



## Act 1240 District Waiver Request Extension

<b>District:</b>	<b>Warren</b>
<b>LEA Number:</b>	0602
<b>Superintendent:</b>	Bryan Cornish
<b>Email:</b>	Bryan.cornish@warrensd.org
<b>Contact for Waiver:</b>	Karen Eoff
<b>Contact Email:</b>	Karen.eoff@searkcoop.com
<b>Contact Phone:</b>	870-723-2074
<b>Date Received by DESE:</b>	

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

<b>Topic:</b>	Teacher Licensure
<b>Standards/Statutes/Rules:</b>	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
<b>Duration Requested:</b>	Five Year Waivers 2022-2027
<b>Name of Open-Enrollment Charter Holding the Waiver</b>	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
<b>Schools, Grades or Classes the Waiver 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.**

Warren School District recognizes that a highly qualified teacher in each classroom is the single most important factor influencing student learning. Warren 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 Warren School District has had 47 openings since 2018 that we could not find licensed teachers to fill regardless of how many recruitment activities we conducted. We have hired 47 Act 1240 teachers and 15 of the college graduates hired have completed a licensure program and now hold an Arkansas Teaching License. Several more are in the process of finishing their requirements for licensure. 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.

We have limited economic resources in the Southeast Co-op area. Limited resources apply not only to our students we teach but also to our college going young adults. This factor makes it hard for some young adults to enter the traditional education program that requires an internship. Tiffani Harton fell into that category. Tiffani Harton always wanted to be a teacher. She graduated from Central Baptist College in Conway unable to fulfill her dream of being a teacher. She was able to go to college on a softball scholarship. She began with two majors, education and kinesiology. Playing softball took all of her time; she could not do observations or internship. So, since the softball scholarship was paying for her degree she had to make the difficult decision to drop the education major and graduated with the kinesiology degree. Tiffani did not give up on her dream of being a teacher. She found a way to enter the MAT program at the UAM and then she applied for a teaching position in our school district. She was hired through the Act 1240 waivers. Having the waiver made it possible for the Warren School District to hire Tiffani. She is such an asset to middle school. The students connect with her and she is definitely the "Key" to so many of our middle school student's success. Tiffani is so innovative and willing to help her students achieve. She videos her lessons and provides the video to all students who are absent or are just struggling with a specific concept and in need of extra support. Tiffani is a fully licensed teacher and this is her fourth year of teaching at Warren. We are so thankful for the waivers that have provided us this wonderful teacher!

Ashley Hayes/Richardson received her degree from UAM in biology with the thoughts of furthering her education in pharmacy. After working a short time as a pharmacy technician, she decided this was not what she wanted to do. Ashley worked as a paraprofessional at the middle school, and loved it. The teacher that she was working with, Kristi Cooper told her to work on her master's degree at UAM. Ashley found out that teaching was her dream. Ashley then applied for a job with the school district and the district was able to place this hometown person in a classroom using the Act 1240 waivers. Ashley has made such a difference with so many students. The key to a successful classroom is the teacher and Ashley goes to great lengths to make sure her students learn. She has hands-on labs in science and the students love the labs. Even when the

pandemic started Ashley created virtual labs for students. Ashley also captures her lesson on video for anyone in quarantine or needing reinforcement of that lesson. Ashley connects with and challenges the students she teachers. Ashley is a fully licensed teacher and is in her 5th year in the Warren School District. Thank you for the opportunity to hire this wonderful teacher who will be with us for many years to come.

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 430 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. When we cannot find a licensed teacher to fill a vacant teaching position we then try to recruit a capable college graduate, preferably from our area and preferably with eighteen hours of college coursework in the area they will be teaching.

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 provided a Co-op specialist as a mentor and a mentor paid for by the district. The district also provides \$300 for additional professional development based on individual needs. The district content facilitators model exemplary lessons. The lessons are modeled in segments so that feedback from the facilitators can be more effectively given. The district facilitators also help the teachers with lesson and unit planning. They also help organize their classrooms and supplies. The assigned mentor also models lessons and provides valuable feedback to the teachers. The teachers are encouraged to attend the Praxis tutoring sessions provided by the ADE and Southeast Co-op. The teachers are given professional leave time to study for and take their Praxis exams. The assistant superintendent stays in constant contact with the teachers by email. The superintendent and assistant superintendent meet with the teachers each year to review their progress toward licensure. 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 Warren 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.

**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. We have printed a copy of the Arkansas License of the Act 1240 teachers who have acquired a license. We have mentor teacher assignment documentation. The principals have documented observations of the teachers. We have school business leave records for Praxis prep sessions and time off to take the Praxis exams. We have documentation of the administrator's meetings to review the teachers progress toward licensure. We have the Mentors Log Books that mentors turn into the Mentor Coordinator. We have documentation of the district stipend schedule list showing sponsoring of a club, extracurricular activity, and the mentors' stipends.

**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 Our Own” teacher program provided for us by Act 1240 waivers is working for Warren 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, Warren 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 15 ACT1240 hires that have already completed the requirements to earn an Arkansas license while being employed by our district. Our Co-op area has now produced 169 Act 1240 teachers that have acquired a license.

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 classrooms 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

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

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 beehive/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 6<sup>th</sup>, 7<sup>th</sup>, and 8<sup>th</sup> 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 You 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.



## Act 1240 Informational Document

The Warren School District was approved by the Arkansas State Board of Education to receive an Act 1240 Waiver regarding teacher licensure for five years beginning in the 2016-2017 school year. The WSD is preparing to request a five-year extension for this waiver.

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## Frequently Asked Questions

### What is an Act 1240 Waiver?

Act 1240 established that a school district may petition the State Board of Education to be granted the same waivers that are granted to open-enrollment public charter schools. A school district is eligible to apply for waivers if a student who resides in the school district attends a charter school.

### What does the Act 1240 Waiver allow the WSD to do?

The WSD's Act 1240 Waiver allows the school district to hire an eligible applicant for a teaching position.

To be eligible for an Act 1240 Waiver in the Warren School District, the applicant must meet the following criteria:

1. Have a minimum of a bachelor's degree
2. Have demonstrated content knowledge in the core academic subject area being taught
3. Be willing to make annual progress towards obtaining an Arkansas Teaching License

In addition, any applicant hired as a teacher under the Act 1240 Waiver is required to receive New Teacher Mentoring and obtain professional development training annually.

### What does it mean to have "demonstrated content knowledge in the core academic subject being taught?"

Not just anybody is eligible for an Act 1240 Waiver. There are multiple ways that an applicant can demonstrate that they have content knowledge in the core academic subject. To qualify, an applicant must have at least one of the following:

- Have 18 undergraduate/graduate hours of college credit related to the area in which the applicant would be assigned to teach
- Passed the PRAXIS content knowledge exam in the area the applicant would be assigned to teach
- Prior employment in a specific field or occupation for at least one (1) year that required the educator to demonstrate knowledge and skills in the content area to be taught

### **Why does the WSD need the Act 1240 Waiver?**

It is the goal of the Warren School District to have licensed teachers in every classroom. However, there are barriers for our district, as well as many other districts in our area and across the state.

- Currently, there is a teacher shortage across the state and the nation.
- Several of our local universities do not have secondary licensure programs available for all of the content areas.
- There has been a decline in the number of graduates from the Teacher Education programs from our local universities and across the state.

When we are unable to find a licensed teacher, then our next best option is to find a qualified applicant who is willing to obtain an Arkansas teaching license. To get enrolled in a licensure program takes time. The Act 1240 Waiver provides the applicant with the time needed to get enrolled in an education preparation program, pass a PRAXIS exam, or complete any other necessary requirement.

### **What does the SNSD do to try to recruit licensed teachers?**

- Attends job fairs
- Posts positions on the AAEA job website
- Posts positions on the Southeast Service Cooperative job website
- Posts positions on the career websites of universities and ask for list of graduates
- Posts positions on The Saline River Chronicle and the district website
- Posts positions in the local newspaper
- Contacts DESE for a list of applicants in the APPEL program which is a non-traditional licensure program. Appropriate applicants are notified of job openings.

### **How many teachers have used the Act 1240 waiver since 2016 in the WSD?**

The WSD has had a total of 33 teachers who have used the waiver since 2016. Some of the teachers need the waiver for less than a year. For the 2020-2021 school year, nineteen (19) teachers, for this year 2021-2022 we have twenty five (25) teachers are under the Act 1240 Waiver.

### **Next Steps**

The Warren School District will do the following to obtain an extension to their current Act 1240 Waiver:

- Request a resolution of support from the Warren School District board of directors
- Obtain public comment regarding the Act 1240 Waiver
- Submit the Act 1240 Waiver to the Division of Elementary and Secondary Education
- Participate in a hearing with the State Board of Education for approval of the waiver extension.

# ROTARY 8-3-2021

## ACT 1240 OF 2015 WAIVER RENEWAL REQUEST

NAMES
Tom Martin
Cathy Flannery
John E. Conroy
Robert C. Downing
Judith Albert
Jenny Lee
Frita Speller
Denise Pennington
Dennis Luthin

# Sign In Sheet

Event Name: Information: Act 1240 Waiver  
 Location: Central Office Meeting Room  
 Facilitator: Carla Wardlaw  
 Date(s): 9-9-2021  
 Presented by: Carla Wardlaw  
 Time: 1:30 p.m.

Sign In (Full Name)	Name	Location	Position
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Carla Wardlaw		WSD	
Simone Polak		Eastside	Parapro
Debra McManis		Eastside	Parent
Natasha Perham		Eastside	Parent
Jessie Callaway		Eastside	Parapro
Brandi Green		Brunson	Parapro
Kinsell Vickers		District	Asst. Tech Coordinator
Daniel Duke		WSD	EL Coordinator
April Morris		WSD	SDE
David Hilligoss		WMS	Counselor

# Sign In Sheet

Event Name: Funding Sources Federal Title Funds  
 Location: Central Office Meeting Room  
 Facilitator: Carla Wardlaw  
 Date(s): 9-9-2021  
 Presented by: Carla Wardlaw  
 Time: 1:30 p.m.

Sign In (Full Name)	Name	Location	Position
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Carla Wardlaw	WSD		
Karen Reed	Kasey Keep		Parent
Terri McDiarmid	Terri McDiarmid		Parent
Nicola Burton	Eastside		Parent
Judy Gallaway	Eastside		Coordinator
Broni Gue	River		Coordinator
Lindsay Vickers	District		Asst. Tech Coordinator
Aracely de la Cruz	WSD		EL Coordinator
Sherry Stillman	WMS		Coordinator
Regalt Stillman	Eastside		Parent

# Sign In Sheet *Mentor/Mentee Migs*

Event Name: Information About Act 1240 Waiver  
 Location: Central Office Meeting Room  
 Facilitator: Carla Wardlaw  
 Date(s): September 1, 2021  
 Time: After School approximately 3:20pm  
 Presented by: Carla Wardlaw/Rhonda Williams

Sign In (Full Name)	Name	Location	Position
<i>Stallme</i>	<i>Steele White</i>	<i>Warren School District</i>	<i>PG</i>
<i>Carol Myers</i>	<i>Sarah Roberts</i>	<i>Warren School District</i>	<i>PE/Class Development</i>
<i>Rhonda Shuck</i>	<i>Linda Horton</i>	<i>Warren School District</i>	<i>IT</i>
<i>Trishan Mcandhan</i>	<i>Trishan Mcandhan</i>	<i>Eastside</i>	<i>MUSIC</i>
<i>Carla Wardlaw</i>			
<i>Rhonda Soperland</i>			
<i>Tina Redick</i>	<i>Tina Redick</i>	<i>Eastside</i>	<i>PE</i>
<i>Debra</i>	<i>Rebecca Byars</i>	<i>Eastside</i>	
<i>Debra Taylor</i>	<i>Sara Taylor</i>	<i>Brunson</i>	<i>5th Math</i>
<i>Angeline Steele</i>	<i>Angeline Taylor</i>	<i>Brunson</i>	<i>5th Literacy</i>
<i>Michelle Galt</i>	<i>Ashley Byars</i>	<i>WMS</i>	<i>Teacher</i>
<i>Debra Soper</i>	<i>Debra Soper</i>	<i>Eastside</i>	<i>Teacher</i>
<i>Debra Wardlaw</i>	<i>Carla Wardlaw</i>	<i>WMS</i>	<i>Teacher</i>
<i>Rhonda Williams</i>	<i>Katie Williams</i>	<i>WMS</i>	<i>Teacher</i>

# Sign In Sheet



Event Name: 1240 Information Meeting A-Team

Location: Central Office Meeting Room

Facilitator: Bryan Cornish

Date(s): 8-26-2021

Presented by: Bryan Cornish

Time: 10:00 am

Sign In (Full Name)	Name	Location	Position
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Shonda Williams

Bernie Johnson

Henry Marshall

James Adams

DAVID  
Donald Powell

Kenna White

Christy Johnston

# Sign In Sheet Warren School District

Event Name: 1240 Information Meeting

Location:

Facilitator:

Date(s):

Time Presented by:

Sign In (Full Name)	Name	Location	Position
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*Sherry Richardson* *Teacher*

*Janet ...* *Teacher*

*Sherry ...* *Teacher*

*Sherry ...* *Teacher*

*Sherry ...* *Teacher*

*Sherry ...* *Teacher*

*Sherry ...* *Teacher*

*Sherry ...* *Teacher*

*Sherry ...* *Teacher*

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*Sherry ...* *Teacher*

*Sherry ...* *Teacher*

*Sherry ...* *Teacher*


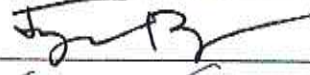


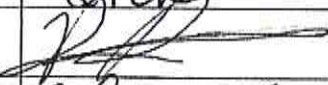
*Sherry ...* *Teacher*

*Sherry ...* *Teacher*



# Warren School District

Faculty Meeting 9/23/2021

<u>Name</u>	<u>Signature</u>	<u>Date</u>
Gathen, Tiffany		
Williams, Daniel		
Anders, Joseph	football	
Brown, Mitchel		9/23
Brown, Tye		9/23
Cabaniss, Candi		
Courtney, Ruthie	Doctor/side	
Davis, Katie	Katie Davis	10-4-21
Dunn, Kevin	bus	
Free, Ashton	Ashton Free	9/28
Harris, Leon		9/28
Hasley, Randi	side	
Hembree, Bo		9-28-21
Horn, Coleman	Coleman	9-23-2021
Jones, Cody	Cody Jones	9/23/2021
Kuhn, Katie	Katie Kuhn	9/23/2021
Lassiter, Heidi	Heidi Lassiter	9/23/2021
Mann, Brent	Brent Mann	9/23/2021
McKinney, Laura	Laura	9/23/21
Melton, Jennifer	J. Melton	9-23-21
Moore, Sarah	Sarah Moore	9-23-21
Nealon, Nakasha	Nakasha Nealon	9/23/21

Warren School District  
 Faculty Meeting 9/23/2021

Nix, Britny	Sick	
O'Neil, Anne	Anne O'Neil	9-23-2021
Raines, Gene	Gene Raines	9-23-2021
Reed, Billy	Billy Reed	9-23-2021
Robinson, Nicole	Nicole Robinson	9-23-2021
Shepherd, Katrina	Katrina Shepherd	9-23-2021
Sledge, Payton	Payton Sledge	9-23-2021
St. John, Liz	Liz St. John	9-23-2021
Watkins, Clark	Clark Watkins	9-23-2021
Watson, Larry	Larry Watson	9-23-2021
Weatherly, Dalton	Dalton Weatherly	9-23-2021
Wilson, Trent	Trent Wilson	9-23-2021
Young, Gladys	Gladys Young	9-23-2021
Young, Joanna	Joanna Young	9-23-2021
Greenwood, Chad	Chad Greenwood	9-23-2021

## **RESOLUTION OF THE WARREN SCHOOL DISTRICT BOARD OF DIRECTORS**

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

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

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

WHEREAS, the Warren 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 Warren 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 Warren 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 WARREN SCHOOL DISTRICT BOARD OF DIRECTORS THAT:**

1. Pursuant to Act 1240 of 2015, codified at Ark. Code Ann. § 6-15-103, the Warren 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 Warren School District seeks these waivers for July 1, 2022 through June 30, 2027

3. The Warren School District Board of Directors agreed upon this resolution by vote on August 9, 2021, during an open, regularly scheduled meeting.

By: Jerry Davis  
Board President

By: Angela Marshall  
Board Secretary