



Act 1240 District Waiver Request Extension

District:	Lakeside
LEA Number:	0903
Superintendent:	Dr. Billy Adams
Email:	badams@lsschool.org
Contact for Waiver:	Karen Eoff
Contact Email:	Karen.eoff@searkcoop.com
Contact Phone:	870-723-2074
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.

Lakeside School District recognizes that a highly qualified teacher in each classroom is the single most important factor influencing student learning. Lakeside 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. We have even recruited and hired four teachers by the reciprocity process from the Philippines. The Lakeside School District has had only 7 openings since 2018 that we could not find licensed teachers to fill regardless of how many recruitment activities we conducted including international recruiting. We have hired seven Act 1240 teachers and six of the college graduates hired have completed a licensure program and now hold an Arkansas Teaching License. Our art teacher is currently in the process of acquiring his licence. 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.

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. 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 assigned an experienced buddy teacher to support them on a daily basis. Buddy teachers ensure that Act 1240 teachers are aware of building expectations, meet all deadlines, and answer the teacher's questions. The district content specialists and the Co-op content specialists, model engaging lessons, instructional strategies, and provide feedback to the teachers. Each school building principal assigns an effective teacher to support the Act 1240 teachers during their conference periods to plan and evaluate lesson plans. Fetterman and Fetterman, outside consultants, also meet with the teachers and model lessons for them as needed. The teachers have multiple opportunities to observe highly effective teachers and this allows the Act 1240 teachers to observe effective procedures and effective practices to use in their classroom. At the building level, Act 1240 teachers meet with their grade level team each week. The teachers are encouraged to attend the Praxis tutoring sessions provided by the Southeast Co-op. The teachers are given time off to study for and take their Praxis exams. The teachers meet monthly with district level administrators until they obtain their license. 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, 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 Lakeside 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 Your 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.

Mr. Greg Pearson is the middle school music teacher as well as the high school choir director. He has been in the district for five years and began his career as an Act 1240 teacher. The choir program had a very low enrollment at the time he started. During the last five years, he has developed a music program that has grown greatly in number and quality of sound. Utilizing his opera and theatrical background, he has encouraged students to participate in numerous musical productions at the E.E. Bass Performance Hall in Greenville, Mississippi. Students have performed in productions both during the school year and throughout the summer. Mr. Pearson is a member of the SEARK Concert Series of Southeast Arkansas and has been pivotal in bringing high quality theatrical and musical events into the district to perform for our students in the different school buildings. Mr. Pearson has also revived the Hooked on Fishing Not on Drugs program at Lakeside. He conducts a week-long fishing tournament each year at both the elementary and middle school level. Students learn how to properly maintain fishing equipment, cast lines and reel in fish. Mr. Pearson has brought a level of culture to the school district that our students may never experience outside of the educational setting. From opera to fishing he shows our students a much broader education and motivates students to dream.

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 buddy teacher assignment documentation. The principals have documented observations of the teachers in EdReflect. 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's 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 Lakeside 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, Lakeside 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 six ACT1240 hires that have already completed the requirements to earn an Arkansas license while being employed by our district.

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. We are one of the four districts in our Co-op area that had to use the Library Media waivers when our middle school librarian told us she was moving out of the district.

We had no licensed applicants when we advertised our position, we began looking for someone already in our system or in our community with a degree that has expressed a love for reading, literature, and wanted to inspire students to read. None of our experienced staff members were willing to return to school to acquire this rigorous program of study and incur the expense involved. We had recruited a career coach from our community to work for the Lakeside and Dermott School Districts. This career coach inspired her students to set goals for higher education 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 teacher has turned out to be for our district. 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 tried to hire a fully licensed library media specialist when we had an opening. We only used this waiver when we had exhausted all avenues of creative, innovative recruitment and had no licensed applicants. Library media specialists are almost impossible to find in our area of the state. Without our “Grow Our Own” program that you have provided with these waivers we would have had to place an unqualified sub in our library. 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.

How has this helped our students? Ms. Vaught is well suited for the curious minds that make up grades six through eight. She is well versed in 95% of the books available in the library and can give students just enough information to entice them to read the book for themselves. She is creative and displays her creativity in her displays and book promotions that lure even the reluctant student to pick up a book and read. She is very tech savvy and uses many online sources to give her students even more options for reading. She hosts Saturday morning book clubs at the public library and has virtual book talks posted on her library webpage. Ms. Vaught

will team with any teacher on any project that will promote and entice students to read. She is a pivotal member of our district wide team that seeks to develop a reading culture and a community of readers. Her work does not stop at the school. She is working hard to develop a community of readers in our community as well. One of the great things you have given us with these waivers is the ability to hire Ms. Vaught. She has found her calling and her life's work. She is vested in her community and her school district. A higher salary in another part of the state will now lure her away.

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

The middle school library/media center has become a learning hub for reading, researching, critical thinking, homework and provides a safe and nurturing climate for students. The number of books being read and tests passed through the Accelerated Reading Program has increased. The number of books in circulation in and out of the library and electronic media usage has increased. The number of students talking about what they are reading has increased. The number of teachers making connections with the library and using the library/media center to enhance students' reading has increased. The library/media center has provided resources (books, technology, digital media) to disadvantaged students that do not have access in their homes. The library/media center has become an interracial part of learning in our middle school.

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.

The middle school library/media center, under Ms. Vaught, has become a learning hub for reading, researching, critical thinking, homework and provides a safe and nurturing climate for students. The number of books being read and tests passed through the Accelerated Reading Program has increased. The number of books in circulation in and out of the library and electronic media usage has increased. The number of students talking about what they are reading has increased. The number of teachers making connections with the library and using the library/media center to enhance students' reading has increased. The library/media center has provided resources (books, technology, digital media) to disadvantaged students that do not have access in their homes. The library/media center has become an interracial part of learning in our middle school culture.

Lakeside School District

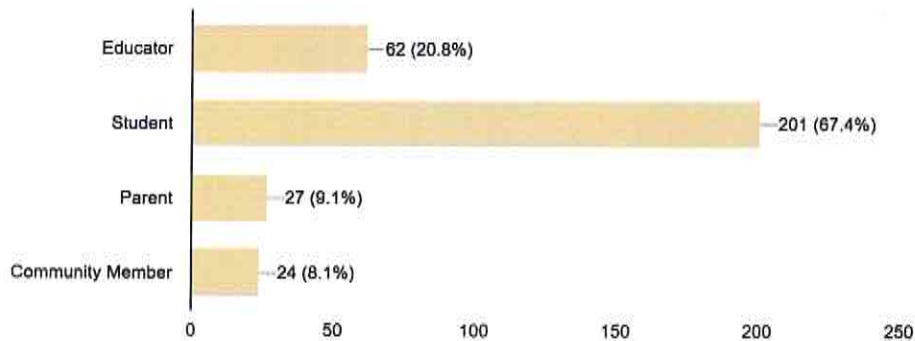
STAKEHOLDER SURVEY

Act 1240 Waiver Survey - August 2021

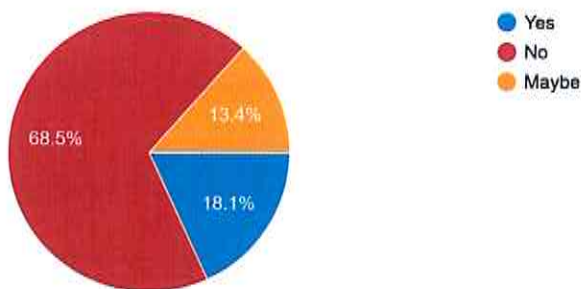
Lakeside School District Mission Statement

The mission of the Lakeside School District is to provide all students with the necessary educational program so that they will become responsible and useful citizens in our democratic society. We believe that education should provide opportunities through classroom procedures and extracurricular activities to teach students to develop skills that are needed to compete in a global society.

Stakeholder Position (Choose all that apply)
298 responses



Are you familiar with the Act 1240?
298 responses



Question 1: Breakdown

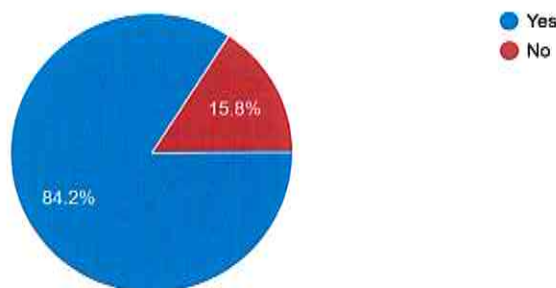
Stakeholder Position (Choose all that apply)	Are you familiar with the Act 1240?		
	Maybe	No	Yes
Community Member	4	14	3
Educator	6	25	21
Educator, Parent	2		2
Educator, Parent, Community Member	1	1	
Educator, Student		3	1
Parent		16	1
Parent, Community Member		1	
Student	26	142	26
Student, Parent	1	2	
Grand Total	40	204	54

The Lakeside School District is requesting that the Arkansas State Board of Education extend our Act 2140 waiver which will expire on June 30, 2022. The request is to extend the waiver from July 1, 2022 to June 30, 2027.

1240 Overview: The Act 1240 waivers allow school districts to place aspiring teachers while working on their certification to teach under an approved program such as the APPEL, MAT, TFA, and Arkansas Teacher Corp, who holds a degree or is certified but not in the teaching area. Therefore, the teacher will receive the necessary educational support to meet the needs of our student from mentoring and approved programs.

Will you support the district in applying for the Act 1240 waivers to provide "highly qualified teachers" in the classroom?

298 responses

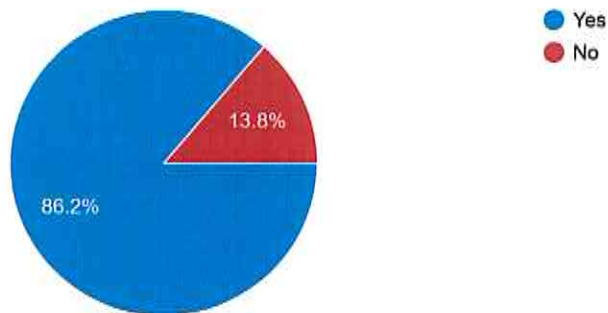


Question 2: Breakdown

Stakeholder Position (Choose all that apply)	Will you support the district in applying for the Act 1240 waivers to provide "highly qualified teachers" in the classroom?	
	No	Yes
Community Member	1	20
Educator	1	51
Educator, Parent		4
Educator, Parent, Community Member		2
Educator, Student	2	2
Parent	3	14
Parent, Community Member		1
Student	38	156
Student, Parent	2	1
Grand Total	47	251

Will you support the efforts of teachers as they participate in approved programs to become certified in "high need" areas of study?

298 responses



Question 3: Breakdown

Stakeholder Position (Choose all that apply)	Will you support the efforts of teachers as they participate in approved programs to become certified in "high need" areas of study?	
	No	Yes
Community Member	1	20
Educator	1	51
Educator, Parent		4
Educator, Parent, Community Member		2
Educator, Student		4
Parent	2	15
Parent, Community Member		1
Student	36	158
Student, Parent	1	2
Grand Total	41	257

RESOLUTION OF THE LAKESIDE SCHOOL DISTRICT BOARD OF DIRECTORS

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

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

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

WHEREAS, the Lakeside 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 Lakeside 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 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 charter school that draws students from Lakeside 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 Schools 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, LET IT BE RESOLVED BY THE LAKESIDE SCHOOL DISTRICT BOARD OF DIRECTORS, THAT:

1. Pursuant to Act 1240 of 2015, codified at Ark. Code Ann. §6-15-103, the Lakeside 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 requirements 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
2. The Lakeside School District seeks these waivers for July 1, 2022 through June 30, 2027.
3. The Lakeside School District Board of Directors agreed upon this resolution by vote on August 9, 2021, during an open, regularly scheduled meeting.

By: Richard Livingston
Board President

By: Josephine Griffin
Board Secretary