge in the positions that we can fill because of the lack of licensed teachers in our area

At present we have six highly trained teachers hired through the 1240 Waiver.

YES I AM IN FAVOR OF A 1240 WAIVER FOR MSD

NO I AM NOT IN FAVOR OF A 1240 WAIVER FOR MSD

Do you have any suggestions how we might be able to recruit and hire certified teachers?

1240 Waiver Survey

Name Kenny Pace

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Name Cindy Hilburn

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1240 Waiver Survey

Name Clint Jones

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1240 Waiver Survey

Name BLAKE ABBOTT
8/27/2021

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1240 Waiver Survey

Name Jonathan Goslin

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1240 Waiver Survey

Name Johnna Case

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1240 Waiver Survey

Name Sandy L

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MONTICELLO SCHOOL DISTRICT

Annual Report to the Public

September 15, 2021

7 pm Monticello Elementary School

-9 responses

Welcome

Sandra Lanehart, Superintendent

Gifted and Talented

Haley Greer and Anita Skinner,
GT Coordinators

Advance Placements

Number of Student Enrolled

Number Taking AP Exams

Percent Scoring 3, 4, and 5

Federal/Categorical Budgets

Dr. Bettye Gragg

District's Report

Student Transfers

Sandra Lanehart

Highly Qualified Teachers

Financial Information

Accreditation Status

Vending Revenue

Free/Reduced Rate

Board Member Training

Graduation Rate, Drop-Out Rate, Remediation Rat

Internet Protection

Complaints

Discussion of 1240 Waivers

Survey

Discussion of APR ESSER Plan/Budget

Questions and Answers

Monticello Elem / Report to the public

1240 Waiver
Request for Public Comments

9 responses

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I support the District's Request for a 1240 Waiver.

I do not support the District's Request for a 1240 Waiver.

Do you have any suggestions how we might be able to recruit and hire certified teachers?

Thank you for Feedback and Comments.

1 - MES

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no suggestions!

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9 - MES

September 15, 2021

Monticello Annual Report to the Public

7 Pm

Monticello Elementary Cafeteria

Sign-In

<i>Carl Pate</i>
<i>Theresa Pate</i>
<i>Kelli E. Wilcox</i>
<i>Janet J. O'Brien 9/15/21</i>
<i>Emily Hillier</i>
<i>Betty Gragg</i>
<i>Stephanie Brown</i>
<i>Becky P</i>
<i>J. Hosni</i>
<i>Joel</i>
<i>Kennan</i>
<i>13/1/21</i>
<i>Shirley Sh</i>

**RESOLUTION OF THE MONTICELLO SCHOOL
DISTRICT BOARD OF DIRECTORS**

WHEREAS, the Monticello School District is a public school district in Drew County in the great state of Arkansas; and;

WHEREAS, the Monticello School District recognizes that teachers are the greatest single factor in the learning of the students; and,

WHEREAS, the Monticello School District has enlisted many partners to assist in placing teachers in classrooms; and,

WHEREAS, the Monticello School District is facing extreme challenges employing licensed teachers for all classrooms; and,

WHEREAS, waivers of certain state laws and administrative rules would allow the Monticello school district more flexibility in placing teachers in classrooms; and,

WHEREAS, Act 1240 of 2015, codified at Ark. Code Ann. § 6-15-103, allows public school districts to petition the State Board of Education for all or some of the school waivers granted to an open-enrollment public charter school that draws students from the public school districts; and,

WHEREAS, Arkansas Virtual Academy is an open enrollment public character school that draws students from Monticello School District; and,

WHEREAS, the Arkansas State Board of Education granted Arkansas Virtual Academy a series of waivers, including waivers from the Arkansas Department of Education Rules Governing Standards of Accreditation of Arkansas Public Schools and School Districts, inclusive of section 15.03 and 16.03; and, Title 6 of the Arkansas Code Annotated, including: (1) Ark. Code Ann. § 6-15-1004; (2) Ark. Code Ann. § 6-17-309; (3) Ark. Code Ann. § 6-17-401; (4) Ark. Code Ann. § 6-17-902; (5) Ark. Code Ann. § 6-17-908; (6) Ark. Code Ann. § 6-17-919; (7) Ark. Code Ann. § 6-25-103, and, (8) Ark. Code Ann. § 6-25-104.

NOW, THEREFORE, BE IT RESOLVED BY THE MONTICELLO SCHOOL DISTRICT BOARD OF DIRECTORS THAT:

- I. Pursuant to Act 1240 of 2015, codified at Ark. Code Ann. § 6-15-103, the Monticello School District Board of Directors is hereby authorized to request the following waivers from the Arkansas State Board of Education be entered through 2027;
 - a. Section 15.03 and 16.02 of the Arkansas Department of Education Rules Governing Standards of Accreditation of Arkansas Public Schools and School Districts;
 - b. Ark. Code Ann. § 6-15-1004;

- c. Ark.Code Ann. § 6-17-309;
 - d. Ark.Code Ann. § 6-17-401;
 - e. Ark.Code Ann. § 6-17-902;
 - f. Ark.Code Ann. § 6-17-908;
 - g. Ark.Code Ann. § 6-17-919;
 - h. Ark.Code Ann. § 6-25-103;
 - i. Ark. Code Ann. § 6-25-104; and;
 - j. Any other such waivers as may legally be required and granted by the Arkansas licensed teachers in classrooms.
 - k. Standard 4-D.1 Teacher license requirement of Arkansas Law granted to Arkansas Arts Academy
 - l. Standard 4-F. 1 Library media specialist licensure requirement of Arkansas law Arkansas Virtual Academy
 - m. Ark. Dept. of Education rules governing education licensure granted to Arkansas Connections Academy
2. The Monticello School District seeks these waivers for July 1, 2022 through June 30, 2027
3. The Monticello School District Board of Directors agreed upon this resolution by vote on August 17, 2021, during an open, regularly scheduled meeting.

By: 
Board President

By: 
Board Secretary